



Arrangements for the inspection of services for children looked after and care leavers

Consultation document

This is a consultation document on proposals for the inspection of services for children looked after and care leavers.

This paper invites your views on our proposals to help us shape the new inspection arrangements, which will come into effect from April 2013.

Ofsted and the Care Quality Commission seek the widest possible range of views from those who have an interest in, or expertise relating to, services for children and young people so that the inspection arrangements take proper account of the needs and circumstances of all interested parties. Above all, the arrangements must assure the quality of services and the best possible outcomes for children looked after and care leavers.

The closing date for the consultation is 18 September 2012.

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There is a children and young people's version of the consultation at: https://www.surveymonkey.com/s/ofsted-cla2012cyp.

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Introduction

- 1. Ofsted will introduce a new framework for the inspection of services for children looked after and care leavers in England. This consultation seeks your views on our proposals for these new inspections.
- 2. We propose that the new inspections will focus on: the effectiveness of local authorities as corporate parents; the provision of health services for children who are looked after; the quality of professional practice, including the protection of children who are looked after; the impact of the care on children and young people; and the effectiveness of shared professional responsibility for their outcomes.
- 3. The consultation closes on 18 September 2012.
- 4. Working with the Care Quality Commission, we intend to publish the finalised arrangements in January 2013 and begin the new inspections in April 2013.

Background

5. From July to September 2011, Ofsted consulted extensively with the public and key interested parties on the inspection of local authority children's services.

At that time, we proposed to inspect a sample of 20–25 services for children looked after each year. This proposal was not generally supported by the sector, key stakeholders and children and young people. The Association of Directors of Children's Services (ADCS) and Chairs of Local Safeguarding Children Boards were concerned that the sample size was too small and that the proposals would not provide enough assurance for the safety and care of a highly vulnerable group of children and young people.

Young people also had reservations about this proposal, fearing that children looked after may 'slip through the net' and not be inspected often enough for a thorough look at the quality of support they receive.

- 6. Respondents agreed with our proposals to focus on the care and experiences of children and young people looked after. They felt our approach was right but that inspection should also consider:
 - the experiences of care leavers and those on the edge of care
 - health services and outcomes for children and young people who are looked after
 - the effectiveness of local authority engagement with children and young people, including how they listen to **all** children and young people looked after, not just those who are part of the Children in Care Council
 - the particular importance of evaluating outcomes for children and young people in out-of-area placements



- the emotional well-being of children and young people who are looked after
- the effective use of resources within the children's partnership.
- 7. A strong and persuasive theme identified by respondents, particularly the ADCS, was the **separate** inspections of looked after children's services (delivered as a single inspection event alongside the safeguarding inspection¹), local authority fostering services, and local authority adoption agencies. They wanted to consider whether the current programme is streamlined, proportionate, and the most effective way to understand the experiences and care of children looked after.
- 8. The responses to the local authority children's services consultation² led us to review a number of these issues.
 - We are now proposing a universal programme of inspections of the services for children looked after, which would replace the existing three inspections.
 - The new universal inspection would take place over a four-year cycle.
 - The new inspection would focus on the experiences and care of children looked after and care leavers, including how effectively local authorities are achieving permanence.
- 9. We are currently working in partnership with the Care Quality Commission to develop this as a joint inspection programme.

The way forward

- 10. We will carry out these inspections in accordance with the provisions of sections 20 to 23 of the Children Act 2004, which authorises Ofsted to inspect with the Care Quality Commission (CQC).
- 11. The inspections will evaluate the local authority's performance of its statutory functions in relation to children looked after and care leavers under the Children Act 1989, Children (Leaving Care) Act 2000 and Adoption and Children Act 2002. They will also evaluate statutory partners' performance of their duties as expressed in sections 10 and 11 of the Children Act 2004.
- 12. Our proposed universal programme of inspection of services to support children looked after and care leavers would replace the current separate inspections of

² Responses to Ofsted's consultation on the arrangements for the inspection of local authority children's services (110142), Ofsted, 2012; www.ofsted.gov.uk/resources/110142.

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¹ Inspections of safeguarding and looked after children services (090027), Ofsted, 2010; www.ofsted.gov.uk/resources/090027.



looked after children's services, local authority fostering services and local authority adoption agencies.

