**EH Task & Finish Grp – Action Summary Working Sheet**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **May Action** | **May Action Update reported in July Meeting** | **July Action** | **July Action Update to be reported in Sept Meeting** | **Sept Action** |
| **Issue**  **Low numbers of early help assessments and lack of use of early help processes to support vulnerable families in early years.**  **May Action**  LCSS to attend early years mangers meeting to discuss use of Early help processes. | **July Action update**  Ongoing thus far LCSS spoken to over 200 settings and increase in contact from early years settings and completion of EHA by early years settings been seen. | **July Action**  To keep this on LCSS agenda going into the new term to continue to publicise message about the importance of early help  **July Action**  Get comparative data from the year before from Russell. |  |  |
| **Issue**  **Low numbers of early help assessments and use of early help processes to support vulnerable families in early years**  **May Action**  LCSS link workers to make contact with Early years settings in their geographical areas to ensure that all settings knew of support that they can get from LCSS | **July Action update**  In progress | **July Action**  Focus for LCSS to do this over the summer**.** |  |  |
| **Issue**  **Currently no multi agency early years performance dash board**  **May Action .**  Early years performance dashboard being developed. | **July Action Update**  First meeting of multi agency group has taken place to discuss creation and input to the dashboard | **July Action**  Steve Thomas, from the data team, is chairing this meeting. Steve will provide update to September meeting |  |  |
| **Issue**  **Low numbers of early help assessments and use of early help processes to support vulnerable families in early years.**  **May Action**  Pilot project to create in a disadvantaged area a multi-agency team to work with early settings to support them to identify vulnerable children and use early help processes to support the families. | **July Action Update**  Delayed as 0-5 early years offer is being developed and this project will be part of this work. | **July Action**  To ensure that project is considered strategically as part of any 0-5 early help offer |  |  |
| **Issue**  **Low numbers of children not ready for school who have not had support through early help whilst in early years.**  **May Action**  Readiness for school strategic board to be re -established post covid to review readiness and lifelong learning strategic plan. Identify any gaps to update and refresh the current School Readiness and Lifelong Learning Strategic Plan. | **July Action Update**  Date for first meeting circulated | **July Action**  First meeting taken place  Ongoing work through strategic group to support and develop this important area of work ensuring the importance of early years involvement in using early help processes with families at the earliest opportunity is vital to supporting children to be ready for school.  On going meetings of the board diared  to take this agenda forward. |  |  |
| **Issue**  **Agencies /practitioners not using early help processes to support families or not using them early enough with families when problems first emerge.**  Some Practitioners believe that they have completed a lot of support work with a family before they contact Childrens Services and find it difficult when asked to do EHA when they are of the belief that all the work the agency can do with the family has been exhausted and the practitioner is now of the view that family require Childrens services support.  Some Practitioners believe the form is long and cumbersome and bureaucratic when agencies “know” what the problems are and have worked with the family to address them. They don’t feel the use of the form is helpful.  Agencies report feeling frustrated then that despite their knowledge of the family and the work that they have completed are asked to complete EHA.  Related to this agencies report that some practitioners still see the EHA as an unnecessary bureaucratic form that must be filled in order that a family receive a service from CSC. | **July Action Update**  These views go the heart of the culture change that is required across agencies.    Practitioners need to be supported to see that EHA is a supportive early help tool to be used as soon as problems first emerge.  It should be used to facilitate a conversation with a family to give the family an opportunity to discuss the range of difficulties that they might be experiencing. once (so they don’t need to keep repeating their story) with one professional so that this professional can then co-ordinate the agencies required to support the family as quickly as possible to ensure a co-ordinated multi agency response is provided for the family.  IF EHA not used with families to provide an opportunity to discuss any issues that the family are struggling with the danger is that professionals only see the family’s problems from their own service perspective, they will not be fully informed and therefore will be in a position to address any other issues that may well be contributing to the family’s difficulties.  