

<b>DECISION-MAKER:</b>	CHILDREN AND FAMILIES SCRUTINY PANEL
<b>SUBJECT:</b>	CHILDREN'S SERVICES IMPROVEMENT PLAN
<b>DATE OF DECISION:</b>	1 OCTOBER 2020
<b>REPORT OF:</b>	EXECUTIVE DIRECTOR CHILDREN AND LEARNING

<b><u>CONTACT DETAILS</u></b>			
<b>Executive Director</b>	<b>Title</b>	<b>Children and Learning</b>	
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<b>STATEMENT OF CONFIDENTIALITY</b>	
Not applicable	
<b>BRIEF SUMMARY</b>	
To brief the Panel on the revised Children and Learning Improvement Plan	
<b>RECOMMENDATIONS:</b>	
	(i) That progress be noted
	(ii) That there is a further update to Scrutiny Panel in December 2020
<b>REASONS FOR REPORT RECOMMENDATIONS</b>	
1.	The journey for the improvement in the outcomes by Children's Services requires a robust improvement plan.
<b>ALTERNATIVE OPTIONS CONSIDERED AND REJECTED</b>	
2.	None
<b>DETAIL (Including consultation carried out)</b>	
	<b>Review of Plan</b>
3.	Since the meeting of the Scrutiny Panel in August 2020 the Improvement Plan has been reviewed against Partners in Practice (Hampshire Children's Services) recommendations. The actions arising from the collective grievance and subsequent independent report have also been incorporated; alongside learning from the recently published serious case review, 'Freddie'. The Improvement Board will also now receive a quarterly report on progress against all serious case and child safeguarding practice reviews.
4.	Responsible officers are required to provide updates for their areas and in August the Board received the first report in the recommended 'exceptions' format; identifying areas of risk in the service and outlining evidence where progress had been achieved. These are appended to this document. The

	Executive Director will now review the status of each area with his senior management team.
5.	The revised improvement plan has been redrafted, with a clear steer from the new Executive Director for Children and Learning about content and format. The plan references best practice examples, alongside the Partners in Practice feedback.
6.	The document sets out that the 'Child Friendly' ambition for children will be translated into the development of a robust service vision and strategy in quarter three, with all staff engaged in this programme. The plan outlines the governance arrangements and the extended membership of the Improvement Board; key performance measures; activity undertaken since the last inspection; the key priorities for the service and revised target dates, aligned with the inspection recommendations.
7.	The Children and Learning Service has proactively asked for a further review of the plan by Hampshire Children's Services in October 2020, to check on the revisions made. Hampshire have confirmed that approval has been given by the Department for Education.
8.	The Executive Director has received approval from Ofsted to submit the Improvement Plan on 8 <sup>th</sup> October 2020, after the meeting of the Scrutiny Panel.
	<b>Governance</b>
9.	In the last report, the terms of reference for the Improvement Board were outlined. There was an action for the governance structure to be shared with the Panel and the structure is referenced on page seven of the plan. The membership of the Improvement Board has been extended, at the request of the Executive Director and now includes key safeguarding partners.
10.	In response to the collective grievance, practitioner representatives will also be invited to the Improvement Board; aligned with the service practitioner reference group when this has started. The Executive Director has communicated with staff to ask for interested parties to come forward and there has been a favourable response.
11.	The Improvement Board convened in August 2020 and received a presentation on the looked after children service, as per schedule outlined at the last scrutiny meeting. On 25 <sup>th</sup> September 2020 the Board will have oversight of the revised plan.
	<b>Update on Grievance Report</b>
12.	As previously stated, the recommendations arising from the investigation have been incorporated into the Improvement Plan. Senior leadership team engagement to progress the plan has started with managers (meeting chaired by Executive Director on 10 <sup>th</sup> September 2020) and staff.
13.	In August, the Panel requested an update on the meetings outlined in recommendation 2 of the report. The initial tranche of meetings is confirmed below: <ul style="list-style-type: none"> <li>• <b>Monthly safeguarding assurance visit to one service (DCS and Leader) – service visits set up for 07/10/2020; 05/11/2020; 10/12/2020.</b> Dates for 2021 will be confirmed.</li> </ul>

	<ul style="list-style-type: none"> <li>• <b>Bi-annual safeguarding assurance meeting (Chief Executive, Executive Director Children and Learning, Leader)</b>– booked in for 12/11/2020 and 12/05/2021.</li> <li>• <b>Quarterly meeting (Chief Executive and Principal Social Worker)</b> – booked for: 24/11/2020; 23/02/2021; 25/05/2021; 24/08/2021.</li> <li>• <b>Executive Management Board meeting every six months</b> - the service is confirming the arrangements for this meeting.</li> </ul>
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14.	Progress against the plan will be reported to Scrutiny Panel through this report.
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**RESOURCE IMPLICATIONS**

**Capital/Revenue**

15.	None at this stage
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**Property/Other**

16.	None at this stage
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**LEGAL IMPLICATIONS**

**Statutory power to undertake proposals in the report:**

17.	S.111 Local Government Act 1972
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**Other Legal Implications:**

18.	None
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**RISK MANAGEMENT IMPLICATIONS**

19.	The overall improvement plan is risk assessed.
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**POLICY FRAMEWORK IMPLICATIONS**

20.	<p>This developing improvement plan is an important contributor to achieving the outcomes desired for children in Southampton.</p> <p>The Corporate Plan 2020 sets out the following regarding the wellbeing of children in the city:</p> <p>“Working with partners to deliver the ambitions set out in the five-year Health and Wellbeing Strategy, this area looks at wellbeing across the city, with a focus on adults and children’s social care, education and public health. We work closely with partners to help safeguard vulnerable people across the city. We are focused on delivering strong customer experience across the Adults and Children &amp; Families services. We want Southampton to be a city that is recognised for its proactive approach to preventing problems and intervening early, as well being a ‘Child Friendly City’ where children and young people have great opportunities and an aspiration to achieve. We want our residents to have the information and support they need to lead safe, active, healthy lives and to be able to live independently for longer.”</p>
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<b>KEY DECISION?</b>	<b>No</b>
<b>WARDS/COMMUNITIES AFFECTED:</b>	All

SUPPORTING DOCUMENTATION

**Appendices**

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| 1. | Children and Learning Improvement Plan – September 2020 |
| 2. | Exceptions report August 2020                           |

**Documents in Members' Rooms**

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| 1. | None |
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**Equality Impact Assessment**

Do the implications/subject of the report require an Equality and Safety Impact Assessment (ESIA) to be carried out?	<b>No</b>
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**Data Protection Impact Assessment**

Do the implications/subject of the report require a Data Protection Impact Assessment (DPIA) to be carried out?	<b>No</b>
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**Other Background Documents**

**Other Background documents available for inspection at:**

Title of Background Paper(s)	Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)
1. None	