

Children's Social Care

June 2025 – Care Inspectorate Wales – Improvement Check

ACTION PLAN

PRINCIPLE 1 PEOPLE (Pe)					
REF	AREA FOR IMPROVEMENT	ACTION	RESPONSIBLE	TIMESCALE	BRAG
Pe1	Retain focus on implementing Signs of Safety model of practice, achieving consistent ways of working across all staff and teams.	Workforce Transformation workstream meets 6-weekly and governs SofS implementation including QA activity ensure that SofS is embedded across teams. Consultant Social Worker will support specific teams to ensure SofS is embedded across all teams.(RIF funded). SofS Champion event to be held to ensure full understanding of role and responsibility for each team CIG to continue to be used as a practice forum to celebrate good practice and areas for development Reflective Sessions involving partners to continue to be held.	PO Transformation	March 2026	

PRINCIPLE 2 – PREVENTION (Pr)

REF	AREA FOR IMPROVEMENT	ACTION	RESPONSIBLE	TIMESCALE	BRAG
Pr 1	Continue to develop services in line with the Family Support Commissioning Strategy; review the communication strategy to ensure staff and partners are clear about available services and referral pathways	Implement the recommendations and actions contained within the Family Support Commissioning strategy  Family Support Action Plan_05062021 Multi-Agency board to monitor implementation of the strategy	PO Family support	March 2027	
Pr 2	Continue to implement plans in the local authority commissioning strategy, to support timely improvements.	Implement the Eliminate Profit action plan to develop services to prevent children from becoming looked-after and those that need to exit care.  FOSTERING Eliminating Profit and	Head of Service/PO Commissioning	March 2027	
Pr 3	Ensure that children are not placed in unregistered services and continue efforts to identify suitable, registered placements.	To increase foster carer availability and capacity. Increase internal residential provision capacity.	PO Placements and Commissioning, GMs	June 2026	

		Ensure there are clear and timely plans for children's move on from care. Use the re-modelling fostering board to monitor progress linked to the above actions			
Pr 4	Ensure the fostering service and CECT retain priority focus, to ensure improvements are made in a timely way.	To continue to monitor performance, compliance, staff surveys, outcomes, staffing to prevent any impact on service delivery IRO service to continue to monitor quality of care planning and escalate issues to TM's and GMs when required to do so. PO Case Management and Transition to improve practice across CECT and Care leaving teams ensuring that SofS and care planning is evident in all teams	GM Provider Services and GM Case Management and Transition	June 2026	

PRINCIPLE 3 – Wellbeing (W)

REF	AREA FOR IMPROVEMENT	ACTION	RESPONSIBLE	TIMESCALE	BRAG
W 1	Continue to embed consistent approaches to safeguarding children from exploitation. This should include continuing to explore opportunities for multi-agency training, reflection, and shared learning.	To implement the exploitation strategy and develop our exploitation service and then monitor the impact of the service on outcomes for children.  Exploitation Strategy.docx Multi-agency training to be delivered to teams via Regional Safeguarding board. Exploitation Champions to continue to meet and promote the exploitation strategy and approaches to working with children and families.	GM Locality Hubs	June 2026	
W 2	Work with practitioners to develop and embed agreed standards for record keeping.	Refresh record keeping guidance and ensure teams are implementing consistently via QA activity. Training to be developed and delivered to teams to ensure consistency in recording.	QA Officer/PO Transformation	June 2026	
W 3	Continue to review the quality of assessments and plans and share	Continue to implement the QA framework, MSC and service based audits to identify good practice and areas for development.	PO Transformation/SMT	June 2026	

PRINCIPLE 3 – Wellbeing (W)					
REF	AREA FOR IMPROVEMENT	ACTION	RESPONSIBLE	TIMESCALE	BRAG
	learning to support practice improvements.	Reflective sessions to continue to be held across teams and partners. CIG to continue to be a forum to promote good practice Action learning sets to continue to be held across teams.			
W 4	Subject to their age and level of understanding, children must be invited and supported to take part in meetings held in line with the WSP; and all meetings held in line with child protection processes should start with the child's story.	To record and reflect that children are being invited to CP conferences and that SofS is being implemented consistently with the voice of the child evident throughout. Implement SofS conferences for all CP conferences. IRO team development to ensure child's story commences a CP conference	PO Transformation and IRO Team Manager/SCWDP	June 2026	
W 5	Ensure case conference record keeping is in line with the requirements of the WSP.	To review the approach to minute taking and that notes are proportionate and reflect the strengths, risks and needs within families clearly.	GM Business Support/IRO Team Manager/GM Locality Hubs	June 2026	

PRINCIPLE 3 – Wellbeing (W)					
REF	AREA FOR IMPROVEMENT	ACTION	RESPONSIBLE	TIMESCALE	BRAG
		Training to be provided to business support staff on expectations on minute taking.			
W 6	Continue to ensure improvements to the conference process are co-produced with people	To continue implement SofS conferences consistently and ensure that the voice of children and families are at the centre. Increase the number of children participating in their CP conference through the child's social worker having early discussions with families regarding attendance.	GM IAA/Safeguarding/IRO Team Manager	June 2026	

PRINCIPLE 4 – Partnerships (Pa)

REF	AREA FOR IMPROVEMENT	ACTION	RESPONSIBLE	TIMESCALE	BRAG
Pa 1	Continue to work with education partners to develop a shared understanding of roles and responsibilities.	To continue with attendance at Team Bridgend, Primary Federation and BASSH. Continue with interface with EEYP directorate SofS multi-agency training to commence with Education services by end of 2025	GM IAA/Safeguarding PO Family Support	June 2026	
Pa 2	Continue to work with partners to implement threshold guidance in a timely and robust way.	To launch local threshold guidance and hold raising awareness sessions of the guidance with relevant partners. Reflective sessions continue to be held with partners to develop shared understanding of thresholds. SofS multi-agency training to delivered to all partners.	GM IAA/Safeguarding	March 2026	
Pa 3	Continue to work with partners and seek feedback on specific areas of practice - exploitation, professional concerns, and the operational response to the Children (Abolition	To review with partners in our multi-agency forums such as JOG progress related to exploitation, professional concern and any other areas of multi-agency practice.	Deputy HOS	March 2026	

	of Defence of Reasonable Punishment) (Wales) Act 2020 - to ensure improvements are made in a timely way.	Reflective sessions continue to be held with partners to develop shared understanding of thresholds. SofS multi-agency training to delivered to all partners			
Pa 4	Continue to work with partners to develop an agreed approach to multi-agency training and practice.	To review what multi-agency training is currently delivered and where opportunities present to enhance multi-agency sessions. Develop joint training with Health, Education and SWP on best practice linked to children and family support	SCWDP	March 2026	
Pa 5	Work with regional partners to review EDT arrangements and promote improvements in a timely way.	To attend EDT management board and feed into service development. Create an interface with EDT with the GM IAA/Safeguarding to discuss any operational issues.	GM Locality Hubs GM IAA/Safeguarding	September 2025 September 2025	

BRAG STATUS - KEY	
	Action Complete
	Action On Track
	Action Mainly On Track With Some Minor Issues

	Action Not On Track, Not Yet Meeting Performance Targets
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