ADCS
Leading Children's Services
east midlands

Regional Improvement Alliance

V8: October 2018

This plan provides a summary of the key outcomes and recommendations from the 2017/18 cycle of Challenge Conversations held between the regions' LAs in the following triad groups:

- Nottingham, Derby, Leicester
- Lincolnshire, Northamptonshire, Rutland
- Leicestershire, Nottinghamshire, Derbyshire

NB Read this first:

This plan builds upon the reports from this challenge process and is <u>not</u> an exhaustive plan for all improvement work in the region. It just describes the areas in which it has been identified that support brokered between LAs or collaborative joint-work could address the priorities identified within the challenge process.

Contents

Regional Joint-Work

Topic of proposed work		Lead role for this work	Nature of work to be carried out	October 17 Update
R1	Increasing fostering and placement sufficiency for residential care, "**How to secure good placements for the most challenging young people**"	Helen Blackman (Nottingham)	Sharing effective practice and seek to develop new partnership approaches to: • Exercise leadership in the provider market, maximising internal provision • Achieve fostering sufficiency • Explore new collaborative opportunities and use each other's provision more	Suanne Lim (Derby) is picking up this action and will get an appropriate working group together to mobilise things The first suggestion is to look into an MoU for using each other's provision more

R2	Developing consistent operating models for practice methodology across the region	Jo Kavanagh (Lincolnshire)	Jo to convene a task and finish group of nominated lead colleagues (Sept)
			   Name still to be provided Derby
			   Tracey Hyslop and Maureen Evans Derbyshire
			   Kate Wells Leicester
			   Amanda Goodenough Leicestershire
			   Danielle Twigg Northamptonshire
			   Alison Wakefield Nottingham
			   Diana Bentley Nottinghamshire
			   Tracy Holliday Rutland
				Next progress report from Jo (Lincs) on this action at 2nd Tier SG Leads meeting Nov 20th

R3	Reducing the exploitation of vulnerable young people.	Andy Smith (Derby)? Helen Blackman to attend a regional CSE Exec meeting to discuss	The annual November CSE regional conference is broadened to provide practice exchange/market place for: • Gun crime (Islington?) • CSE/Missing (Derby protocol and Andy Morris Lincs) • Modern day slavery • Knife crime (Nottingham and Leicester) • Drugs (county lines) • Ofsted • City+County collaboration	• Andy Smith and Ali Noble (Derbyshire) leading the regional CSE group • All LAs have updated their audit of CSE standards • Regional conference **Friday 7th Dec** • Bookings at https://csedec2018.eventbrite.co.uk

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R4	Regional Case Moderation Panel	Caroline Tote (Leicester) with Sophie Russell (Nottingham) and Linda Dale (Derbyshire)	Suggested rolling programme of quarterly moderation sessions, rotating venues around the region. Maybe use the LA challenge trios as a working-unit. Start with a substantial regional launch event in late summer/autumn	• Regional Working Group has been active over the summer to review audit processes • Event held with Ofsted (Nick M, Caroline W, Dawn G) on Wed 17th Oct with 30+ colleagues • Caroline Tote (Leicester) now developing and mobilising plans for triad moderation groups and QA Peer Challenge

R5	"Getting serious about reflective supervision"
	Sub themes to include:
	• Leadership commitment and investment
	• Creating the appropriate culture in the workforce
	• Supporting Team Managers
	• Tackling the barriers
	• Managing, developing, recording
	• Restorative supervision
		Suanne Lim (Derby) Sharon Cooke (Leicestershire) and the PSW regional group	Suanne and Sharon to lead the PSW group to plan and a seminar
			    Margot Summerbridge Derby
			    Tracey Hyslop Derbyshire
			    Kate Wells Leicester
			    Moira O'Hagan Leicestershire
			    Sam Clayton Lincolnshire
			    Danielle Twigg Northamptonshire
			    Susan Parker Nottingham
			    Diana Bentley Nottinghamshire
			    Simon Barnett Sarah Nichols Rutland
				• Suanne and Sharon have met with PSWs
				• Regional seminar now panned with RIP "Creating the balance between compliance and reflection in supervision" to be held on **22nd Jan 2019**
				• Target audience: DCSs, 2nd Tier leads, PSW, Head of Service/IRO managers (4 per LA)

R6	Outcomes Based (SMART) care planning, progress plans and impact analysis of practice interventions	Ali Noble (Derbyshire) with Jo Kavanagh (Lincolnshire)	Whole day regional seminar to work towards some agreed principles in care planning that can help all improve…*"this is how we want to do it"*. All LAs are working from a strengths based perspective and there is much we can learn from each other.	• Ali (Derbyshire) and Sharon (Leics) have agreed with RIP that they will lead a seminar on **29th March 2019** • Max 100 attendees, so 10 attendees per LA. Each LA to determine who should come so that the best impact can be achieved.

