

**APPENDIX ONE: INSPECTION REPORT UPDATE AS AT APRIL 2009**

MAIN ACTION POINT 1 - Improve processes for identifying and assessing risks and needs of children where there are child protection concerns					
What do we want to achieve?	How will we do it?	By when?	Resources needed	How will we know we have done it?	PROGRESS
Ensure that risk assessments are carried out without undue delay	Self evaluation of practice in risk assessment to be carried out.	Completed by November 2008	Staffing resource	Risk assessment completed and documented	Agreed Risk Assessment in place and staff trained.
	Further roll out of IAF process.	2008-2011	Staffing resource	Report from IAF implementation group	Agreed pan Ayrshire model of paperwork. IAF Action plan now in place.
	Review of frontline duty service and capacity of staff to deliver safe and response service.	June 2008		Review completed and implementation in place	A full review of the Social Work Duty system was conducted. This led to a full consultation with all staff taking place. The feedback from these consultation events led to a redesign of frontline service delivery. Initial response teams have been set up to ensure a robust response to assessing risks and needs of children where there are child protection concerns.
	Formation of multi agency pre referral	June 2008		Group established	Multi-agency group in place meeting on a weekly basis.

	<p>group to allow for a multi-agency decision making on domestic abuse and other referrals related to children.</p> <p>Commission risk assessment training for all frontline social workers/team managers/independent review officers</p>	<p>Team Leaders June 2008 Social Workers December 2008</p>	<p>Training budget</p>	<p>All managers have completed 3 day Risk Assessment and Risk Management Training</p>	<p>An external consultant with extensive knowledge and experience was commissioned to deliver Risk Assessment and Risk Management training for all Frontline Children &amp; Families Team Managers, Social Workers and Addiction Workers.</p> <p>A rolling programme to deliver this training bi-annually will also be put into place.</p>
<p>Where appropriate all children and young people attend their own case conference and if not their views are recorded</p>	<p>Lead professional and independent chair ensure that children and young people attend and have their views recorded</p>	<p>Immediate</p>	<p>Staff resources</p>	<p>Log of attendance maintained. Evidence in minutes that child's views are listened to and acted on as appropriate.</p> <p>Child's view clearly highlighted within the</p>	<p>Child's view clearly stated in the minutes of the meeting from child protection case conferences.</p>

				minute of the meeting.	
Ensure that Child Protection plan is in place following GOPR procedures	Further GOPR training for all agencies  Management information from IT Child Protection Module to inform the Child Protection Committee of progress and trends in this area	Ongoing programme  Ongoing	Staff commitment Training budget  IT Swift Team dedicated time	Pre birth plans in place prior to birth  Quarterly report available to CPC	Further GOPR training now incorporated into the Calendar from May 2009  Quarterly Management Information report provided to the Child Protection Committee
Ensure that all nursery staff follow Education Child Protection procedures i.e. Standard Circular 57	Training for early years staff based on significant case reviews	Ongoing programme	Staff commitment Training budget	Close monitoring of care and welfare files by head of establishment	
Improve the process of initial response by Social Services to Child	Implementation of revised eligibility criteria which will include response times	August 2008	Appropriate staffing	Service user review	Eligibility criteria was produced and agreed via Cabinet in August 2008, the application of the criteria and the accompanying timescales is applied by workers in the Initial Response Team The Multi Agency Pre Referral

Protection referrals	Pan Ayrshire review of out of hours care	2008/2009		Completion of review	Group considers all referrals in relation to domestic abuse. The Social Work eligibility criterion is used to inform decisions in relation to the lead professional.
	Effective contract monitoring of Standby Service	September 2008			A Pan Ayrshire Review of out of hour's service provided by Social Work Standby is currently taking place. A scoping exercise examining the current service provision is being carried out.
	Review of duty service	June 2008		Review completed and implementation plan in place	A full review of frontline duty service has taken place and this informed the development of Initial Response Teams in the North and South of the authority.
	Implementation of multi-agency Pre Referral group	June 2008		Group Established	A Multi Agency Pre Referral Group was set up in June 2008 to ensure there was a joint up response to all domestic abuse referrals. The group meets on a weekly basis and has been fully implemented. An evaluation was carried out in December 2008 and Chief Officers agreed that the group should continue.

