

BASK PORT GLASGOW - IMPROVEMENT PLAN 2022/23

Priority – what do we want to improve?	Actions – what exactly will we do?	Resources – who will be responsible and what might they need?		Timescale – when will this be completed?	Outcome – did we achieve this?
<p>Ensuring we can meet the needs of all children and families in the new setting</p>	<ul style="list-style-type: none"> • Prior to opening, arrange training for all staff in meeting the social and emotional needs of children from families disadvantaged by poverty • Ensuring all staff have child protection training • Have suitable resources in place, including qualified staffing, to open service on time, as requested by Inverclyde Council 	<p>Andy McEwing (Proprietor)</p> <p>All staff</p> <p>Carmen Dow (Manager)</p> <p>Andy McEwing</p>	<p>Accessing training with Inverclyde Council</p> <p>Essential start up costs -</p> <p>Materials, toys etc –</p> <p>Onset staffing costs -</p>	<p>By December 2022</p> <p>By January 2023</p> <p>By December 2022</p>	<p>*CP training was completed through Inverclyde Council</p> <p>* Trauma training completed- Mind Mosaic.</p> <p>* ASN training completed WSC.</p> <p>Management & Senior Practitioners will Attend DCPO training in November 23.</p> <p>IC are arranging additional bespoke training for the service.</p> <ul style="list-style-type: none"> • BASK Newark has a fully qualified and First Aid Trained team
<p>Getting to know new families and children</p>	<ul style="list-style-type: none"> • Follow BASK policy and procedures for introducing 	<p>Carmen Dow</p>		<p>January 2023</p>	<ul style="list-style-type: none"> • Registers are updated

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	<p>new children into the service to establish registers for each day of service</p> <ul style="list-style-type: none"> • Initiate key worker system so that children and families have one point of contact • Drop-in sessions for parents, to showcase the provision on offer. 	<p>Carmen Dow</p> <p>Jamie Bachoo (Senior practitioner)</p> <p>All staff</p>			<p>weekly with absences being logged by Jamie/Andy.</p> <ul style="list-style-type: none"> • Key worker system on going as we complete SHANARRI wellbeing plans. • Plans to have 4 monthly Coffee and catch up evenings/feedback will begin in 2024.
<p>Improving the health and wellbeing of children attending the service</p>	<ul style="list-style-type: none"> • Carry out baseline assessment for all children, using an adapted version of the Glasgow Wellbeing and Motivational Profile toolkit. • Re-assessment for all children at the end of the trial project period, ie end of March 2023, to monitor progress. • Focus on organising health promoting play activities for 	<p>Jamie Bachoo</p> <p>All staff</p>		<p>January 2023</p> <p>By 31 March 2023</p> <p>From January 2023</p>	<p>Outdoor play and gym hall used daily.</p> <p>We have identified barriers with information sharing & introduced SHANARRI wellbeing sheets which are being completed with parents face to</p>

	<p>children, including team games, physical activities, cooking skills, self-esteem building activities.</p>				<p>face. This has been fantastic for the service ensuring we can meet each child's needs. On going with feedback from schools.</p> <p>Lack of cooking facilitates holds us back from this-raised with Louise. Will speak with catering about use of kitchen.</p> <p>Jamie has introduced using headspace App to help manage emotions etc.</p>
<p>Maintain our high standards of leadership through continuous professional learning</p>	<ul style="list-style-type: none"> Promoted staff to be supported by the Proprietor to continue to engage in professional learning to degree level. 	<p>Andy McEwing Carmen Dow</p>	<p>Enhanced personal study time for Manager</p>	<p>From December 2022</p>	<p>Carmen still working towards BA at Glasgow Uni.</p>

	<ul style="list-style-type: none"> • Refresher training organised for designated child protection officers • Through our professional review processes, ensure that all staff feel empowered to lead aspects of provision, according to their strengths, skills and interests. 	<p>Andy McEwing Carmen Dow</p> <p>Carmen Dow</p>	<p>Cost of training/staff cover to attend</p>		<p>DCPO Training booked for 30.11.23</p> <p>Carmen & Andy upskilling current staff as assistant managers- Maggie Oneill Jamie Cairns</p> <p>Carmen continues with 6 monthly staff 1-1 reviews, due to be completed this month. These highlight staffs strengths, weaknesses and any training they would like to achieve.</p>
<p>How we seek the views of parents, staff, children and our partners</p>	<ul style="list-style-type: none"> • Devise topical 'quick question of the month' for parents and children. • Create surveys to find out how well aspects of our service are working. 	<p>Carmen Dow And all staff</p>		<p>By June 2023</p>	<p>Carry Forward- Carmen to delegate</p>

	<ul style="list-style-type: none"> • Choose a policy each month to highlight with staff, parents and, where appropriate children, and ask for feedback. • Devise a 'you said, we did' approach to providing feedback to parents and children on actions taken as a result of their views • Consult with parents on establishing a parents' forum 				<p>Andy has completed all surveys and feedback.</p> <p>We have taken comments from parent/children feedback forms and implemented them into the service.</p> <p>Lack of interest.</p>