

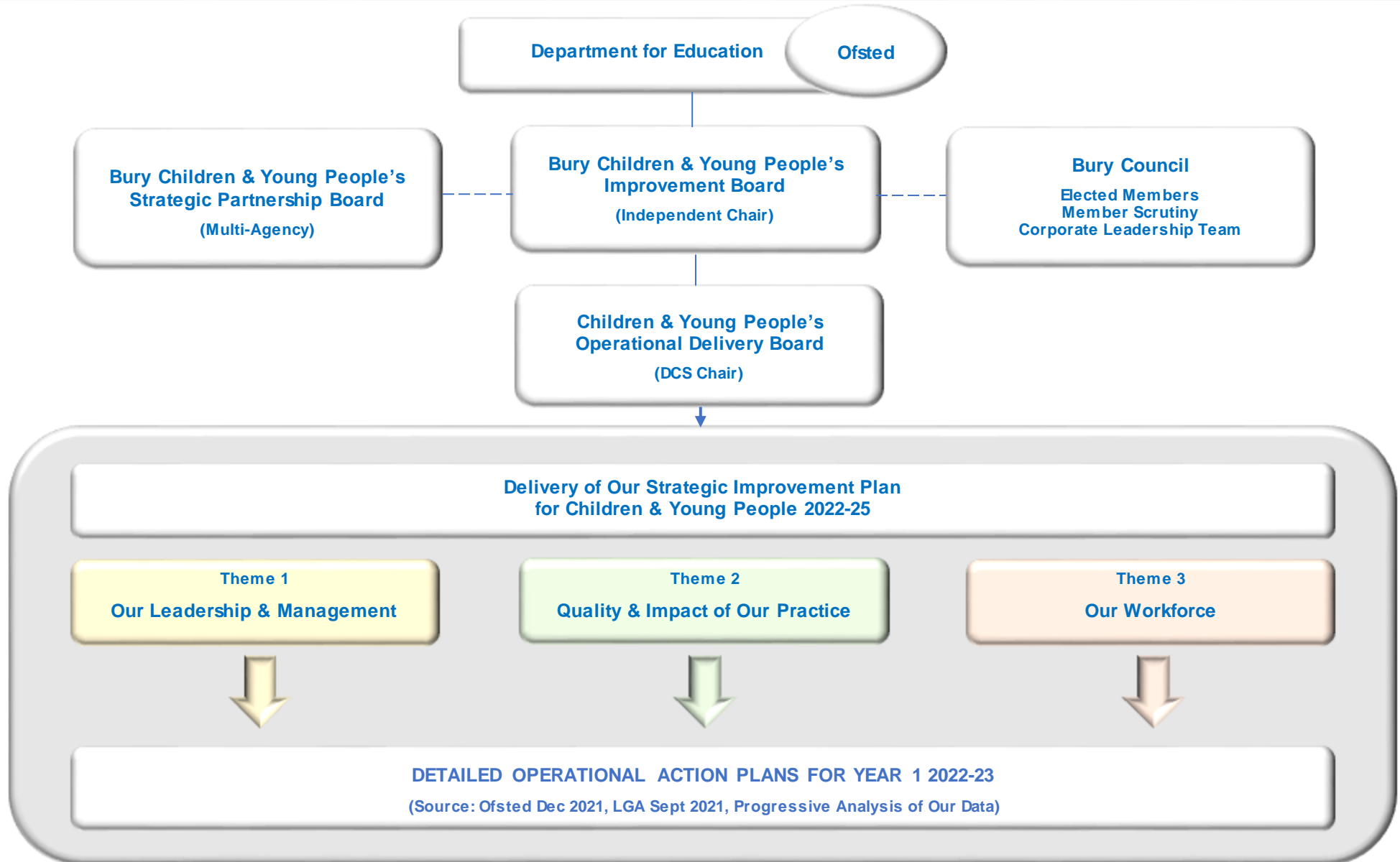
APPENDIX 2

**BURY IMPROVEMENT PLAN TIMELINE
(Ofsted Submission Date w/c 21st March 2022)**

Ref	Key Objectives		w/c 29 th Nov	w/c 6 th Dec	w/c 13 th Dec	w/c 20 th Dec	w/c 27 th Dec		w/c 3 rd Jan	w/c 10 th Jan	w/c 17 th Jan	w/c 24 th Jan	w/c 31 st Jan		Feb 2022	March 2022	April 2022		
1	Scope & approach agreed • Strategic Imp Plan 2022-25 • Year 1 Action Plan 2022-23	PHASE 1 – IP FRAMEWORK						PHASE 2 – IP DETAILED ACTION PLAN						PHASE 3 – IP SIGN-OFF & SUBMISSION					
2	Analysis & filtering of Ofsted report and related information																		
3	IP Framework draft – develop content with leadership team																		
4	Finalise IP framework and covering report																		
5	Development of IP content with leadership team & stakeholders (to include substantive Year 1 Action Plan for sharing w/c 24 th January)																		
6	IP formal sign-off through internal governance and partnerships																		
7	Formal submission (w/c 21 st March)																		
8	Progressive Implementation																		



BURY IMPROVEMENT PLAN - MULTI-AGENCY GOVERNANCE & OVERSIGHT Draft- Dec 20th



APPENDIX 3 (A)

Source of Improvement Priorities (Grouped within Our Proposed Improvement Themes)