This causes delay and a fragmented approach  Current EHA training does make this explicit but as part of a training review this message needs to be made more explicit in training.  Members of task and finish group and senior leaders in all agencies need to be EHA champions and ensure that the messages around the importance of staff understanding and utilising early help processes are shared with staff and senior managers.  Senior managers from all organisations need to lead by example in promoting EHA as part of early help process.  Agencies to ensure data is collated and reviewed within agencies as to number of EHA’s completed so performance on utilising EHA’s can be monitored.  Ongoing oversight and scrutiny from OSCB Childrens Trust in relation to numbers of EHA’s being completed by individual agencies and where numbers are low OSCB/ childrens trust to provide challenge to those agencies    **EHA Form**  EHA form was reformatted with partners input two years ago.  Opinion on the form is divided. Some practitioners find form really helpful others don’t find it helpful. Some say not long enough others too long.  Part of cultural change process is still a need to agree across agencies that the form is not a referral form into CSC.  Health have asked specifically for a shorter form  The Manchester form has been suggested. | **July ACTION**  **Multiagency Task and finish group being established,** to look review EHA form Volunteers required.  Group to also include IT to discuss how form can be improved digitally.  ES to speak with IT about DM involvement in the group.  Small task and finish group to be established to review EHA training and ensure cultural messages around importance of using early help processes and when using them they are used as soon as a problem emerges. |  |  |
| **Issue**  **More practitioner /family friendly resources including families/ children talking about positive experiences of using early help are required on websites to support practitioners to feel more confident to talk with families about Early help and these resources can then be used with families who are reticent about engagement with early help processes.**  **May Action**  **Webpages**  Need to revamp all early help webpages to be much more interactive and have family stories and case scenarios on there.  This would help staff also know where to go to access information. | **July Action Update**  Discussions have taken place and are taking place about how this revamp can be achieved.  Early help web pages have been updated on OSCB information. This has been communicated and information placed on School news.  LCSS complete regular newsletter which does include a lot of information and links.  Next LCSS newsletter to go out in September which will include case studies and feedback from partners | **July** **Action**  Ongoing process this work needs to be seen as part of and in line with wider work around OCC web pages work  - [Early Help and the Locality Community Support Service (LCSS) - Oxfordshire Safeguarding Children Board (oscb.org.uk)](https://www.oscb.org.uk/practitioners-volunteers/locality-and-community-support-service-early-help/)  Any comments, please let us know, we can change things if needed. |  |  |
| **Issue**  **Concern re drift where families open on Community TAFs particularly for neglect and low numbers of EHA’s for early years children.**  **May Action**  Extend the Early Help Networks to include “stuck TAF processes**.” a**nd open offer to early years setting and colleges | **July Action update**  Review of EHN is being completed before end of Summer  Completed report will be circulated | **July Action**  Jo to circulate report when completed and decision made in the summer as to future of EHN and whether extension of remit is possible. |  |  |
| **Issue**  **Concern that prior to Summer holidays late referrals are made to Childrens services re vulnerable children. This makes planning for these vulnerable families over the summer holiday difficult.**    **May action**  LCSS to proactively contact schools before the end of Summer term to ensure that planning for vulnerable children over the summer can happen in good time and avoid inappropriate referrals into MASH. | **July Action update**  In place and in addition article placed on school news asking schools to contact LCSS and informing schools of support that LCSS can offer over the summer holidays. LCSS staff to attend HT covid briefings to again reiterate this message. | **July Action**  To ensure that link workers in school are meeting communicating regularly with school staff to ensure all children who require support are identified as early as possible. See points above about early identification.    To ensure specifically that before all school holidays LCSS are proactively engaging with schools to identify children who may need support over the holidays in god tome to ensure planning is in place |  |  |
