










# Safeguarding Plan Milestone Report

Generated on: 04 November 2009

Status Key	
	Action completed and desired outcome achieved
	Action in progress and on track to be completed
	Not achieved / not on track support required to address issues










Action	Action Lead	Milestones	Planned Start Date	Due Date	Status	Progress Note	Milestone Lead	Theme
1.01 Create a culture of shared responsibility for all Haringey's children & young people	Peter Lewis	Key partners play a full role in Children's Trust, LSCB and HSP through appropriate attendance, participation feedback into governance mechanisms	01 Jul 2009	30 Sep 2009		<b>Sep 2009 - Achieved</b>	Peter Lewis	JAR- Leadership and Governance
		Develop and launch a consistent cross-partnership communication campaign to promote safe and effective safeguarding practice focused on key messages	01 Jul 2009	30 Sep 2009		<b>Sep 2009 - Achieved</b>	Peter Lewis	
		Joint communications strategy and approach produced for the Children's Trust	01 Aug 2009	31 Oct 2009		<b>Oct 2009 - Not on track.</b> Will be completed by November 2009.	Peter Lewis	
		Partners engaged in development of draft partnership agreement	01 Oct 2009	30 Nov 2009		<b>Oct 2009 - On track</b>	Peter Lewis	
Action	Action Lead	Milestones	Planned Start Date	Due Date	Status	Progress Note	Milestone Lead	Theme
1.02 Local Safeguarding Children Board communicate the findings of Serious Case Reviews	Graham Badman	Composite action plan pulling together findings of all SCRs developed	01 Jul 2009	31 Aug 2009		<b>Aug 2009 - Achieved</b>	Sarah Peel	JAR- Leadership and Governance
		Safeguarding communications programme implemented	01 Aug 2009	31 Dec 2009		<b>Oct 2009 - Achieved.</b> Completed (for Reviews published to date – learning points from unpublished reviews incorporated without reference to specific reviews)	Peter Lewis	







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		Events held to communicate findings of SCRs	01 Oct 2009	31 Oct 2009		<b>Oct 2009 - Achieved.</b> 3 Think the Unthinkable briefings on 1st October to managers and trainers in partner agencies and schools; 4th briefing to GPs on Oct 28th.	Sarah Peel	
		SCR Materials and framework developed for dissemination through staff meetings	01 Oct 2009	31 Oct 2009		<b>Oct 2009 - Achieved.</b> Set of slides developed from 1st October applicable to staff in any agency.	Sarah Peel	
		Communication materials and messages developed for dissemination through team meetings	01 Oct 2009	31 Oct 2009		<b>Oct 2009 - Achieved.</b> Together We Protect materials - newsletter and posters circulated across borough with key SCR messages	Sarah Peel	
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1.03 Improve working of the LSCB (also see action 2.02)	Graham Badman	LSCB priorities agreed	01 Aug 2009	30 Sep 2009		<b>Sep 2009 - Achieved.</b> Core business agreed - minuted	Sarah Peel	JAR- Leadership and Governance
		Governance arrangements and sub-group structure agreed	01 Sep 2009	31 Oct 2009		<b>Oct 2009 - Achieved.</b> Sub-group structure agreed by new LSCB Executive Sep 09.	Sarah Peel	
		Review of membership and Terms of Reference of subgroups completed	01 Sep 2009	31 Oct 2009		<b>Oct 2009 - Achieved.</b> ToR of subgroups reviewed - Best Practice delivery Group delayed until Nov 09 when new AD Safeguarding starts (Group Chair)	Sarah Peel	
		Work programme and business planning processes developed	01 Oct 2009	30 Nov 2009		<b>Oct 2009 - On track</b>	Sarah Peel	
Action	Action Lead	Milestones	Planned Start Date	Due Date	Status	Progress Note	Milestone Lead	Theme
1.04 Partnership Family Support Strategy developed and published	Jan Doust	Family Support Strategy development and consultation completed	01 Jul 2009	30 Nov 2009		<b>Oct 2009 - On track</b>	Jan Doust	JAR- Early Intervention
		Strategy published	01 Dec 2009	31 Dec 2009			Jan Doust	
		Reporting cycle and mechanism determined	01 Dec 2009	31 Dec 2009			Jan Doust	
Action	Action Lead	Milestones	Planned Start Date	Due Date	Status	Progress Note	Milestone Lead	Theme
1.05 Agree and implement CAF quality	Alison Botham	CAF quality assurance framework agreed	01 Aug 2009	30 Sep 2009		<b>Sep 2009 - Achieved.</b> Complete and Quality Assurance framework provided.	Alison Botham	JAR- Early Intervention

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assurance framework based on the Pan London CAF protocol		Implementation timescales and programme agreed	01 Sep 2009	31 Oct 2009		<b>Oct 2009 - Achieved.</b> Implementation timescales to be agreed at the IW Implementation group on 2nd November 2009. The group will be asked to agree implementation through network forums from January 2010	Alison Botham	
		Framework communicated to relevant people and training organised	01 Nov 2009	31 Dec 2009			Alison Botham	