Theme 1 Our Leadership & Management		Theme 2 Quality & Impact of Our Practice		Theme 3 Our Workforce	
1 Para 42	Effectiveness of the independently chaired Improvement Board to secure long-term sustainable improvement	1 Page 2	Timely recognition and response to risk at the Front Door	1 LGA/DP	Growing our culture, values and ways of working together
2 LGA/DP	Strengthening the alignment of support for Children and Young People with the Corporate Core	2 Para 2	Quality of multi-agency information sharing within MASH	2 LGA/DP	Develop a culture and practice of co-production across our multi-agency partnership and with children, young people and their families
3 Page 2	The stability of the senior leadership team to support implementation of an appropriately focused plan of improvement	3 Page 2	Quality of assessments , to ensure they are regularly updated and are not overly optimistic in their analysis	3 Page 2	The recruitment and retention of social workers, to stabilise the workforce and reduce multiple changes in social worker for children
4 LGA/DP	Increasing the active and effective engagement of our multi-agency partners in delivering improved outcomes for children and young people	4 Page 2	Quality of strategy discussions and child protection investigations	4 Para 46	Effective implementation of the new model of practice , supported by a robust programme of staff training & development
5 LGA/DP	Strengthening performance management arrangements at a strategic and operational level, with a focus on children's experiences	5 Page 2	Quality of plans and planning for children, to ensure actions are child-focused and include clear timescales and contingencies	5 Page 2	Manageable caseloads for social workers
6 Para 48	Strengthening the quality and impact of audits of practice	6 Para 14	Quality of multi-agency risk assessments and planning for children at risk of exploitation	6 Page 2	The quality of supervision and management challenge to ensure social workers have time to reflect on complex cases
7 Para 20	Sufficiency of placements for vulnerable children	7 Para 1	Identifying impact of cumulative harm – especially in relation to domestic abuse	7 LGA/DP	Workforce development focused on the consistent application of a strengths-based approach linked to the impact on the child
8 Para 19/21	Drift and delay in care planning for children , including once the threshold is met for care	8 Para 3	Consistent application of thresholds to signpost children to receive Early Help support		
9 Para 26	Reducing delays for children and young people accessing Healthy Young Minds	9 Para 9/10	More effective engagement and communication with parents of children on child protection plans, including at core groups		
10 Para 17	Monitoring systems for children who are electively home educated & those missing from education	10 Para 23	Quality of assessments of parents and connected carers		
11 Para XX	Timeliness of IRO action and impact	11 Para 13	Quality and capacity to implement improvements needed for support for disabled children		
12 Para 18	Ensuring that allegations against professionals are progressed in a timely way in the absence of the designated officer	12 Para 15	A consistent and robust response to supporting children who go missing		
		13 Page 2	The response to pre-proceedings to ensure progress is monitored and tracked more robustly to reduce drift and delay for children		
		14 Para 16	Support for children age 16-17 who present as homeless		
		15 Para 27	Quality and impact of Personal Education Plans		

Key

Explicit Ofsted Finding (*What needs to improve*)

Key Ofsted findings located in main body of text

Sourced from LGA Peer Review & draft Delivery Plan

OUR IMPROVEMENT PRIORITIES TO BE SET OUT IN DETAILED OPERATIONAL ACTION PLANS

(Source: Ofsted Dec 2021, LGA Sept 2021, Progressive Analysis of Our Data)

Theme 1

Our Leadership & Management



- 1.1 High functioning Improvement / Delivery Board
- 1.2 Aligning the Corporate Core in Bury Council with improvement for children & young people
- 1.3 Stability of Senior Leadership Team
- 1.4 Strengthening active engagement of our multi-agency partners
- 1.5 Robust Performance Management, analysis & insights
- 1.6 Quality & impact of audits of our practice
- 1.7 Placement Sufficiency
- 1.8 Reducing drift and delay for children across our whole system of support
- 1.9 Reducing delays for children & young people accessing partnership support
- 1.10 Monitoring for children home educated or missing from education
- 1.11 Timeliness of IRO action & impact
- 1.12 Timely response to allegations against professionals

Theme 2

Quality & Impact of Our Practice



- 2.1 Timely recognition & response to risk at Front Door
- 2.2 Quality of multi-agency information sharing at Front Door
- 2.3 Quality of assessments & social work decision-making
- 2.4 Strategy discussions & child protection investigations
- 2.5 Quality of Plans & Planning
- 2.6 Quality of risk assessments & management of risk for children
- 2.7 Consistent application of thresholds
- 2.8 Engagement with Parents & Carers
- 2.9 Support for Children & Young People with disabilities
- 2.10 Our response for children who go missing
- 2.11 Timely management of pre-proceedings
- 2.12 Support for children and young people 16/17 who present as homeless
- 2.13 Quality of Personal Education Plans

Theme 3

Our Workforce



- 3.1 Growing Our Culture, Values & Ways of Working Together
- 3.2 Workforce Development Strategy
- 3.3 Recruitment & Retention
- 3.4 Workforce Capacity, Confidence & Resilience
- 3.5 Targeted staff training to drive improvement
- 3.6 Support for Newly Qualified Social Workers
- 3.7 Manageable Caseloads
- 3.8 Quality of Supervision
- 3.9 Management Support & Challenge

APPENDIX 4

PAGE	CONTENTS
3	Welcome - The Voice of Our Children & Young People in Bury
4	Our Vision, Our Values and Our Culture
5	Our Strategic Partnerships in Bury - Supporting Improvement For Children & Young People
6	Our Children and Young People – The Local Picture (<i>Data Picture – Key Facts</i>)
7	Our Multi-Agency Governance Arrangements for Improvement in Bury
8	Our Improvement Themes
9	Our 3-Year Milestones for Embedding Improvement 2022-25
10	Our Performance, Quality & Self-Evaluation Arrangements
11	Resourcing Our Improvement Plan
12	Our 3-Year Budget for Improvement 2022-25
TO BE REFERENCED IN CONJUNCTION WITH AFFILIATED DOCUMENT - OUR IMPROVEMENT ACTION PLAN - YEAR 1 (2022/23)	