

Ofsted Pilot Inspection of Children's Services

23rd January - 3rd February 2017

Key Areas of Positive Feedback

- Catalyst for our improvements was move to become 'One Directorate'.
- Regional peer review and challenge is well used to inform services and shape future provision.
- We continue to work hard to recruit a permanent workforce. They particularly liked our plans for Grow your Own and our ASYE programme.
- Resources are deployed strategically, where it will make the biggest difference to children and young people.
- The Local Authority has invested heavily in an integrated model for effective partnership working.

Key Areas of Positive Feedback

- We are becoming an employer of choice and our reliance on agency workers is reducing.
- We have successfully created an environment where good and outstanding practice can flourish.
- The diverse needs of children are well understood.
- Listening to the voice of the child across our work is a real strength.
- Access to a wide range of effective early help services for children and their families results in risks being minimised and children's welfare improving.

Key Areas of Positive Feedback

- Our Integrated Locality Hubs offer accessible, responsive and effective forum to support multi-agency services.
- Children's assessments are consistently good which lead to meaningful indicative plans.
- The support offer for disabled children is good, sensitive work leads to children and their families receiving tailored support.
- MST/MST-CAN offer and the Edge of Care Hub are two examples of creative use of resources. The support they provide improves the lives of children and families and is reducing the number of children coming into care.

Key Areas of Positive Feedback

- Social Workers know their children well and have the capacity to undertake direct work, whilst ensuring that they are listening to the voice of the child.
- Children live with carers who are proud and ambitious for them, and their achievements are celebrated.
- Children's emotional needs are regularly considered and children are supported by wrap-around services like CAMHS and Targeted Support.
- Educational outcomes for children in our care are improving due to the efforts of our excellent carers and the Virtual School.
- Early Help is seen as outstanding

Areas For Further Development

- Doing more to sustain contact and support care leavers who aren't currently engaged with us,
- Providing a more robust response for young people who present as homeless,
- Further work to understand the reasons for children going missing and ensuring that they receive the help they need
- Reviewing the capacity of our IRO service to ensure sufficient monitoring of children's plans between review meetings.

Areas For Further Development

- More work needs to be done to ensure that multi-agency information ensures decision-making at the 'front door' to Children's Integrated Services informs a shared view of need and risk.
- All partners, particularly Nottinghamshire Police and Schools, need to contribute to initial fact finding, assessment and planning in a more timely manner.
- Social Care will engage with partners to set clear expectations for responses.

Summary

- Feedback from inspectors highlighted the great progress that our service has made since its last inspection.
- Inspectors were clear that our workers complete meaningful work with children and their families, which leads to improved outcomes in all areas of their life.
- Throughout the inspection process inspectors credited the passion, enthusiasm and positivity of our staff.

Judgements

The impact of leaders on practice with children and families – Good.

The experiences and progress of children who need help and protection – Good.

The experiences and progress of children looked after and care leavers and achieving permanence – Requires Improvement .

Overall effectiveness – Good