
Report To:	Social Work & Social Care Scrutiny Panel	Date:	13 May 2025
Report By:	Kate Rocks Chief Officer Inverclyde HSCP	Report No:	SWSCSP/46/2025/MM
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Subject:	Fostering, Adoption and Continuing Care Update Improvement Activity		

1.0 PURPOSE AND SUMMARY

- 1.1 ☐ For Decision ☒ For Information/Noting
- 1.2 This report advises the Social Work and Social Care Scrutiny Panel (SW&SCSP) of ongoing improvement activity that has taken place since the Care Inspectorate's inspection of Adoption, Fostering and Adult (Continuing Care) Services in May 2024. These services are collectively referred to as **Family Based Care**.
- 1.3 The inspection was undertaken using the Care Inspectorate's Quality Framework for Fostering, Adoption and Adult Placement Services (May 2021) using quality indicators within the following Key Questions:
- Key Question 1: How well do we support children and young people's wellbeing?
 - Key Question 2: How good is our leadership?
 - Key Question 5: How well is our care and support planned?
- 1.4 The inspection reports, and service Improvement Action Plans were scrutinised and discussed at the Social Work Scrutiny Panel on 29 October 2024. Noting that improvement is a continuous activity, it was agreed that an update of improvement planning would be provided.
- 1.5 The structure and focus of this report will provide a comprehensive update of key actions and activities, evidencing the Family Based Care improvement journey.

2.0 RECOMMENDATIONS

- 2.1 Members of the Social Work and Social Care Scrutiny Panel are asked to note the active improvement activity being undertaken by the Family Based Care Service.

Kate Rocks
Chief Officer, Inverclyde HSCP

3.0 BACKGROUND AND CONTEXT

- 3.1 As previously reported, services were inspected during May 2024, in line with the Quality Framework for Fostering, Adoption and Adult Placement (Continuing Care) Services, following Care Inspectorate quality indicators and Key Questions, 1, 2 & 5, noted above.
- 3.2 Members will recall that Fostering and Adoption Services achieved a grade of Adequate (3) and the Adult Service (Continuing Care) achieved a grade of Good (4), based on the Care Inspectorate six-point evaluation scale, ranging from Unsatisfactory (1) to Excellent (6).

The purpose of this report is to highlight key improvement activities across the Family Based Care Service.

The Improvement Action Plans (IAPs), considered at the meeting on 29 October 2024, have been updated to reflect the current position and are attached as appendix 1.

4.0 PROPOSALS

- 4.1 Family Based Care improvement has been a journey of culture, practice, system and process change with focused management, supported and directed by leadership. To track and monitor progress, Improvement Action Plans (IAPs) remain 'live' documents evidencing SMART principles that are - Specific Measurable Actions, Realistic & Timebound. Service IAPs detail key operational core activities in response to the Care Inspectorate Requirements and Recommendations.
- 4.2 Through on-going management monitoring and tracking of our improvement activity, we have met requirements and recommendations within timescales. It is important to emphasise that the operational tasks are always on-going, requiring consistent team practice, supported and led by focused management activity. Leadership and management support to ensure reflection, system development, with oversight and scrutiny - to build a disciplined performance focus - will continue to be directed across the service. In short, while the Care Inspectorate requirements and recommendations are mostly 'green', the change and improvement journey does not end. The service ultimately aims for excellence for the children and young people in our care.
- 4.3 Building our improvement journey, there are **core principles** underpinning our commitment to improvement, these are:
- (1) The scaffolding of care, support and safeguarding of all **children and young people** in our care - with a focus on their wellbeing outcomes, including, love, stability, safety, family, belonging and community.
 - (2) The scaffolding of support for all our **carers** - to ensure that they can thrive as a family, promoting the wellbeing, love, stability and belonging of the children in their care.
 - (3) The scaffolding of support and the wellbeing our **workforce** - to ensure that they can focus on the wellbeing of the carer and the best possible outcomes for all children and young people in our care.
- 4.4 These principles are powerfully captured in the Promise, which states that we must, ***'hold the hands of those who hold the hands of the child'***.
- 4.5 **Up-date of the Improvement Journey**
- 4.6 In considering the breadth of the improvement journey, this section will detail key activities of progress across Family Based Care Services.

