



**Changing Lives.
Changing Futures.**



**Nottingham
City Council**

September 2023

Ailsa BARR – DIRECTOR OF CHILDREN'S INTEGRATED SERVICES



Inspection Journey

Focussed visits 2020
and 2021

- 2 Priority areas for action

ILACS July 2022

- Some areas had improved
- Practice in other areas had declined
- Pace of change too slow
- 8 areas for improvement

Monitoring Visit
February 2023

- Focus on the Front Door
- Evidence of progression noted

Monitoring Visit July
2023

- Focus on Children in Need and Children with a Child Protection Plan (including disabled children)

ILACS July 2022 - 8 Areas for improvement



Effectiveness and timeliness of responses to children's needs when first presented to the multi-agency safeguarding hub



The service response to care leavers age 21 and over



Management Oversight and direction of front-line work and the local authority designated officer



The service response to young people who are aged 16 and 17 who present as homeless



Social Work Capacity



The quality and timeliness of return home interviews



Placement sufficiency for children in care and those with complex needs



Oversight of children missing from education and those who are electively home educated





Monitoring Visit July 2023

Children in Need and Children with a Child Protection Plan (including disabled children)

July Monitoring Visit



Self Assessment

What did we tell inspectors they would find?



Children's Transformation project

Working with Newton Europe to deliver on 2 workstreams to improve the experience, intervention and outcomes for children in need of help and protection.

Workstream 1

- Supporting children to remain with their families

Workstream 2

- Ensuring ideal outcomes and strong management around plans

Children in need of help and protection

Transformation



Together for Nottingham



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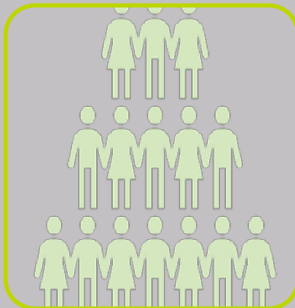
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**Children in need
of help and
protection**

Self assessment

**Team
structure and
systems to
support good
practice**



- ❖ Focus on stabilising workforce and reducing caseloads through:
- ❖ Recruitment and advertising campaigns and varied recruitment sources
- ❖ Utilisation of agency staffing



- ❖ Supporting good practice through:
- ❖ All team managers enrolled on Frontline management training
- ❖ Created a case management dashboard for social workers to access data and identify key tasks for their caseload and allows managers to access timely key performance information



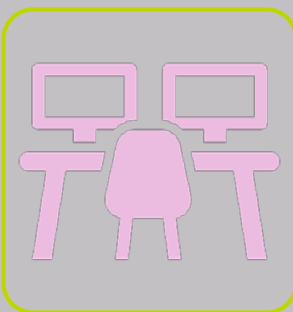
Refresh and relaunch of the QA framework with findings informing practice development meetings and development resources



Children in need of help and protection

Self assessment

Areas of strength



❖ Transformation work is seeing timelier and more focussed intervention reducing drift and the duration of support through child in need plans with a focus on needs led reviews rather than process driven reviews



❖ Good performance and management oversight of our pre proceedings Public Law Outline, care proceedings and private fostering arrangements to reduce drift and delay



Increased capacity in the Missing team which has improved:

