Learning Brief. – Our Journey to Good - December 2019.

Over 2019, 96, (64% ) audits were returned and moderated . From these audits monthly Learning Briefs have been prepared, based on learning relating to either a specific theme or particular area of practice.

Deep Dive Audit activity was suspended in December and as a result a specific Learning Brief was not completed. Instead, this Learning Brief will attempt to review the **Good** outcomes from audit activity over the year.

R**ISK**

The audit activity over the year indicates that our ability to recognise and respond to risk is inconsistent. Our Inadequate judgments outweigh those of Good – this significantly undermines our current position of Requires Improvement. In order to achieve consistency and develop our practice we need to be mindful of the features identified from audit activity that resulted in a **good** judgment

* Response to risk is timely and proportionate
* Analysis of risk includes a multi-agency perspective
* Visiting frequency found to be regular and well recorded
* Childs voice is clearly located with a clear sense of the child’s lived experience
* There is a focused approach with evidence of good management oversight and where decision making is timely, proportionate and well recorded
* Decision making and analysis of risk is informed via a detailed chronology
* Case records are easy to read with analysis and further actions
* Strategies are well written with a clear analysis of strength versus risk
* Evidence of SERAFS and DASH reports to inform the analysis of risk and overall assessment.

A**SSESSMENTS**

Over the year we have not been able to demonstrate through audit activity, growth in the consistency of quality within our assessments.

*Good assessment is key to effective intervention and better outcomes for children. Without it practice is likely to lack focus and a clear sense of purpose; at worst, poor practice may result in a vulnerable child’s needs being overlooked or misunderstood, with serious consequences for their wellbeing. RIP 2014.* [*https://www.rip.org.uk/resources/publications/leaders-briefings/*](https://www.rip.org.uk/resources/publications/leaders-briefings/)

In order to achieve consistency we need to be mindful of the features that have led to a **Good** judgment within audit activity.

* Assessments were comprehensive and analytical
* Assessments contained history with consideration for future needs
* Assessments considered all complicating factors and evaluated these in terms of impact on the child
* Assessments were informed by research and evaluated capacity for change
* Assessments were informed by observations
* Collaboration with child, family and other agencies was clearly evident
* The voice and lived experience of the child was at the heart of the assessment
* Assessments contained a balance and analysis of strengths and risks
* Impact chronologies were integrated into assessments

**PLANS**  -

Our audit activity suggests that our planning for Children & YP is strengthening in terms of consistency. This reinforces our overall position of Requires Improvement. The inadequate judgments are a useful reminder to us to not become complacent or lose focus. In order to sustain this position we need to reinforce the features identified as **Good** from audits -

* Plans were relevant, timely and included the views of the wider family and young person
* Plans were analytical and SMART
* Trajectories and contingencies underpinned the plan
* PWP contained the young person’s voice and were aspirational. PWP contained evidence of progress
* Plans were outcome focused.
* Plans were informed by a thorough assessment and linked to danger statements and safety goals.
* Expectations were clearly set out with planned regular reviews
* Individual safety plans were located for the child.



**REVIEWS**

The audit activity indicates that the good features within our reviews are not consistent. Whilst we predominantly align ourselves to the position of Requires Improvement with Reviews, we need to continue to strengthen our practice in order that the inadequate judgments reduce.

The identified features that led to **Good** judgments were -

* Clarity on the YP voice and words
* Parental participation
* Reviews have focus and purpose
* Good link between reports and assessments
* Informed by up to date information
* Frequent and well recorded
* Multi-agency attendance
* Minutes are circulated in a timely manner

**COLLABORATION**

Over the year we have been able to demonstrate that our collaboration with C&YP & their families is securely in the position of Requires Improvement but with Good elements.

We need to ensure that our case recording, assessments, plans and reviews demonstrate the Good practice that is taking place. The **good** features identified from audit activity are –

* Clear voice of the child within assessments, plans, reviews and case notes
* Words & pictures was clearly located in records and attached documents
* There was a clear sense of the child’s lived experience
* Recording contained details of family and network involvement
* Views were integrated into all documents
* Specific words were captured within reports
* Plans were made with families

**NEXT STEPS**

* We use the good features identified within audit activity to develop consistent practice.
* We build relationships with children, YP, their families and carers.
* We assess, plan and review on a regular basis, ensuring our records are up to date, accurate and relevant.
* We build and use chronologies to inform our assessment and intervention
* We are mindful of timescales and ensure there is transparency in what we do
* We continue to audit and use what is working well and change what is a worry.