- 4.7 Systems and process have been reviewed and developed to ensure when children are placed, often in an emergency, that the child's needs continue to be matched to the availability, experience and skill set of the foster carer, and if this requires an emergency change in fostering approval, a robust process is followed through to Fostering Panel.
- 4.8 Foster carers and pre-adoptive carers will continue to be supported by their Supervising Social Workers, which is a core aspect of the role, but we continue to develop our formal systems in e.g. tracking our statutory checks, reflective supervision (staff & carers), unplanned visits, unplanned endings, feeding into on-going assessment, and other core processes e.g. Foster Care Reviews and Fostering/Adoption Panels. These systems and processes now enable the accountable manager, with the team, to quality assure/audit all core activities across Family Based Care.
- 4.9 We will continue to engage with our carers to build our Learning & Development Framework that sets out the mandatory and additional learning to support the carer in continuing to build their nurture in key areas of need e.g. attachment, trauma, child development, child protection, working with the team around the child, and Life Story Work.
- 4.10 Adoption Support Plans and Safer Caring Plans are in place and will be automatically reviewed at key points in the child and carers journey through adoption and fostering key processes.
- 4.11 There has been focused leadership and management activity to ensure that practice in permanence planning (securing stable loving family care) is tracked, monitored and proceeds timeously, tackling system complexity leading to drift and delay. Following from that work, we are now exploring the model of 'permanence champions', enabling the champions to build extensive experience, with weighted workload, who will act as buddies and mentors to social workers, whose practice is in the early stage of development.
- 4.12 We are ensuring the Family/Community Teams work collectively together across the Family Based Care Team, as both parts of the system are inter-dependent to achieve the best outcomes for the child. The move of both teams into the James Watt building signals an important step to continue to build joint working and learning across our teams.
- 4.13 Although a small number, there was a view that some carers did not feel valued; therefore, the service continues to engage and listen to all carers to ensure their contribution is supported, respected and valued. Carer groups, joint meetings, understanding roles and responsibilities, alongside joint learning and development opportunities, are in place and will continue to evolve as we listen to feedback, placing the child and carer at the heart of the service.
- 4.14 We are developing a needs-led Learning & Development Framework, specific to the Family Based Care team, to ensure they have opportunities to develop best practice that is evidence based, which shall continue to enhance the quality of service, as experienced by the child and carer.
- 4.15 We will continue to focus, as a priority, on workforce recruitment and retention of social workers, to ensure all care experienced children, have the consistent support of their social worker, who will visit them, in and out of their home, listening to them, and understanding their lived experience, focused on building trusting relationships. This is also to ensure children and young people, who are living away from home, are safeguarded in our care.
- 4.16 Significant and on-going activity has been taking place across the leadership team to ensure there is change, improvement and innovation in fostering recruitment. Focus areas are at advanced stages e.g. use of innovative digital marketing, targeting recruitment. We are also in the process of developing a recruitment 'pipeline' to ensure the system is in a state of readiness, with focused timeliness, for fostering and adoption enquiries.

- 4.17 It is also important to highlight Inverclyde Council's recent decision, committing funding investment, to increase fostering fees, as a crucial part of fostering recruitment and retention of Inverclyde carers. We are actively working at pace to ensure existing and new carers benefit from the new increased fee structure.
- 4.18 Our best form of recruitment is through the retention of our existing foster carers. Thus, our plans to increase fees, alongside, a strong package of support, built on relationships, will help the service to retain carers. Most carers would acknowledge financial support is important, but it is not the main motivation for caring. Carers will reflect a need to nurture, care, and provide a loving stable home to a child as their biggest driver.
- 4.19 In conclusion, this update report shines a spotlight on key activities evidencing active improvement. It is important to restate that Care Inspection Requirements and Recommendations have been achieved. A key message is that improvement is a journey - a continuous activity that should not stop. We are committed to ensure that we sustain our improvement journey, underpinned by our core principles (in 4.3) aligned to the Promise. We want to ensure that the service is ultimately aiming for excellence in Family Based Care to support our carers, children and families across Inverclyde.

