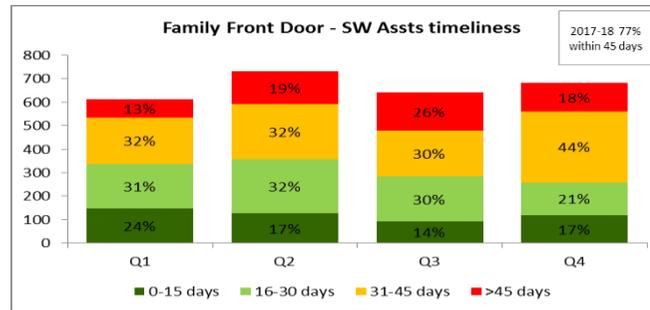
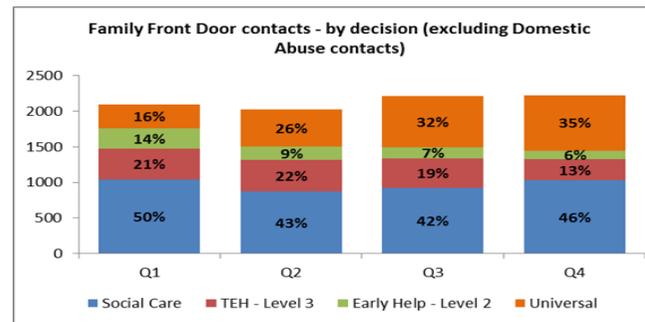
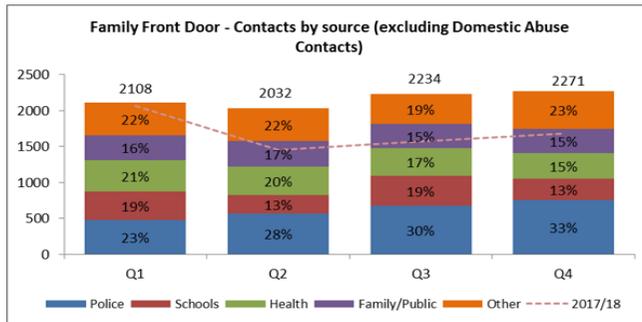


Family Front Door



Analysis - Family Front Door

Weekly and Monthly detailed analysis and audit has enabled us to identify and address issues with staff and partners.