Action	Action Lead	Milestones	Planned Start Date	Due Date	Status	Progress Note	Milestone Lead	Theme
1.06 Ensure quality of service by improving child protection referral and assessment processes	Eleanor Brazil	Referral pathways integrated with CAF	01 Jul 2009	30 Sep 2009		<b>Sep 2009 - Achieved.</b> Threshold document sets out the integrated approach. Further work / training required to ensure fully embedded and understood across all agencies. Training the Trainers sessions set to enable this to happen.	Mark Gurrey	JAR- Good Practice
		Capacity identified to ensure that timescales taken for assessment improve	01 Jul 2009	30 Sep 2009		<b>Sep 2009 - Achieved.</b> Capacity identified. Accelerated transfer of cases agreed to ensure focus on new incoming work.	Mark Gurrey	
		Quality of information and analysis in initial and core assessments is improved to ensure minimum standards are consistently met	01 Jul 2009	31 Oct 2009		<b>Oct 2009 - Achieved.</b> Practice Standards now disseminated setting out standards required. Audits will monitor implementation.	Mark Gurrey	
		Dedicated specialist mental health input for R&A established whilst proposal developed for multi-agency assessment team	01 Jul 2009	30 Nov 2009		<b>Oct 2009 - On track.</b> Process in place to agree working protocols with adult services. Work progressing to establish multi-agency assessment team. No dedicated service in place.	Mark Gurrey	






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1.07 Deliver improvements in thresholds and decision making	Eleanor Brazil	Clear thresholds developed to operate across specialist, targeted and universal services and communicated to staff	01 Jul 2009	31 Oct 2009		<b>Oct 2009 - Achieved.</b> Threshold document agreed by LSCB and dissemination process in place. Will form part of a number of different training courses.	Mark Gurrey	JAR- Good Practice
		Safeguarding resources panel	01 Jul 2009	31 Aug 2009		<b>Aug 2009 - Achieved</b>	Mark Gurrey	




Action	Action Lead	Milestones	Planned Start Date	Due Date	Status	Progress Note	Milestone Lead	Theme
		established with clear terms of reference established for all panels						
		Independent social workers engaged to support social workers / team managers in decision making	01 Jul 2009	31 Oct 2009		<b>Sep 2009 - Achieved.</b> 2 ISWs in place and 1.5 due to start October.	Mark Gurrey	
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1.08 Effective working at Child Protection Conference	Eleanor Brazil	Data on attendance at conferences collected by LSCB	01 Aug 2009	31 Oct 2009		<b>Oct 2009 - On track.</b> New monitoring form will be in use during November.	Mark Gurrey	JAR- Good Practice
		Mechanisms established to challenge appropriateness of invites to, and judge quality of input at, conferences	01 Sep 2009	31 Oct 2009		<b>Oct 2009 - On track.</b> Above will measure quality of input. New CP system being delivered from 12/10/09 will improve better focussed invites.	Mark Gurrey	
		Improvements demonstrated through quality of care plans / conference minutes	01 Oct 2009	31 Oct 2009		<b>Oct 2009 - Not achieved.</b> Improvements will become evident over next 3 months .	Mark Gurrey	
Action	Action Lead	Milestones	Planned Start Date	Due Date	Status	Progress Note	Milestone Lead	Theme
1.09 Identify opportunities for further integrated working across the strategic partnership (Jane Elias)	Jane Elias	Implementation Group set up to monitor delivery of actions within the Integrated Working Report and support development of an Integrated First Response Service	01 Aug 2009	31 Oct 2009		<b>Oct 2009 - Achieved.</b> NHS and Police are key part of Implementation Group.	Jane Elias	JAR- Good Practice
		Health Visitors Child Protection & Children in Need folders audited and revised standards developed	01 Sep 2009	30 Sep 2009		<b>Sep 2009 - Achieved.</b>	Julie Quinn	
		NHS and Police input into integrated working reflected within proposals	01 Sep 2009	31 Oct 2009		<b>Oct 2009 - Achieved.</b> NHS and Police are key part of Implementation Group.	Jane Elias	
Action	Action Lead	Milestones	Planned Start Date	Due Date	Status	Progress Note	Milestone Lead	Theme
1.10 Achieve an acceptable standard for the quality of care planning	Julie Quinn	Review current practice across all Trusts and develop action plan for improvements	01 Jul 2009	30 Sep 2009		<b>Sep 2009 - Achieved</b>	Julie Quinn	JAR- Good Practice
		Audit programme for plans	01 Sep 2009	31 Oct 2009		<b>Oct 2009 - Achieved.</b> Final Audit	Julie Quinn	