Topic of proposed work		Lead role for this work	Nature of work to be carried out	October 17th Update
R7	Improving the commissioning of front door arrangements, early help screening, MASH, etc	2nd Tier Safeguarding Leads Group	A series of Open Door Visits when each of the 4 'host' LAs offering below invite colleagues from across the region to come and learn about their practice: • Derby Offer: Multi-agency Teams and the recently developed Early Help Group Work in schools. Model and how it might work elsewhere • Derbyshire offer: Front door arrangements including early help screening • Leicester offer: Early Help Standard Operating Guidance and Early Help Multi Agency arrangements via the EHA Allocations Hub, MASP panel (stuck cases) and Leicester's Early Help Strategic Partnership Board and Early Help Locality Partnerships • Nottingham offer: Quality of practice in relation to early help and protection (including front-door safeguarding arrangements).	Derbyshire has hosted two Open Door visits to Starting Point during August. Approx 15 colleagues attended from several LAs
R8	Improving the quality and consistency of LA self-assessment and improvement plans	Improvement/ Performance Leads group	Ask the existing regional group to make this a strong focus of their work, with a particular focus on evidence/impact descriptors	Self-Assessment template agreed and now being completed (by end Nov 2018)
R9	Improving inclusion in the region's schools (NB This is also a Reg Ed Summit priority)	EMSIG Group and the Regional Ed Summit	To create a School Inclusion Dashboard for attendance, exclusions (FTE and PX), EHE from the school, managed moves (inward and outward) etc. Also, agree regional Inclusion Principles to promote in accountability conversations with schools	• Regional Data Group has developed Dashboard based on Derbyshire's draft • Is already established in Tableau (populated with Leics data only at the moment) • Request out to all DCSs to add this to quarterly data sharing routine • Debbie to share developments with national colleagues • Case studies of effective inclusive practice being developed for dissemination
R10	Increasing the number and success of mainstream placements for children with more complex SEND conditions	EMSIG Group Lincolnshire leads	To develop an agreed regional training pathway that describes what different workers need to know and understand about the inclusion of children with more complex SEND	• Regional SEND Strategic Leads group to create a compilation of training resources that can be shared

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R11	Improving SEND policy implementation, service quality and performance	EMSIG and Strategic SEND leads	To undertake a 2nd regional cycle of SEND Peer Challenges, working in increasing collaboration with the WM and East regions	• Schedule for next cycle now agreed at EMSIG for next two years • More reviewer training to follow in new year
R12	Improving educational outcomes for CLA	EMSIG, 2nd Tier SG Leads and VSH group	To hold an initial 'think tank' regional meeting with EMSIG, 2nd Tier Social Care leads, Virtual Heads and Ofsted to start to develop a regional work programme to improve practice	• Think Tank session with Ofsted (Emma Ing and Nick McMullen) on **Wed 21st Nov.** • Targeted invitations to 2nd Tier SG Leads, EMSIG, VS Heads and LAC Heads of Service – 24 bookings to date
R13	Strengthening arrangements for safeguarding partners (LAs, police, and CCGs) to safeguard and protect children.	2nd Tier Safeguarding Leads Group	To co-ordinate a scheme of peer review of local safeguarding partnerships in the light of Working Together	• This still needs a mobilisation plan and further discussion at EM DCS and 2T SG Leads meetings in November • Suggestion to use a blend of the Triad Challenge approach with the SAV methods to organise this on a multi-agency basis.

To be deferred until 2019/20

• Innovation and value of Social Impact Bonds. Northamptonshire will have lots of significant learning to share.
• Effective leadership, management and governance to support staff through a significant improvement journey.