

**POST JAR ACTION PLAN 2006**

**C&F05/06-041 -APPENDIX 2**

<b>RECOMMENDATION Immediate Action</b>	<b>ACTION TO BE TAKEN</b>	<b>MONITORING ARRANGEMENTS</b>	<b>RESOURCES</b>	<b>PERSON RESPONSIBLE</b>	<b>PROGRESS TO DATE</b>
<p>1. Implement rapidly the plans to provide full-time provision for all pupils permanently excluded from schools.</p>	<p>Complete development of new combined KS3/4 PRU and Youth Centre at Chalk hill.</p> <p>Re-locate KS2 PRU to Stonebridge Primary (Welsh School), re-allocate former KS2 accommodation to expand BETS on-site capacity</p> <p>Research new alternative curriculum providers and participate in planning new alternative arrangements with Secondary Headteachers</p>	<p>Head of Alternative Education Service reporting to Assistant Director Achievement and Inclusion, Exclusions Review Group, and 14-19 Forum</p>	<p>£1.8m capital</p> <p>Provision of £503,000 has already been made within the Dedicated Schools Budget for 2006/07 to cover the full year revenue costs</p> <p>Small capital expenditure likely to be required (this is currently being assessed). No additional revenue required</p> <p>Within existing resources</p>	<p>Paul Roper</p>	<p>New PRU – Committee report prepared for approval to tender.</p> <p>Agreed in principle with effect from September 2006.</p> <p>Under discussion with secondary head teachers</p>
<p>2. Ensure all first reviews for looked after children are held on</p>	<p>Immediately implement agreed new process to ensure early notification when child becomes</p>	<ul style="list-style-type: none"> <li>• Bi-weekly, monthly and ad hoc performance management data</li> <li>• Conduct quarterly</li> </ul>	<p>Existing (specifically LAC Review Team, Commissioning Manager and</p>	<p>Social Care Management Team</p>	<ul style="list-style-type: none"> <li>▪ Baseline average 65%: recent improvement to 72%</li> </ul>

time.	"looked after"	performance audit and review	children's social	Anne Edwards	<ul style="list-style-type: none"> <li>Target 100% by end September 2006</li> </ul>
<b>RECOMMENDATION</b> Action within 6 months	<b>ACTION TO BE TAKEN</b>	<b>MONITORING ARRANGEMENTS</b>	<b>RESOURCES</b>	<b>PERSON RESPONSIBLE</b>	<b>PROGRESS TO DATE</b>
3. Set challenging targets to deliver improved recruitment and retention of social workers in all teams.	<ul style="list-style-type: none"> <li>To reduce the rate of staff turnover by 10%</li> <li>To increase number of permanent staff in R and A and CIN teams by 25% by 31/3/07</li> <li>Conduct benchmark exercise across London comparator boroughs</li> <li>To review caseloads and management supervision levels with reference to benchmarking exercise</li> <li>HR to lead on developing a new recruitment and retention strategy.</li> </ul>	<p>Children &amp; Families Departmental Management Team</p> <p>Social Care Management Team</p> <p>HR</p>	Outcome of exercise and recommendations to be presented to relevant committee.	Janet Palmer	<ul style="list-style-type: none"> <li>HR review in place</li> <li>Questionnaire prepared and ready to be sent to London LAs</li> <li>Questionnaire sent to all agency and Permanent staff to find out what would make them become permanent / what makes them stay or leave</li> </ul>
4. Improve services to looked after children by:					
A. Raising their educational attainment	<ul style="list-style-type: none"> <li>Develop cross departmental group chaired by AD to develop strategy and</li> </ul>	<p>Corporate Parenting Group</p> <p>Monthly LAC Strategic Group</p> <p>Social Care Management</p>	Additional and existing resources - use of 2 additional staff in LAC Ed Team	Social Care Heads of Service	At 31 March 2006 only 2% LAC for 12 months or over missed 25 days

	<p>steer and monitor progress</p> <ul style="list-style-type: none"> <li>▪ Ensure educational needs are fully identified in care plans and placement plans.</li> <li>▪ Strengthen communication between Admissions Section, LAC education team and Head Teachers</li> <li>▪ Ensure all LAC have a PEP</li> <li>▪ Ensure all LAC have out of school activity as part of Personal education Plan</li> <li>▪ Further develop role of LAC Education team to offer more support to LAC OOB.</li> <li>▪ Consider development of E-mentoring scheme</li> </ul>	<p>Team</p> <p>Team Action Plans Supervision, Statutory Reviews</p> <p>Local Area Agreement action plan</p>	<p>agreed for LAA</p>		<p>schooling in previous year (Outer London average 13%)</p> <p>Proposal for stretch target for Local Area Agreement has been accepted.</p>
<p>B. Reducing the proportion in residential placements or placed at a distance from the borough</p>	<ul style="list-style-type: none"> <li>▪ Independent consultant to review commissioning strategy for children's placements</li> <li>▪ Develop "small homes" project and treatment foster care programme with</li> </ul>	<p>Through monthly management information and placement panel</p>	<p>Within additional and existing resources (specifically support from St Christopher's)</p> <p>identify risks from using existing resources differently.</p>	<p>Social Care Heads of Service</p>	<p>Vacant post in Contracts Team being recruited to currently</p>