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		developed to demonstrate improvement				tool signed off by GOSH in Haringey 15th October 2009. First audit carried out in Q2 using the draft version. Formal feedback and final audit tool to be received 30th October. Audit is being used in Q3.		
		Standard agreed for inclusion of sibling information	01 Sep 2009	31 Oct 2009		<b>Oct 2009 - Achieved.</b> New registration form finalised by GOSH in Haringey Children's Management Team October 09, which includes sibling information (copy attached). In use since October. Genogram - to be finalised and in use by 30th October (copy to follow). Key events record to be finalised and in use by mid November (copy to follow).	Julie Quinn	
Action	Action Lead	Milestones	Planned Start Date	Due Date	Status	Progress Note	Milestone Lead	Theme
1.11 Revise, update and launch the revised children's social care procedure manual	Rachel Oakley	Revisions to manual completed and online version updated	01 Jul 2009	31 Oct 2009		<b>Oct 2009 - Achieved.</b> Complete.	Rachel Oakley	JAR- Good Practice
		Updated manual launched to staff	01 Oct 2009	31 Oct 2009		<b>Oct 2009 - Achieved.</b> Launched on 21st October.	Rachel Oakley	
		Staff engaged to establish a rolling programme of quarterly updates to the manual	01 Oct 2009	31 Oct 2009		<b>Oct 2009 - Achieved.</b> Programme of updates in place.	Rachel Oakley	
Action	Action Lead	Milestones	Planned Start Date	Due Date	Status	Progress Note	Milestone Lead	Theme
1.12 Implement procedures to ensure the allocation of a lead professional for children moving from social care or other specialist service back into targeted / universal services	Alison Botham	Procedures agreed by relevant agencies	01 Jun 2009	30 Sep 2009		<b>Sep 2009 - Achieved.</b>	Alison Botham	JAR- Good Practice
		Procedures implemented across all agencies	01 Oct 2009	31 Dec 2009		<b>Oct 2009 - On track.</b> New arrangements agreed and being implemented, and training begins November 2009 - see 2.05 Roll-out across all schools and settings.	Alison Botham	



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1.13 Commissioning directory developed to describe services, criteria and outcomes available	Ian Bailey	Existing directories update with summary provided by services	01 Aug 2009	30 Jun 2010		<b>Oct 2009 - On track.</b> FISD will form basis of this.	Ian Bailey	JAR- Good Practice
		Domestic violence commissioning completed following reviews of evidence base; current provision and a gap analysis	01 Sep 2009	31 Dec 2009		<b>Oct 2009 - On track.</b> Haringey DV coordinator working with LSCB sub-group and Public Health.	Ian Bailey	
		Parenting support commissioning completed following development of list of effective parenting support programmes and interventions; current parenting support provision detailed by all services; and gap analysis	01 Sep 2009	31 Dec 2009		<b>Oct 2009 - On track.</b> Working with Parenting Commissioner and Family Support Working Group.	Ian Bailey	
Action	Action Lead	Milestones	Planned Start Date	Due Date	Status	Progress Note	Milestone Lead	Theme
1.14 Introduce additional short term social work professional and management capacity	Eleanor Brazil	Short term capacity needs and resource requirements identified	01 Jul 2009	31 Aug 2009		<b>Sep 2009 - Achieved.</b>	Eleanor Brazil	JAR- Capacity and Staffing
		Longer term capacity needs and staffing levels identified and resources identified	01 Aug 2009	31 Oct 2009		<b>Oct 2009 - Achieved.</b> Structure for First Response, Safeguarding and Children in need teams agreed. JDs being re-drafted and recruitment to vacant management posts in those teams to proceed. Structures and staffing in fostering, additional needs and disability, and leaving care to be reviewed.	Eleanor Brazil	
		Capacity increased to take on complex cases and provide supervision to social workers	01 Sep 2009	31 Mar 2010		<b>Oct 2009 - On track.</b> Additional independent SWs and consultants has been recruited to provide capacity and to free up TMs to undertake S/V and other training	Eleanor Brazil	
Action	Action Lead	Milestones	Planned Start Date	Due Date	Status	Progress Note	Milestone Lead	Theme
1.15 Recruit and retain good staff across the partnership to reduce the number of	Stuart Young	Haringey offer identified and recruitment campaign launched	01 Jul 2009	30 Sep 2009		<b>Sep 2009 - Achieved.</b>	Rachel Oakley	JAR- Capacity and Staffing
		Social work graduate trainee scheme expanded	01 Jul 2009	30 Sep 2009		<b>Oct 2009 - Not achieved.</b> A decision has been taken to expand the graduate scheme to 12 and 5 on the MA route. (SPSG update)	Rachel Oakley	