5.0 IMPLICATIONS

- 5.1 The table below shows whether risks and implications apply if the recommendation(s) is(are) agreed:

SUBJECT	YES	NO
Financial		x
Legal/Risk		x
Human Resources		x
Strategic (Partnership Plan/Council Plan)		x
Equalities, Fairer Scotland Duty & Children/Young People's Rights & Wellbeing		x
Environmental & Sustainability		x
Data Protection		x

5.2 Finance

One off Costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report	Virement From	Other Comments
N/A					

Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact	Virement From (If Applicable)	Other Comments
N/A					

5.3 Legal/Risk

None.

5.4 Human Resources

None.

5.5 Strategic

None.

5.6 Equalities, Fairer Scotland Duty & Children/Young People

(a) Equalities

This report has been considered under the Corporate Equalities Impact Assessment (EqIA) process with the following outcome:

	YES – Assessed as relevant and an EqIA is required.
x	NO – This report does not introduce a new policy, function or strategy or recommend a substantive change to an existing policy, function or strategy. Therefore, assessed as not relevant and no EqIA is required. Provide any other relevant reasons why an EqIA is not necessary/screening statement.

(b) Fairer Scotland Duty

If this report affects or proposes any major strategic decision:-

Has there been active consideration of how this report's recommendations reduce inequalities of outcome?

	YES – A written statement showing how this report's recommendations reduce inequalities of outcome caused by socio-economic disadvantage has been completed.
x	NO – Assessed as not relevant under the Fairer Scotland Duty for the following reasons: Provide reasons why the report has been assessed as not relevant.

(c) Children and Young People

Has a Children's Rights and Wellbeing Impact Assessment been carried out?

	YES – Assessed as relevant and a CRWIA is required.
x	NO – Assessed as not relevant as this report does not involve a new policy, function or strategy or recommends a substantive change to an existing policy, function or strategy which will have an impact on children's rights.

5.7 Environmental/Sustainability

Summarise any environmental / climate change impacts which relate to this report.

Has a Strategic Environmental Assessment been carried out?

	YES – assessed as relevant and a Strategic Environmental Assessment is required.
x	NO – This report does not propose or seek approval for a plan, policy, programme, strategy or document which is like to have significant environmental effects, if implemented.

5.8 Data Protection

Has a Data Protection Impact Assessment been carried out?

	YES – This report involves data processing which may result in a high risk to the rights and freedoms of individuals.
x	NO – Assessed as not relevant as this report does not involve data processing which may result in a high risk to the rights and freedoms of individuals.

6.0 CONSULTATION

- 6.1 Throughout the inspection process, staff, managers and carers were consulted; they will continue to be consulted as part of activity to deliver the improvement plans for each service.

7.0 BACKGROUND PAPERS

- 7.1 None.

COLOUR KEY

Green - completed

Amber - on track for completion

Red - not on track/progressing

Inverclyde HSCP

Fostering Service – Improvement Plan 2024-2025

Outcome What do we want to achieve	Actions How are we going to do it?	Timeframe When do we want this to be completed or next reviewed?	Person responsible Who is doing each action or responsible for ensuring it gets completed?	Where are we now? What have we achieved, and what has prevented us from doing what we wanted?	RAG
The Safety and wellbeing of all children and young people through accurate and clear recordings including assessment and re-assessment of carers.	Team Leader oversight of all assessments and reviews in relation to foster carers.	31 July 2024	Fostering and Adoption Team Lead	Complete: all assessments will be signed off by the Team Leader prior to Panel. To be reviewed regularly in supervision.	Green
	We will track ongoing assessment of caregivers to ensure that these are undertaken within agreed timescales.	31 July 2024	Fostering and Adoption Team Lead	Complete: tracking system has been put in place for foster home reviews/panels. Service Manager to review.	Green
	We will identify fostering households that require to be reviewed at panel and ensure that: - review paperwork is up to date.	31 July 2024	Fostering and Adoption Team Lead	Complete. Ongoing Service Manager review.	Green

