

Children's Social Work Practice Standards

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Why do we need standards?

In Dorset we want to ensure all children thrive and our ambition is to provide children and families with access to the right level of service at the right time for them, with high quality services that begin from early and responsive intervention at the point of contact.

We also want to align all that we do with our practice framework to work with families, who will be treated with respect and honesty and kept informed throughout any social work intervention. Our approach will be one of high support and challenge that is delivered in a strengths-based way and based on the achievement of identified improved outcomes that are measurable. For more details about our Dorset Children Thrive Practice Framework please visit the children hub: **Dorset Children Thrive Practice Model (sharepoint.com)**

What will our standards provide?

- All social workers, supervisors, and managers to have clear guidance on their roles and responsibilities
- Consistent approach to the social work task
- Clear expectations of social workers and front-line managers that they can measure themselves against
- Confident professional service that is respected by families and other professionals, who can champion the needs of children through their work and challenge others, where necessary, to promote the welfare of the child
- A set of standards that quality assurance can measure against
- Not a reiteration of timescales but something that addresses quality and within the child's time frames

To enable social workers to exercise professional judgement and utilise their expertise, training, and knowledge to offer the best service possible. Every Social worker in Dorset should be able to answer:

- Does the child feel safe?
- From the child's perspective, what does it feel like living in the family?
- How is our intervention impacting or improving the child's circumstances?
- How do we know?

Feedback – how we will know our standards are supporting children and families

Here in Dorset, we value and respect all our children and family's views and it is our commitment to actively seek this as part of our everyday work. What our children and families think and feel about our services is key to delivering quality social work involvement. Team Managers will consider as part of regular quality assurance work to form a good understanding of the impact we are having, and service managers will seek feedback to support strategic priorities or when learning is required. Heads of locality will also be part of seeking feedback and should consider any gaps in our knowledge of what our children and families think and feel. It is important to note that feedback can be captured in a variety of ways through forms, verbal discussion, face to face meetings/ home visits or through advocates where required.

For all open cases there must be:

- **Management oversight:** At the point of allocation, the team manager should record on the child's file management oversight to detail the desired outcomes and tasks to be carried out, by whom and with timescales set out. This includes when the first visit to the family is required and is within a maximum of 3 working days.
Management Oversight should be part of ongoing work every 6-8 weeks. The Team Manager should identify progress; outcomes, impact achieved and what difference we made as part of regular management oversight. Key decisions and timescales should continue to be captured when required and using SMART principles. Management oversight can also include decisions made, sign off on assessments and line of sight meetings. All children should have at least one form of management oversight every 8 weeks.
- **Note:** If for any reason a child is not allocated to a worker the responsible manager should review risk and need to determine any actions required while awaiting allocation. This should be reviewed daily until allocated.
- **An up to date assessment** on each child which is regularly reviewed, 6 monthly for CIN, 12 monthly for CIC, or sooner if required and as part of CP conferences for those subject to CP planning. These will be authorised by the team manager who is accountable alongside the Social Worker for ensuring timescales and quality are met. An example of when an assessment should be reviewed earlier than the timescale would be if a significant event or change in circumstances has occurred such as a new baby or new partner.
- **An updated genogram** making sure family relationships are updated in Mosaic to ensure the genogram is accurate.
- **A chronology** of significant events that identifies the impact of those events for the child and is up to date (updated at the time of the incident and no later than 3 months afterwards).
- **Case summary** – The lead Children's Social Care professional will ensure that the Mosaic case summary is updated at least every 12 weeks. This should provide a brief and accurate summary of the child's current situation and a brief overview of their history. This should enable anyone accessing the record to understand the child's lived experience.
- **An agreed SMART plan** for the intervention with the child and their family is reviewed in supervision and through multi- agency planning meetings (i.e., CIN Meetings; CP Conferences/Core Groups, LAC, and Pathway reviews). Plans should be reviewed within a maximum of 3 months for CIN and in line with CP conferences and Children in care reviews for CP & CIC.
- **A record of supervision** for children every 8 weeks and every 4 weeks for children who have a CP plan or are in proceedings, and for care leavers in unsuitable accommodation. It should ensure analysis & impact for the child and any direction required using SMART principles.
- **Service manager oversight** through a case note every 6 to 12 months to ensure a routine analysis of case, risks, progress, and outcomes being achieved, or where they have been directly involved in key decision making for the child. This could include line of sight and supervision recording.