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vacancies and reliance on agency staff		Benchmarking of Health Visitors, School Nurses and Paediatricians completed	01 Aug 2009	31 Oct 2009		<b>Aug 2009 - On track</b>	Julie Quinn	
		Resource plan developed and approved by NHS Haringey	01 Aug 2009	31 Jan 2010		<b>Oct 2009 - On Track.</b> 2008-09 and 2009-10 resource plans have been developed and implemented, 2010-11 resource plan has been developed and approved by SMT, but final approval and budget agreement will be done by the Board at the end of January 2010. This resource plan is for additional resources to supplement what has already been allocated. (SPSG update)	Julie Quinn	
		Health workers vacancies filled and staff in post	01 Aug 2009	30 Nov 2009		<b>Oct 2009 - Not on track.</b> Ongoing recruitment campaign has meant that the number of Health Visitor vacancies that was 14.84 in September 2008 will be reduced to 9.40 whole time equivalents by Jan 2010. A new Initiative is in development to use further skill-mix to enable the best use of resources. This will allow for delivery of the full "healthy child" programme to be resumed as soon as possible.	Julie Quinn	
		Monitoring mechanism established to enable review of workloads of Health Visitors, School Nurses and Paediatricians	01 Aug 2009	31 Aug 2009		<b>Sep 2009 - Achieved</b>	Julie Quinn	
		New social workers and social work managers in post	01 Sep 2009	31 Dec 2009		<b>Oct 2009 - On track</b>	Rachel Oakley	
		Health safeguarding vacancies filled and staff in post	01 Aug 2009	30 Nov 2009		<b>Oct 2009 - On track.</b> Senior Named Nurse, started 12th Oct, Designated Nurse to start November 09, Named Nurse for primary care to start January 09.	Julie Quinn	
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1.16 Ensure effective supervision	Eleanor Brazil	Guidelines amended to clarify the supervision guarantee and electronic manual updated	01 Aug 2009	30 Sep 2009		<b>Sep 2009 - Achieved</b>	Rachel Oakley	JAR- Capacity and Staffing

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arrangements for social care staff		Assessment centres held to establish managers' ability to deliver quality supervision	01 Aug 2009	30 Sep 2009		<b>Oct 2009 - Not achieved.</b> Resources have been allocated to get this achieved during November. All current managers are to be assessed. (SPSG update)	Rachel Oakley	
		Individual tailored development programmes for front line managers implemented	01 Sep 2009	30 Nov 2009		<b>Oct 2009 - On track.</b> A revised approach is being adopted which will assess team managers competence in key areas (with a particularly focus on supervisory skills) and construct an individual development package.	Rachel Oakley	
		Reporting of supervision integrated into existing reports	01 Sep 2009	30 Nov 2009		<b>Oct 2009 - On track.</b> Frequency of supervision monitoring put into place from September 2009. Summary will be discussed at PMG on 9th November and actions arising as a result.	Christine Jorge	
		Supervision survey carried out to compare with baseline and improvement actions identified to feed into refresh of plan	01 Sep 2009	31 Dec 2009		<b>Oct 2009 - On track.</b> Supervision questionnaire has been given to social workers again to find out if there have been any changes/improvements since the first questionnaire was completed in June 09. Results will be collated and findings presented to PMG on 9th November 09.	Debbie Cotterill	
		Hubs of Change (Tavistock / Haringey) project implemented	01 Sep 2009	30 Nov 2009		<b>Oct 2009 - Achieved.</b> The programme for social workers and managers has started - the approach is to achieve significant long term change - but some evidence of changes in attitude etc already evident.	Rachel Oakley	

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1.17 Ensure effective supervision arrangements for health staff	Julie Quinn	NHS Trust standard for supervision agreed and audit programme developed	01 Aug 2009	30 Sep 2009		<b>Sep 2009 - Achieved.</b>	Julie Quinn	JAR- Capacity and Staffing
		Discussion with Clinical Excellence Group about GPs supervision	01 Sep 2009	30 Sep 2009		<b>Sep 2009 - Achieved.</b>	Julie Quinn	
		Reporting of supervision	01 Sep 2009	30 Nov 2009		<b>Sep 2009 - Achieved.</b>	Julie Quinn	





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		integrated into case recording						
		Health Managers trained in role & responsibilities regarding supervision	01 Sep 2009	30 Nov 2009		<b>Oct 2009 - Achieved.</b> Monthly activity data is produced and reviewed for all children's services. Monitored through Safeguarding Assurance Scorecard. Detailed analysis at regular GOSH performance management meetings.	Julie Quinn	
		Supervision survey carried out to compare with baseline and improvement actions identified to feed into refresh of plan	01 Sep 2009	31 Dec 2009		<b>Oct 2009 - On track.</b> All members of staff had supervision training from InTrack in April 2008. External consultant currently providing specialist training to team leaders 2-3 days per week. Every Health Visitor receives 2-3 1/2 days of Child Protection supervision every 2-3 months (once every 4 weeks) in addition to 4-6 weekly line management supervision. The Named nurse will provide additional specialist supervision from 12 Oct. GOSH have commissioned training from InTrack for 100 staff and managers in Feb 2010 (earliest possible). From Oct 2010 training will be "in house".	Julie Quinn	





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1.18 Ensure effective supervision arrangements for police staff	Dave Grant	Reporting of supervision integrated into other reports	01 Sep 2009	30 Nov 2009		<b>Oct 2009 - Achieved.</b> Corporate MPS Model, which is covered through Service Inspections of Public Protection Units. Last inspection in September - Haringey PPD retained its certification.	Dave Grant	JAR- Capacity and Staffing
		Programme developed to ensure compliance with Standard Operating Procedures for supervision	01 Sep 2009	30 Nov 2009		<b>Oct 2009 - Achieve.</b> As above. Further aspect is that PPD matters are a standing agenda item for daily review conducted by the Superintendent.	Dave Grant	
		Supervision survey carried out to compare with baseline and improvement actions identified to feed into refresh of plan	01 Sep 2009	31 Dec 2009		<b>Oct 2009 - Achieved.</b> As above.	Dave Grant	











