

IRO Service Annual Report

*THE CONTRIBUTION OF THE INDEPENDENT REVIEWING OFFICERS TO
QUALITY ASSURING AND IMPROVING SERVICES FOR CHILDREN IN
CARE.*

The role of the Independent Reviewing Officer

1. National guidance – The IRO Handbook
 2. Local practice – IROs in child protection and looked after children
 3. Looked after reviews
 4. Challenge and scrutiny
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Report Recognises

1. That Ofsted Inspection identified capacity & lack of 'Critical Challenge' as issues
2. That the service has to be more outcome focused
3. That a performance structure that assists in understanding activity and inform the service development is required
4. The Leadership Team sought an understanding of the overall qualitative analysis as to the stability of the service
5. That the service was required to be better at complying with the IRO Handbook standards
6. As part of implementing standards becoming more child focused in decision making

Actions Defined in the Report

1. Recognition of additional investment in staffing
2. A restructuring of the service with IRO's having leads focusing on Child Protection and Children Looked After services
3. Development of a Performance Monitoring Structure with an emphasis on outcomes
4. Overhaul and investment on Business Support to improve performance
5. Improved focus on staff development for IRO's and challenging practice
6. Improve 'critical challenge' through the escalation process
7. Increased compliance with IRO Handbook

Performance ; Last Quarter Jan – Mar 15

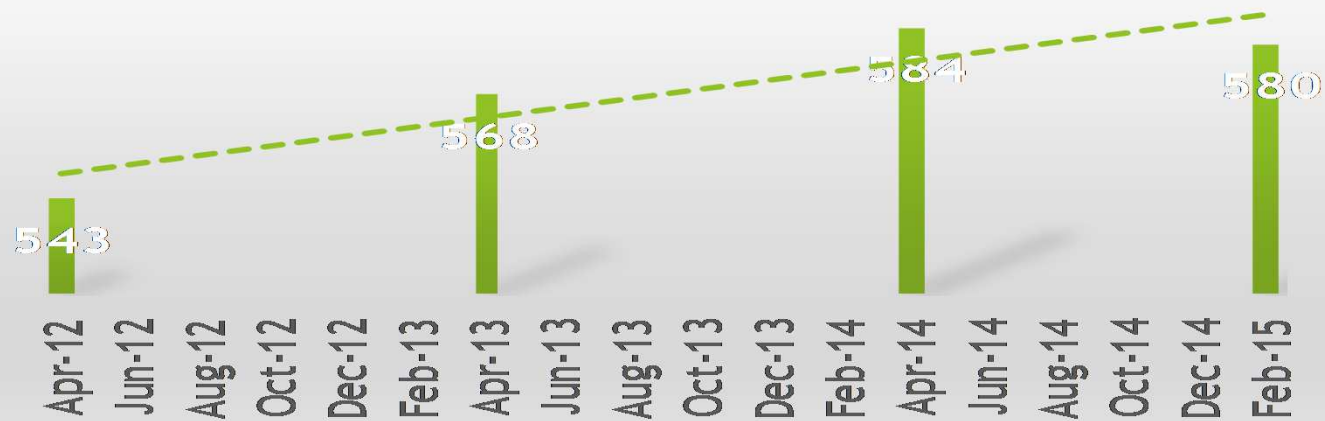
- 1. Business Support** ; More robust systems and management ; Doubled Diary Managers ; Historical minutes addressed ; Outstanding minutes no more than 3 months out of date
- 2. Caseloads** ; Child Protection Chairs 110 ; IRO Children Looked After 76
- 3. IRO Handbook Compliance ; 512 Reviews**

Social Worker spoken to prior to the Review, detailing expectations and situation update – 61%

- Child spoken to regarding attendance at Review - 31%
- Child seen in between Reviews by IRO - 34%
- Co – Chairing on option - 13%
- Care Plan seen at Review - 91%
- Care Plan confirms a Permanency Plan - 70%

Findings - Permanence

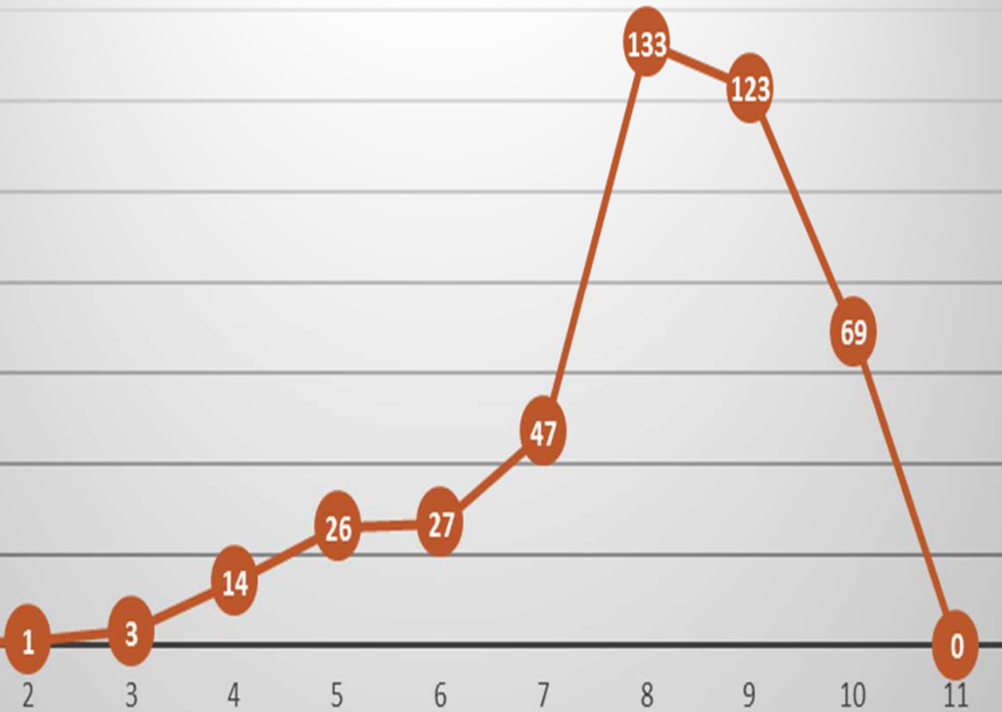
Child in Care Population



	Apr-12	Apr-13	Apr-14	Feb-15
■ Child in Care Population	543	568	584	580

Efficacy Framework

Homely Environment



Meeting Identified Need



Efficacy Framework

Emotional wellbeing



Preliminary Messages

- 1. Overall Solid Performance in meeting the need**
- 2. Clear evidence in key domains that intervention leads to change**
- 3. Areas of challenge ;**
 - Addressing Educational Potential
 - Emotional wellbeing

Critical Challenge

1. Improvement in critical challenge
2. Increase in numbers of cases escalated
3. More robust challenge in follow through
4. Engagement of Service Managers at Stage 2
5. Increase the use of IRO monitoring

Summary

1. Increase in capacity has had a positive effect – However capacity continues to be an issue
2. Aim to build on IRO Service performance – specifically with engagement with children and young people
3. Significant progress regarding Permanency Planning in a timely fashion
4. Embed Quarterly Performance reporting to assist in Service analysis and support Senior Management Planning
5. Continue to build further on critical challenge through the escalation process
6. Continue to develop understanding of outcomes and how impacts on practice
7. Question further development pending the national picture