| **Issue**  **Lack of supervision particularly for education staff.**  Education staff report that they are often working with both vulnerable and complex family situations and can feel isolated and lack confidence in dealing with some of the issues that families share.  LCSS do provide group peer support for pastoral staff Early Help HSLW on a termly basis. These are well attended, and feedback is positive.  **May Action**  LADO and LCSS to pilot providing supervision for DSL who are HT | **July Action Update**  LCSS and LADO have commenced a pilot to provide supervision to head teachers who are DSL as given this unique position they have no access to independent advice.  Two days were advertised, and seven different HT used the hour-long session with Alison Beasley and Jo Lloyd to discuss a range of issues from case advice to system /process issues emotional wellbeing of staff.  There was an agenda, but the session was guided by the HT.  Feedback is being collated with a view to making decisions about running this support session on a regular basis. | **July Action**  To look across LADO and LCSS if this offer can be rolled out and include DSL not Head teachers  To look at supervision needs within schools.  Who might provide supervision sessions?  Conversation to take place with MHST and SHN to see if support around this agenda could be offered |  |  |
|  |  | . |  |  |
| **Issue**  **EHA training.does it adequately address the issue that staff have identified as barriers to completing EHA’s including**  **Misunderstanding or lack of clarity about when to use early help processes ie that it should be used as soon as problems first emerge.**  **Misunderstanding that EHA as a referral form to gain access to children services support.**  **A reported lack of confidence across some staff re working with and or having conversations with families to address the complex issues raised.**  **May Action**    Early help assessment training to be reviewed to provide greater clarity and support for barriers identified above to include more information around use Threshold of need document which will provide clarity on when and how to use EHA and early help processes and additional training on facilitating TAF processes and support around having supportive conversations.  These modules designed not only to increase skills but provide greater confidence for staff . | **July Action Update**  Revamped Draft EHA training programme completed.  TO be reviewed through early help task and finish group. | **July Action**  **Establish EH training task and finish group**  To review new draft EHA training content and delivery of training package and whether some of this training could be done delivered as part of E learning package  Education slide to be included and DB to talk with Jo L about including this over summer.  LCSS to work more closely with attendance team to look at how we ensure that where children have attendance below 95% EHA is triggered. |  |  |
| **Issue**  **Low numbers of Early help assessments being completed by health visitors (x ref with low numbers being completed by early years settings)**    **May Action**  LCSS and Health colleagues to develop bespoke training for HV and nursery nurses.  Deliver training to include specific message that EHA is not a referral form into CSC. It is to be used at the earliest opportunity when a professional first becomes aware that a family/child are experiencing some difficulties to understand what those difficulties are and what support might be needed. These messages to be reinforced by managers. | **July Action update**  Training for HV staff in progress by LCSS  All families who are at universal partnership plus are now to be offered an EHA | **HV July Action**  Jo L has completed the training, with HV staff and this has gone well.  EHA’s completed by HV have increased.  HV to provide impact and data as to how many EHA’s have now been offered to UPP families. Question to be considered has this made a difference ? |  |  |
| **Issue**  **Low numbers of Early help assessments from Midwives**    **May Action**  Midwifery to be invited to join task and finish group | **July Update**  Midwifery services asked to join the group  Meeting has taken place between midwifery and Jo Lloyd. Midwifery services now part of task and finish group | **July Actions**  Jo L agreeing dates to deliver midwifery training.  Jo L also talking to midwifery lead about how to embed this training and ensure early help training in midwifery training programme.    Jo has just delivered training for the integrated therapists so this could be used for midwifery training  Lucia and Jo agreed if during midwifery supervision sessions, an EHA is recommended, midwife supervisor should let LCSS know and LCSS can follow up on this. speak with Natalie about this.  Natalie –integrate EHA into annual midwifery safeguarding presentations.  Jo and Lucia to look to develop buddy system across FNP, Lotus, health visiting and midwifery.  If anyone thinks there is a need for EHA, and someone hasn’t done one before the other health professional within Oxford health can help if they have experience. Natalie agreed that this is a good idea. |  |  |
