



What's working well?

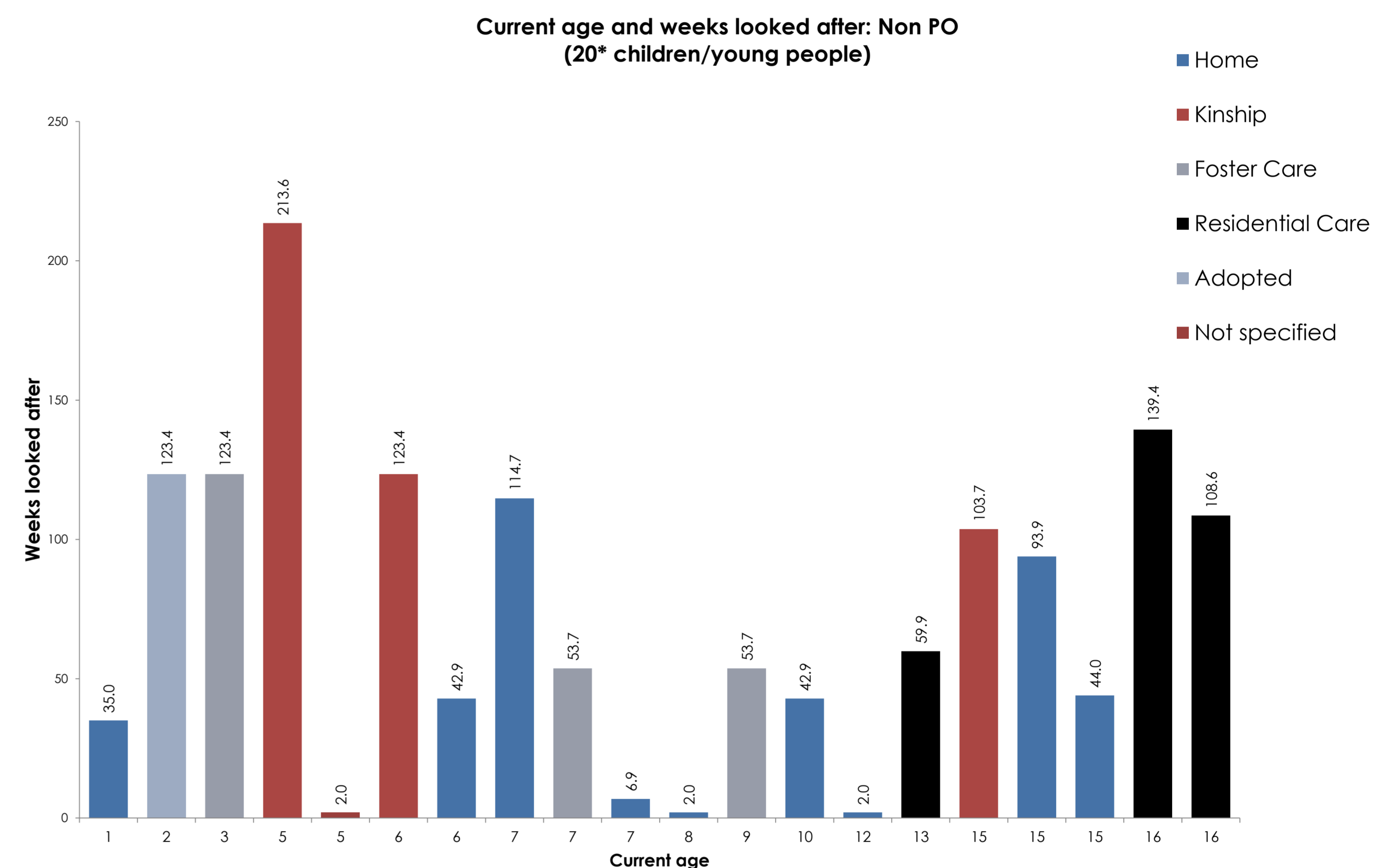
- Increased knowledge, awareness and focus on permanence needs in practice (practitioners' awareness) and systems (LAC (and CP) review systems and procedures.
- Quality assurance tool for SBR's (completed by SW and counter signed by SSW) prior to submission.
- Development of tools for practitioners: SHANARRI baby, Edinburgh's Contact guidance, C-Change parenting capacity model, Wellbeing Web; measuring outcomes.
- Increase in multi-agency self-evaluation activity supported by CPC
- Improved data & recording (tracker) and management info (timelines) – "We know our children really well".
- Ensure the right people are at Children's Hearings (Foster carers & Residential carers)
- Effective legal service support – improved communication with court (Sheriff and Sheriff principal)
- PACE developments reflected in Strategic Commissioning Plan and helping to inform Corporate parenting plans – producing quarterly LAC briefings.
- Investment in Intensive Fostering Service has increased care placement capacity, social work capacity and training for Carers.
- Networking (using Scotland Excel) with National agencies who provide Long term Foster placements.

Further Areas for development

- Undertaking PDSA's and using improvement methodology requires a culture shift in terms of how we persuade staff to engage and develop practice.
- Independent Reviewing Officer vacancy has added pressure to the LAC review process. (The use of a bank Social Worker to cover this has helped).
- Using data and management information to better inform service development.
- Ensuring management understand the impact on workload of permanence work and an allocation process to reflect this.
- Further develop "post permanence" child's plan with NP services
- Girfec quality assurance group to refresh local guidance including an update of the Child's Plan
- Advocacy - representation and participation of children in processes that are there to help them and work in their best interests.
- Develop multi-agency workshop style events rather than 'business meetings' for Champions group.
- Develop brief interventions (systemic practice / Signs of Safety)
- CPC dashboard
- Annual Children's conference (children's rights focused) and Children's Services plan highlights the needs of Looked After Children, particularly in terms of care and legal permanence.

Results

- Tracking system in place for all looked after children, including those at home.
- Integrated working; utilising all practitioner knowledge & experience across the whole child care system



Key Learning Points

- The value in taking time out to review, reflect, plan and focus on permanence as a multi-agency group - SW, Legal, Reporter, Panel member, Educational Psychologist.
- Monthly meetings (given our small numbers) have been difficult to sustain, whereas periodical 'workshop' sessions (particularly when supported by CELCIS) are far more effective.
- Improvement methodology and the time to undertake PDSA's methodically, hampered by lack of time, capacity and culture.
- Leadership development and culture change.
- Importance of including looked after children at home and children who are on Child Protection Register in the tracking process to avoid 'drift by another process'.

