

Ofsted Action Plan (care Leavers)

Following the Ofsted focussed visit for care leavers in Dorset on 17 and 18 May 2023, HMI identified that the quality of supervision advisors receive is strong but evidencing this in records requires strengthening.

They have also raised a question regarding the equity of the care leaver offer in respect of council tax exemption for those young people we have placed outside of Dorset.

Ofsted recommendation	Action required	Expected outcome	Start date/owner	Target date
To embed the frequency of supervision and the quality of recording, and how we evidence the reflective conversations.	Practice Policy and Procedure Group to review the current Social Work supervision Policy to convert this to a service wide policy. This will need to include a practice guidance document that details how we record reflective supervision for all practitioners.	Consistent high-quality supervision across the workforce with clear and agreed practice standards.	Principle SW (QA) PP&P group Corporate Director/Head of Service for QA June 2023	September 2023
	Training for Team managers on effective supervision and to include the expectations and guidance around reflective supervision following completion of action 1 (above)	Supervision records to provide clarity about what needs to happen and when.	Team managers: SH, KH, AM Service manager: MC Head of Service: JM June 2023	Embedded into practice by September 2023
	Managers to forward schedule in Outlook the Supervision sessions with PAs to enable adherence to the practice standards for supervision frequency (min 8 weekly).	PAs to have regular supervision & reduce gaps between supervision frequency.	Team managers: SH, KH, AM Service manager: MC June 2023	August 2023

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	Head of Service will role model supervision and what this looks like in recording and capturing effective oversight of the young person's circumstances and any actions required by the PA.	Monitor & record impact of interventions on outcomes for young people.	Service manager: MC Head of Service: JM June 2023	September 2023
	Audits on quality and timeliness of supervision to be undertaken.	This will be scheduled to test the impact of the above improvements and that records capture reflective supervision.	Quality Assurance January 2024	February 2024
	Weekly performance meetings with managers for supervision timeliness oversight and reporting to Corporate Director.	Evidence the impact of practice improvement in supervision and highlight where any additional support is needed.	Team managers: KH, SH, AM Service manager: MC Head of service: JM June 2023	March 2024
A small number of young people are disadvantaged in respect of council tax relief.	To review the policy on Council tax exemptions for all care leavers. To complete equalities & impact risk assessment	No care leaver is disadvantaged in respect of council tax relief.	CLDG: All HoS: JM Corporate Director: PD Corporate Parenting Board June 2023	October 2023