- 13. The proposals do not affect independent fostering services and voluntary adoption agencies regulated by Ofsted. They will continue to be inspected under the relevant inspection frameworks published in February 2012.
- 14. Our proposed changes depend on changes to the Fees and Frequencies Regulations,³ which the Department for Education are consulting on during summer 2012.
- 15. The new inspection framework will not be merely a combination or integration of the current separate programmes. It will be a new type of inspection.
- 16. Within the resources available, we propose to deliver our universal programme of inspection over a four-year period. Therefore, it will be on a different cycle from our current inspections of the arrangements to protect children and the proposed joint inspections of multi-agency arrangements for the protection of children, both of which are delivered over a three-year period.
- 17. Our proposals take into account the principles of the *Framework for the inspection of local authority arrangements for the protection of children*. The outcome of a child protection inspection may help to determine the scheduling of a children looked after inspection, and vice versa.
- 18. Inspections will be carried out jointly by Ofsted and the CQC.

The CQC will evaluate how effective health services for looked after children are in meeting their healthcare and emotional needs. Looked after children's health is a key consideration; they often enter care with a worse level of health and have worse longer term health outcomes than their peers. This may in part be due to the impact of poverty, poor parenting, chaotic lifestyles, abuse and neglect. Also, there is often a high level of mental health need amongst looked after children.

High quality health services are essential for the health and well-being of looked after children.

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³ Her Majesty's Chief Inspector of Education, Children's Services and Skills (Fees and Frequency of Inspections) (Children's Homes etc) (Amendment) Regulations 2010; http://www.legislation.gov.uk/uksi/2010/617/contents/made.

⁴ Framework for the inspection of local authority arrangements for the protection of children (110132), Ofsted, 2012; www.ofsted.gov.uk/resources/110132.



The consultation proposals

Universal inspection of services for children looked after and care leavers

- 19. We propose to replace the current separate inspections of looked after children's services, local authority fostering services, and local authority adoption agencies with a new single inspection of services for children looked after and care leavers. These new inspections would be delivered jointly with the Care Quality Commission.
- 20. The new inspections would replace the three current frameworks. There would be a new methodology with new judgements and Ofsted would no longer make a discrete judgement on the performance of the local authority fostering service. However, we will make a sub-judgement on adoption performance within the Achieving permanence judgement.
- Q1. To what extent do you agree or disagree with our proposal to replace the three current inspections with a single inspection of the arrangements for children looked after and care leavers?

Do you have any comments or suggestions?

Making unannounced inspection work

- 21. When we consulted in summer 2011, we proposed a short notice period for inspections of arrangements for children looked after and care leavers. This was to ensure that we could speak to and meet children and young people in a planned way.
 - The current looked after children, fostering and adoption inspections are each delivered with a two-week notice period.
- 22. However, our experience of developing, piloting and implementing the new inspections of the arrangements to protect children have convinced us that unannounced inspection can be successful where the inspection fieldwork period extends across two weeks.
- 23. Seventy four per cent of children and young people who responded to the 2011 consultation supported unannounced inspection. When we consulted on our framework for the inspection of children's homes in 2010, 71% of the online respondents agreed or strongly agreed with our proposal that inspection should be unannounced.
 - However, when we consulted on proposals for new fostering and adoption inspection frameworks in 2011, the responses were much more divided on the merits of no-notice inspection.



24. We propose that the new inspections of services for children looked after should be unannounced. We are confident that by being on site over a period of two weeks, we will have sufficient time to meet with and talk to children looked after and care leavers.

As well as considering the responses to this consultation, we will test this, and all other aspects of the proposed framework, through a number of pilot inspections before making a final decision.

Q2. To what extent do you agree or disagree with our proposal for unannounced inspections?

Do you have any comments or suggestions?

The judgement structure

- 25. We propose that inspectors will make judgements on:
 - Overall effectiveness
 - Outcomes for children and young people looked after and care leavers
 - Quality of practice
 - Achieving permanence, including a sub-judgement on adoption performance
 - Leadership and governance.
- 26. For each judgement, they will use a four-point grading scale: outstanding, good, adequate and inadequate.
- Q3. To what extent do you agree or disagree with our proposed inspection judgements?

Do you have any comments or suggestions?