“Nothing about me without me”

The children and young people we work with will be included and consulted as part of our work with them. We want to ensure our children can see an improvement in their circumstances and feel safer.

We will ensure that:

- All Children's views are obtained throughout our work with them, and where age or disability is a factor, we will work creatively to ensure we understand their views.
- Children participate in assessments, and have their views represented.
- For those children in our care, we will know their interests, ambitions, fears, hopes, and dreams. Children are included in any decisions or meetings about their life, this may be through attendance, via an advocate or even chairing their own CIN/CIC meetings.
- Children have an opportunity to input into their plans and say what they want to be different or better as well as contribute to progress made with them.
- The child's needs in relation to race, ethnicity, language, communication, disability, gender, and sexuality will be considered in everything we do.
- Seek approval for a photo of the child to be uploaded onto the file; this is an expectation for all children in care.

Sharing of information:

In line with our practice framework, it is important we are open and transparent with our families, and we share copies of key documents when appropriate. Evidence of this should be captured on the child's file so it is clear which family members or children have had copies of documents. This is particularly important as some information may be restricted to particular individuals. If in doubt about what can or cannot be shared, please speak with your line manager. Here are some examples of the documents that should normally be shared with children and/or families:

- Children's plans (such as CIC, CIN, CP, EHCP, pathway plans) and review meeting minutes
- Child protection conference reports
- Core Group minutes
- Assessments

Refer to **Providing copies of assessments and plans to young people and their families including minutes or notes from any meeting.pdf (proceduresonline.com)**

Our standards for visiting our children:

Children will be visited according to their level of need to understand fully their lived experiences and the impact of our work to improve their circumstances. This will be evidenced on children's files.

Revised Dorset Standard - Visiting Frequency to see Children and Young People		
This relates to physical , face to face visiting by the child's social worker unless stated otherwise.		
Days means working days unless stated otherwise.		
Child on a Child Protection Plan		
On a CP Plan	For the first 4 weeks of ICPC (the standard indicates good practice but meeting it may depend on the level of risk and commitment of other partners visiting as part of the plan)	5 days
	After the first 4 weeks	10 days
Child in Care		
Child in Care with foster carers or in a children's home	On the day the child is placed in any placement	Same day
	Following the start of any placement	5 days
	Thereafter	6 weekly
	After 1 year if child is in a designated long-term foster placement until the child reaches 18 with ADM decision and if child is sufficient age and understanding and if they have agreed to this frequency.	12 weekly
Connected Person with Temporary Approval	Until first Child in Care Review	Weekly
	After first Child in Care Review	4 weekly
Connected person approval not agreed by ADM	Following the start of placement	Same day
	Thereafter until end of placement or order secured by the court	Weekly
Living with parents under an ICO	Until first Child in Care Review	Weekly
	After first Child in Care Review until final hearing	2 Weekly
Living with parents under a Care Order	Following the start of the Care Order	5 days
	Thereafter	2 weekly

Another organisation is responsible for living arrangements e.g., YOI or Health Care setting	From the start/change of living arrangements	5 days
	Thereafter	6 weekly
Notice of concern by the registration authority	Following receipt of notification	Within 1 day
	From start of first placement day	Within 12 weeks
SBC – same placement, not exceeding 17 days - total does not exceed 75 days/year (Sec 20(4) and is reg 48)	Thereafter	12 Weekly
Children placed for Adoption	From the start of the placement	5 days
	Until the first Adoption Review	Weekly
	Thereafter until the adoption order is granted	6 weekly
Private Fostering		
Private Fostering	Following placement or date of notification	5 days
	Subsequently during Assessment	2 weekly
	Upon completion of assessment and thereafter for the first year	6 weekly
	Thereafter	12 weekly
Child in Need		
Child in Need	From date of Referral	Within 3 days
	Subsequently during Child & Family Assessment	2 weekly
	Upon completion of assessment thereafter	4 weekly
	For children who are provided long-term support by CWAD under s.17(10)(c) including overnight short breaks and agreed by a manager.	8 weekly
Section 47 enquiries	Within 24 hours of the section 47 enquiry	24 hours
Care Leavers - Personal Advisor		
Care Leaver – Relevant and Former Relevant up to age 21	Move to emergency accommodation - to be seen at accommodation	24 hours
	Subsequently – to be seen at emergency accommodation	4 weekly
	Move to new accommodation – to be seen at accommodation. These should be visits unless the YP does not want one.	Within 5 days
	Subsequently	8 weekly
Care Leaver - Former Relevant aged 21-25	This can simply be a 'contact' unless the YP wants to have a visit	Yearly
Early Help - EH worker		
Early Help	From receipt of the Request for Early Help	Within 3 days
	Thereafter	2 weekly

Recording

All Visits should be recorded on Mosaic within 48 hours.

