

Ambition 1:

Leaders and managers at every level understand and influence practice to be consistently good.

Lead:

Director Early Help and Children's Social Care / Strategic Lead Practice Improvement and Learning.

Our approach:

To coach and support managers to audit for impact so that they support practitioners' learning that makes a difference to children and families.

What we have achieved:

- Increased internal audit activity
- Improved data quality through creation of dashboard and better daily, weekly and monthly reports
- Developing use of Performance Clinics and reporting to Quality & Performance Board
- Invested in a strategic lead focused on service wide practice improvement

What we need to do

- Ensure all our leaders are able to consistently offer effective oversight, direction and accountability as set out in national frameworks
- Embed quality assurance as routine for every manager
- Implement moderation process for all case file audits
- Implement and embed mixed methodology of audit and other quality assurance activity
- Strengthen and integrate audit, learning and practice improvement activity
- Develop our auditors as practice and learning leaders at every level
- Support a process of effective multi-agency case file auditing

Performance Monitoring

Ref	Description	Target
Amb 1.1	100% case file audits moderated	100%
Amb 1.2	70% of case file audits judged to be good	70%
Amb 1.3	100% of audits completed	100%
Amb 1.4	% of supervision audits judged to be good	100%
Amb 1.5	% audits where Voice of the Child is judged to be good	100%

**Ambition
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