

SERVICE IMPROVEMENT PLAN – FOSTERING SERVICE

SMART Objective	Measure of Success - (Evidence)	By Whom and When
Robust Quality Assurance Process in place for Fostering Service	<p>All PVG and statutory checks are done as per policy.</p> <p>Reports are Quality Assured by Senior Social Workers or the Team Manager.</p> <p>Supervision is carried out regularly and is of good quality.</p> <p>Review Meetings are held as per policy.</p>	<p>Service Manager, Team Manager</p> <p>The operations manual and specific guidance for process of review, with timescale address this.</p> <p>Supervision and EDPR frameworks in place and working to measureable timescales.</p>
Stakeholders' (children and young people in foster placements; Foster-carers; Young People who Foster; Placement Services staff and childcare staff) views and feedback will be gathered on a structured basis to evaluate and develop service.	<p>Participation Strategy will be developed.</p> <p>To be discussed at the Team Meeting.</p> <p>Consultation with stakeholders – meetings throughout January</p> <p>Final version of the strategy will be tabled at the Practice Governance Board (PGB)</p>	<p>Team manager (Acting) will develop the strategy from and for consultation.</p> <p>End of March 2020</p> <p>Final to be produced by April 2020</p>
Have a current Operations Manual containing all relevant policies and procedures related to the Fostering Service.	<p>Draft Operations Manual will be produced.</p> <p>Consult - mid to end February 2020.</p> <p>Following consultation – final draft of Operations Manual to be presented to Practice Governance Board (PGB)</p>	<p>Team Manager</p> <p>End January 2020</p> <p>Take to team meeting. End February.</p> <p>Team Manager table at PGB March 2020</p> <p>Final - by end of March 2020</p>
Foster carers and Supervising Social Workers will feel confident in using new Portfolio system.	<p>Current supervision format will be used until end of February 2020.</p> <p>Work with Foster-carers, to develop their knowledge of reflective practice and familiarise themselves with the new portfolio.</p> <p>Documents to be used reviewed end of</p>	<p>Team manager and senior social workers</p> <p>Until end February 2020 – all Supervising Social Workers</p> <p>December 2019 -> review end of March 2020</p>

	<p>March.</p> <p>Amend portfolio based on suggestions. Meet with foster carers early Jan to discuss their views.</p> <p>Introduce new Portfolio system. Feedback at monthly Team Meetings.</p>	<p>January 2020.</p> <p>Beginning of March 2020 Review during 2020.</p>
Review of Foster-carer Handbook	Social workers/ foster carers	All team managers March 2020
Improved working relationships between Placement Services and Childcare Teams	<p>Address this need at PGB. Focus on establishing clarity of role / remit and communication to assess and meet child's needs.</p> <p>Ensure the agendas at meetings reflect the business of the various teams that constitute the service.</p>	<p>Service manager and team managers By end January 2020 January – April 2020</p> <p>Ongoing throughout 2020</p>
All foster-care placements will have a Safer Caring plan in place which is regularly reviewed.	<p>All carers to have a safer caring plan. All children to have a safer caring specific plan.</p> <p>Address any support needs staff / foster carers may have in joint session.</p> <p>Quarterly planning meetings between Placement Services and Childcare Teams to update the safer caring plans for carers.</p>	<p>All team members March 2020 March 2020</p> <p>Staff to look at what training is needed both for them and for the foster carer cohort.</p> <p>PGG Feb 2020</p>
Develop a Short-break scheme which meets the needs of the children and young people who require it.	Produce the recruitment policy for the SBS – Short Life Working Group to be convened. Linking in with new safer caring framework	Team Manager End of April 2020
Panel Advisor	Panel Advisor confirmed in short and medium term.	Service Manager Corporate Parenting Manager – Jan with

	Explore longer term arrangement.	review September 2020.
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