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CS2401 Strengthen Practice to ensure we are supporting Children & Young People and families at the right time, in the right way and by the right service.		31 March 2025		67%
Ref.	Name	Due	Status	% Complete
CS2401.A	Successfully implement the Family Safeguarding Model	30 June 2024		100%
FSM went live on 20.5.24. FSM continues to embed at pace and from the 17th of June 2024 all referrals from D&A will start to align with Neighbourhood. All FSP teams are now aligned to their Neighbourhoods and on the 4th of November teams will be fully embedded in their allocated Neighbourhood.				
CS2401.B	Work with Partners to review and relaunch our understanding of thresholds	31 December 2024		65%
Multiagency team has reviewed and drafted to the threshold document, which is being finalised by the group and due to be presented to the ESASH Strategic group and will be signed off by MASA				
CS2401.C	Re-energise our permanence policy with a permanence from day one approach	30 January 2025		50%
Permanence Board has been set up and sub-groups are being arranged to lead specific work streams under children's services priorities. Staff training and briefing has started, which will continue throughout the year. Permanence from agenda has been incorporated into new starters induction programme. Heads/SMs are holding monthly permanence tracking meetings to ensure all our CfC children have permanence plan recorded in LCS. The first permanence board has taken place with the second board set up for the 8th of July. Training dates have all been embedded for the remainder of the year. HOS are holding monthly permanence tracking meetings in each part of service to assure that our children have a permanence plan from the outset in order to avoid drift and delay for our children.				
CS2401.D	Implement Golden Threads across Children's Services and evidenced in every day work	31 March 2025		20%
GT is being implemented by the Permanence Board and has incorporated into the board work plan.				
CS2401.E	Develop and implement a system wide Quality Assurance Framework	31 March 2025		100%
QAF has been implemented				
CS2402 To ensure a happy, healthy, stable and talented workforce to support our Children & Young People and families to achieve sustainable change		31 March 2025		69%








Action Plan		Due Date	Status	% Complete
Ref.	Name	Due	Status	% Complete
CS2402.A	Continuous review of Children's Social Care recruitment and retention strategy	31 March 2025		100%
Draft R&R completed. Weekly R&R group established to ensure continued review of R&R strategy and approaches.				
CS2402.B	Have a robust career pathway for Children's Social Care workers	31 March 2025		75%
Clear career pathways are in place for year 1. Year 2 to year 5 career pathways are in development, with a clear training offer developed but needs more work to link into career pathways				
CS2402.C	Create a culture of learning and opportunity to develop and progress	31 March 2025		0%
Clear career pathways are in place for year 1. Year 2 to year 5 career pathways are in development, with a clear training offer developed but needs more work to link into career pathways				
CS2402.D	Create a culture of learning and opportunity to develop and progress	31 March 2025		100%
PSW for C&F has developed a staff forum which is well attended. Issues raised in the SW Forum are fed to senior managers. Exit interviews in place for workers leaving the authority. Full staff briefing sessions in place. Support for NQSWs in place				
CS2403 To ensure that our managers and leaders understand the needs of Children & Young People and families and are confident in decision making		31 March 2025		75%
Ref.	Name	Due	Status	% Complete
CS2403.A	Implement the Supervision Policy, including audits and observation of practice	31 March 2025		75%
New supervision policy is implemented, auditing of supervision has taken place, more to be done to ensure policy is effectively being followed and evidenced. Work taking place on templates for recording supervision				
CS2403.B	Create training and development opportunities for managers and leaders	31 March 2025		75%
A range of training is in place for managers. Further work to be completed to ensure that new managers get a good and effective induction				