Outcomes for children and young people looked after and care leavers

- 27. We propose to focus inspection activity on a sample of children looked after and care leavers. We would look closely at each child and young person's 'journey' from entering through to leaving care, either to a permanent placement or as an adult care leaver.
 - The sample would include children placed at a significant distance from their local authority area, and young people leaving care.
- 28. This would involve a range of activities, including: case file scrutiny; discussion with the young person; and discussion with foster carers, adopters and residential staff as appropriate, the young person's social worker, and others who have a key role in their life, including their birth family where possible and



- appropriate. It would also involve meeting with health services staff to explore their contribution to services for looked after children and care leavers.
- 29. Inspectors will also evaluate the quality of education or training for young people and the stability of school placements.
- 30. Through this close look at individual children and young people's experiences, we would identify key lines of enquiry for inspectors to explore through further case sampling and other inspection activity, to triangulate inspection findings and secure robust inspection judgements. For example, if children were found to be waiting too long for adoptive placements, this could trigger an examination of the local authority's recruitment and assessment of adopters, or its matching practices.
- 31. Our proposed methodology emphasises the impact of practice on achieving high-quality, stable placements and permanence for children and young people. We will consider the contribution of effective health assessments and plans to achieving stability, and to improving children's health and well-being. Evaluating effectiveness will include the quality of practice and process in matching children with placements, and how well they minimise delay for children needing an adoptive or other permanent placement.
- Q4. To what extent do you agree or disagree with our proposed inspection methodology?

Do you have any comments or suggestions?

Q5. We would no longer be inspecting local authority fostering and adoption services separately. Are there any particular aspects of fostering and adoption services that you think we should consider in the new inspection?

Evaluating Quality of practice

- 32. With appropriate sensitivity and consent, inspectors will spend time:
 - observing direct practice with children looked after and care leavers
 - reading and discussing case files with practitioners and managers
 - accompanying social workers or other key professionals on visits
 - shadowing other key staff such as independent reviewing officers
 - observing children's reviews and any resource panel meetings
 - evaluating the quality of education, employment or training.
- 33. We are keen to understand the experiences and care of children and young people. We will seek the views of children, young people, their carers and, where possible and appropriate, their families, through direct contact during the inspection.



We will also evaluate how all agencies supporting children looked after enable them to participate so that their voices and experiences inform practice at an individual and collective level.

- 34. We will give an increased emphasis to evaluating the quality of the assessment of a young person's needs, of placement matching and of placement and care planning.
- 35. Our evaluation of practice will include the quality of the relationship that children and young people looked after have with their social workers.
- 36. We will evaluate the robustness of the mechanisms that the local authority has in place to assure itself that looked after children live in high quality placements where their needs are met, the adults caring for them are able to protect them, and their life chances are what could be expected for any child living safely with their families.
- 37. Inspectors will assess the extent to which placing and host authorities are meeting their responsibilities where children are placed out of their authority boundary, including their regular review of risk for individual children, their responses to children who go missing from their placements, and their action to prevent children in their care from the risks of sexual exploitation.
- 38. We will evaluate the quality of ongoing social work oversight and their regular review of how well placements continue to meet the needs of children and young people. This will include an assessment of the quality of direct support to children, including those who have been adopted.
- 39. We will pay particular attention to the quality of care, care planning, management oversight and risk assessment where children are known to be at risk of harm, pose a risk to themselves, or who are placed a significant distance from their home.
- 40. We will evaluate the quality of sufficiency planning for looked after children, including the extent to which the local authority and its partners make plans to provide local placements that can meet the needs of the children in their care.
- 41. This judgement will include the frequency of placement changes, the role of the Local Safeguarding Children Board in assessing the quality of care for children placed away from home, and the role, effectiveness and challenge of independent reviewing officers.
- 42. We will evaluate the effectiveness of health services for children looked after, including the provision of child and adolescent mental health support, and their health outcomes.
- 43. As part of the judgement on Quality of practice, we will also evaluate the quality and effectiveness of front-line management of social workers.

 Inspection evidence clearly indicates that the quality of support, challenge and



oversight from front-line managers has a direct impact on the quality of practice with children and young people.

Q6. To what extent do you agree or disagree with our proposed approach to evaluating Quality of practice?

Do you have any comments or suggestions?