Provide appropriate level of service for children no longer on the CP register	All children's names are removed from the child protection register have a deregistration plan which includes frequency of visits required by all agencies	December 2008	Independent Child Protection Chairperson	Quality assurance reporting from auditing of case files	Monitoring systems in place to ensure that de-registered children continue to receive supports.
Provide appropriate level of service to children accommodated away from home	Implementation of revised LAAC procedures and guidelines Staffing review carried out across the department		Swift IT Team	Management information from Swift Child Protection Module	Revised LAAC procedures in place. Planned review of the LAAC system to incorporate GIFREC/IAF developments.  Staffing review in progress.
Improves the overall quality, content and evaluation of case files in all agencies	Training programme to be implemented	October 2008	Staffing resource Training budget	Multi-Agency case file review	Training now incorporated into the training calendar from June 2009 Multi agency file audit completed. April 2008 Further reviews planned. Single agency file auditing systems in plan currently establishing a process of continuous self evaluation of case files.
Ensure that consent from children and their families to	Roll out of IAF NHS A&A promote the recording of children's views through training	2008-2011	IAF documentation	Monitoring and reviewing the IAF assessments	Consent is built into the paperwork. IAF meeting to take place 01.05.09 to agree an action plan.

share information is recorded	& documentation.				
Integrated chronologies are compiled for all children on CP register	Further roll out of IAF process Improve IT solution to assist with the collation of integrated chronologies Multi and single agency training	2008-2011	Staffing resources  Implementation group Training budget	Report from IAF implementation group  Evaluation of training and training register	Guidance note for completing integrated chronologies drafted. IT solutions still awaited. Action plan will detail training strategy.

MAIN ACTION POINT 2 – More fully involve health in child protection processes and improve children’s access to medical assessments and examinations					
What do we want to achieve?	How will we do it?	By when?	Resources needed	How will we know we have done it?	PROGRESS
Ensure that all children have access to a General Practitioner	A protocol for ensuring vulnerable children have access to General medical Services was previously agreed by the CPC and implemented across East Ayrshire CHP. NHS Ayrshire and Arran will promote the implementation of the protocol again.	October 2008	Staff Time	Evidence of written communication.	Slippage on completion of action due to re-focussing. CPA intervenes where it is known when there is risk that a child may be being de-registered.  The Protocol is currently being reviewed and on completion will be disseminated to all relevant staff.
Improve access to CAMHS	NHS Ayrshire and Arran have a review of mental health services underway. Improved access to CAMHS is an objective of this review.	Ongoing – as per schedule in NHS Review	NHS	Review completed and published	Complete
More fully involve health in child protection	The Tripartite discussion process was implemented October 2007,	Ongoing	Staff Time	Evaluation report available Oct. 2008	Interim evaluation complete. 1 year evaluation will be completed by March 2009.

<p>processes and improve children's access to medical assessments and examinations</p>	<p>whereby all CP Investigations involved a discussion with health staff and the initiation of a medical examination or a health assessment. In June 2008 health colleagues attended a meeting of Senior SW managers and Team Leaders to review and promote the process.</p>				
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MAIN ACTION POINT 3 – Improve joint planning to meet children’s needs

What do we want to achieve?	How will we do it?	By When?	Resources needed?	How will we know we have done it?	Progress
Ensure that full reports are distributed timeously to those who attended case conferences	<p>Decisions of all conferences distributed within 24 hours of the meeting</p> <p>Full minutes of meetings to be distributed within 7 working days of the meeting</p>	<p>June 2008</p> <p>December 2008</p>	Appropriate work load management	<p>Monitoring of case files</p> <p>Inclusion in supervision discussions</p>	Systems in place to monitoring the distribution of decisions and minutes
All plans concerning children in care are reviewed within an agreed timescale and that contingency plan is in place	Implementation of multi-agency Action Plan from the IAF framework which includes timescales/outcomes and contingency plans	December 2008	Appropriate work load management	Regular child care plan reviews	All plans concerning children in care are reviewed and their timescales are monitored by the reviewing officers. Planned review of the LAAC system to incorporate GIFREC/IAF developments.

<p>Ensure consistency of approach in LAAC review process</p>	<p>Implement the revised LAAC procedures and guidelines</p> <p>Review staffing to ensure that all reviews are chaired by an independent chair person</p>	<p>December 2008</p> <p>March 2009</p>		<p>Engagement with and Feedback from LAAC forum</p> <p>Review completed</p>	<p>Revised LAAC procedures in place. Planned review of the LAAC system to incorporate GIFREC/IAF developments</p> <p>All LAAC reviews conducted by a semi-independent reviewing officer. Except from reviews involving external adoption/fostering agencies which are conducted by the team managers adoption and fostering.</p>
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MAIN ACTION POINT 4 – Ensure the work of social workers is monitored more consistently

What do we want to achieve?	How will we do it?	By When?	Resources needed?	How will we know we have done it?	Progress
Standards of good practice consistent across social work services	Produce supervision policy	December 2007 (achieved)	Staffing resources	Monitoring of procedures and regular reports to Management Team	Supervision policy in place and monitoring systems being implemented