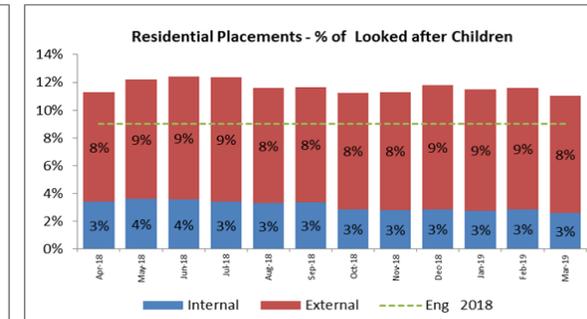
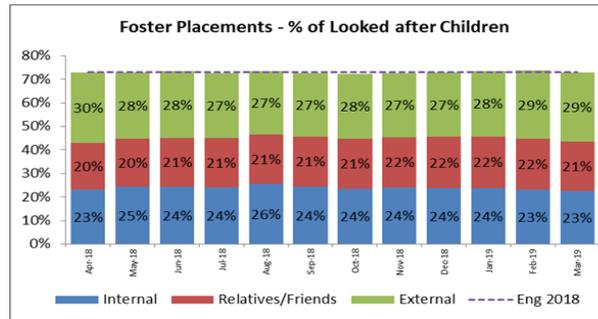
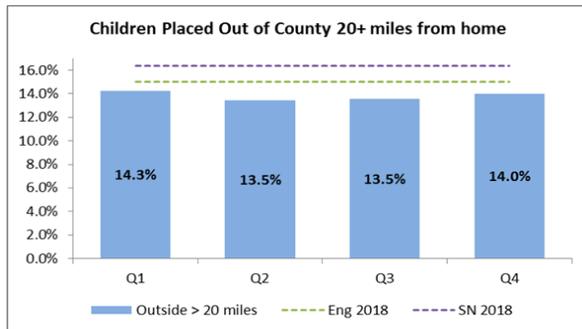
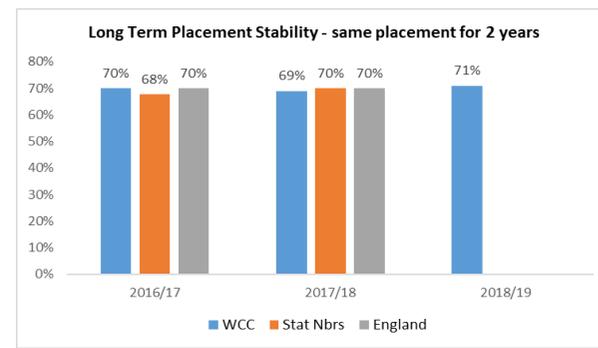
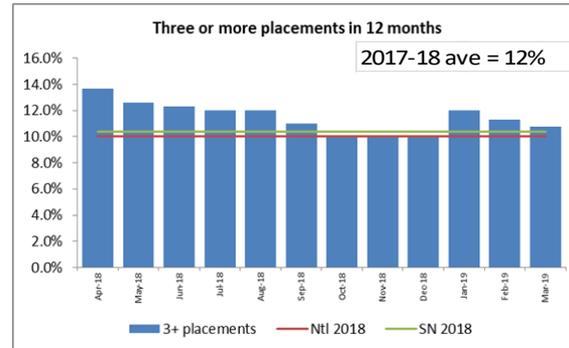
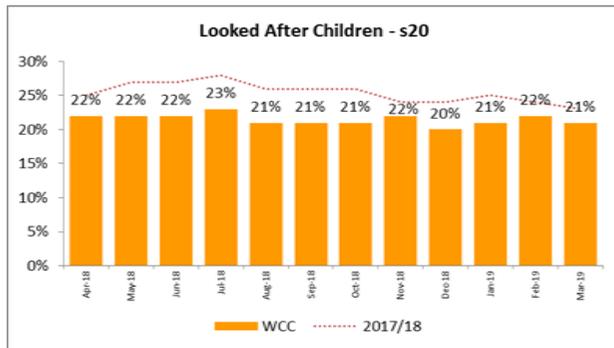
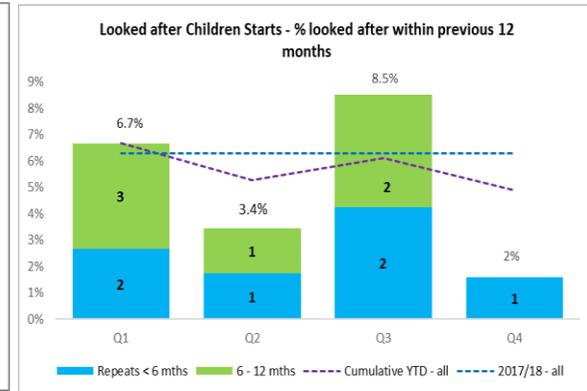
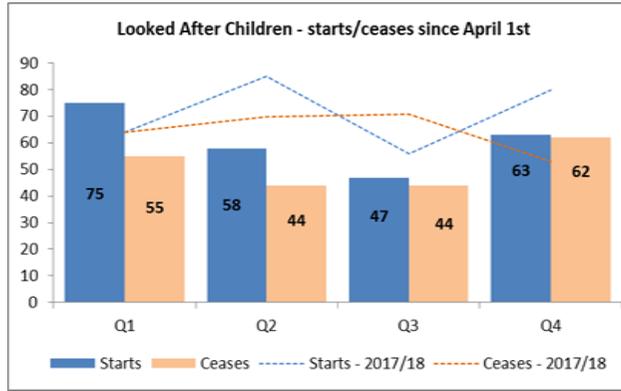
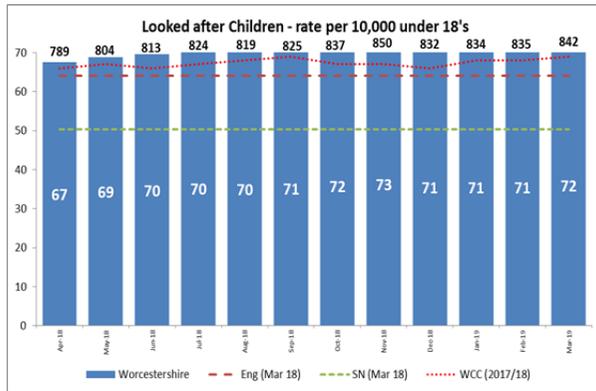
Overall contacts and demand for service show an increasing trend. Although this is a nationally reported trend analysis of our own data and audit over qtr. 3 and 4 shows the increase can be identified as an increase in "Contacts" from West Mercia Police. Escalation took place February 2019, receiving a very positive response from Police and joint workshops are planned with Police and regional LA partners to review the application of threshold and management of risk/demand together.

