Inspection Grades March 2022
Fostering, Adoption and Adult Placement Services

Team Grades

QI	Fostering	Adoption	Cont Care
1.1	4	4	5
1.2	3	4	4
1.3	3	3	5
1.4	2	2	4
2.2	3	3	4
3.2	3	3	3
5.1	3	2	4

Overall Grades

QI	Fostering/Continuing Care	Adoption
1.1	4	4
1.2	3	4
1.3	3	3
1.4	2	2
2.2	3	3
3.2	3	3
5.1	3	2

Quality Indicators

1.1	Children, young people, adults and their caregiver families experience compassion dignity and respect
1.2	Children, young people and adults get the most out of life
1.3	Children, young people and adults' health and wellbeing benefits from the care and support they experience
1.4	Children, young people, adults and their caregiver families get the service that is right for them
2.2	Quality assurance and improvement are led well
3.2	Staff have the right knowledge, competence and development to support children, young people, adults and their caregiver families
5.1	Assessment and care planning reflects the outcomes and wishes of children, young people and adults

Six-Point Scale

6	Excellent	Outstanding or sector leading
5	Very Good	Major strengths
4	Good	Important strengths, with some areas for improvement
3	Adequate	Strengths just outweigh weaknesses
2	Weak	Important weaknesses - priority action required
1	Unsatisfactory	Major weaknesses - urgent remedial action required

Placement Services

Improvement Action	Care Inspectorate	When	SMART?	Status (RAG)	Review date	Progress (RAG)	Review Notes
Staff understand Quality Assurance (fostering)	B2 (F3)	31/12/2022	✓		13/01/2023		
Re-establish Unplanned Endings Meeting for fostering, adoption and TCAC	B3	30/06/2022	✓		13/01/2023		
Clear induction process for new staff (fostering)	C1a (G1a)	30/06/2022	✓		13/01/2023		
Training plan for all staff (fostering)	C1b (G1b)	30/06/2022	✓		13/01/2023		
All staff have annual appraisals (fostering)	C1c (G1c)	30/06/2022	✓		13/01/2023		
Continuity of supervisors with staff (fostering)	C1d (G1d)	30/06/2022	✓		13/01/2023		
Exit interviews undertaken and info analysed (fostering)	C1e (G1e)	30/06/2022	✓		13/01/2023		
Review of safer caring plans - documentation and guidance	D2 (B1b/F1e)	30/06/2022	✓		13/01/2023		
Staff understand Quality Assurance (adoption)	F3 (B2)	31/12/2022	✓		13/01/2023		
Clear induction process for new staff (adoption)	G1a (C1a)	30/06/2022	✓		13/01/2023		
Training plan for all staff (adoption)	G1b (C1b)	30/06/2022	✓		13/01/2023		
All staff have annual appraisals (adoption)	G1c (C1c)	30/06/2022	✓		13/01/2023		
Continuity of supervisors with staff (adoption)	G1d (C1d)	30/06/2022	✓		13/01/2023		
Exit interviews undertaken and info analysed (adoption)	G1e (C1e)	30/06/2022	✓		13/01/2023		

Fostering

Improvement Action	Care Inspectorate	When	SMART?	Status (RAG)	Review date	Progress (RAG)	Review Notes
Robust permanence tracking arrangements at all stages	A1a	30/06/2022	✓		13/01/2023		
Robust approach to family finding for permanence	A1b	30/06/2022	✓		13/01/2023		
Clear referral process to fostering	A2a	30/06/2022	✓		13/01/2023		
Robust family finding and matching process	A2b	30/06/2022	✓		13/01/2023		
Planning meetings for new placements	A2c	30/06/2022	✓		13/01/2023		
Robust plan for contact between siblings in different foster placements	A3	31/12/2022	✓		13/01/2023		
Robust Life Story Work practice	A4	31/12/2022	✓		13/01/2023		
Support carers with challenging behaviour	A5	31/12/2022	✓		13/01/2023		
Support carers with child protection	A6	31/12/2022	✓		13/01/2023		
Unannounced visits within timescales	B1a (F1d)	30/06/2022	✓		13/01/2023		
Safer caring plans are reviewed regularly	B1b (D2/F1e)	30/06/2022	✓		13/01/2023		
Full carer checks are monitored	B1c (F1f)	30/06/2022	✓		13/01/2023		
Views of young people and foster carers presented at LAC reviews	D1	31/12/2022	✓		13/01/2023		
Review of safer caring plans - documentation and guidance	D2 (B1b/F1e)	31/12/2022	✓		13/01/2023		

Adoption

Improvement action	Care Inspectorate	When	SMART?	Status (RAG)	Review Date	Progress (RAG)	Review Notes
Tracking for all children through their journey	E1a	30/06/2022	✓		13/01/2023		
Robust family finding for permanence	E1b	30/06/2022	✓		13/01/2023		
Clear referral process outlining needs of children	E2a	30/06/2022	✓		13/01/2023		
Identify carers strengths and vulnerabilities for a specific child and additional support required	E2b	30/06/2022	✓		13/01/2023		
Ensure planning meetings take place after a child is placed	E2c	30/06/2022	✓		13/01/2023		
Undertake foster care agreements for concurrency carers	F1a	30/06/2022	✓		13/01/2023		
Ensure concurrency carers are reviewed at Panel	F1b	30/06/2022	✓		13/01/2023		
Concurrency carers to have regular supervision and access to training	F1c	30/06/2022	✓		13/01/2023		
Ensure unannounced visits take place for concurrency carers	F1d (B1a)	30/06/2022	✓		13/01/2023		
Safer caring plans are developed and reviewed regularly for concurrency carers	F1e (B1b/D2)	30/06/2022	✓		13/01/2023		
Concurrency carers are subject to full carers checks which are monitored and kept up to date	F1f (B1c)	30/06/2022	✓		13/01/2023		
All adoptive families to have an adoption support plan; to be reviewed	H1a	30/06/2022	✓		13/01/2023		
Staff and adopters to be aware of the need for adoption support plans	H1b	30/06/2022	✓		13/01/2023		

F&A Panel

Improvement Action	Care Inspectorate	When	SMART?	Status (RAG)	Review date	Progress (RAG)	Review Notes
Panel members have full information for matching panels (fostering)	A2d	30/06/2022	✓		13/01/2023		
Panel members have full information for matching panels (adoption)	E2d	30/06/2022	✓		13/01/2023		
Panel members have full information for matching panels (concurrency)	F2a	30/06/2022	✓		13/01/2023		