

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	CI	Review#1 date	Review RAG	Review#2 Date
Staff understand Quality Assurance (fostering)	IMP B2 (F3)	02/02/2023		31/07/2023
Re-establish Unplanned Endings Meeting for fostering, adoption and TCAC	IMP B3	02/02/2023		31/07/2023
Clear induction process for new staff (fostering)	REQ C1a (G1a)	27/01/2023		31/07/2023
Training plan for all staff (fostering)	REQ C1b (G1b)	27/01/2023		31/07/2023
All staff have annual appraisals (fostering)	REQ C1c (G1c)	27/01/2023		31/07/2023
Continuity of supervisors with staff (fostering)	REQ C1d (G1d)	27/01/2023		31/07/2023
Exit interviews undertaken and info analysed (fostering)	REQ C1e (G1e)	27/01/2023		31/07/2023
Staff understand Quality Assurance (adoption)	IMP F3 (B2)	02/02/2023		31/07/2023
Clear induction process for new staff (adoption)	REQ G1a (C1a)	27/01/2023		31/07/2023
Training plan for all staff (adoption)	REQ G1b (C1b)	27/01/2023		31/07/2023
All staff have annual appraisals (adoption)	REQ G1c (C1c)	27/01/2023		31/07/2023
Continuity of supervisors with staff (adoption)	G1d (C1d) REQ	27/01/2023		31/07/2023
Exit interviews undertaken and info analysed (adoption)	REQ G1e (C1e)	27/01/2023		31/07/2023

Fostering

Improvement Action	CI	Review#1 date	Review RAG	Review#2 date
Robust permanence tracking arrangements at all stages	REQ A1a (E1a)	27/01/2023		31/07/2023
Robust approach to family finding for permanence	REQ A1b	27/01/2023		31/07/2023
Clear referral process to fostering	REQ A2a	27/01/2023		31/07/2023
Robust family finding and matching process	REQ A2b	27/01/2023		31/07/2023
Planning meetings for new placements	REQ A2c	27/01/2023		31/07/2023
Robust plan for contact between siblings in different foster placements	IMP A3	02/02/2023		31/07/2023
Robust Life Story Work practice	IMP A4	02/02/2023		31/07/2023
Support carers with challenging behaviour	IMP A5	02/02/2023		31/07/2023
Support carers with child protection	IMP A6	02/02/2023		31/07/2023
Unannounced visits within timescales	REQ B1a (F1d)	27/01/2023		31/07/2023
Safer caring plans are reviewed regularly	REQ B1b (D2) (F1e)	27/01/2023		31/07/2023
Full carer checks are monitored	REQ B1c (F1f)	27/01/2023		31/07/2023
Views of young people and foster carers presented at LAC reviews	IMP D1	02/02/2023		31/07/2023
Review of safer caring plans - documentation and guidance	IMP D2 (B1b) (F1e)	02/02/2023		31/07/2023

Adoption

Improvement action	CI	Review#1 Date	Review RAG	Review#2 date
Tracking for all children through their journey	REQ E1a (A1a)	27/01/2023		31/07/2023
Robust family finding for permanence	REQ E1b	27/01/2023		31/07/2023
Clear referral process outlining needs of children	REQ E2a	27/01/2023		31/07/2023
Identify carers strengths and vulnerabilities for a specific child and additional support required	REQ E2b	27/01/2023		31/07/2023
Ensure planning meetings take place after a child is placed	REQ E2c	27/01/2023		31/07/2023
Undertake foster care agreements for dual registered foster carers/adopters	REQ F1a	27/01/2023		31/07/2023
Ensure concurrency carers are reviewed at Panel	REQ F1b	27/01/2023		31/07/2023
Concurrency carers to have regular supervision and access to training	REQ F1c	27/01/2023		31/07/2023
Ensure unannounced visits take place for concurrency carers	REQ F1d (B1a)	27/01/2023		31/07/2023
Safer caring plans are developed and reviewed regularly for concurrency carers	REQ F1e (B1b) (D2)	27/01/2023		31/07/2023
Concurrency carers are subject to full carers checks which are monitored and kept up to date	REQ F1f (B1c)	27/01/2023		31/07/2023
All adoptive families to have an adoption support plan; to be reviewed	REQ H1a	27/01/2023		31/07/2023
Staff and adopters to be aware of the need for adoption support plans	REQ H1b	27/01/2023		31/07/2023

F&A Panel

Improvement Action	CI	Review date#1	Review RAG	Review#2 date
Panel members have full information for matching panels (fostering)	REQ A2d	27/01/2023		31/07/2023
Panel members have full information for matching panels (adoption)	REQ E2d	27/01/2023		31/07/2023
Panel members have full information for matching panels (concurrency)	REQ F2a	27/01/2023		31/07/2023