

Appendix 1 – Implemented Recommendations

Audit Title	Due Date	Recommendation	Management Response	Update/Opinion	Ownership and Actions
Planning for Permanence	20 April 2020	Locality Managers should confirm which staff in their locality have not received any training or briefings on the policy and consideration should be given to running some additional events for those who have not yet been trained.	This will be addressed by continuing to run additional training events to ensure all staff have receive required training and by refresh of the induction process to include reference to awareness of the revised policy.	<p>We can confirm that training is included in the staff induction and in the ASYE (newly qualified social worker) training plan. We have also seen evidence of more catch-up training courses being arranged for any social workers who have not completed the necessary training including one to be run in November. We are therefore now more assured that there are sufficient arrangements in place to ensure all staff are appropriately trained.</p> <p>We therefore consider this recommendation to be fully implemented.</p>	No further action required
Planning for Permanence	20 April 2020	Further performance measures should be developed to assess the effectiveness of permanence planning and then incorporate these in the Permanence score card.	Performance Improvement Board will continue to review performance monitoring to ensure continuous improvement and in considering the effectiveness of the permanence scorecard.	<p>We can see a number of performance measures have been introduced and are reported on a monthly basis, the benchmarks used are part of the strategic PMF (Performance Management Framework) with targets including Placement Stability, long term stability and Permanence Plan at 2nd LAC review. All of these have clear targets to aim for.</p> <p>We therefore consider this recommendation to be fully implemented.</p>	No further action required
Planning for Permanence	20 April 2020	The Permanence Improvement Board should review the impact of the initial roll out of the policy and to	Senior Management will continue to raise awareness of the importance of the PPM process and	Management confirmed they have reviewed and revised the permanence strategy to be clear that 'permanence' is	No further action required

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		<p>address any key issues, such as those identified in our review. Focus should be given to Permanence Planning Meetings (PPM) and how arrangements can be revised to make them more achievable. Requirements of PPM should be included, where applicable, in the Children's QA framework to ensure a level of consistency across each locality.</p>	<p>engagement of social workers in this process.</p>	<p>everything done to secure loving homes for children at the earliest opportunity. They confirmed that the QA framework scrutinises every aspect of the child's journey whilst working with social work is firmly captured in the QA framework. They confirmed that the requirements around permanence planning meetings have changed. Rather than there being set timescales for these meetings, as was the case at the time of our audit, they should happen as and when required; to secure a loving home for children within a <i>'team around the child'</i> framework. There are therefore no targets for completing planning for permanence meetings within specific timescales and so they are now more achievable as a result.</p> <p>We therefore consider this recommendation to be fully implemented.</p>	