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1.19 Implement programme of multi-agency training	Eleanor Brazil	Practitioners across the partnership trained in thresholds and use of common language	01 Jul 2009	31 Jan 2010		<b>Oct 2009 - On track</b>	Rachel Oakley	JAR- Capacity and Staffing
		Social work staff trained on risk assessment, information sharing and the recording of decisions	01 Jul 2009	31 Dec 2009		<b>Oct 2009 - On track.</b> Series of training sessions booked / delivered	Sylvia Chew	
		Staff trained and provided with guidance in child centred practice and authoritative practice and social history researched and commissioned	01 Jul 2009	31 Jan 2010		<b>Oct 2009 - On track</b>	Rachel Oakley	
		Multi-agency exercise using MACIE implemented	01 Sep 2009	31 Dec 2009		<b>Oct 2009 - Achieved.</b> Exercise conducted in October.	Dave Grant	
		Agree, implement and train staff on a Critical Incident De-briefing model within organisations and across multi-disciplinary teams	01 Sep 2009	31 Dec 2009		<b>Oct 2009 - On track.</b> On track, being led by DI Noel McHugh from the CAIT Team.	Dave Grant	





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1.20 Develop a multi-agency core safeguarding induction programme	Rachel Oakley	Multi-agency core safeguarding training programme developed	01 Mar 2009	30 Nov 2009		<b>Oct 2009 - Not on track.</b> Training Officer with experience in developing training programmes to be loaned to LSCB until end December to achieve this action ahead of arrival of LSCB Training Officer and ensure linkage with Council internal training programme and designated nurse. (SPSG update)	Rachel Oakley	JAR- Capacity and Staffing
		All appropriate staff attend programme	01 Oct 2009	31 Dec 2009		<b>Oct 2009 - Not on track.</b> See previous milestone update.	Rachel Oakley	




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1.21 Assure the quality of practice	Eleanor Brazil	Standards for case files developed and communicated to staff	01 Jul 2009	31 Oct 2009		<b>Oct 2009 - Achieved.</b> New case auditing system in place which sets out expectations for good case files.	Mark Gurrey	JAR - Performance Management
		Programme of sampling and qualitative assessment of case files implemented across the partnership	01 Jul 2009	31 Dec 2009		<b>Oct 2009 - On track</b>	Eleanor Brazil	
		Measures for quality and	01 Jul 2009	31 Dec 2009		<b>Oct 2009 - On track.</b> Audits to be	Eleanor Brazil	


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		performance of safeguarding practice across the partnership developed				conducted by independent Ken Adams - set up meeting on 2/11 .		
		Annual framework for case file audit agreed within each organisation	01 Aug 2009	30 Sep 2009		<b>Sep 2009 - Achieved.</b>	Eleanor Brazil	
		Tools implemented to help ensure the quality of NHS referrals meet an acceptable standard	01 Sep 2009	30 Sep 2009		<b>Oct 2009 - Not achieved.</b> GOSH in Haringey Referral Form agreed with First Response and in use since 5th October. NMUHT form agreed with First Response at Integrated Working Group in August. Referral forms and audit of referrals to be addressed at next meeting of Integrated Working Group in November.	Justin Daniels	







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1.22 Ensuring the quality and reliability of data	Eleanor Brazil	Data quality audit programme developed	01 Aug 2009	30 Sep 2009		<b>Sep 2009 - Achieved.</b>	Christine Jorge	JAR - Performance Management
		Review accuracy of framework I reports in conjunction with Core Logic	01 Aug 2009	31 Oct 2009		<b>Oct 2009 - Achieved.</b> Priority list of reports has been drawn up and we have met with Core Logic to discuss priorities and agree action. Reports coordinator in FWI support team to ensure issues are being followed up in agreed timescales. All priority reports to be fixed or alternative offered by Dec 09.	Christine Jorge	
		Internal audit programme agreed with Corporate Services to audit the work of the performance team	01 Sep 2009	30 Sep 2009		<b>Sep 2009 - Achieved.</b>	Christine Jorge	
		Review actions from external audit of performance indicators	01 Sep 2009	31 Oct 2009		<b>Oct 2009 - Achieved.</b> Priority list of reports has been drawn up and we have met with Core Logic to discuss priorities and agree action. Reports coordinator in FWI support team to ensure issues are being followed up in agreed timescales. All priority reports to be fixed or alternative offered by Dec 09.	Christine Jorge	








