

SEVEN IMPROVEMENT PRIORITY AREAS

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1. Increase the social care workforce to ensure that caseloads are manageable across the service.
2. Ensure that there is the required management capacity for appropriate oversight and direction of casework and that all staff have supervision at the required frequency.
3. Put in a sustainable solution to the front door to ensure that children and families receive timely assessments to the required quality.
4. Ensure all children in need, children on a child protection plan and looked after children have an up to date plan focussed on outcomes and that children on caseload are visited at the required frequency by social workers.
5. Address the deficits in the provision of computer equipment, business support and accommodation so that social workers are appropriately supported in high quality practice.
6. Put in place effective communication systems which connect senior management with practice and ensure that staff concerns are swiftly addressed.
7. Strengthen the approach to attraction, recruitment and retention to make Sandwell Council an employer of choice within the region and reduce the over dependence on agency and newly qualified staff.