Outcome What do we want to achieve	Actions How are we going to do it?	Timeframe When do we want this to be completed or next reviewed?	Person responsible Who is doing each action or responsible for ensuring it gets completed?	Where are we now? What have we achieved, and what has prevented us from doing what we wanted?	RAG
	- a date is identified to be discussed at Panel before 31 July 2024.				
Children Looked After in foster care have their own network of support.	Together with the area team we will develop an improved collaborative approach to ensure that children are seen regularly by their Social Worker. We will track the frequency of visits.	1 October 2024	Fostering and Adoption Team Lead C&F Service Managers.	Complete. Service Managers to monitor.	Green
All children in need of permanent care arrangements have their assessments completed and plans carried out without delay	Service Managers will meet 4-weekly with Senior Social Workers to track the plans of children who are looked after away from home.	A requirement of the Care Inspectorate was for an initial review of cases to be undertaken by 2 September 2024.	Service Managers	We have met the initial Care Inspectorate deadline and continue to meet regularly review the plans of all children Looked Away from home. The process includes Service Managers and Senior Social Workers so that there is robust oversight of child's plans.	Green
	A new process will be implemented to track the plans of Children who are Looked After away from home. The aim will be to reduce the likelihood of children experiencing delays in decisions being made about their plan.	31 November 2024	Service Managers	As above	Green

Outcome What do we want to achieve	Actions How are we going to do it?	Timeframe When do we want this to be completed or next reviewed?	Person responsible Who is doing each action or responsible for ensuring it gets completed?	Where are we now? What have we achieved, and what has prevented us from doing what we wanted?	RAG
	A tracker will be implemented to highlight when Looked After Reviews are due.	1 November 2024	Fostering and Adoption Team Lead	Complete - This is an ongoing aspect of service delivery.	Green
	Placements ending: an improved process will be implemented in place of existing disruption meetings. Placement Ending reflection meeting guidance and associated paperwork will be implemented across the fostering, continuing care and residential services.	2 September 2024	Fostering and Adoption Team Lead Service Manager Team Lead: Residential Services.	Complete - This is an ongoing aspect of service delivery.	Green
	<u>Learning and Development – Foster Carers</u> All foster carers will have an agreed annual training plan A training needs analysis will be undertaken with foster carers and a co-designed learning calendar will be developed.	1 November 2024	Family Placement Social Workers Fostering and Adoption Team Lead	Each carer now has their own training plan in place. This will be reviewed regularly. A Training Plan is being developed with identifies core and mandatory training that will be made available to foster and pre-adoptive carers to support and scaffolds them on their fostering / adoption journey.	Green

Outcome What do we want to achieve	Actions How are we going to do it?	Timeframe When do we want this to be completed or next reviewed?	Person responsible Who is doing each action or responsible for ensuring it gets completed?	Where are we now? What have we achieved, and what has prevented us from doing what we wanted?	RAG
010 Ensure effective quality assurance systems are in place to audit quality of recording within the service, including but not restricted to carer supervision records, risk assessments and safer caring plans.					
	<u>Learning and Development – Family Placement Team</u> A training needs analysis will be undertaken and an annual training plan will be developed across the service. We will work with colleagues in other care settings and promote joint training opportunities.	Training needs analysis to be completed by 1 November 2024	Adoption and Fostering Team Lead Service Manager	A Training Needs Analysis has been undertaken and a Training Plan for 2025-26 is being developed. Joint training opportunities will be available throughout 2025.	Green
	A tracker will be developed to ensure that all safer caring plans and risk assessments are up to date and regularly reviewed. Safer carer plans and risks assessments will be regularly monitored and evaluated.	2 September 2024 With monitoring and evaluation every 12 weeks.	Family Placement Social Workers. Fostering and Adoption Team Lead	Complete	Green
	We will involve a wider range of staff and others in our quality assurance.	An action plan will be in place by 1 December 2024	Fostering and Adoption Team Lead With Service Manager oversight.	Complete - This is an ongoing aspect of service delivery.	Green