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1.23 Establishing the volume of demand for services and forecasting future demand	Eleanor Brazil	Establish demand from January to June 09	01 Aug 2009	31 Oct 2009		<b>Oct 2009 - Not achieved.</b> Report virtually complete but will not be signed off to timescale.	James Hood	JAR - Performance Management
		Historical and other data used to provide a basis for prediction	01 Aug 2009	31 Oct 2009		<b>Sep 2009 - Achieved</b>	James Hood	
		Workloads and caseloads identified and analysed against national recommendations and good practice	01 Sep 2009	31 Dec 2009		<b>Sep 2009 - Achieved</b>	James Hood	
		Undertake a Gap analysis in relation to staffing and budget	01 Sep 2009	31 Dec 2009		<b>Oct 2009 - On track</b>	James Hood	
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1.24 NHS provider trusts performance management capability improved	Julie Quinn	Safeguarding Assurance Framework agreed and presented to NESH Board	01 Jul 2009	31 Aug 2009		<b>Sep 2009 - Achieved</b>	Julie Quinn	JAR - Performance Management
		NHS membership of LSCB Quality Assurance Group reviewed to include representative from performance and commissioning teams	01 Jul 2009	31 Aug 2009		<b>Sep 2009 - Achieved</b>	Julie Quinn	
		Safeguarding performance dashboard developed and trialled	01 Jul 2009	30 Sep 2009		<b>Sep 2009 - Achieved</b>	Julie Quinn	
		NHS Performance reporting established through Health JAR Action plan Group & NHS haringey Board	01 Jul 2009	30 Sep 2009		<b>Sep 2009 - Achieved</b>	Julie Quinn	
1.25 Developing, across the partnership, integrated business planning and performance management processes	Eleanor Brazil	Review and re-publish information sharing protocols and guidance ensuring barriers to sharing performance information are identified and mechanisms established to enable information to be collected and shared across partners	01 Jul 2009	30 Nov 2009		<b>Oct 2009 - On track</b>	Jan Doust	JAR - Performance Management
		Electronic access to information showing if a child has a child protection plan or not established for A&E staff at Whittington and NMUH and for	01 Aug 2009	30 Nov 2009		<b>Oct 2009 - On track.</b> NHS link progressing to plan	Rachel Oakley	







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		PCT, GOSH in Haringey and CAMHS staff						
		Multi-agency record audit - random sample of audits undertaken	01 Sep 2009	30 Nov 2009		<b>Oct 2009 - Not on track.</b> Mark Gurrey to move to interim role AD Performance management from 2/11 and will produce comprehensive strategy bringing together all the separate strands of performance management in place	Eleanor Brazil	
		All social care related Action Plan milestones incorporated within delivery organisations business / service plan	01 Sep 2009	31 Oct 2009		<b>Sep 2009 - Achieved</b>	Eleanor Brazil	
		All health related Action Plan milestones incorporated within delivery organisations business / service plan	01 Sep 2009	31 Oct 2009		<b>Oct 2009 - Achieved.</b> All Health Actions are included in Priority Actions for Health Arising from the Safeguarding Plan for Haringey.	Julie Quinn	
		All police related Action Plan milestones incorporated within delivery organisations business / service plan	01 Sep 2009	31 Oct 2009		<b>Oct 2009 - Achieved.</b> The necessary reports completed and forwarded to DAC Alan Gibson's office for inclusion as an appendix the MPS Plan, as per the recommendations of the HMIC. This was completed in July, 2009.	Dave Grant	

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1.26 Improving Local Interpretation and Ownership of Information within Children and Families	Eleanor Brazil	Programme of Monthly Performance Review meetings organised with Heads of Service	01 Sep 2009	30 Sep 2009		<b>Sep 2009 - Achieved.</b>	Christine Jorge	JAR - Performance Management
		Team Evidence Files developed	01 Sep 2009	31 Dec 2009		<b>Oct 2009 - On track.</b> In progress.	Mark Gurrey	
		Team Performance Plans developed	01 Sep 2009	31 Dec 2009		<b>Oct 2009 - On track.</b> Work in progress.	Mark Gurrey	

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2.01 Develop fit for purpose governance arrangements across the	Peter Lewis	A senior lead is identified in each agency who will assess and monitor the organisations governance arrangements in relation to safeguarding	01 Aug 2009	30 Sep 2009		<b>Oct 2009 - Achieved</b>	Peter Lewis	JAR- Leadership and Governance

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partnership		Partnership protocols developed and approved	01 Jul 2009	31 Mar 2010		<b>Oct 2009 - On track</b>	Peter Lewis	
Action	Action Lead	Milestones	Planned Start Date	Due Date	Status	Progress Note	Milestone Lead	Theme
2.03 Increase involvement of young people and the voluntary sector	Peter Lewis	Establish mechanisms for young people to be involved in development of policies, plans and strategies	01 Aug 2009	31 Mar 2010		<b>Oct 2009 - On track</b>	Peter Lewis	JAR- Leadership and Governance
		Determine how groups should be involved in delivery of JAR action plan	01 Sep 2009	31 Mar 2010		<b>Oct 2009 - On track</b>	Peter Lewis	
		Engage with representative groups interested in being involved in delivery of the JAR Action Plan	01 Mar 2010	30 Jun 2012			Peter Lewis	
Action	Action Lead	Milestones	Planned Start Date	Due Date	Status	Progress Note	Milestone Lead	Theme
2.04 Develop local preventative strategy to set out the role of universal, targeted and specialist services in reducing the likelihood of negative outcomes	Jan Doust	Strategy developed	01 Aug 2009	28 Feb 2010		<b>Oct 2009 - On track</b>	Jan Doust	JAR- Early Intervention
		Partner contribution incorporated, from NHS feedback, into the draft strategy	01 Oct 2009	31 Jan 2010		<b>Oct 2009 - On track</b>	Jan Doust	
		Strategy approved by Children's Trust	01 Feb 2010	31 Mar 2010			Jan Doust	
Action	Action Lead	Milestones	Planned Start Date	Due Date	Status	Progress Note	Milestone Lead	Theme
2.05 All Haringey Children's Centres and schools will undertake a CAF for any children that they consider to be	Rachel Oakley	Roll-out across all schools and settings	01 Feb 2009	31 Jul 2010		<b>Oct 2009 - On track.</b> Introduction to Integrated Working training sessions now booked - trainers to be trained 11th November.	Alison Botham	JAR- Early Intervention

