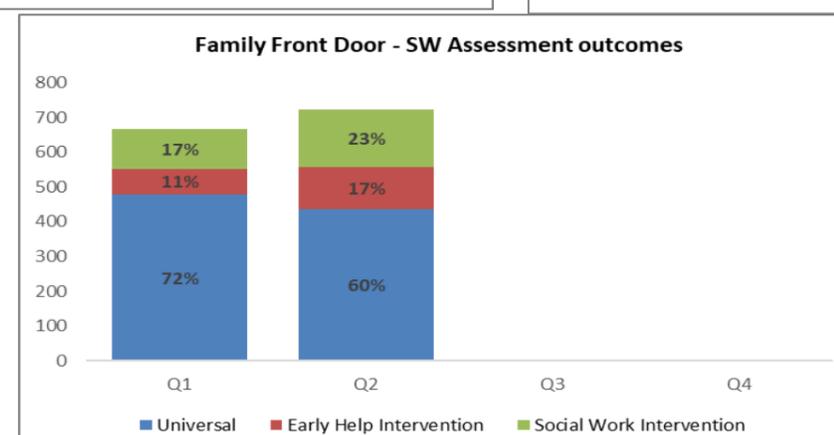
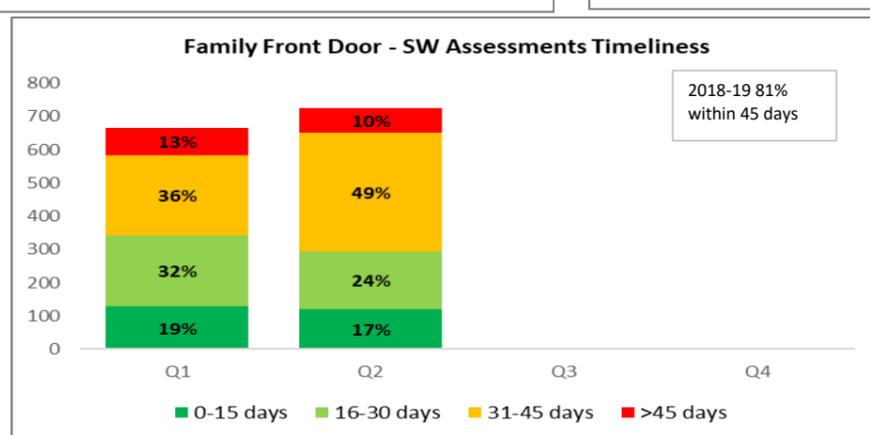
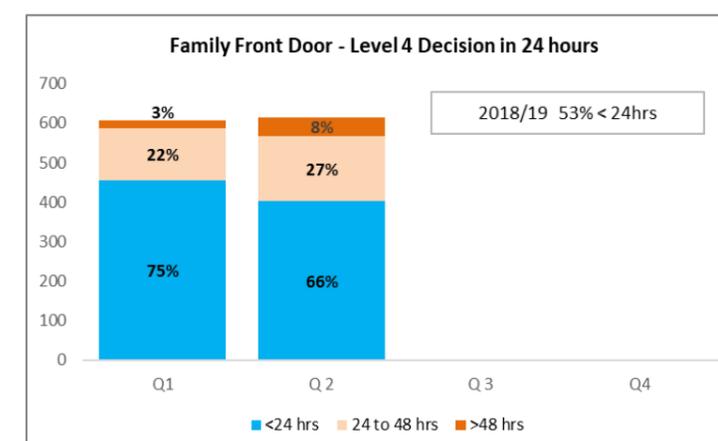
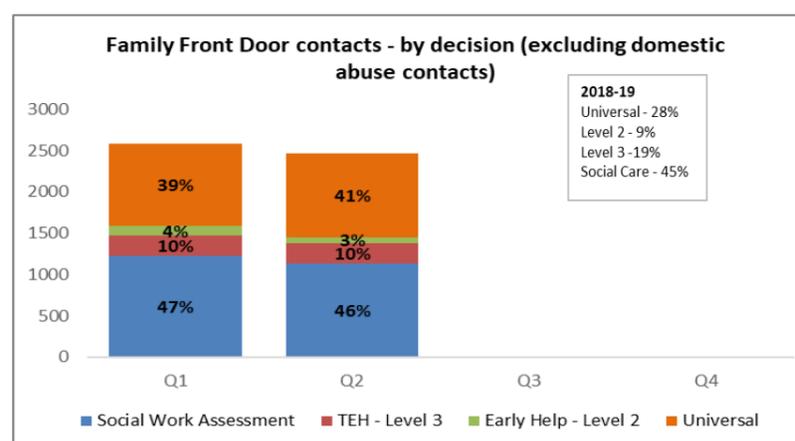