Alone

The child must be seen in private and alone by the social worker on each visit unless this is not appropriate having regard to the age of the child or if the child does not wish to see the social worker alone. For an unborn baby on a CP Plan when the mother is seen this can be recorded on Mosaic as the child having been seen alone.

In addition, the social worker should sometimes see the child together with members of the household and for children in children's homes together with staff and other children living there.

Bedroom

Where a child is subject to a CP Plan due to neglect; the bedroom must be seen on every statutory visit. Otherwise, to be seen at least twice between review conferences.

For children in care the bedroom should be seen twice per year by the child's social worker. The Fostering Social Worker should see the whole house including the child's bedroom during the unannounced visits which should take place twice a year.

These are minimum requirements

The frequency of visits should always be determined by the circumstances of the child's specific circumstances and visits should be made whenever reasonably requested by the child or foster carer regardless of the status of the placement.

In addition, the child's social worker should visit:

- Whenever reasonably requested to do so by the child.
- Immediately a complaint is received from the child or from another person relating to the child concerning the standard of care they are receiving.
- or if there is any proposal to remove the child from placement where concerns have been raised about his/her welfare.

Seeing a child in a meeting

Meetings involving a child e.g., Child in Care Reviews, do not in themselves constitute a visit, unless time is taken outside of the meeting to talk with and spend time with the child.

The exception to this is for Early Help Meeting where the EH worker can record this as a visit if the child was present during the meeting.

Assessments will be child-focused, proportionate and of high quality

For all assessments

- The child (depending on age and understanding) and the family know about the assessment and are actively involved in any assessment. Their consent to undertake agency enquiries has been gained unless there is a clear safeguarding issue that makes this inappropriate (this decision will be recorded by the appropriate manager).
- The child/ren should be seen as quickly as possible (within 24 hours for s47 enquiries) and no later than 3 working days after the referral. The child is seen and spoken to alone with their views, wishes and feelings recorded. Remember this is the child's assessment so if they are not included, we cannot ensure we understand their views. If the child is not seen (due to exceptional circumstances) the professional reason and rationale should be agreed and recorded by the team manager on the electronic file.
- All child and family assessments are completed in a timely way in line with Dorset procedures, statutory guidance and as directed by the allocating manager and recorded on the electronic system. Assessments should be within 20 working days and by exception a maximum of 45 working days, but should always be within the child's time frame, which may be quicker. If more than 20 working days is required, this should be approved by a manager and recorded on the child's file.
- All members of the household will be included – i.e., all adults and children living in the home; those that spend significant periods in the home or have childcare responsibilities supporting the family.
- Include Partners and estranged parents – i.e., fathers or mothers not living with their child, and significant extended family identified, their role and involvement in the family understood and included in the assessment in an appropriate way – analysis of this should be understood.
- Due regard will be given to race, ethnicity, gender, disability, religion, and to the communication needs of the family.
- The concerns of other professionals are listened to, clearly recorded, and this information is used in the assessment. The triangulation of information will be key to understanding the needs of the child and family and requires consideration of obtaining information from appropriate partners who are involved. These could be professionals working with either the child or parents, and as a minimum should always include the GP and education colleagues. Be mindful that the MASH information sharing process will not always provide full details from the individual agencies. The gathering of further information from the professionals involved will enhance our understanding of the needs of the child and family and alert those professionals that we are working with them. We also need to ensure that consent has been sought and recorded to request and share information from and with our partners, so long as this does not increase the risk of harm to a child or family member.
- The history of previous involvement is read, understood, and used to inform the current thinking alongside a chronology of significant events
- Assessment tools are used where appropriate, their use is identified in records and the resultant analysis used clearly in the assessment.
- Risk and protective factors are identified, analysed, and assessed with a rationale given for the decisions being made.
- The assessment provides evidence for the findings, all sources of information are identified and there are clear recommendations including for future work or no further action, or for referral to another agency.
- The assessment is shared openly with the child and family and their feedback sought and their views recorded. Copies of the assessment should be provided within 5 working days of authorisation.