Action	Action Lead	Milestones	Planned Start Date	Due Date	Status	Progress Note	Milestone Lead	Theme
vulnerable, as the first stage in identifying additional needs								
Action	Action Lead	Milestones	Planned Start Date	Due Date	Status	Progress Note	Milestone Lead	Theme
2.06 Review the current ICS processes on Framework-I and make changes that support best practice requirements in social work.	Alison Botham	Revised time table and project plan for Child protection related exemplars and work flow developed	01 Jul 2009	31 Oct 2009		<b>Oct 2009 - Achieved.</b> ICS/CP project launched on 12 Oct, as planned. Training on practice and Fwi - being rolled out across service. Evidence that changes are supporting practice and making the social work task easier.	Rachel Oakley	JAR- Good Practice
		Project plan implemented	01 Oct 2009	30 Apr 2010		<b>Oct 2009 - On track</b>	Rachel Oakley	
		Non child protection parts of the system reviewed in conjunction with other Local Authorities	01 Jan 2010	31 Jul 2010			Rachel Oakley	
Action	Action Lead	Milestones	Planned Start Date	Due Date	Status	Progress Note	Milestone Lead	Theme
2.07 Establish ICS / FWi support teams to stabilise current system use and support implementation of future configuration.	Rachel Oakley	Project plan developed for review of ICS Child Protection processes on FW-I to enable best practice implementation	01 Jul 2009	31 Oct 2009		<b>Oct 2009 - On track</b>	Rachel Oakley	JAR- Good Practice
		Data quality improvements for Child Protection on Framework-I system (e.g. data cleansing) implemented	01 Aug 2009	31 Dec 2009		<b>Oct 2009 - On track</b>	Rachel Oakley	
		Practical initiatives held with social workers to build their confidence in using FW-I	01 Sep 2009	30 Apr 2010		<b>Oct 2009 - On track</b>	Rachel Oakley	
		Use of FW-I extended to Children in Care Health Team	01 Oct 2009	30 Apr 2010		<b>Oct 2009 - On track</b>	Rachel Oakley	
Action	Action Lead	Milestones	Planned Start Date	Due Date	Status	Progress Note	Milestone Lead	Theme
2.08 Use new technology including mobile	Rachel Oakley	External study on use of technology to maximise effectiveness and efficiency completed	01 Apr 2009	30 Sep 2009		<b>Oct 2009 - Not achieved.</b> The Mobile Working project is being delivered through Central IT / Haringey Forward - overall project	Rachel Oakley	JAR- Good Practice

Action	Action Lead	Milestones	Planned Start Date	Due Date	Status	Progress Note	Milestone Lead	Theme
technology to improve and support staff in delivering the service						will be completed by target date - but some individual milestones will not be met. Project manager in place, PID developed. Board constituted.		
		New plan devised and implemented (with corporate IT, C&YP service IT, FWI support and Haringey Forward)	01 Sep 2009	31 Mar 2010		<b>Oct 2009 - On track.</b> See previous milestone.	Rachel Oakley	
		Plan agreed for implementation	01 Mar 2010	31 Mar 2010			Rachel Oakley	
Action	Action Lead	Milestones	Planned Start Date	Due Date	Status	Progress Note	Milestone Lead	Theme
2.09 Developing approach for integrated working and commissioning to improve how services work with the most complex families and demonstrate value for money	Ian Bailey	Joint Strategic Needs Assessment of safeguarding and vulnerable children and young people completed	01 Jul 2009	30 Sep 2010		<b>Sep 2009 - Achieved.</b>	Jin Lim	JAR- Good Practice
		Integrated working and commissioning approach (with adult services and partners) developed	01 Oct 2009	28 Feb 2010		<b>Oct 2009 - On track.</b> Joint commissioning group considering draft 11 November.	Ian Bailey	
		Commissioning approach agreed	01 Mar 2010	31 Mar 2010			Ian Bailey	
		Resourcing and support needs identified and mechanism for demonstrating improved value for money established	01 Apr 2010	30 Jun 2010			Ian Bailey	
Action	Action Lead	Milestones	Planned Start Date	Due Date	Status	Progress Note	Milestone Lead	Theme
2.10 Work with schools and settings, through the LSCB Safeguarding in Schools Forum to develop a clear set of expectations of universal services and a joint understanding of thresholds	Mark Gurrey	Standards developed and agreed	01 Feb 2009	30 Sep 2009		<b>Oct 2009 - Achieved.</b> Standards agreed and ready for launch in mid November. (SPSG update)	Mark Gurrey	JAR- Good Practice
		Standards launched	01 Sep 2009	30 Sep 2009		<b>Oct 2009 - Not achieved.</b> Launch has been delayed. Meeting with schools set for mid-November.	Mark Gurrey	
		Agreement signed off with each Headteacher	01 Sep 2009	30 Apr 2010		<b>Oct 2009 - On track.</b> Standards will be formally agreed by April 2010.	Mark Gurrey	