Action Plan		Due Date	Status	% Complete
CS2403.C	Implement a new approach to performance and quality management of data and practice	31 March 2025		75%
A new Performance Framework is in place. Further work to embed and refine				
CS2404 To ensure that Children and Young People achieve their full potential		31 March 2025		63%
Ref.	Name	Due	Status	% Complete
CS2404.A	Development of an Education & Skills Strategy with a plan and Governance	31 December 2024		75%
A draft strategy has been developed and is in place. Further work in Autumn term to work with partners and finalise for Dec 24.				
CS2404.B	Implementation of a 3 year inclusion strategy & plan	31 December 2024		75%
Current strategies including: OAP, Alternative Provision, Inclusion and Raising Rochdale SEND are currently being reviewed and revised to create a 3 Year Inclusion Strategy Plan. This is being co-produced with parents, professionals, schools and young people.				
CS2404.C	Delivery of Right to Succeed model and PEIA	31 March 2025		50%
Right to succeed model in third year now working in Secondary and Primary schools focus on Inclusion and literacy. Additional £18K funding to support English and Maths in Secondary.				
CS2404.D	Ensuring an effective neighbourhood model with schools	31 March 2025		50%
All schools informed of Family Hubs within their new neighbourhood footprints. Schools invited to Family Hub Neighbourhood Advisory Board and school staff to the Early Help Neighbourhood Networks.				
To ensure Children, Young People and families access the right support at the right time		31 March 2025		33%
Ref.	Name	Due	Status	% Complete

Action Plan		Due Date	Status	% Complete
CS2405.A	Implementation of the Family hubs programme alongside the neighbourhood model	31 March 2025		50%
<p>Family Hubs fully aligned to Neighbourhood footprints, plans to align Family Support and Protection Teams within Family Hubs and Youth centres in place. Neighbourhood data reports being reviewed. Involvement in corporate Assets Review to maximise use of Family Hub buildings.</p>				
CS2405.B	Ensure sufficient Early Years and child care provision	31 March 2025		30%
<p>Early Years Termly occupancy survey has been implemented to monitor the changing market. The LA currently has sufficient places, however there are some concerns regarding distribution. Summer term responses of 83% indicate no vacancies for under 2 places in 4 wards (Bamford, Spotland & Falinge, Smallbridge & Firgrove, West Middleton. No vacancies for 2 year olds in 2 wards - Bamford & Norden. SEND sufficiency is being monitored closely to review distribution of children with SEND and provision, places are due to expand with the EY expansion programme. Capital Grant applications for expansion are currently being reviewed. Increasing school nursery places will support current PVI provision to take additional children in the younger age groups. Wraparound Applications for wraparound expansion are being reviewed. Following Expressions of interest 13 schools had no wraparound identified, we are currently working with the schools and external providers to set up a cluster model to support a number of schools where demand may be low. All schools have potential providers identified, however 4 are currently confirmed, the remaining 9 there require further discussions 29 primary schools that already have well established wraparound that meets the needs of the majority of their families, however this does not meet the DfE expectation of 8-6pm due to closing before 6pm. We are currently working with these schools to see if hours can be extended or other partners especially childminders to provide the care for the small numbers of families that require later opening times at these schools. Wraparound Coordinator has been recruited - due to start 22nd July.</p>				
CS2405.C	Implementation of the Nuffield programme	31 March 2025		25%
<p>Research Lead for Rochdale recruited by the Rees Centre, Rochdale to speak at the associated Research in Practice workshop for the second time 12th July 2024. Monthly session being established with Research Lead as soon as they begin in post. This project is a 5 year project, and we are currently in year 2, therefore progress ongoing past 2024-2025.</p>				
CS2405.D	Ensure TI inclusive, high quality and connected youth work	31 March 2025		25%
<p>Level 2/3 youth work training continues. Level 3 due for completion July 2024. Promotion of opportunities for young people including events and activities to allow young people to be challenged in their thoughts and views. In Q1 - Multi Faith event exploring connections between different faiths. Pride in the Park event. Holiday activities. Weekly sessions across borough</p>				
CS2406	Provide sufficient, suitable school places for all Children and Young People resident within Rochdale	31 March 2025		20%

