

Meeting: Haringey Children's Trust

Date: 17 December 2009

Report Title: Safeguarding Plan for Haringey

Report of: Peter Lewis, Director of the Children and Young People's Service

Purpose

To present the Safeguarding Plan for Haringey (refreshed JAR Action Plan) for approval.

Summary

The report presents the refreshed Safeguarding Plan for Haringey (formerly the JAR Action Plan), along with the first programme monitoring report for progress up to end August 2009.

The plan and reporting are presented in a revised more streamlined format that is designed to simplify the programme and ensure that effort is placed on delivery of the key actions that must be achieved to safeguarding in the short term.

Legal/Financial Implications

N/A.

Recommendations

To note and approve the final refresh version of the JAR Action Plan, re-titled as the Safeguarding Plan for Haringey, contained within Appendix 1.

To note and challenge progress against milestones to August 2009 (Appendix 2) and the performance information contained within Appendix 3.

For more information contact:

Name: Mark Gwynne
Title: Programme Manager
Tel: 020 8489 3219
Email address: mark.gwynne@haringey.gov.uk

Background

This performance report follows on from previous reports on development of the Safeguarding Plan for Haringey and specifically provides an update on delivery of the milestones which were underway during November 2009.

Monthly performance reports will continue to focus on achievement of programme milestones and management of performance indicators, providing an indication of the direction of travel as well as identify areas where further support is required. These reports are now supplemented by the risk register, which has been reviewed in light of the refreshed plan.

For all actions marked as achieved, an evidence log is being maintained, which incorporates the evidence to substantiate the milestone's achievement. No action will be marked as achieved until evidence has been provided. This means that in some instances "completed" actions that were due that month will be shown as "not achieved" until evidence of achievement is provided. This approach ensures that no key improvements are missed and affords an early opportunity to consider the relevance and robustness of any evidence.

The Safeguarding Plan is actively managed on at least a fortnightly basis by senior officers across the Council and partners. This seniority reflects the importance of safeguarding within the borough and ensures that responsibility for delivery resides at the highest level.

For this report, progress has been reported against the milestones / achievements of the new Safeguarding Plan. The programme milestone progress report (Appendix 1) and performance indicator report (Appendix 2) give a progress update on delivery of this refreshed plan. The risk report gives an overview of the main risks associated with delivery of the programme and gaining the desired outcome from the January inspection. The risk report is contained as Appendix 3.

The simplified approach adopted for reporting milestone progress enables greater focus on issues arising and the identification of any support that may be required to ensure that milestones and performance outcomes are achieved. The milestone report comprises two sections:

- Summary progress update on all actions / milestones underway or scheduled for completion during the current month; and
- Exception report detailing issues relating to any action / milestone which is rated as Red or Amber (those actions which are not achieved or not currently on track and for which support may be required in order to bring it back on track).

Milestone reporting has been enhanced and built into the Covalent performance management system. This has resulted in a change of reporting style although the structure remains similar.

Key issues arising from the November progress report are:

- Improvements to effective working at child protection conferences are running late, but will be in place during December.
- Family Support Strategy is currently in draft and will be completed by end December.

- Health posts still suffer from a number of vacancies ,though improvements in the number of vacant posts have been made and will be more evident by January 2010

Performance reporting continues to be drawn from the Covalent system, enabling Safeguarding Plan reporting to be integrated with other performance reports within the Council and to the Children's Trust. Training is underway to enable direct access to this system will be rolled out initially to the PCT and subsequently the police.

Key issues arising from the performance reporting are:

- Although priority performance indicators (NI 59 & 60 – Initial and Core Assessments) are showing a general upward trend the rate of progress is not fast enough to demonstrate sustained improvement before the inspection. Actions to increase the rate of improvement are being investigated.
- Issues with the reliability of HR data being taken from SAP make it difficult to be certain if progress is being made. An improvement should be seen with the arrival of the American social workers this month, which will feed into the next report.

Risk management has also been built into Covalent, however further work is required on the presentation of reporting. Risk management is scheduled to be reported again in December, by which time improvements to reporting will have been made. Key risks have been identified and are being actively managed. NHS Haringey are developing some further risks that will feed into next months report.

Key risks that could impact on the inspection and our progress are:

- The rate of progress being made with improving times for Initial and Core Assessments (NI 59 & 60);
- Consistency and quality of supervision remains variable and training is still being rolled out to managers;
- Quality and recording of decision making;
- Recruitment of social workers and shifting the balance in favour of permanent staff and away from agency;
- Understanding and consistent application of Thresholds; and
- Use of the Common Assessment Framework (CAF).

The AFIs address the key criticisms identified within the December 2008 JAR inspection report and the follow up July 2009 report, along with many of the improvements identified through the SCRs. Progress on delivery of the Safeguarding Plan for Haringey will be reported on a monthly basis.

Use of Appendices

- Appendix 1 Programme milestone progress report
- Appendix 2 Performance indicator report
- Appendix 3 Programme risk report