- If the assessment outcome is no further action (NFA) from the statutory children's service, consideration to be given to stepping down to the Early Help Services with a clear plan of work and appropriate introductions together with a handover professional meeting.
- Letters should be sent to families and professionals to inform them of the outcome of assessments; if support is to come from other agencies or from step down, the letter will state who the lead professional will be. Those letters will be copied to agencies who contributed to the assessment and recorded on the file.
- A transfer/closing summary should be placed on the file to demonstrate how risk and need has been met or reduced or where it has increased. This will be authorised by the manager.

Standards for children in need of support under S17

- An outline plan should be identified in the assessment based on the assessing social worker's analysis of risk and/or need. Support can be put in place if required immediately while plans are waiting to be finalised.
- A CIN meeting should be organised and held within a maximum of 10 working days after completion of the assessment and no longer than 55 working days from the referral date.
- Reviews for Children in Need should take place every 3 months minimum. For children who are provided long-term support by CWAD under s.17(10)(c) including overnight short breaks and it is agreed by a manager, reviews can be 6 monthly minimum.
- Meetings should include all key professions along with the family and child where appropriate. Remember our practice guidance around SMART planning and Restorative principles, 'the family is the expert.'
- Note visiting guidance and timescales so children are visited in a timely manner with purposeful interventions to address areas of the plan.
- Consideration of a family group conference will normally be part of the assessment and planning and if this does not take place this must be recorded and agreed by the team manager.

Meetings

When holding meetings (such as Strategy Discussions, CP Conferences, CIC reviews, MACE) seek to ensure that all relevant professionals who are working with, and know the family, or have previously worked with them (where relevant) are invited. It will be key that information known about the family's circumstances is fully understood to support plans and assessments.

Standards for S47 Investigations

- The Pan Dorset Child Protection Procedures are followed and referenced in records and decisions.
- The S47 is led by a qualified and experienced social worker.
- Concerns of significant harm that indicate a S47 investigation is required have been recorded and fully discussed with the team manager and the decision to undertake a S47 investigation agreed and recorded on the electronic system in writing by the deputy group manager.
- A strategy discussion within 24 hours involving all relevant agencies should be undertaken. This may be held face-to-face or online. The plan for the enquiry and any decisions should be recorded using SMART principles, and a record sent to all participating professionals. If no face to face meeting is held this needs to be recorded and authorised by the team manager.
- An interim plan should be considered and put in place including a plan for the enquiries, arrangements for seeing the child and any requirement for a written agreement with the parent. All these matters will be recorded.
- Checks with all relevant agencies have been undertaken and recorded in the outcome of S47 enquiries form. Note the child and family assessment is the means by which the S47 investigation will be undertaken.

- The child has been seen and spoken to alone and their presentation, views, wishes and feelings recorded. All siblings in the house will also be considered as part of the investigation.
- The history has been read, understood, and used to inform the current investigation.
- Risks have been identified and analysed using recognised risk assessment tools such as the traffic light tool in the Sexual Abuse toolkit.
- The strengths of the family have been considered and used to inform any decision.
- The investigation concludes following evidence-based assessments and a judgement about the level of the risk of harm. This will determine the action required to safeguard the child.
- The outcome has been discussed with the team manager and a management decision is recorded in relation to the next stage – i.e., NFA; Step-Down; CIN; ICPC; CIC; pre-proceedings or the issuing of proceedings.

We appreciate how difficult the child protection process can be for children and families and it is vital we support them as much as possible. The following is good practice guidance to enable our practice framework of restorative practice to be implemented.

- If a S47 is being undertaken managers support workers to understand what can and cannot be shared, so we can be as open with the family as possible in line with safeguarding the child.
- An assessment/conference report should be available for the child (age-appropriate) and family to review 2 days before ICPC and 5 working days prior to a review. This should allow for any additional comments or views about the report to be captured.
- Families and children are supported to attend the conference where appropriate and know what to expect.