	<p>resources from St Christopher's</p> <ul style="list-style-type: none"> <li>▪ Develop role of Commissioning and Contract team</li> <li>▪ Incorporate views of young people in plans to increase stability of placements</li> </ul>				Exploratory meeting arranged with provider.
C. Ensuring foster-carers and relevant staff are able to provide good support of matters of sexual health and relationships	<ul style="list-style-type: none"> <li>▪ Develop specific training programme for foster carers</li> <li>▪ Written requirements for carers to attend training</li> <li>▪ Develop training for other staff</li> <li>▪ Strengthen links to Teenage Pregnancy and Health partners</li> </ul>	<ul style="list-style-type: none"> <li>▪ Monitoring attendance at training.</li> <li>▪ Seeking FC views about training.</li> <li>▪ evidence of stronger linkages to key partners leading to improved health outcomes</li> </ul>	Reviewing officer Heads of Service Within existing resources	Jan Fishwick	<ul style="list-style-type: none"> <li>▪ Training programme implemented for carers</li> <li>▪ Carers advised on training attendance requirements</li> <li>▪ Training programme for staff under development</li> <li>▪ HoS liaising with key partners</li> </ul>
D. Ensuring care-leavers are appropriately prepared for independent living	<ul style="list-style-type: none"> <li>• Develop Lifeskills training programme</li> <li>• Develop minimum standards by Pan London Benchmarking Group</li> </ul>	Reviewing officers comments. Feedback from Young People, Family Placements and Leaving Care Team	Within existing resources	Sharon Stockman	Percentage of care leavers in ETE a 70% (December 2005)
5. Increase the rate at which planned changes are implemented	Expedite plans to integrate services for disabled children, young people and their families.	Through the project Steering Group.	Any shortfall in resources to be identified.	Janet Palmer	Firm proposals from project group to be presented to steering

<p>through the following development projects:</p> <ul style="list-style-type: none"> <li>• Integrated services covering all age groups</li> <li>• Transition arrangements</li> </ul> <p>and improve collaboration between these projects.</p>	<p>Link this work more explicitly with the CAF pilot projects.</p>			<p>Rik Boxer</p> <p>Sarah Mansuralli</p>	<p>group on 2 May.</p>
<p>6. Improve services to children with learning difficulties and/or disabilities and their families through:</p> <ul style="list-style-type: none"> <li>• Increasing the responsiveness of children and families services to meeting their support needs</li> <li>• Ensuring services to meet their assessed needs are delivered</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct responsiveness audit and prepare progress improvement plan to link outcomes with Disabled Children's Project</li> <li>• Integrate services for disabled children (see above)</li> <li>• Develop "Care at Home", Direct payment and Family Link Scheme</li> </ul>	<p>Project steering group</p>	<p>Any shortfall in resources to be identified.</p>	<p>George Riley</p>	<ul style="list-style-type: none"> <li>▪ Review to report by September 2006</li> <li>▪ Care at Home tender issued</li> <li>▪ To increase link Carers group</li> </ul>
<p>7. Finalise and implement the 14-19 strategy and action plans, to include improved data in order</p>	<p>Issue Strategic Plan for 14-19 Education and Training (final draft) to partners for consultation</p> <p>Present Strategic Plan to</p>	<p>Strategic Co-ordinator for 14-19 Education and Training reports progress to 14-19 Strategic Forum Steering Group</p>		<p>Faira Elks</p> <p>John Galligan</p>	<p>08/03/06 Final draft presented to 14-19 Strategic Forum. Consultation ended 24/03/06</p>

<p>to plan suitable progression routes for young people.</p>	<p>14-19 Strategic Forum on 14/06/06 for endorsement</p> <p>Complete 05-06 Strategic Plan actions</p> <p>Prioritise Strategic Plan actions for 06-07</p>				<p>08/03/06 Progress towards completion of 05-06 Strategic Plan actions reviewed by forum</p> <p>08/03/06 Strategic Plan actions for 06-07 discussed and prioritised by the forum</p>
<p>8. Ensure rigorous monitoring of targets and performance indicators by key strategic and operational partnership groups to ensure outcomes are being achieved.</p>	<ul style="list-style-type: none"> <li>Key indicators to be agreed with key strategic groups and partners – in particular LSCB for social care</li> <li>Fully evaluate Integrated Services Pilots</li> </ul>	<p>Social Care Management Team</p> <p>Quarterly review of Children &amp; Young People's Plan targets by</p> <ul style="list-style-type: none"> <li>Children &amp; Families Dept Management Team;</li> <li>Children &amp; Young People's Strategic Partnership Board</li> </ul>		<p>Krutika Pau</p> <p>Sarah Mansuralli</p> <p>Janet Palmer</p>	<ul style="list-style-type: none"> <li>Agreed objectives &amp; targets in Children &amp; Young People's Plan</li> <li>The LSCB has established a Monitoring and Evaluation Sub-Committee which has representation from key strategic and operational partners.</li> <li>It will monitor the effectiveness of partner agencies in safeguarding</li> </ul>

					by self-evaluation, performance indicators and joint audit. Evaluation proposal accepted.
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