

# Ofsted Focused visit July 2021

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# Focused Visit

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- Last inspection November 2018 (ILACS), **Good** across all domains
- Focused visit, 28-29 July 2021
- Inspectors looked at local authority's arrangements for children in need and children subject to a child protection plan.
- Visit carried out remotely, using video calls for interviews with frontline staff, managers and leaders



# Headline findings

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- Senior leaders have continued at pace with transformation plans despite pandemic
- New social work model and approach having a positive impact on social work practice
- Well co-ordinated and effective response to the pandemic in relation to safeguarding and supporting the most vulnerable.
- Senior managers have an accurate view of quality of practice, informed by comprehensive performance management and quality assurance framework



# Social Work practice

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- Children supported by skilled, experienced and dedicated social workers
- Frequent visits to children enable them to gain insight and understand their lived experience
- Child protection enquiries detailed, through exploration of family histories and circumstances
- Good consideration of safeguarding measures and contingency planning.



# Social Work practice

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- Good consideration of children's needs and abilities
- Assessments written directly to the child, detail families strengths and weaknesses, assisting parents to understand professionals concerns
- Social workers act quickly to provide appropriate interventions to address risk and meet children's needs.
- RAFT deliver effective and valued targeted multi-disciplinary interventions and support
- Social workers particularly skilled in working with parents who have experienced domestic abuse.



# Leadership and Management

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- Management decisions timely and appropriate
- Thresholds applied proportionately
- Plans regularly reviewed and updated with good involvement from partner agencies-supports rapid and substantial improvements in children's circumstances
- Majority of supervision regular and effective, includes reflective discussion, actions and support.
- Managers available and accessible
- Culture of learning and development
- Staff feel well supported and safe in their practice



# Areas for Development

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## **Ofsted identified one area for improvement**

- The quality of assessment, to ensure better consideration of parental histories and previous agency involvement.

## **Action**

- Workshops for social workers to be delivered
- Strong assessments identified and shared with teams as examples of best practice.



# Further areas for development

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- **Further embedding of Hampshire and Isle of Wight approach**, through further training, reflective sessions, celebration month (January 2022), positive practice identified and shared through through Social Worker toolkit.
- **Supporting social workers to evidence their direct work with children and families**, through further training in restorative practice and motivational interviewing, sharing of best practice examples across teams.
- **Ensuring all supervision regular and includes curious questioning and contingency planning**, through ensuring all managers are clear on expectations, use appropriate templates, monitored through case auditing and performance data.
- **Replacement of current case management system**-procurement complete, programme underway, launch summer 2022.





# Final comments

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- Depth of management oversight-robust management grip
- Increased focus on quality of services as well as performance KPI's
- Strong and Steady-culture change
- We know ourselves, know what is working, agile where improvements required, we know the next steps to improve
- We are a **Good** service and have ambitions to be outstanding.
- [50168714 \(ofsted.gov.uk\)](https://www.ofsted.gov.uk/inspections/50168714)



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