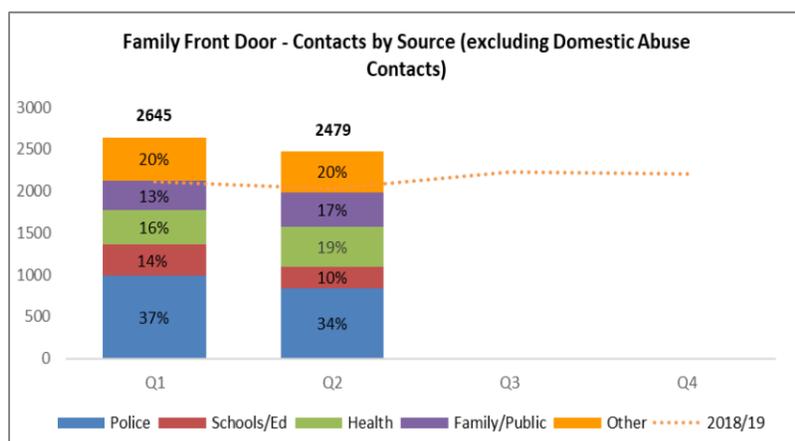


Family Front Door



Analysis - Family Front Door

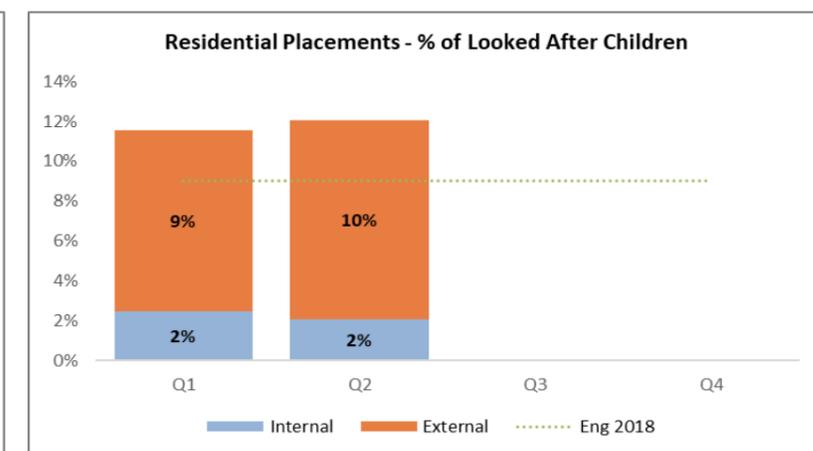