Achieving permanence

- 44. Every child and young person looked after needs a secure, stable, loving environment in which they can grow up happily and achieve a successful transition into adulthood. For many children, this will be through adoption. For others, it may be through a planned and supported return home, or placement within their family network. For some children, the appropriate way of securing permanence will be through Special Guardianship. Sometimes, for particular reasons, the best form of permanence will be through a secure, long-term fostering placement. For older young people, high-quality residential care will provide the most appropriate, stable, secure and loving environment for them to successfully complete their growing up.
- 45. Permanence is a combination of emotional, physical and legal permanence, which gives a child a sense of security, safety, emotional attachment, continuity, commitment and identity. The most important responsibility of the corporate parent is to do everything it can to achieve this for every child: the right form of permanence for each individual child.
- 46. Adoption is a very important example of achieving permanence for children looked after. Therefore, the proposed inspection framework would include an adoption sub-judgement as a component part of the Achieving permanence judgement. Key criteria for this sub-judgement would include:
 - identification the extent to which the local authority identifies those children who should (and should not) be adopted
 - timeliness the extent to which all activity to achieve adoption is free from delay and progresses in line with the timetable for the child
 - safety the extent to which care planning leads to adoptive placements that are safe, secure, sustainable, do not break down, and continue to meet children's needs, including their need for continued contact with birth families and/or other significant people for them
 - matching the extent to which children are carefully matched, without unnecessary delay, in an adoptive family who can meet their needs and individual characteristics, including any special needs, disability, culture and ethnicity
 - sufficiency and recruitment the extent to which the local authority has taken steps to secure, so far as is reasonably practicable, sufficient



- adoptive families within their area who meet the needs of children identified for adoption
- adoption support the extent to which children who are adopted are able to receive adoption support
- breakdown the extent to which the authority monitors and learns lessons from adoption breakdown to inform strategy, planning, quality of family finding and placement practice.
- 47. We propose, therefore, that a key judgement in the inspection will be the effectiveness with which the local authority achieves permanence for children in its care, including a sub-judgement about local adoption performance.
- Q7. To what extent do you agree or disagree with our proposal for the effectiveness of achieving permanence for children, with a sub-judgement on local adoption performance, to be a major focus of the inspection?

Do you have any comments or suggestions?

Leadership and governance

- 48. As outlined in paragraphs 25 and 26, we will make a judgement about the effectiveness of leadership and governance, with a particular focus on 'corporate parenting'.
- 49. The leadership and governance arrangements include the roles of the lead member and Chief Executive, who prioritise services for children looked after and care leavers appropriately for the most vulnerable children and young people. This will include the leadership scrutiny and management oversight of data and performance in respect of children and young people who go missing from their placements, the action that is taken in response, the quality of sufficiency planning and action in respect of residential provision for children in the local area, including planning decisions for children's homes.
- 50. The judgement will include the effectiveness of leadership and governance arrangements in securing good health and educational provision for children looked after and care leavers.
- 51. We will also evaluate how effectively leadership and governance ensures that all children are able to develop and sustain a meaningful relationship with someone who is important to them as they progress through the care system. In particular, leadership and governance should maximise the continuity of the child or young person's relationship with an individual social worker.
- 52. As part of the Leadership and governance judgement, we will evaluate the effectiveness of commissioning, and its performance in meeting the sufficiency



- duty.⁵ We will also look at the effectiveness of local authority performance in the context of the local family justice system.
- 53. Authorities may have entered into arrangements with a social work practice⁶ for the discharge of some or all of their functions regarding children looked after. Irrespective of these arrangements, inspectors will maintain their focus on the quality of outcomes for children and the quality of practice, through case sampling. The care and experiences of children and young people will remain the central focus of the inspection.
 - Where the authority has entered into arrangements with a social work practice, inspectors will evaluate the quality of oversight and performance management of their work as part of the Leadership and governance judgement.
- 54. The changing landscape of leadership arrangements presents opportunities and challenges. The Health and Social Care Bill 2012 is introducing significant changes to the structure of the National Health Service (NHS). Most significantly for health services for looked after children, the changes mean that Primary Care Trusts (PCT) will be abolished and most of their commissioning functions will be transferred to Clinical Commissioning Groups. We will evaluate the impact and effectiveness of the organisational structures locally, which impact on the effectiveness of new arrangements to meet the needs of children and young people looked after and care leavers.

