

PEER REVIEW PRIORITY ACTION PLAN**JANUARY - APRIL 2013**

OUTCOME	SOURCE OF ISSUE	ACTION	DATE FOR COMPLETION	LEAD RESPONSIBILITY	SUCCESS INDICATORS	EVIDENCE AND VALIDATION CHECK
The voice of the child is fully embedded in practice	- Peer Review - SLAC Inspection - Audit Reports	Re-commission Advocacy and Participation contract to focus on voice of the child, including independent visitors and extending beyond cared for children		Nigel Moorhouse, CEC	- All plans and assessments evidence child's wishes and feelings. - Evidence in recording that child has been seen alone. - Evidence that children and young people have been offered and, if appropriate, have used the Advocacy Service - Increased attendance of children at reviews and key meetings - Attendance of children and young people at Corporate Parenting Group - Evidence that children and young people are engaged in service development - Children in Care Council membership and involvement in service improvement - Reduction in complaints from children and young people	- Audit Reports to SLT - Quarterly reports to SLT on C&YP engagement - Report to Children's Trust - LSCB training sub-group - Quarterly Complaints Report
		Ensure existing training highlights the need to evidence the voice of the child				
		Review existing policies and procedures and agree a consistent approach to evidencing the voice of the child and the 'child's journey'				
		Undertake multi-agency 'mock inspection' of case files				
		Identify forums of children and young people for each service area to consult and engage in service development				
		Report quarterly on engagement with children and young people in service development				
Council staff and partners are clear about the Cheshire East vision for children and young people	Peer Review	Re-establish formal reporting arrangements around safeguarding to the Chief Executive and Leader and Members of the Council		Lorraine Butcher, CEC	- Staff, Member and partner surveys indicate clear understanding of vision - Staff priorities reflect vision and priorities - Multi-agency attendance at workshops - Workshop satisfaction questionnaires - Multi-agency commissioning	- Report to Children's Trust - Report to LSCB - Annual Safeguarding report to Policy Development Group - Regular briefings to Chief Executive and Members
		Develop Annual Safeguarding report to Scrutiny and/or Policy Development Group		Kate Rose, CEC		
		Report to Children's Trust, LSCB and Health and Wellbeing Board clarifying new front door/MASH arrangements		Nigel Moorhouse, CEC		
		Produce communication for staff in all agencies that restates the vision, including being clear about what change means for individuals and services				
		Implement a comprehensive induction programme for new key staff, Councillors and Members of multi-agency groups including the Children's Trust, Local Safeguarding Children's Board, Health and Wellbeing and Corporate Parenting Board				
		Organise a series of multi-agency workshops to brief and engage frontline staff on vision, early help and thresholds				
		All partner agencies to ensure safeguarding reports are reported through relevant Boards and management structures				
		Develop a joint commissioning strategy for children's services across the partnership				

There is effective multi-agency delivery of Early Help	- Peer Review - Quarterly CAF returns	Early help Strategy to be signed off by Children's Trust (CT), Local Safeguarding Children's Board (LSCB), Health & Wellbeing Board (HWBB)		Tony Crane, CEC	- Outcomes identified in strategy including - Increase in multi-agency CAFs - Reduction in inappropriate referrals to Social Care (ie, those resulting in no further action)	- Audit Reports to SLT - Report to Children's Trust re implementation of Early Help action plan - Quarterly CAF report
		Develop single organisational reports around: - Early Help offer - Analysis of use of CAF, Lead Professional - Contribution to improving outcomes - Quality assurance				
		Report back on multi-agency early help activity to the Children's Trust, LSCB and Health & Wellbeing Board				
Front line social work practice is consistently good	- Peer Review - LA Inspections	Continue to develop a series of 'practice workshops' to embed quality in Social Care		Nigel Moorhouse, CEC	- Reduction in the time children are subject to a child protection plan - Analysis shows the 'right' children are in care - Improvement in timely assessments - Improved quality of assessments through audit - Improved inspection judgements around quality of practice - Reduction in high cost placements - Reduction in complaints - Social Worker attendance at practice workshops - Good outcomes from 'mock inspections'	- Reports to Social Care Management Team - Audit Reports to SLT
		Review and launch a revised Social Work Toolkit		Nigel Moorhouse, CEC		
		Monitor use of the Social Work Toolkit through management oversight and quality evidenced in care planning and assessments		Nigel Moorhouse, CEC		
		Determine focus for 'deep dive' audits in 2013				
Staff in all agencies have a clear understanding of thresholds into Social Care and how they should be applied	- Peer Review - Children and Families Report Card - Social Care and Family Service Review	Improve access to services through reshaping the current Children's Assessment Team (CAT)		Jonathan Potter, CEC Helen Brookes, CEC	- Reduction in referrals to social care resulting in no further action - Increase in multi-agency CAFs	- Audit Reports to SLT - Reports on inappropriate referrals to Children's Trust/LSCB/Health & Wellbeing Board
		Ensure that outcomes of referrals to social care are promptly notified to referring agencies		Helen Brookes, CEC		
		Disseminate information to all multi-agency staff re new front door arrangements				
		Establish system to monitor new referrals and report inappropriate referrals through to Children's Trust/LSCB/Health & Wellbeing Board				
Frontline staff have a good understanding of outcomes and how they are measured in practice	Peer Review	Agree a consistent approach to evidencing outcomes and impact in practice and disseminate widely through one minute guide and workshops			- Evidence of LSCB members challenging performance - Better management information across the service to inform decision making	- SLT reports on impact - LSCB performance report - Outcomes and impact report to Children's Trust
		Undertake a comprehensive self evaluation of the LSCB and strengthen the performance framework to include input from all agencies and greater challenge from Members				
		Develop dataset that is distributed to managers and staff that includes qualitative as well as quantitative measures				

Experienced and skilled Social Workers commit longer term to Cheshire East as a place to work	• Peer Review • Staff surveys	Arrange approval of recruitment and retention benefits package		Annas Feeney, CEC	• Reduction in staff sickness levels • Reduction in percentage of newly qualified staff • Reduction in Agency staff • Manageable caseloads for Practice Consultants and Social Workers	• Recruitment and retention of staff report to SLT
		Advertise for additional Social Workers		Nigel Moorhouse, CEC		
		Establish Young People’s Panel for recruitment		Annas Feeney, CEC		
		Review induction programme to incorporate good practice		Annas Feeney, CEC		
		Respond to staff setting out how issues raised in staff survey have been/will be addressed		Nigel Moorhouse, CEC		
Partners, in particular Health, commit to change	• Peer Review	Identify a strategic lead for each area of Health and establish clear lines of accountability through to the Children’s Trust and Health and Wellbeing Board.			• Reduction in referrals to social care resulting in no further action • Increase in multi-agency CAFs • Implementation plan for Health and Wellbeing Strategy • Health attendance at staff workshops	• Reports to Health and Wellbeing Board • Reports to Children’s Trust
		Arrange for the Health and Wellbeing Board and ECT Clinical Governance Board to review findings of the peer review and identify actions required.				
		Finalise detailed implementation plan for Health and Wellbeing strategy				
		Ensure that health frontline practitioners attend workshops				
		Accelerate activity around handover of Public Health responsibilities to Cheshire East				