Outcome What do we want to achieve	Actions How are we going to do it?	Timeframe When do we want this to be completed or next reviewed?	Person responsible Who is doing each action or responsible for ensuring it gets completed?	Where are we now? What have we achieved, and what has prevented us from doing what we wanted?	RAG
	A quality assurance calendar will be developed which reflects quality assurance activity across all aspects of service delivery.	A calendar will be in place by 1 December 2024	Fostering and Adoption Team Lead Service Manager	Complete - This is an ongoing aspect of service delivery.	Green
Staff will receive formal, regular, recorded, supervision and appraisal that clearly highlights ongoing learning and development and monitors performance.	<u>Staff Supervision</u> All staff within the service will have one-to-one supervision with their supervisor in accordance with Inverclyde HSCP's Supervision Policy.	2 September 2024	Fostering and Adoption Team Lead Quality Assurance: Service Managers will undertake quarterly quality assurance of supervision records.	Complete	Green
	<u>Foster Carer Supervision</u> Supervising Social Workers will ensure that Foster Carers formal supervision is completed regularly and within timescales.	2 September 2024 With monitoring and evaluation every 12 weeks.	Family Placement Social Workers Quality Assurance: Fostering and Adoption Team Lead will undertake regular quality assurance of supervision records.	Complete	Green
To provide new placement capacity to meet the demographic and diverse needs of Looked After children in Inverclyde	We will develop a strategy to increase the number of foster carers in Inverclyde.	Strategy: 6 January 2025 Implementation to begin thereafter.	Service Manager oversight. Fostering and Adoption Team Lead	September 2024 – an all council email has been sent out with information for staff on our urgent need for short break carers. Two drop in sessions	Amber

Outcome What do we want to achieve	Actions How are we going to do it?	Timeframe When do we want this to be completed or next reviewed?	Person responsible Who is doing each action or responsible for ensuring it gets completed?	Where are we now? What have we achieved, and what has prevented us from doing what we wanted?	RAG
To increase in-house placements, reducing the use of external placements.				have been planned for anyone who would like further information. Update: these were planned to take place on 11th and 18th of September with no attendance. Recruitment Strategy: December – March 2025 – due to the traditional methods of recruitment no longer being successful, we are exploring a digital marketing strategy. T	
	Develop process to routinely undertake exit interviews with foster carers leaving the service and evaluated exit interviews.	2 September 2024	Fostering and Adoption Team Lead	Complete – linked to placement endings.	Green

Inverclyde HSCP

Adoption Service – Improvement Plan 2024-2025

Outcome What do we want to achieve	Actions How are we going to do it?	Timeframe When do we want this to be completed or next reviewed?	Person responsible Who is doing each action or responsible for ensuring it gets completed?	Where are we now? What have we achieved, and what has prevented us from doing what we wanted?	RAG
All children and their adoptive families are receiving appropriate levels of post adoption support. Post adoption plans should be SMART	We will strengthen our post adoption support plans and these will be Specific Measurable Achievable Realistic and Time-bound: • at the point of matching. • when the adoption order is granted. • when adopters approach the family placement team after an adoption seeking specific support.	31 November 2024	Fostering and Adoption Team Lead Service Manager	This is an ongoing aspect of service delivery. All adoptive carers who are open to our service have a Post Adoption Support Plan that reflects the needs of the child and carers. There is a process in place for plans to be reviewed by the Supervising SW and TL.	Green
The Safety and wellbeing of all children and young people through accurate and clear	Team Leader oversight of all assessments and review paperwork in relation to prospective adopters.	31 July 2024	Fostering and Adoption Team Lead	Complete: all assessments will be signed off by the Team Leader prior to Panel.	Green

Outcome What do we want to achieve	Actions How are we going to do it?	Timeframe When do we want this to be completed or next reviewed?	Person responsible Who is doing each action or responsible for ensuring it gets completed?	Where are we now? What have we achieved, and what has prevented us from doing what we wanted?	RAG
recordings including assessment of carers.				This is an ongoing aspect of service delivery.	
	We will identify pre-adoptive households that require to be reviewed at panel and ensure that: - review paperwork is up to date. - a date is identified for them to be discussed at Panel	31 July 2024	Fostering and Adoption Team Lead	Complete This is an ongoing aspect of service delivery.	Green
All children in need of permanent care arrangements have their assessments completed and plans carried out without delay	Service Managers will meet 4-weekly with Senior Social Workers to track the plans of children who are looked after away from home.	2 September 2024	Service Managers	We have met the initial Care Inspectorate deadline and continue to meet regularly review the plans of all children Looked Away from home. The process includes Service Managers and Senior Social Workers so that there is robust oversight of child's plans.	Green
	A new process will be implemented to track the plans of Children who are Looked After away from home. The aim will be to reduce the	31 November 2024	Service Managers	Complete – as above.	Green