Q8. To what extent do you agree or disagree with our proposed approach to evaluating Leadership and governance?

Do you have any comments or suggestions?

⁵ Sufficiency: statutory guidance on securing sufficient accommodation for looked after children, DfE,

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^{2010;} www.education.gov.uk/publications/standard/Lookedafterchildren/Page1/DCSF-00186-2010. The sufficiency duty seeks to improve outcomes for looked after children and young people by providing guidance on the implementation of section 22G of the Children Act 1989. This section requires local authorities to take steps that secure, so far as reasonably practicable, sufficient accommodation within the authority's area that meets the needs of the children that the local authority are looking after, and whose circumstances are such that it would be consistent with their

welfare for them to be provided with accommodation in the local authority's area.

⁶ Section 1, Children and Young Persons Act 2008; www.legislation.gov.uk/ukpga/2008/23/contents.



Summary of the main proposals

55. From April 2013, we propose:

- to introduce a new framework for the inspection of services for children looked after and care leavers, which will replace the current looked after children, local authority fostering, and local authority adoption agency service inspections
- to deliver this as a universal programme over a four-year period
- to deliver the new inspection jointly with the Care Quality Commission
- to conduct unannounced inspections
- that the journey of children and young people through their life looked after and beyond will be a central focus
- that inspections will focus on the quality of the practice of practitioners and managers supporting children looked after and care leavers
- to make judgements on:
 - Overall effectiveness
 - Outcomes for children and young people looked after and care leavers
 - Quality of practice
 - Achieving permanence, including a sub-judgement on adoption performance
 - Leadership and governance.



The consultation process

- 56. We welcome your responses to this consultation and your views on any aspect of the inspection of services for children looked after and care leavers. Please use the comments sections provided to raise any other points not covered by our questions.
- 57. The consultation remains open from 11 July until 18 September 2012.

Sending back your questionnaire

58. There are three ways to complete and submit the questionnaire and send us your comments.

Online electronic questionnaire

59. Visit our website to complete and submit an electronic version of the questionnaire: https://www.surveymonkey.com/s/ofsted-cla2012.

Download and email

60. This document can be downloaded from www.ofsted.gov.uk/resources/120080, completed on your computer and emailed to newLAinspection@ofsted.gov.uk.

Print and post

61. The questionnaire can be printed and completed by hand. You can download a Word version of this document from our website: www.ofsted.gov.uk/resources/120080. When you have completed the questionnaire, please post it to:

Ofsted, Social Care Development Team Floor 7, Aviation House 125 Kingsway London WC2B 6SE.

What happens next?

62. In January 2013, we will publish the final arrangements for the inspection of services for children looked after and care leavers, taking full account of the responses to this consultation, which we will also publish.



Questionnaire for the inspection of services for children looked after and care leavers

Confidentiality

The information you provide will be held by us. It will only be used for the purposes of consultation and research to help us to become more effective, shape policies and inform inspection and regulatory practice.

We will treat your identity in confidence, if you disclose it to us. However, we may publish an organisation's views.

Are you providing a group response on behalf of an organisation or

responding as an individual?								
Group response Pl	ease co	omplete sections 1 and 2.						
Individual response Pl	ease co	omplete Section 2.						
Section 1								
If you would like us to consider publishing the views of your organisation, please indicate this below.								
Organisation:								
Section 2								
Which of the below best describes y	ou? Ple	ease tick one option.						
I am a:								
young person		parent/carer						
charity		elected representative						
foster parent/carer		independent provider						
local authority Chief Executive		local authority Director of Children's Services						
Local Safeguarding Children Board Chair		Ofsted employee						
practitioner in health		senior manager in health						
practitioner in social care		senior manager in social care						
practitioner in education		senior manager in education						



umbrella group				voluntary section	on organisation				
Prefer not to sa	у	Other (please specify)							
The consultation questions									
For each of the following questions, please select the option that most closely fits your view and include any additional comments in the boxes provided.									
current inspec	tions with a sin	igle insp	pection	ee with our pro of the arrange raphs 19 and 2	ments for child				
Strongly agree	Agree	Neither I agree nor disagree		Disagree	Strongly disagree	Don't kno	ow.		
Do you have any comments or suggestions?									