Standards for child protection

- **The Pan-Dorset Safeguarding Children Partnership Procedures** should be followed in addition to the conference principles.
- The ICPC is convened within 15 working days of the strategy discussion.
- The child protection plan should be reviewed at core group meetings and chaired by the team manager (first meeting) and the lead SW (subsequent meetings).
- Core groups should be held within 10 working days of ICPC and 6-weekly thereafter. If a review conference falls within the period of the next core group, then the conference will count as the review of the plan.
- Minutes should be taken of Core Group meetings. These may be produced by partner agencies, but the Chair remains responsible for ensuring they are accurate and circulated within 5 working days of the meeting. These should be captured on the child's file together with a record of who was sent minutes and when.
- For children subject to any plan update under neglect the Neglect toolkit should be used, and a graded care profile undertaken. Toolkits for sexual abuse, domestic abuse and physical abuse are also available to support practitioners within Mosaic.
- The lead social worker is responsible for ensuring Core Group members are contributing to progress and review of the plan, so actions and outcomes are met. As part of this the Core Group should be reviewing timescales and ensuring SMART principles are applied to any plan updates.
- Review conference reports are to be shared with the family and where appropriate child/young person at least 5 working days before the conference.

Consistent oversight of our more vulnerable children and ensuring decisions are reviewed about when to step up will be key at set points during our involvement with children. The following must be brought to a Line of Sight meeting to identify whether a Legal Gateway Meeting (LGM) is required:

1. Children who are placed on a child protection plan for a second time;
2. Children aged over 5 who have been on a child protection plan for over 9 months;
3. Children aged under 5 who have been on a child protection plan for over 6 months.

For cases that have children of various ages we should take the youngest child in the family as the child to consider in terms of this timescale, i.e., if one child is under 5 then the case should be discussed after 6 months.

For children who are unborn at the point of ICPC and who are under the age of 3 months at the point of first review, the QARO will ensure the second review is brought forward. If no progress has been made by the second review consideration should be given to LGM and the team manager should record any decisions taken on the child's file.

Standards for our children in care

- When a child needs to come into care a placement with family and/or friends should be considered, and a Connected Persons assessment completed if appropriate.
- The child should be visited on the same day of coming into care, then within 5 working days of placement or the same day for any change in placement. Continued visits will then be in line with the regular visiting guidance.
- When the child is placed, foster carers should be given all the information required to care for the child/young person including the medical administration record, if appropriate.
- Workers of children in care should complete a one page profile that explains who they are and how they will work with the child. This should be shared appropriately and stored on the child's file when a new worker is involved; this includes Social Workers, Foster Carers and QAROs but is not limited to these roles.
- The placement meeting should be held within 5 working days prior to placement to agree how the placement will meet the child's needs.
- For older children, the risk of going missing and child sexual exploitation should be considered, and a plan agreed and recorded to reduce the likelihood of this.
- Arrangements for contact with parents and other significant family members should be made at the time of the child coming into our care and regularly reviewed.
- Contact must be in the best interest of the child and supported and supervised, as necessary.
- The child should be provided with a coming into care pack, children's rights leaflet and contact card as soon as possible but no later than the first visit to the child within 5 working days. When a child becomes looked after the business support based within QA must be informed immediately for the allocation of a quality assurance reviewing officer. All other professionals involved with the child should be informed of the child's legal status within 5 working days.
- An initial health assessment must be requested within three days to enable this to be carried out within 20 working days.
- A PEP meeting must be arranged within the school within 20 days.
- Where a young person is accommodated as an unaccompanied asylum-seeking child a PEP meeting should be held within 10 days (as it is deemed an emergency) with the support of the Virtual School Principal Teacher.

- Following the child attending a school or college a further PEP meeting should be held within 20 days and subsequently reviewed within the statutory guidelines at 6 monthly intervals.
- All CIC should be seen within 5 working days following placement and then monthly thereafter. Visits may need to be more frequent at different points in the child's journey in care and should be based on developing a positive and meaningful relationship with the child and in line with the visiting guidance above.
- An up to date care plan should be recorded on the electronic system within 10 days of placement and this will include the child's needs, and will consider the intended outcomes, placement and service provision that is needed to meet the child's needs.
- At the point of the second review the child must have a permanency plan included in their care plan. If a child is subject to care proceedings the permanency meeting must be held immediately following the first review to ensure that the court timetable is met.
- For young people in our care their aspirations for the future including their interest, views on careers and how they want their lives to develop should be included in the care plan from early teens.
- All young people will have a Pathway Plan in place within 3 months of becoming Eligible and, wherever possible, a Pathway Plan will be in place by the young person's 16th birthday. The plan will be reviewed by the QARO as part of the statutory review.
- When a young person begins transition into the care leaving stages there should be available:
 1. An up to date Pathway Plan
 2. An updated chronology that reflects significant incidents and the impact for the child
 3. Birth certificate
 4. National insurance number (applied for at 15 years old)
 5. Passport/ Immigration status
 6. Liaison with Housing to consider future engagement and housing opportunities
 7. A bank account
 8. An email address
- Depending on the age of the child they should be encouraged to participate in their review and planning for that review. They should be given the opportunity to speak to their QARO on their own. Parents should be encouraged to participate in the review process and their views recorded.
- The social worker and other relevant professionals will provide a written report for the review, and this will be with the QARO 5 days before the review. The social worker will ensure that the review and care plan has been discussed with the child, family and/or carer 20 days prior to the review. The QARO will be informed of any changes in the child's circumstances at the time they happen, and a new CIC review will be set in accordance with the timescales.
- For a supportive reminder of all the key actions for a child in care please see the **Child in Care Checklist**.