Outcome What do we want to achieve	Actions How are we going to do it?	Timeframe When do we want this to be completed or next reviewed?	Person responsible Who is doing each action or responsible for ensuring it gets completed?	Where are we now? What have we achieved, and what has prevented us from doing what we wanted?	RAG
	likelihood of children experiencing delays in decisions being made about their plan. A tracker will be implemented to highlight when Looked after Reviews are due. Placements ending: an improved process will be implemented in place of existing disruption meetings. Placement Ending reflection meeting guidance and associated paperwork will be implemented across the fostering, continuing care and residential services.				
		1 November 2024	Fostering and Adoption Team Lead	Complete - This is an ongoing aspect of service delivery.	Green
		2 September 2024	Fostering and Adoption Team Lead Service Manager Team Lead: Residential Services.	Complete - This is an ongoing aspect of service delivery.	Green
Children and young people to consistently benefit from caregivers who are knowledgeable and well trained	<u>Learning and Development – Adoptive Carers</u> All pre-adoptive carers will have an agreed annual training plan A training needs analysis will be undertaken with carers and a co-	1 November 2024	Family Placement Social Workers. Fostering and Adoption Team Lead	Each carer now has their own training plan in place. This will be reviewed regularly. A Training Plan is being developed with identifies	Green

Outcome What do we want to achieve	Actions How are we going to do it?	Timeframe When do we want this to be completed or next reviewed?	Person responsible Who is doing each action or responsible for ensuring it gets completed?	Where are we now? What have we achieved, and what has prevented us from doing what we wanted?	RAG
	designed learning calendar will be developed.			core and mandatory training that will be made available to foster and pre-adoptive carers to supports and scaffolds them on their fostering / adoption journey.	
Staff have the right knowledge, competence and development to support children, young people, adults	<u>Learning and Development – Family Placement Team</u> A training needs analysis will be undertaken and an annual training	1 November 2024	Adoption and Fostering Team Lead Service Manager	A Training Needs Analysis has been undertaken and a Training Plan for 2025-26 is being developed.	Green

Outcome What do we want to achieve	Actions How are we going to do it?	Timeframe When do we want this to be completed or next reviewed?	Person responsible Who is doing each action or responsible for ensuring it gets completed?	Where are we now? What have we achieved, and what has prevented us from doing what we wanted?	RAG
and their caregiver families.	plan will be developed across the service. We will work with colleagues in other care settings and promote joint training opportunities.				
	A tracker will be developed to ensure that all safer caring plans and risk assessments are up to date and regularly reviewed. Safer carer plans and risks assessments will be regularly monitored and evaluated.	2 September 2024 With monitoring and evaluation every 12 weeks.	Family Placement Social Workers. Fostering and Adoption Team Lead	Complete	Green
	We will implement improved processes to track key activity including: - Statutory checks - Unannounced visits - Return to panel - Unplanned endings	2 September 2024	Fostering and Adoption Team Lead: With oversight from Service Manager	Complete	Green
	A quality assurance calendar will be developed which reflects quality assurance activity across all aspects of service delivery and includes key partners.	1 December 2024	Fostering and Adoption Team Lead Service Manager	Complete - This is an ongoing aspect of service delivery.	Green

