

Report for:	Corporate Parenting Advisory Committee 8 December 2014	Item Number:	
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Title:	Ofsted Action Plan: Getting to Good
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Ward(s) affected: All	Report for Non Key Decision:
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1. Introduction

- 1.1 On 20 May 2014 Haringey Children's Services and the Local Safeguarding Children Board were made subject to an unannounced Ofsted Inspection of Services for Children in Need of Help and Protection, Children Looked After and Care Leavers.
- 1.2 The inspection concluded on 11 June 2014 and Haringey were judged to be a robust 'Requires Improvement' grade.
- 1.3 There were 17 direct recommendations within the report for Haringey Children's Services, all of which were accepted by the local authority and addressed through the development and implementation of the Haringey Getting to Good Action Plan (attached as an appendix to this briefing).
- 1.4 The plan was submitted to Ofsted on 21 October 2014 and on 5 November 2014 the local authority were notified that Ofsted confirmed that the plan 'satisfactorily reflects the recommendations and priorities of the inspection report'.

2. Haringey Getting to Good Action Plan

Governance

- 2.1 Haringey Children's Services established a Getting to Good Board in order to develop a robust response to the Ofsted recommendations which followed the inspection of the service, through the production and implementation of an improvement plan.
- 2.2 This improvement work has been aligned within the governance of the wider Haringey 54,000 transformation programme, with the Assistant Director of Children's Services appointed as the project sponsor. The Getting to Good Board reports progress to the Haringey 54,000 programme via monthly highlight reports.
- 2.4 The action plan is also regularly reviewed within the Director's management meetings, Divisional Management groups and in the established one to one arrangements between the Director of Children's Services and the Lead Member for Children and Families.

Headline Improvements

- 2.5 A significant number of improvements have been achieved since the inspection and these continue at pace across all of the services in the context of our improvement journey. These include:
- Early help **organisational structure** established
 - Draft **early help strategy**
 - Early Help **Performance Framework**
 - **Improved processes** to ensure strategy discussions include all relevant agencies.
 - A **Child in Need Practice Framework** has been developed
 - The **performance scorecard has been refreshed** in line with the recommendations and the needs of the service.
 - **Refreshed Supervision policy** and guidance
 - **Revised legal letters** within the PLO process
 - Implement **private fostering action plan**
 - Introduce **weekly resource panel**
 - Produce **Care Leavers handbook**
 - Progressed the **commissioning of Life Story work** (and developed good practice guide)
 - **Strengthened role of Independent Reviewing Officer** though refreshed review processes and dispute resolution procedure
 - **Revised audit programme** in line with recommendations.

Delivery Plans

- 2.6 The implementation of the Getting to Good plan will be achieved through the development of service delivery plans. These plans will be developed with each service in the context of the Ofsted plan, the emerging corporate plan refresh and the day to day business planning necessary for each service.
- 2.7 In effect, they will form bespoke action plans for each service, tailored to their needs in the context of the Ofsted requirements, corporate requirements and specific children's service area requirements.
- 2.8 These plans will be progressed and implemented through service meetings and divisional management groups across children's services and monitored through the Getting to Good Board.

3. Communications Strategy

- 3.1 The outcome of the inspection has been well communicated to all children's services staff through specific Ofsted briefings, as well as regular discussion in the CYPS Face to Face briefings, the CYPS Bulletin and also across all service and team meetings.
- 3.2 A succinct briefing has been developed for managers in the service to talk through with their staff, all the service developments and improvements, what that means for staff and importantly, what staff need to do as a consequence of these improvements.
- 3.3 In addition, an event 'CYPS Launch – Improvements in Policy, Process and Practice' has been scheduled for 16th January 2014. This will be a marketplace event, bringing together all the recent improvements across the service in one place and will offer practitioners and our partners a chance to consider the improvements we have made, talk with the authors and leads of the improvement work and understand how they all fit within a wider transformation and improvement journey in Haringey.

4. Planned Evaluation work

- 4.1 As part of ensuring that the improvements are robust, effective and sustainable (including the wider transformation work), the service has agreed to implement an Independent Evaluation Strategy.



Haringey Council

- 4.2 An independent evaluator has been appointed, who will lead on a quarterly basis, an evaluation of the service and report on the status to the Haringey 54,000 programme.
- 4.3 In effect, this will provide a health check on the service on a regular basis and enable improvement plans to be developed and reviewed regularly to address areas of improvement and challenge for each service.

5. Next Steps

- 5.1 The evaluation strategy will commence this month and provide the first report to the Haringey 54,000 Board in December 2014