

Making the grade: a silver bullet or just plain old hard work?

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achieving
for children



achieving for children

Champions for children and families

Our vision

*“We support children to live safe,
happy, healthy and successful lives”*

Our promises

- We will put children and young people first
- We will embrace diversity and champion inclusion
- We will be resourceful, adaptable and dependable
- We will nurture strong, responsive and caring relationships
- We will value and invest in our staff to deliver innovative and quality services
- We will work with our customers to deliver the most effective solutions for them

About us

- A Community Interest Company
- Created and owned by Kingston and Richmond Councils
- Established in 2014
- Largest 'spin out' nationally
- Supported by the Cabinet Office Mutuels Programme

Some early successes

- £3m savings in year 1
- The renewing of our partnerships including the LSCB
- Continued success of our partner schools
- Appointed by the DfE as Intervention Advisers
- Won £1.1m of innovation funding to develop new models of foster care

Some early successes

- Launched a portfolio of traded services to councils and schools, with all profits reinvested back into services for children, young people and families
- Improved retention of staff
- Staff satisfaction on the up
- **And... the Ofsted result!**

The Ofsted journey

- Kingston Ofsted inspection result in 2012: **inadequate**
- Re-inspected in 2013 showing signs of improvement but still **inadequate**
- Inspected again in May 2015... **GOOD** across all inspection categories
- Among the highest quality services nationally

“Services to children and their families have been transformed since the last inspections of children looked after services and safeguarding” - Ofsted

Preparing for the inspection

- Thorough quality assurance audits using the Ofsted methodology
- Robust self-assessment and clear learning and improvement plan
- Ensuring staff know their achievements and can tell their story and the story of the children they work with
- An obsession with the accuracy and reliability of Annex A data

Preparing for the inspection

- All documentation checked, catalogued and branded well in advance
- Strict version control on all documents
- A lead co-ordinator allocated, responsible for QA of all documentation
- A clear understanding of roles and responsibilities
- Building strong relationships with partners and ensuring they understand their role during the inspection

During the inspection

- Make sure you tell the story well
- Create good, appropriate relationship with the inspectors to ensure they understand your story
- One person with complete responsibility for logistics
- Regular, clear and honest communications to the organisation and also to key staff to ensure crucial information regarding key lines of enquiry is cascaded quickly

During the inspection

- Make sure your printers work – you'll be printing a lot!
- Keep a tight control on what is being shared, making sure it is filtered to ensure consistent quality
- Maintain the morale – it's a long slog
- Be visible
- Make sure everyone looks after themselves and eats!



Find out more...

Doing It Differently

Our approach to transforming children's services

Date: 14 January 2016, 10am to 5pm

Location: Coin Street Conference Centre, South Bank, London

Register online: www.achievingforchildren.org.uk/Doing-It-Differently

Questions?
