



CROYDON CHILDREN'S SOCIAL CARE

# Line of Sight

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### Protocol to ensure the line of sight on child protection and the 'conditions for good social work to flourish': Lead Member Children's Services (LMCS) and Director of Children's Services (DCS).

The roles of Lead Member of Children's Services and Director of Children's Services are defined in the Children Act 2004. They are subject to regulatory guidance and the practices set out in Working Together to Safeguarding Children'

This protocol is to ensure that the actions of the LMCS and DCS provide the line of sight required by guidance and regulation and evaluated by Ofsted in their Safeguarding Assessment Framework.

### LMCS Lead Member Children's Services

- Monthly attendance at the Children's Improvement Board.
- Monthly discussion with DCS and Director of Early Help and Children's Social Care of the trends and outcomes from the monthly performance data including audit feedback.
- Monthly understanding from the DCS of the issues contained within the top ten high risk cases in Croydon that month.
- Review the performance of the children's services portfolio at monthly meetings with the leader of the Council.
- Quarterly meeting with the DCS and Principal Social Worker (PSW) to understand the practice issues arising out of social work and to undertake audit of anonymised cases.
- Bi monthly meeting with the DCS and social workers in their Assessed and Supported Year in Employment to understand challenges and issues.
- Discussion with the DCS of Quarterly 'pulse' surveys of front line staff to understand the issues.
- Chair Corporate Parenting Panel.
- Meet with Children in Care Council (CiCC) frequency as agreed.
- Occasional visit to teams to understand the issues for those teams. These visits can be joint with the DCS or independently by the LM.
- Provide input to Annual staff conference Children's Social Care staff.
- Annual attendance at Fostering Panel.
- Annual attendance at Adoption Panel.
- Attend Local Safeguarding Board (LSCB) as participant observer.
- Review complaints and LADO reports as necessary prior to any publication with the DCS.
- Regular updates on Serious Case Reviews and Learning Reviews with DCS and Chair of CSCB.

### DCS Director of Children's Services

- Attendance at Children's Improvement Board.
- Attendance at Corporate Parenting Panel.
- Attendance at Croydon's Safeguarding Children's Board and Executive.
- Receive and review monthly performance data including audit feedback.
- Monthly audit of a case.
- Monthly meeting with PSW, to include quarterly with the LMCS.
- Monthly Practice Development Group – (co-chair with Director of Early Help and Children's Social Care).
- Monthly 'how is it for you' – session with front line staff.
- Bi monthly ASYE Forum with the LMCS.
- Quarterly 'pulse' survey of front line staff to understand the issues and share with LMCS.
- Quarterly attendance at Children's Services Extended Management Meeting.
- Chair quarterly performance review meetings.
- Attendance at CiCC (regularity not yet established as just relaunched).
- Bi annual meeting with foster carers and LMCS.
- Annual attendance at Fostering Panel.
- Annual attendance at Adoption Panel.
- Review complaints and LADO reports as necessary prior to any publication with the LM.
- Prepare and lead information for Annual CSC staff conference.

### WHAT OUTSTANDING LOOKS LIKE

A recent Ofsted report (August 2017) of the London Borough of Merton said the following:

*“Senior managers and politicians model a constructive, enquiring and engaging style of leadership and management. It comprises a blend of compassion and concern for the most vulnerable children and families, and conspicuous care and support for frontline workers. A highly visible thread of meaningful children's participation and influence is apparent. These elements are balanced with high expectations for skilled, evidence-based social work that improves the circumstances for children.”*