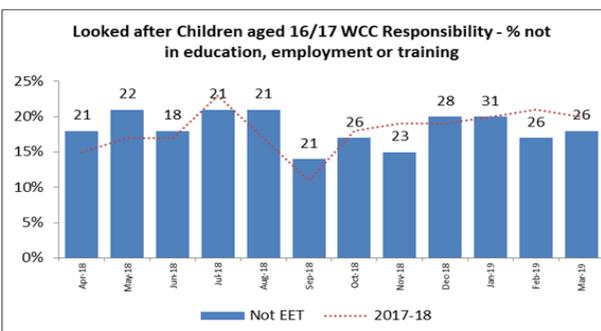
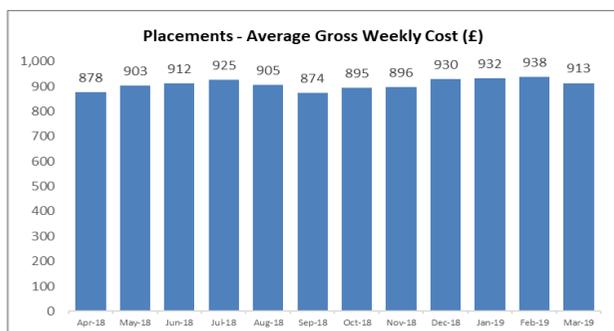
Concern remain that a high proportion of contact at FFD do not result in the level 4 and need for SWA. This means SW time is unnecessarily spent on low level contacts and partners are not using the levels of need sufficiently.

Timeliness of Social Work Assessments remains a very positive KPI with over 80% consistently completed in 45 days and a range of completion rates within that timeframe indicating proportionate assessment based on case need. Monitoring of any backlog of open assessments at FFD also shows good workload management with peaks identified quickly and addressed.

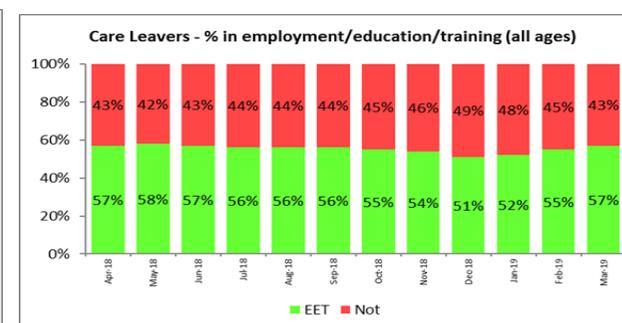
Analysis of the risk factors identified in Social Work Assessments identify 60% identify up to 3 risks and 31% up to 6 risks. Domestic Abuse, Parental Mental Health and Child Emotional Abuse being the top three indicators of risk overall. As we continue our journey of improvement and work with families and partners using the Signs of Safety model and direct work undertaken during the assessment and as the Targeted Early Help Services embed in locality areas we envisage a reduction in Social Work Assessments completed resulting in closure as we help families and professionals to better understand how non Social Work services can help need at a lower level.