The number and timeliness of return home interviews

Increased management oversight of missing episodes

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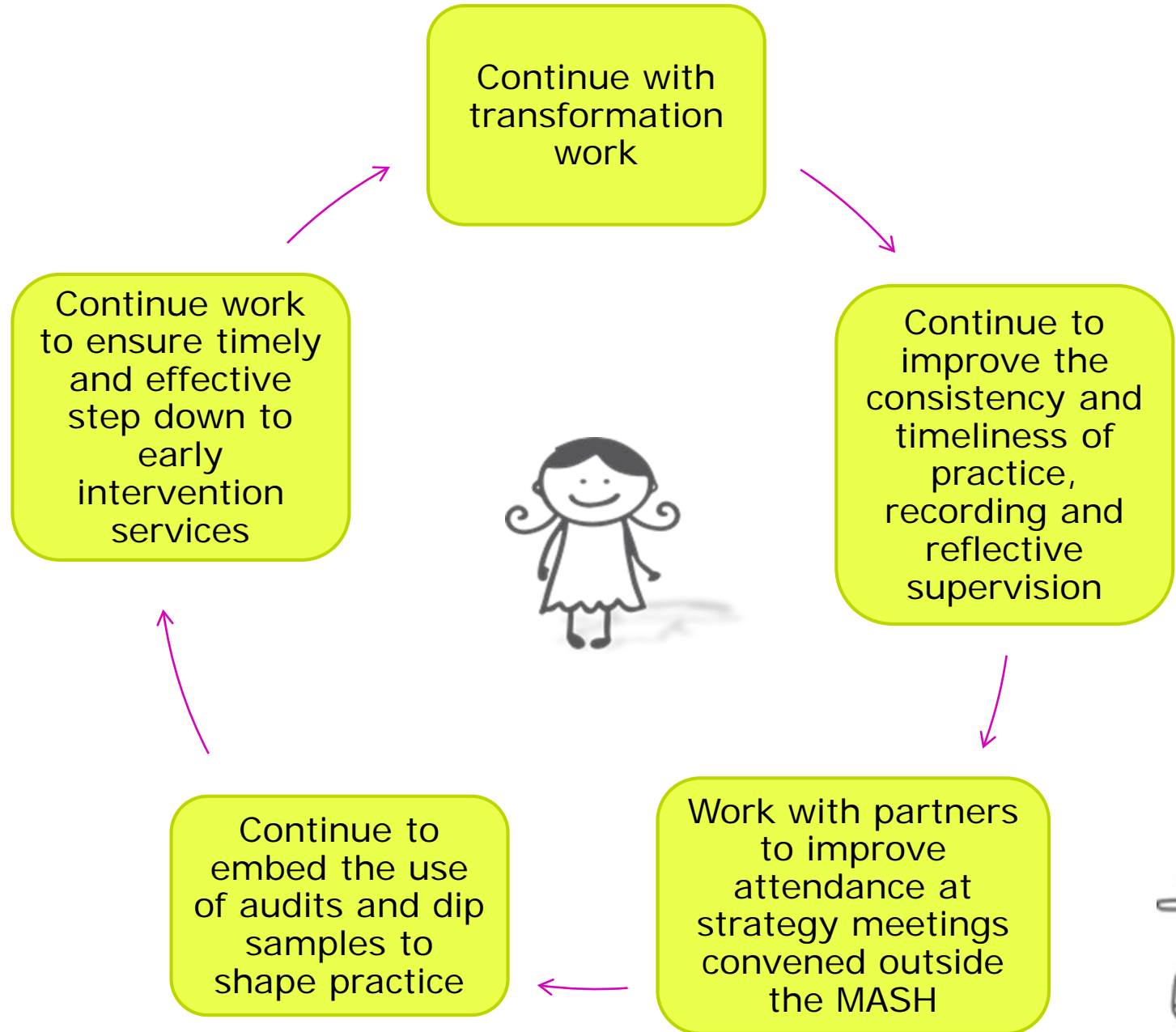
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Children in need of help and protection

Self assessment

Areas for further development and focus





Feedback from inspectors was that:

- Evidence of the practice they saw matched our own assessment, showing that we know ourselves well
- There is still a lot to do, but tangible progress is being made
- Practice is variable but they found examples of improvements
- There is real commitment and positivity from skilled staff, who know their children well and “love the direct work tool kit bags”
- Staff feel supported to do a good job by managers in the service

**Children in
need of help
and
protection**

**Highlights
from
Inspectors**





Children in need of help and protection

Next steps

- No graded judgement for monitoring visits
- Narrative letter was published by Ofsted on 29th August 2023
- Findings will further inform the service development plan
- Oversight will continue through the Children' Improvement Board
- Anticipate a further monitoring visit before the end of the year with a further 3-4 visits during 2024