| **Issue**  **Police not completing EHA’s**  **May Action**  Deliver EHA training for police | **July Action Update**  100 Plus neighbourhood police personnel have been trained in principles of Early Help, role of LCSS and completing Early Help Assessments.  In September 2021 there will be a follow up review workshop specifically with PCSOs who it is expected would be best placed to complete early help assessments.  Joint CSC Police neglect training has been cross referenced with EHA police training to ensure continuity of messages.  Hazel Cringle Delia Mann and Pete Scott have developed joint neglect training for police and CSC as above | **July action**  Jo L –to provide future follow up session session with PCSO’s. There is a great deal of capacity pressure in the police currently focus to be on training PCSO’s to increase their confidence as viewed they are probably most likely to complete EHA’s  Joint neglect training has been set up and sessions are running. |  |  |
| **Issue**  **EHA training delivered by Children services staff.**  The group is of the view that this single agency delivery model reinforces the message that Early Help is a Childrens Social Care process.  This feeds the cultural belief that it a “form” that Childrens Services “tell” other agencies they “must “use to gain access to Children services resources.  it undermines the message that this is a helpful process to be used by universalservices to support families  The group are of a view that the creation of a Multiagency pool of trainers who co deliver the training would help practitioners see that early help is something that all agencies and practitioners should use to support families.  Practitioners seeing multiagency trainers delivering the training would powerfully reinforce these messages  **May Action**  Develop multi agency group of trainers so that the training is not always delivered by Childrens Services**.** | **July Action update**  Ongoing conversation with OSCB | **July action**  Following conversations with OSCB here is a shortage of available trainers in the OSCB pool.  Task and finish group asked for volunteers from their agencies to help co deliver the EHA  Train the trainer training could be provided.  Open to helping and supporting anyone who would be prepared to co deliver training, even if once a year.  Members of task and finish group to discuss within agencies |  |  |
| **Issue**  **Some practitioners report uncertainty about when EHA should be used.**  **(X reference with EHA training above)**  **May Action**  Threshold of need document is being updated in line with FSP implementation and does contain clearer guidance about when and how to use early help processes with families. | **July Action update**  TON update completed and TON training provided to all front door and FSP Staff. New TON document being re published and discussions with OSCB re ensuring that all OSCB training is consistent with messages in the New TON guidance and discussion as to provision of TON training to partners | **July actions**  New document Currently at printers and MG working with OSCB to make sure there is a consistency of message across the board.  New document to be distributed to all agencies through OSCB board |  |  |
| **Issue**    **Mental health pathway**  Lack of shared understanding across children and adult services when working with parents who have additional needs.  **May Action**  Pathway written as part of Child M, OSCB serious case review recommendations has been launched.  Deliver training workshops to csc and adult services | **July Action Update**  Workshops have been delivered to both adult and Childrens Services and Threshold of Need guidance is included in training and pathway documentation | **July Actions**  **Ensure pathway is rolled out across all agencies** |  |  |
| **Issues**  **July meeting focused on updating actions from May’s meeting**  **September meeting to look at**  Objective 2: How do we reverse trends of high numbers of children who are on statutory plans for neglect and there is no EHA.  Objective 3: How do we reverse the very high levels of children who have high levels of school absence who are suffering neglect.  Russell Blakemore shared data in relation to these issues . | **July update**  Russell shared data on both issues above collected.  Issue is that numbers of children on plans with prior EHA remain low and below target as do those children who are absent from school.  Objective two is being covered in the work described above as this work is intended to shift culture to a place where all agencies are ensuring that any children/ families where an agency becomes aware that there are emerging difficulties utilising EHA’s and early help processes to support that family.  This should see an increase in the use of early help processes and thus an increase in the numbers of children who require statutory plans have prior to becoming subject to a statutory plan have had an early help assessment    . | **July action**  Data to be sent out with minutes. Each member of the group to share the data slides with their staff and services and ask :  What more can our teams/ services do to reverse these figures and ensure that where neglect is an issue it is identified earlier, and Early help processes used to prevent escalation or where escalation is appropriate we see use of early help processes.  Further thoughts and ideas to be added to action plan.  Also specifically how can we reverse the trend of such poor school attendance for children on plans  Come to September meetings with ideas from staff and services as to how we can achieve these so that further action plan can be drawn up |  |  |