Through Care - Looked After Children and Care Leavers





No comparator data is available for this indicator



Care Leavers 18-21 in employment/education/training at 31/03/2019 = 58%
Statistical Neighbours for this age group 2017/18 = 52.5%

Analysis - Through Care

The majority of KPI's for our Looked After Children show sustained or improved trends. We know who our Looked After Children are and we are achieving well in permanency planning for them.

Although the overall number of Looked After Children has increased in year (a trend reflected nationally) and we remain above Statistical Neighbours/England average, our qtr. 4 data shows the "cease" rates are now starting to match "incoming" rates as we achieve more timely permanence for children entering care and have addressed the back log of drift and delay in permanence planning.

Permanency Planning historical trend - At April 2017, 59% of the children in care had been in our care for over two years, this has reduced to 38% at March 2019. Three year Permanence data also shows a continued rise in the number of children achieving permanence via Adoption/Special Guardianship Order/Child Arrangement Order.

Use of S20 Voluntary Care: S20 data also shows a sustained improvement in year with 21% of our total care population being in care on a voluntary basis and all subject to regular permanence planning audit. (prev 28%) In 2016/17 - 20% of children in care subject to S20 spent more than 3 years in care before leaving; this reduced to 11% in 2018/19. During 2016/17 we saw only 39% of our S20 children achieving permanence within 12 months; in 2018/19 this has risen to 62%.

In 2018/19 of the total number of children who left care and returned to parental care was 29%. In relation to children who left care within 12 months of being received into care that cohort last year rises to 53% (39) and this is our target for our edge of care work to prevent care episodes where it is safe and in the child's interests.

42% of children in our care are under 11 years of age and have a high likelihood of achieving permanence outside of LA care. 70% of those leaving care this year achieved permanence through Adoption/SGO or CAO within 2 years (25% within 12 months).

Other positive indicators for permanence are:

- Children placed out of county remain below Statistical Neighbours/Eng.
- Repeat care episodes for children have been low with only 12 children having had a repeated care episode within 12 months in year.
- Long Term placement stability is at 71%
- The % of children with 3+ placements was a concern at the beginning of the year and we introduced "Consolidation Meetings" which has had a positive effect - the figure has reduced to 10.8% at 31 March 2019.
- % of Care Leavers who are in Employment, Education and Training and those "in touch" continues to rise and are above Statistical Neighbours/England KPI for the 18-21 measured cohort.

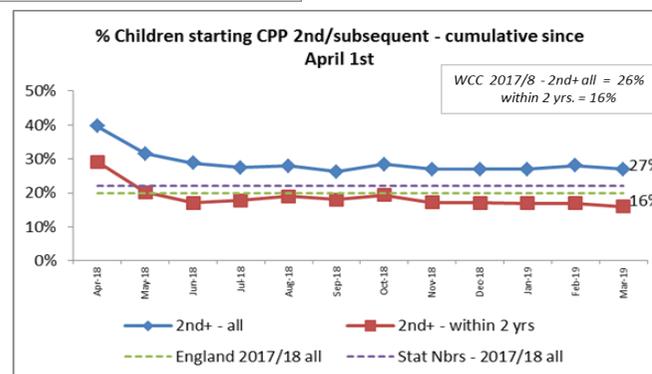
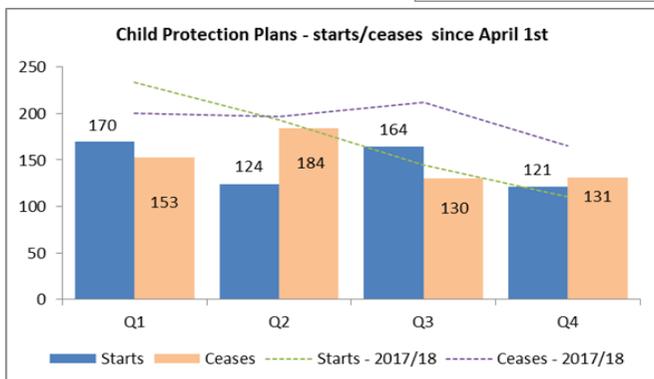
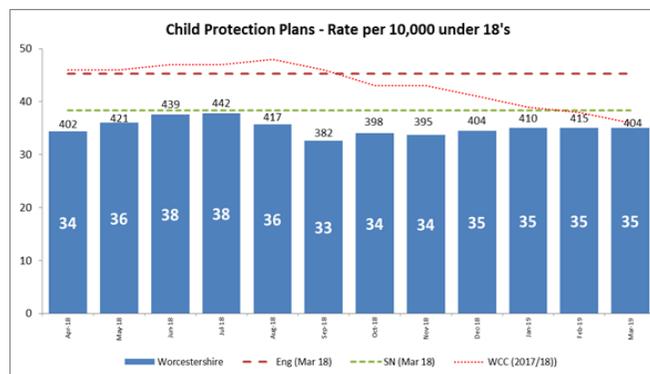
Key performance indicators showing a concerning trends are:

