



Haringey Council

Agenda item:

[No.]

Audit Committee

On 1st February 2010

Report Title **JAR Action Plan Update**

Report of **Peter Lewis, Director Children & Young People**

Signed : 

Contact Officer : Mark Gwynne, JAR Programme Manager

Wards(s) affected: **All**

Report for: **Non-Key Decision**

1. Purpose of the report

- 1.1. This programme update report provides an overview of progress in delivery of the Safeguarding Plan up to the month of December.
- 1.2. Audit Committee note:
 - The programme management arrangements for the Safeguarding Plan;
 - Progress against the milestones set out within the Plan;
 - Progress against safeguarding performance indicators; and
 - The Safeguarding Plan risk management report.

2. Introduction by Cabinet Member

2.1. N/A

3. State link(s) with Council Plan Priorities and actions and /or other Strategies:

- 3.1. The Haringey Community Strategy 2007-2016 in particular the 'Safer for all' key outcome. In response to the JAR Action Plan we have strengthened our

commitment to provide support and protection to the most vulnerable people in our community through the following priority: We will '**Safeguard children and adults from abuse and neglect wherever possible and deal with it appropriately and effectively if it does occur**' – *Community Strategy Update, March 2009*

- 3.2. The Council Plan 2007-2010 priority of 'Encouraging lifetime well-being at home, work, play and learning'
- 3.3. The Children and Young People's Plan 2009-20.
- 3.4. Haringey Strategic Plan (NHS) 2008-2013
- 3.5. Priority Actions for Health: arising from the Safeguarding Plan for Haringey Plan 2009
- 3.6. Safer for all, Haringey's Community Safety Partnership Strategy 2008-2011

4. Recommendations

- 4.1. To note the programme management arrangements for the Safeguarding Plan.
- 4.2. To note progress in delivery of the milestones up to December 2009, contained within Appendix 1.
- 4.3. To note current performance to November 2009, as contained in Appendix 2.
- 4.4. To note the key risks associated with delivery of the plan and the actions being taken to mitigate them, as contained in Appendix 3.

5. Reason for recommendation(s)

- 5.1. Revised programme management arrangements were put into place in September 2009. This involved the establishment of a Safeguarding Plan Steering Group (SPSG) comprising chief officers from the Council, police and health. The steering group usually meets on a fortnightly basis. This frequency of reporting enables prompt management action to be taken to drive improvements in safeguarding across the Borough.
- 5.2. Monthly progress reports covering milestones, performance indicators and risk management are considered by SPSG and CEMB. These reports 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. Risk are considered on a bi-monthly basis by these groups.
- 5.3. Managers responsible for delivery of key milestones and performance indicators are invited to SPSG as appropriate to be challenged on progress, or provide an update to the group. For all actions marked as achieved, an evidence log is being maintained, which incorporates the evidence to substantiate the milestone's achievement. For all reports, no action will be marked as achieved until evidence has been provided. This evidence has been used in preparation for the follow-up inspection in January.

6. Other options considered

6.1. N/A

7. Summary

7.1. The Safeguarding Plan was developed following the June 2009 follow-up inspection. At this time it was agreed that the JAR Action Plan was large and that we should provide greater focus on the key improvements that were required. These key improvements formed the basis for the Safeguarding Plan, which is structured around 5 themes:

- Leadership & Governance
- Early Intervention
- Good Practice
- Capacity & Staffing
- Performance Management

7.2. The Safeguarding Plan is actively managed on at least a fortnightly basis by the Safeguarding Plan Steering Group, comprising senior managers 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. This group of senior managers enables individual responsibility for each theme and collective responsibility for delivery of the plan as a whole.

7.3. 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.

7.4. 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. Building milestone reporting into the Covalent performance management system resulted in a change of reporting style last month and we are continuing to develop this to fully meet our reporting requirements.

7.5. Key issues arising from the December progress report are:

- Development of phase 1 of the CAMHS outreach service has been achieved. This will be used as the basis for linkage with First Response ahead of creation of the Multi Agency Team.
- Team evidence files have been developed in many areas, but are currently inconsistent and work is underway to improve this and learn from good examples.

7.6. 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 has been carried out for the PCT to enable their direct access to the system and this will subsequently be expanded to the police.

7.7. Key issues arising from the performance reporting are:

- Although priority performance indicators (NI 59 & 60 – Initial and Core Assessments) are showing an upward trend the rate of progress is not fast enough to demonstrate significant improvement before the inspection. Performance information has been collected to enable reporting of the percentage of cases received for initial assessment in December that were completed within time – demonstrating that current casework is being progressed in a timely manner.
- HR data demonstrates that small improvements are being made in addressing the balance between permanent and agency staff. An improvement should be seen with the arrival of the second batch of American social workers during February, which will feed through into future reports.

7.8. Risk management has also been built into Covalent, however further work is required on the presentation of reporting. Key risks have been identified and are being actively managed (Appendix 3).

7.9. 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 has improved overall, but further work remains to ensure that a consistently high standard is achieved;
- Quality and recording of decision making has improved overall, but there is some inconsistency which is being addressed.
- Recruitment of social workers and shifting the balance in favour of permanent staff and away from agency.

7.10. In the light of progress in delivering the milestones within the Safeguarding Plan, the improvements that have been seen within the service and the performance indicators, we now have greater confidence in our ability to safeguard the children and young people of Haringey.

8. Chief Financial Officer Comments

8.1. The Council in forming its 2009-10 Budget Strategy recognised the need to address the issues which had been identified in Children's safeguarding by the Joint Area Review. It made available one-off provision for an additional £4.2m which has been earmarked for the actions set out in the attached Safeguarding Plan. Confirmation has been received from the Government about the extent to which they are prepared to provide additional resources which is consistent with and reflected in the assumptions set out above.

<p>8.2. To the extent that the actions in the Safeguarding Plan have on-going resource implications, they have been reflected in the Council's 2010-11 Budget proposals that are currently being considered.</p>
<p>9. Head of Legal Services Comments</p> <p>9.1. No legal comments.</p>
<p>10. Head of Procurement Comments</p> <p>10.1. N/A</p>
<p>11. Equalities & Community Cohesion Comments</p> <p>11.1. N/A</p>
<p>12. Consultation</p> <p>12.1. N/A</p>
<p>13. Service Financial Comments</p> <p>13.1. Meetings were held between all Area for Improvement Lead Officers and the Head of Finance. Based on these meetings an update of the allocations necessary across the themes was undertaken.</p> <p>13.2. The revised analysis reflects the fact that as additional support has been engaged this has been deployed across various themes.</p>
<p>14. Use of appendices /Tables and photographs</p> <p>14.1. Appendix 1: Safeguarding Plan – Milestone Progress Report, December 2009</p> <p>14.2. Appendix 2: Performance Indicator Report, November 2009</p> <p>14.3. Appendix 3: Safeguarding Plan Risk Register, December 2009</p>
<p>15. Local Government (Access to Information) Act 1985</p> <p>15.1. JAR Report (December 2008)</p> <p>15.2. Annual Performance Assessment (December 2008)</p> <p>15.3. JAR Monitoring Visit Report (July 2009)</p>

