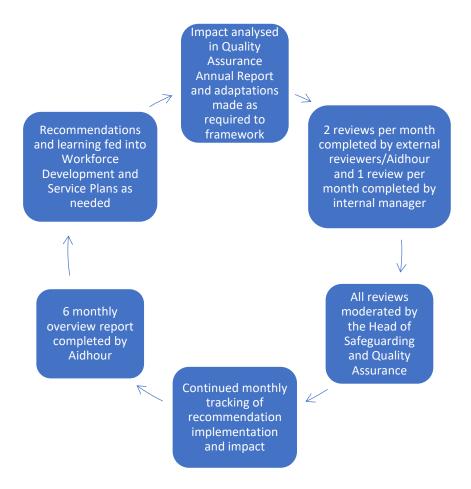**Practice Review Cycle Proposal**
April 2024

At present practice reviews are completed every 6 months by external reviewers from Aidhour. Last year 26 practice reviews were completed by Aidhour and 2 by internal reviewers. This is on average 2.3 reviews per month per completed. It is suggested that we move to a monthly cycle of practice reviews for the reasons outlined below.

Proposed Model

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Impact analysed in Quality Assurance Annual Report and adaptations made as required to framework
    ↓
2 reviews per month completed by external reviewers/Aidhour and 1 review per month completed by internal manager
    ↓
All reviews moderated by the Head of Safeguarding and Quality Assurance
    ↓
Continued monthly tracking of recommendation implementation and impact
    ↓
6 monthly overview report completed by Aidhour
    ↓
Recommendations and learning fed into Workforce Development and Service Plans as needed
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	Strengths and Opportunities	Weaknesses and Limitations
1	**Reduce stress on the operational service.** As 2-3 workers would be having their work reviewed at a time, rather than every worker in the service. Therefore, colleagues would have more capacity to support each other.	**Identification of themes and trends.** Completing a smaller number of reviews may impact on the ability to identify wider themes and trends across the service.
2	**Recommendations would be less onerous to track.** At present once reviews are completed there can be 50 plus recommendations for managers to follow up with all workers across the service. A monthly cycle would mean reducing this to approximately 12 recommendations a month to follow up with 2-3 workers.	**Thematic Reviews.** If there are a smaller number of reviews being completed each month, this may make it more challenging to undertake meaningful thematic reviews, or mean that these would need to completed over a longer period of time.

3	**Increase internal review involvement.** Currently if we want internal managers to be involved in the reviews this means all managers completing reviews at the same time. Moving to a monthly cycle would mean 1 internal manager a month could complete a review, spreading the load across the system in a manageable way.	**Resilience.** If for some reason e.g. sickness, leave reviewers were not able to complete their reviews in the month scheduled. There may not be cover available and this could risk noncompliance with the schedule and too few reviews being completed over the year. Or increased number of reviews being completed in the following months negating the move to the monthly cycle.
4	**Identify immediate needs/action.** At present the reviews can identify action that should/could have been taken within the last 6 months but there is no way to necessarily address this. Reviews being undertaken more regularly could potentially identify more immediate and timely responses to challenges, different approaches, or escalation that could be tried.	
5	**Great visibility and incorporation of Quality Assurance in day-to-day work.** At present QA activity can feel like an add on rather than a part of daily work, due to the 6 monthly emphasis. Having QA recommendations and discussion woven more regularly into the work and supervision would hopefully support greater understanding of the function and impact of QA upon day-to-day activity.	