- Looked After Children who are Not in Education/Employment/Training (raised at Corporate Parenting Board and with Virtual Head). Whilst this is relatively low numbers it remains a priority for improvement as we want this to reduce

New Independent Reviewing Officer mid year audit introduced September 18 reported that;

- 69% of children spoken to said they could contact their social worker and felt listened to
- 91% said they felt safe in their placement
- 91% said they were happy with the way their IRO chaired their review.

Child Protection



Analysis - Child Protection

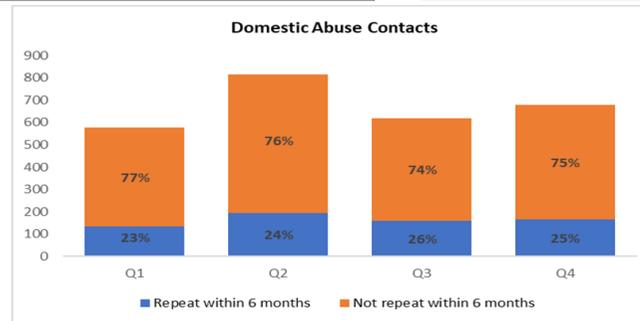
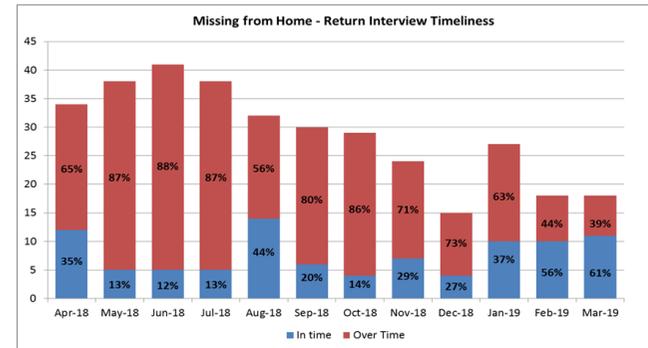
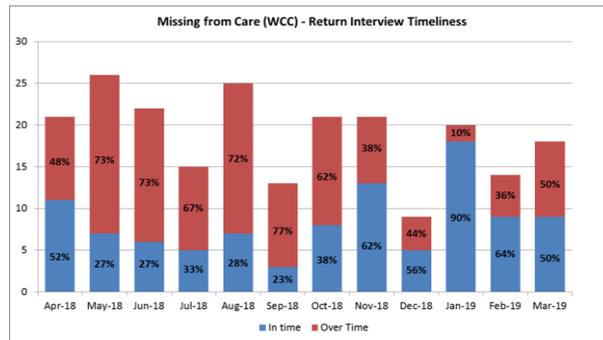
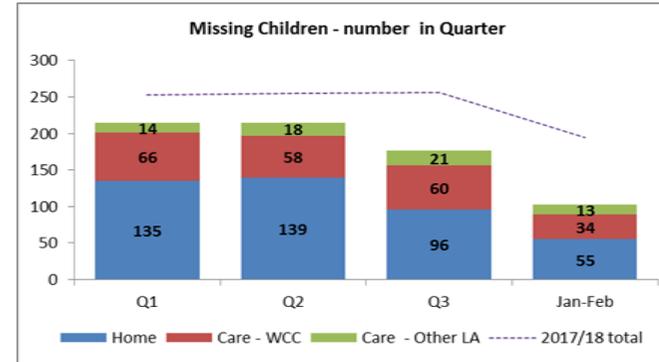
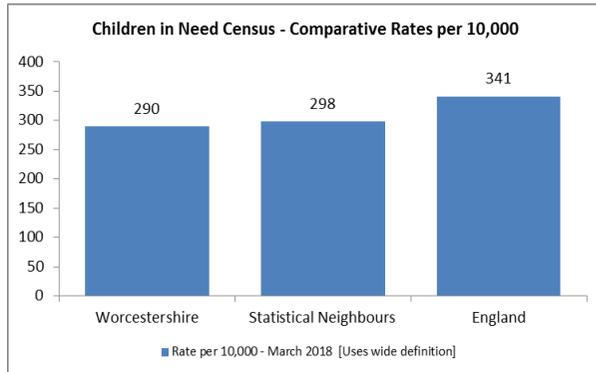
Whilst post Ofsted we saw an expected rise in the number of children subject to Child Protection, through 2018/19 we are seeing the expected reduction. Child Protection cases continue to represent approx. 23% of the Social Work case load. Our social work approach is to ensure we offer support and assistance to a family early through Early Help or our Child In Need interventions but also to take proactive safeguarding action within Child Protection/Public Law Outline arrangements where there are no timely/sustained outcomes for a child; therefore this cohort should always be the lesser representative group.