Outcome What do we want to achieve	Actions How are we going to do it?	Timeframe When do we want this to be completed or next reviewed?	Person responsible Who is doing each action or responsible for ensuring it gets completed?	Where are we now? What have we achieved, and what has prevented us from doing what we wanted?	RAG
Staff will receive formal, regular, recorded, supervision and appraisal that clearly highlights ongoing learning and development and monitors performance.	<u>Staff Supervision</u> All staff within the service will have one-to-one supervision with their supervisor in accordance with Inverclyde HSCP's Supervision Policy.	2 September 2024	Fostering and Adoption Team Lead Quality Assurance: Service Managers will undertake quarterly quality assurance of supervision records.	Complete	Green
	<u>Pre-adoptive carer Supervision</u> Supervising Social Workers will ensure that formal supervision is completed regularly and within timescales.	2 September 2024 With monitoring and evaluation every 12 weeks.	Family Placement Social Workers Quality Assurance: Fostering and Adoption Team Lead will undertake regular quality assurance of supervision records.	Complete	Green

Inverclyde HSCP

Continuing Care Service – Improvement Plan 2024-2025

Outcome What do we want to achieve	Actions How are we going to do it?	Timeframe When do we want this to be completed or next reviewed?	Person responsible Who is doing each action or responsible for ensuring it gets completed?	Where are we now? What have we achieved, and what has prevented us from doing what we wanted?	RAG
Ensure effective quality assurance systems are in place to audit quality of care recording within the service, including but not restricted to carer supervision records, risk assessments and safer caring plans.	A tracker will be developed to ensure that all safer caring plans and risk assessments are up to date and regularly reviewed. Safer carer plans and risks assessments will be regularly monitored and evaluated.	2 September 2024 With monitoring and evaluation every 12 weeks.	Social Workers Continuing Care Team Lead	Complete	Green
	A quality assurance calendar will be developed which reflects quality assurance activity across all aspects of service delivery and includes key partners.	1 December 2024	Continuing Care Team Lead Service Manager	In progress	Green
	<u>Learning and Development – Carers</u> All carers will have an agreed annual training plan	1 November 2024	Social Workers Continuing Care Team Lead	training plan in place. This will be reviewed regularly. A Training Plan is being developed with identifies core	Green

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	A training needs analysis will be undertaken with carers and a co-designed learning calendar will be developed.			and mandatory training that will be made available to foster and pre-adoptive carers to supports and scaffolds them on their fostering / adoption journey.	
	Carers will have access to Adult Support and Protection training.	31 January 2025	Continuing Care Team Lead	This is captured within the current training calendar – ASP training will be offered as core training to all foster carers moving forwards.	Green
Staff have the right knowledge, competence and development to support children, young people, adults and their caregiver families.	<u>Learning and Development – Continuing Care Team</u> A training needs analysis will be undertaken and an annual training plan will be developed across the service. We will work with colleagues in other care settings and promote joint training opportunities.	1 November 2024	Continuing Care Team Lead Service Manager	A Training Needs Analysis has been undertaken and a Training Plan for 2025-26 is being developed. Joint training opportunities will be available throughout 2025.	Green
Staff will receive formal, regular, recorded, supervision and appraisal that clearly highlights ongoing learning and	<u>Staff Supervision</u> All staff within the service will have one-to-one supervision with their supervisor in accordance with	2 September 2024 With monitoring and evaluation every 12 weeks.	Continuing Care Team Lead Quality Assurance: Service Managers will undertake quarterly	Complete	Green

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development and monitors performance.	Inverclyde HSCP's Supervision Policy.		quality assurance of supervision records.		
Young people in continuing care will have their plans reviewed timeously	<u>Carer Supervision</u> Supervising Social Workers will ensure that Carers formal supervision is completed regularly and within timescales.	2 September 2024 With monitoring and evaluation every 12 weeks.	Social Workers Quality Assurance: Team Lead will undertake regular quality assurance of supervision records.	Complete	Green
	A tracker will be implemented to identify when continuing care reviews are due.	1 November 2024	Continuing Care Team Lead	Complete - This is an ongoing aspect of service delivery.	Green
	Welfare Assessments will be undertaken for all young people who are looked after as they approach their 16 th birthday. To achieve this, the Welfare Assessment will be incorporated in to our "Going Forward" paperwork. Young people will be consulted to inform updated processes.	1 February 2025	Continuing Care Team Lead Fostering and Adoption Team Lead	This is an ongoing aspect of service delivery.	Green