Care leaver standards

- Personal Advisor will be allocated on the young person's 16th birthday. The Leaving Care Team Manager will arrange a joint meeting between the child's Social Worker and Personal Advisor within one month of the child's 16th birthday; to clarify roles and responsibilities, plan how the social worker will introduce the Personal Adviser to the young person and confirm visiting frequency.
- Personal Adviser to be invited by the Social Worker to attend child in care reviews and significant meetings.
- Personal Adviser to support the young person with their Universal Credit / benefit claim in accordance with DWP joint protocol. They will also oversee independence planning including use of the independent living skills toolkit(s); provide advice and guidance to young person and Social Worker on post-18 accommodation options and provide updates to the Social Worker to ensure all information is held in the pathway plan.
- Child in Care Social Worker will invite the Personal Adviser to attend joint handover visit one month before the young person's 18th birthday.

- At 18 and once the transfer checklist is complete, the Personal Adviser becomes the lead Children's Services professional, and the Child in Care Social Worker withdraws.
- Personal Adviser must have contact with young people once they leave care and until their 21st birthday at least every 8 weeks (6 times a year); of these contacts, at least every other one should be face-to-face. They should see the young person's accommodation at least once every 16 weeks.
- Contact with care leavers who are between the ages of 21 and 25 should take place annually around their birthday with their previous Personal Adviser if there is no ongoing work identified and agreed, or as agreed in their Pathway Plan.
- The Pathway Plan should be reviewed at least 6 monthly, or earlier should the young person request this. Care leaver activity should be recorded annually on the young person's birthday between the ages of 18 and 21.
- Pathway Plans must be updated by the Personal Adviser within 10 days of their receiving notification of a significant change in a care leaver's circumstances, or in the risks that they face including changes in accommodation and if a young person enters/leaves custody. The pathway plan should document visiting frequency and the support available to the young person.
- If a care leaver is living in a complex situation, for example when they are in custody, dependent on drugs and alcohol or vulnerable to exploitation, a risk assessment should be completed. The Pathway Plan should be updated within 10 working days, in discussion with the young person, when the risks faced by them change.
- If a care leaver enters bed and breakfast accommodation the Personal Adviser should update the Pathway Plan within 10 working days in discussion with the care leaver and take into account, their needs and wishes. Contact with the care leaver should be not less than monthly whilst they remain in Bed and Breakfast accommodation.
- When a care leaver enters bed and breakfast accommodation, the Team Manager will initiate a Need to Know Report and forward to their Head of Service for completion. If a care leaver remains in emergency accommodation after four weeks, the Head of Service will update the Need to Know Report and escalate their case to CSLT. See the main Need to Know Procedure for timescales and further details. Fortnightly B&B Exit Review Meetings will take place whilst the young person remains in emergency accommodation.

Practice tip:

Where a standard cannot be met for a child, ensure a discussion with a manager is added to the records as management oversight. For example, during an assessment of a newly born baby you may not be able to see them alone. However, depending on the circumstances you may need to. Remember, age, language, disability, or any other factor should not be a barrier to good practice. Therefore, in any situation, if you are unable to meet the practice standards consider if adjustments are required, and if it is not required record your thinking and decision making.

The Children's Social Work Practice Standards are supported by:

- Supervision Guidance Standards
- Quality Assurance Framework for Children's Services
- Child and Family Assessment and S47 Enquiries Practice Standards
- QARO IRO Practice Standards

All the above may be found in the Children's Services Procedures Library, Documents/Resources area.

The **Pan Dorset Safeguarding Children's Partnership library** contains a number of useful toolkits, including those covering Neglect and Child Sexual Exploitation.

The **Social Work England Professional Standards** are also a useful reference resource.