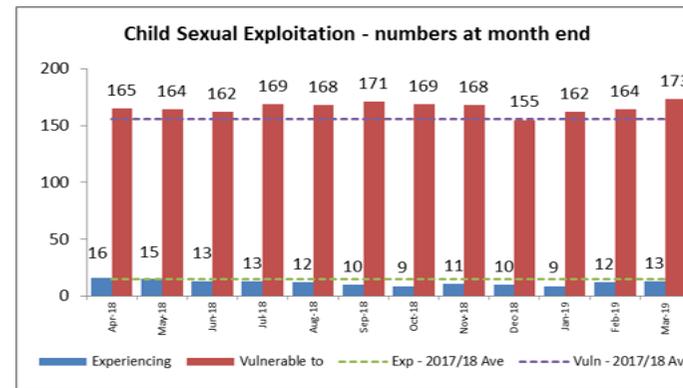
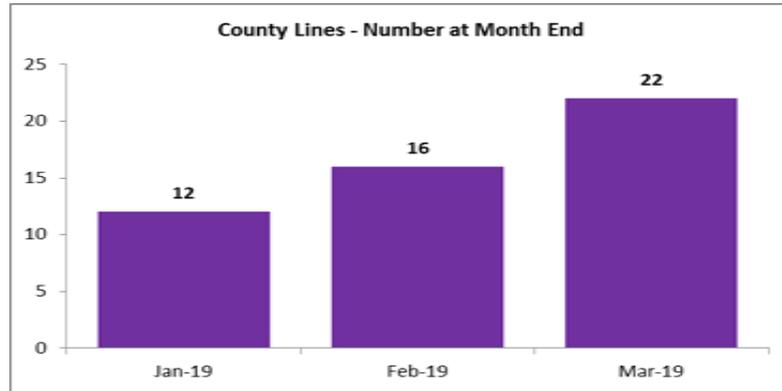
Cross referencing relevant data we can demonstrate good practice with a reduction of repeat plans within 2yrs to 16% which is below Statistical Neighbour and England averages. We have also sustained a high number of Initial Child Protection Conferences resulting in a Child Protection Plan. In 2016/17 on average 39% of ICPCs resulted in "no plan" as the threshold was not met, which is indicative of a misuse of the Child Protection processes. This has reduced to 16% in 2018/19.

