








Appendix 2b. Safeguarding Plan Milestone Report (In Progress)


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Haringey Council

Action Status	
	Not achieved / not on track support required to address issues
	Not on track but no support required to address issues
	Action in progress and on track to be completed
	Action completed and desired outcome achieved



Action	Action Lead	Milestone	Planned Start Date	Due Date	Status	Progress Note	Milestone Lead	Theme
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	31 Dec 2009		Dec 2009 - Achieved.	Ian Bailey	Good Practice
		Domestic violence commissioning intentions completed following reviews of evidence base; current provision and a gap analysis	01 Sep 2009	31 Dec 2009		Dec 2009 - Achieved.	Ian Bailey	
		Parenting support commissioning intentions 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		Dec 2009 - Achieved.	Ian Bailey	





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		Directory entries quality checked, appropriate levels of need assessed and added and ongoing maintenance process developed	01 Jan 2010	30 Jun 2010		Apr 2010 - On track.	Ian Bailey	

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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		Jan 2010 - Achieved.	Rachel Oakley	Capacity and Staffing
		Social work staff trained on risk assessment, information sharing and the recording of decisions	01 Jul 2009	31 Dec 2009		Dec 2009 - Achieved.	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		Jan 2010 - Achieved.	Rachel Oakley	
		Multi-agency exercise using MACIE implemented	01 Sep 2009	31 Dec 2009		Oct 2009 - Achieved	Dave Grant	
		Agree, implement and train staff on a Critical Incident De-briefing model within organisations and across multi-disciplinary teams	01 Sep 2009	30 Apr 2010		Apr 2010 - Not achieved. De-brief is still on-going.	Dave Grant	





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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		Mar 2010 - Achieved.	Peter Lewis	Leadership and Governance
		Determine how groups should be involved in delivery of JAR action plan	01 Sep 2009	31 Mar 2010		Apr 2010 - Not Achieved. Range of existing consultation / engagement activities mapped. Plan produced for next stage of engagement development through to Autumn 2010.	Peter Lewis	
		Engage with representative groups interested in being involved in delivery of the JAR Action Plan	01 Mar 2010	30 Jun 2012		Apr 2010 - On track. Planning underway to map potential groups beyond existing partners and HAVCO who might be interested.	Peter Lewis	


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2.05 All Haringey Children's Centres and schools will undertake a CAF for any children that they consider to be vulnerable, as the first stage in identifying additional needs	Rachel Oakley	Roll-out across all schools and settings	01 Feb 2009	31 Jul 2010		Apr 2010 - On track. Integrated Working Training in place - CAF train the trainer sessions now booked - dates for assessor training to begin June.	Alison Botham	Early Intervention


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2.06 Review the current ICS processes on Framework-I and make changes that support best practice requirements in social work.	Rachel Oakley	Revised time table and project plan for Child protection related exemplars and work flow developed	01 Jul 2009	31 Oct 2009		Oct 2009 - Achieved	Rachel Oakley	Good Practice
		Project plan implemented	01 Oct 2009	30 Apr 2010		Apr 2010 - Achieved.	Rachel Oakley	
		Non child protection parts of the system reviewed in conjunction with other Local Authorities	01 Jan 2010	31 Jul 2010		May 2010 - On track. Currently on target - however, staff may need to be transferred to work on the CIN census - if this happens up to 5 week delay on delivery date.	Rachel Oakley	





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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		Jan 2010 - Achieved. Completed and signed off.	Rachel Oakley	Good Practice
		Data quality improvements for Child Protection on Framework-I system (e.g. data cleansing) implemented	01 Aug 2009	31 Dec 2009		Dec 2009 - Achieved.	Rachel Oakley	
		Practical initiatives held with social workers to build their confidence in using FW-I	01 Sep 2009	30 Apr 2010		Dec 2009 - Achieved.	Rachel Oakley	
		Use of FW-I extended to Children in Care Health Team	01 Oct 2009	30 Apr 2010		May 2010..... Work on connections etc completed. (Marked as on track but due in April)	Rachel Oakley	



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2.08 Use new technology including mobile technology to improve and support staff in delivering the service	Rachel Oakley	External study on use of technology to maximise effectiveness and efficiency completed	01 Apr 2009	30 Sep 2009		Nov 2009 - Achieved.	Rachel Oakley	Good Practice
		New plan devised and implemented (with corporate IT, C&YP service IT, FWI support and Haringey Forward)	01 Sep 2009	31 Mar 2010		May 2010 - On track. Project sign off meeting 25 May 10. As part of the refresh the end date will be due to June 10.	Rachel Oakley	
		Plan agreed for implementation	01 Mar 2010	31 Mar 2010		Mar 2010 - Achieved. Pilot completed and plan for implementation agreed.	Rachel Oakley	