Action Plan		Due Date	Status	% Complete
Ref.	Name	Due	Status	% Complete
CS2406.A	Develop Education sufficiency across mainstream, Alternative Provision and SEND	31 March 2025		20%
Construction begins in July 2024 to expand BLC (Darnhill site) by 4 classrooms. Feasibility study underway to assess viability of Mayfield Street site for replacement of Saxon Hall/St Alban's House. SEN/Transformation Team delivering SEN Hubs at Deeplish, Boarshaw and Shawclough Primary Schools.				
CS2406.B	Delivery of the Free School programme	30 September 2024		20%
Construction began in June 2024 by the DfE to deliver new SEN school in Heywood. Awaiting post-election update from the DfE in relation to their delivery of proposed new secondary school in Pennine area. Joint letter sent from CEO/Leader/DCS to request progression and detail impact of delays. Continuing to work with local schools to establish a contingency for the intervening period.				
CS2406.C	Embed the Schools Capital Programme	31 March 2025		20%
Report approved by March 2024 Cabinet for programme valued at £3.3m, delivering 38 projects to improve and develop the La maintained school estate.				
CS2407 Implementation of SENDAP Change Programme and Delivering Better Value in SEND		31 March 2025		30%
Ref.	Name	Due	Status	% Complete
CS2407.A	Implementation of SEND advice line	30 June 2024		80%
The SEND advice Line went live this month with a soft launch and will fully go live in July. The team are already receiving calls and publicity is being distributed across the borough				
CS2407.B	Develop and implement a new SEN graduated response model	31 March 2025		10%
Recruitment of Designated Education Officer to lead on this work.				
CS2407.C	Create a team that will support children at risk of or accessing alternative provision	31 March 2025		10%

Action Plan		Due Date	Status	% Complete
Funding in place. Focus on designing team and scope activity in June/July				
CS2407.D	Increase numbers of SEN Hubs in mainstream schools	31 March 2025		20%
We continue to increase SEN Hub capacity in mainstream schools				
CS2408 To ensure resources are aligned to respond to key areas of pressure and demand		31 March 2025		30%
Ref.	Name	Due	Status	% Complete
CS2408.A	Create improved pathways to support children with SEND	31 March 2025		20%
Neurodiversity Hub funding gained for an additional 12 months. Deliver underway. New work around system wide call to arms for Speech Language and Communication has been launched. Both projects aligned to LCO Business plan				
CS2408.B	Improving complex Learning Disability and Autism Services	31 March 2025		10%
New Complex Needs Lead in post. Mapping of improvement priorities underway. Post holder is leading on co-production activity for new Children with Disabilities Home				
CS2408.C	Review of commissioned resources to ensure they are aligned to key areas of pressure	31 March 2025		50%
This work is underway and will be complete by August 24 with recommendations to go to LCO Board				
CS2408.D	Redesign of Short Breaks to ensure the right help at the right time for Children with Disabilities	31 March 2025		20%
Project plan in place and work with Council for Disabled Children has commenced to scope new Rochdale offer and improvement plan. Proposal for strategy and training on short breaks legislation agreed with Council for Disabled Children with funding sourced. Interim short breaks offer in place and additional social worker to retain provision. Strategic capacity approved, but requires establishment, and project management support agreed to implement the operational elements of the review.				
CS2408.E	Review of SEND Transport and revision of policy	31 March 2025		70%
Options appraisal shared with CSMT and JLT. Preferred option agreed. Consultation will commence post elections				

Action Plan		Due Date	Status	% Complete
CS2408.F	Review of SEND Transport and revision of policy	31 March 2025		10%
Work on this has started but further detailed work, which will be report in Q2				
CS2408.G	Establish 4 children's homes within the Rochdale area	31 March 2025		33%
2 EBD and 2 CwD homes were identified, however 2 (1 EBD and 1 CwD) vendors have withdrawn, consequently search is ongoing to identify 2 more homes. 1 home purchase completed and 1 due to be completed by 30.6.24. Planning application is being submitted for these homes. Staff/Mgm recruitment has started for these homes and conversations with ofsted has taken place to fast-track registration process, once we are ready to submit registration application subject to planning and completion of necessary building work.				
CS2409 To ensure statutory SEND support is timely and of high quality delivered by a resilient workforce		31 March 2025		13%
Ref.	Name	Due	Status	% Complete
CS2409.A	Develop Practice Standards in relation to SEND	30 November 2024		0%
Not due				
CS2409.B	Development and Implementation of SEND workforce strategy	31 March 2025		0%
Not due				
CS2409.C	Implement SEND Supervision Policy	30 November 2024		0%
Not due				
CS2409.D	Implement quality assurance audits and a new approach to performance monitoring	31 December 2024		50%
Multi agency audit sessions in place				

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