

Children and Families Scrutiny Committee

Report Title	Ofsted Outcome letter
Purpose of Report	To update the Committee of the outcome of the latest Ofsted Monitoring visit
Is this for information or decision?	Information
Author	Chris Spencer, Director of Children's Services
Key Issues:	
<p>The Authority has been in "intervention" since March 17. The next 6 months are critical to accelerate the pace of improvement in order to be ready for re-inspection in the Autumn.</p>	
Recommendations to the Committee:	
<p>To receive the report and note the Ofsted feedback received following the January monitoring visit and note the Accelerated Improvement plan developed in response to Ofsted feedback.</p>	
Financial/Resource Implications:	
<p>None specifically identified in this report other than to note that the County Council continues to provide additional resources to support the delivery of the Children's Services Improvement Plan.</p>	

Report

This report is provided to update the Committee of the outcomes of the latest Ofsted Monitoring visit and the Accelerated Improvement plan developed in response to Ofsted feedback

1. Ofsted Monitoring visit
 - 1.1. Our fifth Ofsted Monitoring visit took place on 15th and 16th January 19.
 - 1.2. The Ofsted Monitoring Visit letter has been published on the Ofsted website: <https://reports.ofsted.gov.uk/local-authorities/gloucestershire>.
 - 1.3. This monitoring visit focused on Adolescents.
 - 1.4. Ofsted inspectors noticed the following improvements:
 - Clear vision and strategy
 - Low number of children experiencing delays in being allocated a social worker
 - Vast majority of single assessment are completed within timescale
 - Increased timeliness of visits to children in Need and on CP plan
 - Assessment routinely include consideration of risks and protective factors and historical information
 - Increased timeliness and quality of initial conferences and reviews
 - More effective use of performance information
 - Staff morale is good
 - Auditing process getting stronger and stronger
 - Availability of good performance management data
 - 1.5. However Ofsted also noticed that we still need to improve the following:
 - Timeliness of visits after contact
 - Practice is too variable in quality and consistency
 - Assessment do not yet contribute to effective planning
 - Plans are too variable in quality
 - Insufficient consideration is given to the daily lived experience of young people and the needs of younger siblings are often taking precedence
 - Supervisions are not challenging enough and do not drive casework with clear timescales for improvement
 - Young people are not consistently engaged or engaged in planning or reviews
 - Audit activity has yet to demonstrate impacts on practice and outcomes for children
 - Performance use need to be more embedded at front line
 - 1.6. During this visit, Ofsted felt that no children were left in unsafe circumstances but too many were left in circumstances where their outcomes are not improving. Whilst Ofsted acknowledged that the significant turnover of staff and social work vacancies continue to impact negatively on

the consistency and quality of practice, they stressed that the pace of improvement continues to be too slow.

- 1.7. We will be having a further monitoring visit in May but soon after that, possibly in the Autumn, we are highly likely to receive a full inspection under the new ILACs framework.

2. Accelerated Improvement Plan
 - 2.1. In response to Ofsted feedback, we have developed an Accelerated Improvement plan which aims to position the Authority to be ready for the re-inspection by July.
 - 2.2. We are aiming to achieve this by focusing on:
 - Quality of Practice: Assessment, SMART plans, Risk planning and Recording
 - Frequency and consistency of Supervision and Management oversight
 - Timeliness of visits
 - 2.3. Key actions include:
 - Identify Social Workers, Team Managers and Teams to target for extra support
 - Deep dive interventions into targeted teams and individuals
 - Increase completion rate of Essentials Training
 - Heads of Service and SLT to mentor targeted Team Managers
 - Fortnightly reports from Heads of Service to SLT
 - Performance surgeries to focus on visits
 - Fortnightly Extended Managers Meeting
 - 2.4. To be ready for re-inspection in the Autumn, we need to show sustained improvements for a period of 3 months before inspection. The following key targets have been set for end of July:
 - 8/5% of cases judged as inadequate through case file auditing
 - 80% of SWs to have had 3 supervisions within the previous 3 months
 - 80% of children seen within timescale following contact
 - 80% of children in need seen within timescale
 - 85% of children on CP plan seen within timescale
 - 90% of children in care seen within timescale