Action	Action Lead	Milestones	Planned Start Date	Due Date	Status	Progress Note	Milestone Lead	Theme
for referral to targeted and specialist services. (Mark Gurrey)								
Action	Action Lead	Milestones	Planned Start Date	Due Date	Status	Progress Note	Milestone Lead	Theme
2.11 Further develop the child protection core training curriculum for staff of all agencies	Rachel Oakley	Domestic violence training programme implemented	01 Oct 2009	31 Mar 2010		<b>Oct 2009 - On track</b>	Rachel Oakley	JAR- Capacity and Staffing
		Risk assessment training programme implemented	01 Oct 2009	31 Mar 2010		<b>Oct 2009 - On track</b>	Rachel Oakley	
Action	Action Lead	Milestones	Planned Start Date	Due Date	Status	Progress Note	Milestone Lead	Theme
2.13 Improve information sharing with Children's Centres	Jan Doust	Protocol for information sharing with children's centres developed	01 Sep 2009	31 Jan 2010		<b>Oct 2009 - On track</b>	Jan Doust	JAR - Performance Management
		Mechanism established to enable information sharing	01 Jan 2010	30 Apr 2010			Jan Doust	
Action	Action Lead	Milestones	Planned Start Date	Due Date	Status	Progress Note	Milestone Lead	Theme
2.15 Enhance performance management capacity across the partnership	Eleanor Brazil	Analysis of performance management capacity undertaken	01 Feb 2009	31 Oct 2009		<b>Oct 2009 - On track</b>	Eleanor Brazil	JAR - Performance Management
		Network of performance managers established	01 Sep 2009	30 Nov 2009		<b>Oct 2009 - On track</b>	Eleanor Brazil	
		Opportunities to work together identified and work programme developed	01 Sep 2009	30 Nov 2009		<b>Oct 2009 - On track</b>	Eleanor Brazil	
		Work programme to support performance managers in joint working implemented	01 Nov 2009	30 Jun 2010			Eleanor Brazil	
Action	Action Lead	Milestones	Planned Start Date	Due Date	Status	Progress Note	Milestone Lead	Theme
3.02 Ensure compliance with the	Peter Lewis	Process developed for review of compliance with Laming recommendations	01 Sep 2009	31 Dec 2009		<b>Oct 2009 - On track</b>	Peter Lewis	JAR- Leadership and Governance

Action	Action Lead	Milestones	Planned Start Date	Due Date	Status	Progress Note	Milestone Lead	Theme
Laming and other review recommendations is reviewed annually		Review of compliance undertaken	01 Feb 2009	28 Feb 2010		<b>Oct 2009 - On track</b>	Peter Lewis	
		Mechanism established for feeding in implementation proposals from other reviews / inspections and the identification of good practice	01 Jul 2010	30 Sep 2010			Peter Lewis	
Action	Action Lead	Milestones	Planned Start Date	Due Date	Status	Progress Note	Milestone Lead	Theme
3.03 Implementing "best practice"	DD C&F	Best practice in procedures identified	01 Sep 2009	30 Jun 2011		<b>Oct 2009 - On track</b>	Eleanor Brazil	JAR- Good Practice
		Learning built into review of existing procedures	01 Sep 2009	30 Jun 2011		<b>Oct 2009 - On track</b>	Eleanor Brazil	
		New procedures approved and implemented	01 Sep 2009	30 Jun 2011		<b>Oct 2009 - On track</b>	Eleanor Brazil	
		Change programme developed to support implementation	01 Sep 2009	30 Jun 2011		<b>Oct 2009 - On track</b>	Eleanor Brazil	
Action	Action Lead	Milestones	Planned Start Date	Due Date	Status	Progress Note	Milestone Lead	Theme
3.05 Multi-disciplinary team introduced and working effectively	Dave Grant	Agreement to create multi-disciplinary team of council referral & assessment, health and MPS CAIT	01 Sep 2009	31 Dec 2009		<b>Oct 2009 - On track.</b> Meetings taking place to implement new Team by 1st April, 2010 in its entirety.	Dave Grant	JAR- Good Practice
		Processes and procedures integrated	01 Sep 2009	31 Dec 2010		<b>Oct 2009 - On track.</b> Meetings taking place to implement new Team by 1st April, 2010 in its entirety.	Dave Grant	
		Accommodation arranged and staff co-located	01 Sep 2009	31 Dec 2010		<b>Oct 2009 - On track.</b> Meetings taking place to implement new Team by 1st April, 2010 in its entirety.	Dave Grant	
		Staff trained in new integrated procedures and multi-disciplinary team operational	01 Dec 2010	31 Mar 2011			Dave Grant	