

Ofsted 2014 to 2019



Hampshire
County Council

start of the journey...

Outcome of the SiF (Single Inspection Framework) in 2014

| | |
|--------------------------------------------------|-------------|
| Leadership and management: | Outstanding |
| Help and protection: | Good |
| Experience of children in care and care leavers: | Good |
| Adoption: | Outstanding |

Overall: Good

Placing us in the top 10% of Local Authorities nationally

ILACS 2019

Headline Feedback



Hampshire
County Council

Children and Families benefit from well targeted Early Help

Hubs ensure children get help when needed

Step up and step down works well

Families are able to access help when needed

Well written plans that families can understand

Coordinator provides clear advice to families

SH (Multi Agency Safeguarding Hub)

Impressive and very solid

Timely management and oversight in CRT (Children's Reception Team) and MASH

Co-location is a positive

Timely and authoritative action

Children get a good response and things happen in a timely way

MASH strategy discussions are of good quality, more integration with districts required

“Really Tight Ship”

“You have done well to get consent embedded”

Children in Need and Child Protection

New plans bring children to life and palpably make a difference

Empowering children to take control of their plans

Edge of Care – staff are tenacious and child centred – they build meaningful relationships

Rapid improvement on PLO (Public Law Outline)

When it is Child Protection there is timely interventions

Reunification – well thought out and considered, not rushed

Intensive Support Workers – Good Example of Best Practice

New PLO letters sensitively written

Children in Need and Child Protection

Strong strategic partnership – Willow effective in reducing risk

Targeted approach to MET (missing, exploited, trafficked), well supported by skilled and committed workforce

More work to do (at pace) around Return Home Interviews and coherence around planning

Strengths based approach is paying dividends

Innovative approaches are keeping children with their families

Children In Care

Child centred plans

My life my future very strong – “we love those”

Creative work on the edge of care

Virtual School – Leaders are ambitious, real thoughtfulness

Children in care are well supported by carers who meet their needs

Staff understand the importance of achieving permanence early

More to do around placement choice/sufficiency

Virtual School – Strategic approach, strengthening quality of Personal Education Plans etc

e Leavers

PA's (Personal Advisors) have good quality relationships with Care Leavers

PA's build trust and resilience

Education, Employment and Training is a really strong focus

More work to do – Health passports and independence framework

PA's are ambitious for their Care Leavers

Really experienced, knowledgeable, supportive, passionate staff

Strong support for UASC (unaccompanied asylum seeking children)

abled Children's Team

“We were impressed with the service”

Social Workers know their children well

Strong theme of independence within families

Social Workers are able to use different ways to communicate with children with complex needs

Different innovative ways of working

Transitions are good

Parity of provisions is evident through the County Allocations Panel

Creative service doing very good work and making a tangible difference to outcomes for children

Fostering is a strong service

A needs led service – with the right carers found to meet the needs of the right children

Assessments are of a good quality

Matching is thoughtful and appropriate

Recruitment is a challenge but we have a clear and wide ranging strategy

The new Placement Stability Workers are offering good targeted work and the service is embedding

Complaints and allegations are well handled

“Adoption is impressive – even stronger than it was before” (2014)

Linking is thorough and a particular strength

Adoption support from the start to the end is very good the passion was palpable – “a big thanks it was a real pleasure to see”

Assessments are detailed and reflective

Later life letters and life story work are good

Training is extensive

Information

Transformation programme has evidenced significant impact and change in service delivery for both children and staff

The strengths based approach is having an impact on improving children's outcomes

This programme with the social work model, the Multi Disciplinary Teams, additional staffing and Personal Assistants have equipped Social Workers to do more direct work with children

Use of technology with disabled children is better at keeping children with their families

Staff bring capacity, enthusiasm and energy and are involved in developing services

Strong leadership team – staff trust that they will deliver

We are outward focusing, embrace innovation, make a strong national contribution but remain humble, bringing learning back from other Local Authorities

Children are well supported by skilled workers giving a powerful sense of the child in recording, the new plans bring children to life

Workforce development is impressive

Practice is decisive

Leadership and Management

Devolved leadership ensures that managers are accountable but also successes are shared

Corporate and political leaders have a strong commitment to Children's Services

Management oversight is strong

Senior leaders recognise staff are the most important asset and staff know this

Performance Action Group is well established and provides a solid foundation and Quality Assurance and performance is impressive given the scale and size

Leaders at all levels have a strong overview of practice

The Judgement



Hampshire
County Council

ed Judgement

Children in Need of Help and Protection

Children in Care and Care Leavers

Management and Leadership

Overall Hampshire Children's Services

OUTSTANDING

OUTSTANDING

OUTSTANDING

 **WE ARE** 
OUTSTANDING

We are one of only 2 Local Authorities to get Outstanding across the board, so we are now in the top 1%