Service User feedback within the conference process was introduced last year and figures from the Oct 2018 - March 2019 analysis report are below:

- 84% of parents report having received the social worker report in advance of the conference, a rise from 75% when we started this feedback in April 2018
- 93.5% said they felt the social worker explained why we were worried about their child before the conference
- 93% reported they understood what needed to change
- 93% said the social worker gave a fair report and reported on what was going well not only the concerns
- 91% said they felt they were given the opportunity to suggest how problems could be solved

Children In Need





Analysis - Children in Need

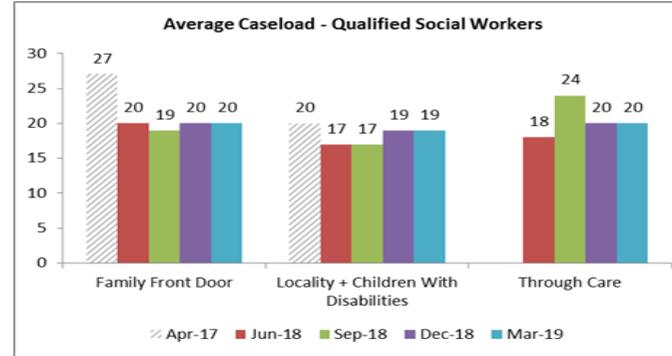
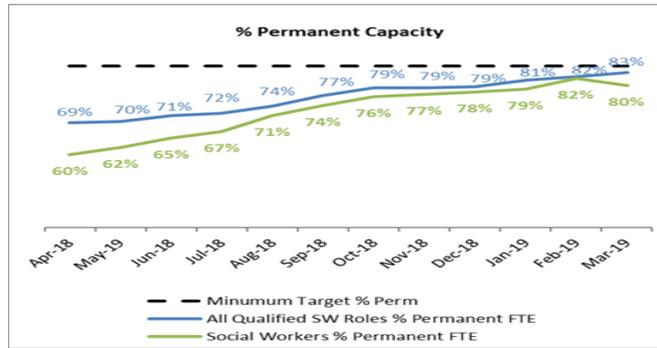
Children in Need figures for Worcestershire are in line with our Statistical Neighbours in rates per 10,000.

Our approach is to offer early help and support via Child In Need plans where it is safe to do so and to then ensure there is no drift and delay in achieving outcomes for these children. In 2017 we introduced a managerial review of all Child in Need cases at 16 weeks having identified that 48% of the CIN cohort had been open to the service for over 35 weeks. By March 2018 this had reduced to 22% which has been sustained through 2018/19.

Introduction of Missing Children Officers in Feb 2018 has shown a significantly positive impact on the number of children missing incidents and children involved in incidents. Through 2017/18 the quarterly average was 333 incidents involving 238 children. 2018/19 data shows a qtr. on qtr. reducing number of incidents and children involved in those incidents down to 159 incidents involving 102 children for qtr. 4. Timeliness of interview is also showing significant improvements now the role has embedded rising from an average of 14% in the preceding six months to implementation of the role and then a steady increase to 58% in time for qtr. 4 of 2018/19.

Development in Frameworki enables us to flag children at risk of exploitation ensuring this data is shared with partners and information decisions on assessments and plans

Staffing



Analysis - Staffing

All Social Work permanent staffing has increased from 71% (March 18) to 82% (March 19)

Front line Social Work permanent staffing has increased from 61% (March 18) to 82% (March 19)

Vacancy rates are at 20% with 22% of agency in post covering all vacant posts

Social Work turn over has reduced to between 17 - 15% May 18 - March 19 (stable now for over 10 months)

Average case loads for social workers have reduced and the reduction has been sustained in 2018/19

Social Work health checks and annual an three year comparison March 17, March 18 and March 19 all show continued positive response from staff