



Committed to improve

IRO Service Plan for 2015 - 2016

MAIN DRIVERS FOR THE SERVICE

1. Achieving IRO Handbook compliance
2. Greater participation of children and young people in decision making and planning
3. Improve performance evaluation and oversight to contribute service improvement
4. Produce outcome focused planning leading to timely intervention for children and young people

Achieving IRO Handbook compliance

Build upon and extend activity in areas that facilitate increased monitoring of cases and involvement ensuring improved critical challenge and each child progress is supported in a timely manner.

Action	Timescale	Evidence
1. For each review IRO's to continue to complete the IRO Handbook Tracker to assist in monitoring performance.	By December 2015	Analysis of the tracker on as part of the Quarterly Performance Report
2. Increase current performance by 70% percent in activity across all elements	By December 2015	Analysis of the tracker on as part of the Quarterly Performance Report



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Greater participation of children and young people in decision making and planning

Whilst a sample consultation indicates service graded 4 out of 5 by children and young people. Greater participation and engagement meets the children's need identified by themselves.

Action	Timescale	Evidence
1. Automated letter sent to each Child upon entry to Care introducing their IRO and contact details	By July 2015	Template established and Business Support process established sending letters out.
2. Introduce feedback forms for the child or young person about their review	By August 2015	Template established and results tracked per review
3. Progress Permanent Recruitment of IRO's	By September 2015	Increased in Permanent staff allocated a consistent caseload
4. Develop a service protocol maintaining consistency where possible	By September 2015	Protocol produced and agreed, protocol implemented in managing allocation and how to manage cover.

Improve performance evaluation and oversight to contribute service improvement

Systems and frameworks are now in place producing information for the three months in operation this needs to be consistently applied to ensure a total oversight of monitoring of all the Child in Care cohort.

Action	Timescale	Evidence
1. Maintenance of tracking tools across the year	Ongoing	Performance provided in detail via the Quarterly Performance Reports
2. Meet with NCSB to change the tool for more effective activity analysis	By September 2015	Agreed alternate tool in place by the end of September 2015



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Produce outcome focused planning leading to timely intervention for children and young people

Work has started on adjusting service formats to focus upon outcome focused planning this to be completed and ensure the planning is embedded.

Action	Timescale	Evidence
1. Care Plan, LAC Review Report and LAC Minutes to be consistent in structure and outcome focused applying signs of safety structure.	BY June 15	Production and implementation of revised form formats supporting the agenda
2. Complete Audit of IRO's minutes to inform on consistency regarding the application of planning based on outcomes.	By July 15	Audit Report produced, guidance re standards produced to inform practice and presented at Team Meeting
3. Initiate Review Observations to examine the exploration of outcomes in meetings	Start by August 15 and complete October 15	Observation tool produced, completed forms held as part of supervision and discussed



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ADDITIONAL INFORMATION