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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		Sep 2009 - Achieved	Jin Lim	Good Practice
		Integrated working and commissioning approach (with adult services and partners) developed	01 Oct 2009	28 Feb 2010		Apr 10 - Achieved. See report to Children's Trust 14th April.	Ian Bailey	
		Commissioning approach agreed	01 Mar 2010	31 Mar 2010		Apr 10 - Achieved. See report to Children's Trust 14th April.	Ian Bailey	
		Resourcing and support needs identified and mechanism for demonstrating improved value for money established	01 Apr 2010	30 Jun 2010		May 2010 - Ian Bailey. Support needs and structures to facilitate joint commissioning are being discussed and a proposal developed. This will enable more effective joint commissioning and demonstration of Value for Money.	Ian Bailey	




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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		May 10 - Not achieved. The intention to roll out training of Domestic Violence risk assessment model across social care and the partnership has been reconsidered - and negotiation are about to take place with Barnardos to develop training for supervisors which connects the	Rachel Oakley	Capacity and Staffing


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						Supervisor Model adopted by Social Care and Health with the Domestic Violence risk assessment model.		
		Risk assessment training programme implemented	01 Oct 2009	31 Mar 2010		May 10 - Not achieved. The intention to roll out training of Domestic Violence risk assessment model across social care and the partnership has been reconsidered - and negotiation are about to take place with Barnardos to develop training for supervisors which connects the Supervisor Model adopted by Social Care and Health with the Domestic Violence risk assessment model.	Rachel Oakley	

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2.12 Analyse cross-partnership training needs in management, supervision and safeguarding and develop a programme of training	Stuart Young	Managerial competency programme developed including a specific programme for social care managers	01 Jan 2010	31 Mar 2010		Feb 2010 - Achieved.	Stuart Young	Capacity and Staffing
		Support and mentoring scheme introduced for children and families team managers	01 Jan 2010	31 Mar 2010		Feb 2010 - Achieved.	Stuart Young	
		Review additional training needs in safeguarding across the partnership	01 Feb 2010	30 Apr 2010		Apr 10 - Achieved. Supervision model adopted by social work professionals and health. Workshop held to review of cross partnership learning needs undertaken.	Stuart Young	
		Develop cross-partnership training plan	01 Apr 2010	30 Jun 2010		Apr 10 - On track. 2010/11 development plans in development and will be reviewed by LSCB and C&F DMT.	Stuart Young	

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3.03 Implementing "best practice"	Mark Gurrey	Best practice in procedures identified	01 Sep 2009	30 Jun 2011		May 2010. To be revised through the plan refresh.	Mark Gurrey	Good Practice
		Learning built into review of existing procedures	01 Sep 2009	30 Jun 2011		May 2010. To be revised through the plan refresh.	Mark Gurrey	

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		New procedures approved and implemented	01 Sep 2009	30 Jun 2011		May 2010. To be revised through the plan refresh.	Mark Gurrey	
		Change programme developed to support implementation	01 Sep 2009	30 Jun 2011		May 2010. To be revised through the plan refresh.	Mark Gurrey	

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3.07 Work with London Deanery and the Royal College of GPs to make linkages to safeguarding	Julie Quinn	Safeguarding requirements built into GPs Continual Professional Development	01 Jan 2010	31 Jul 2010		Apr 10 – Action to be discussed at SPSG.	Julie Quinn	Capacity and Staffing
		Safeguarding requirements built into appraisal, new licensing and revalidation of GPs	01 Jan 2010	31 Jul 2010		Apr 10 – Action to be discussed at SPSG.	Julie Quinn	
		Feasibility study into incorporating safeguarding good practice into GP contracts completed	01 Jan 2010	31 Jul 2010		Apr 10 – Action to be discussed at SPSG.	Julie Quinn	

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3.08 Undertake further detailed analysis of performance required to deliver excellent rating	Janette Karklins	Analysis of performance of "family" authorities completed	01 Jan 2010	28 Feb 2011		Apr 2010 - On track. Action and milestones will be revised as a result of the refresh.	Christine Jorge	Performance Management
		Key performance indicators for improvement identified with profiled targets and delivery plans	01 Jan 2010	31 Mar 2011		Apr 2010 - On track. Action and milestones will be revised as a result of the refresh.	Christine Jorge	
		Robust performance management arrangements implemented across the partnership	01 Jan 2010	30 Apr 2011		Apr 2010 - On track. Action and milestones will be revised as a result of the refresh.	Christine Jorge	