Q2. To what extent do you agree or disagree with our proposal for unannounced inspections (as outlined in paragraphs 21–24)?							
Strongly agree	Agree	Neithe agree disagr	nor	isagree	Strongly disagree	Don't	know
Do you have a	iny comme	nts or sugg	jestions?				
_							
Q3. To what extent do you agree or disagree with our proposed inspection judgements (as outlined in paragraphs 25 and 26)?							
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
Overall effective	/eness						

Outcomes for children and young people looked after and care

Quality of practice

including a sub-

performance

Leadership and governance.

Achieving permanence,

judgement on adoption

leavers



Do you have any comments or suggestions?							
Q4. To what e methodology (posed inspecti	on		
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know		
Do you have a	ny comments	or suggestions	?				



ou think w					
	t extent do you Quality of practi				oach to
		Neither agree nor			Don't know
aluating (rongly	Quality of practi	ice (as outlined Neither	in paragraphs	5 32–43)? Strongly	1
aluating (rongly	Quality of practi	Neither agree nor	in paragraphs	5 32–43)? Strongly	1
rongly gree	Quality of practi	Neither agree nor disagree	Disagree	5 32–43)? Strongly	1
rongly gree	Quality of practi	Neither agree nor disagree	Disagree	5 32–43)? Strongly	1
rongly gree	Quality of practi	Neither agree nor disagree	Disagree	5 32–43)? Strongly	1
aluating (crongly gree	Quality of practi	Neither agree nor disagree	Disagree	5 32–43)? Strongly	1
rongly gree	Quality of practi	Neither agree nor disagree	Disagree	5 32–43)? Strongly	1
aluating (crongly gree	Quality of practi	Neither agree nor disagree	Disagree	5 32–43)? Strongly	1



of achieving p	extent do you a ermanence for to be a major f	children, with	a sub-judgeme	ent on local ad	option
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
	iny comments o				
	extent do you a adership and go Agree				
Do you have a	nny comments o	or suggestions	?		



eavers.					

Please add any further comments you would like to make about our proposals on the

22

Thank you for taking part in our consultation.



Additional questions about you

Your answers to the following questions will help us to evaluate how successfully we are communicating messages from inspection to all sections of society. We would like to assure you that all responses are confidential and you do not have to answer every question.

Please tick the appropriate box.								
1. Gender								
Female		Male						
2. Age								
Under 14	14–18	19–24	25–34	35–44	45–54	55–64	65+	
3. Ethnic o (a) How wo		escribe you	ur national	group?				
British or m	ixed Britisl	h		English				
Northern Iri	sh			Irish				
Scottish				Welsh				
Other (spec	wish)							



(b) How would you describe your ethnic group?

Asian			Mixed ethnic origin			
Bangladeshi			Asian and White			
Indian			Black African and Wh	ite		
Pakistani	Pakistani			White		
Any other Asian background (specify if you wish)			Any other mixed ethr (specify if you wish)	nic background		
Black			White			
African			Any White backgrour you wish)	nd (specify if		
Caribbean			Any other ethnic b	ackground		
Any other Black backgr if you wish)	ound (specify		Any other backgroung you wish)	d (specify if		
Chinese						
Any Chinese background (specify if you wish)						
4. Sexual orientatio Heterosexual	n Lesbia	n	Gay	Bisexu	al	
5. Religion/belief						
Buddhist			Muslim			
Christian			None			
Hindu			Sikh			
Jewish		Any other, please sta	te:			
6. Disability						
Do you consider yourse	elf to have a dis	sability?	Yes	No 🗌		



What did you think of this consultation?

One of the commitments in our strategic plan is to monitor whether our consultations are accessible to those wishing to take part.

Please tell us what you thought of this consultation.

	Agree	Neither agree nor disagree	Disagree	Don't know
I found the consultation information clear and easy to understand.				
I found the consultation easy to find on the Ofsted website.				
I had enough information about the consultation topic.				
I would take part in a future Ofsted consultation.				
How did you hear about this consult	ation?			
Ofsted website				
Ofsted News				
Ofsted email alerts				
Ofsted conference				
☐ Another organisation (please specify i	f known)			
Other (please specify) .				
Is there anything you would like us to imconsultations? If so, please tell us below.		do differently	for future	