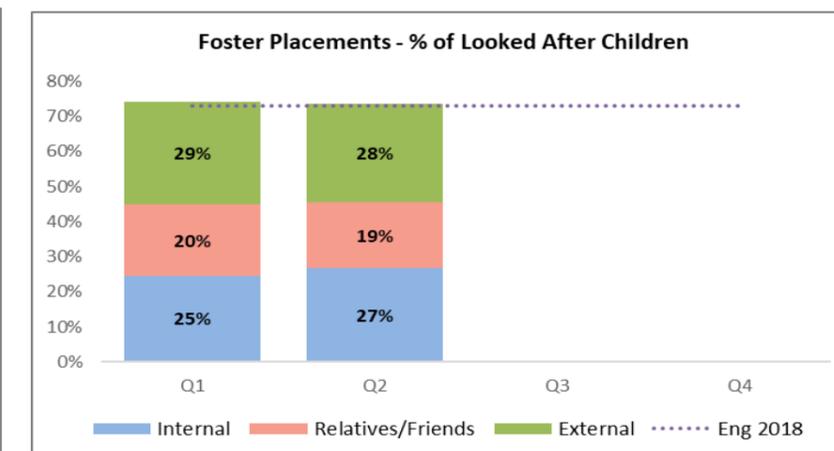
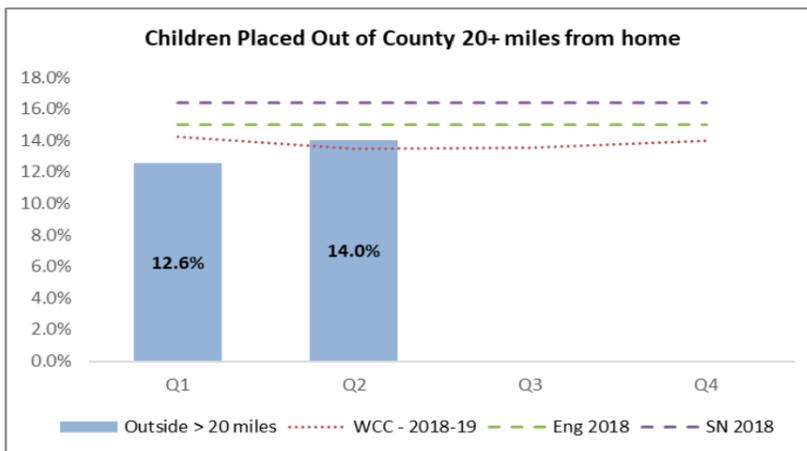
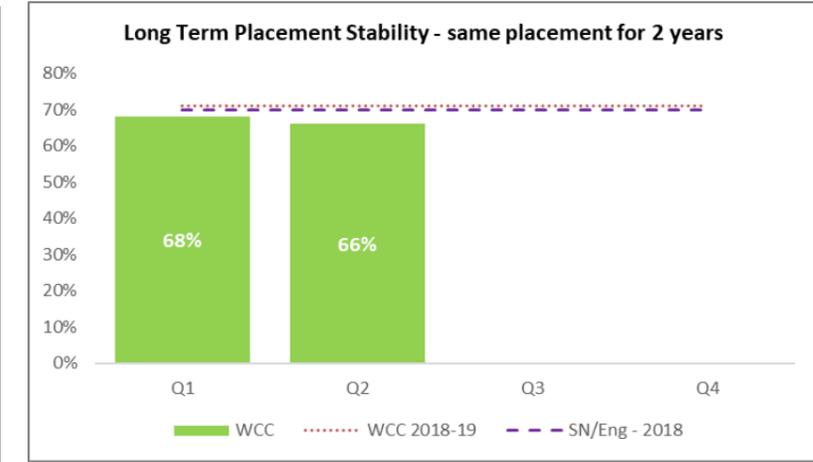
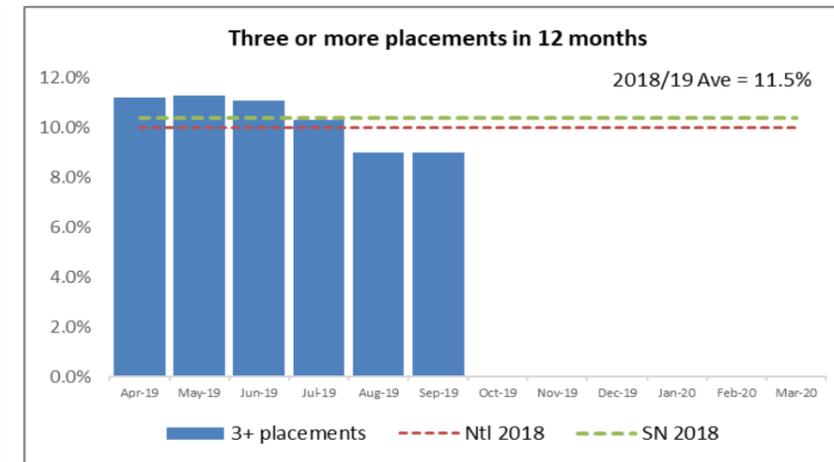
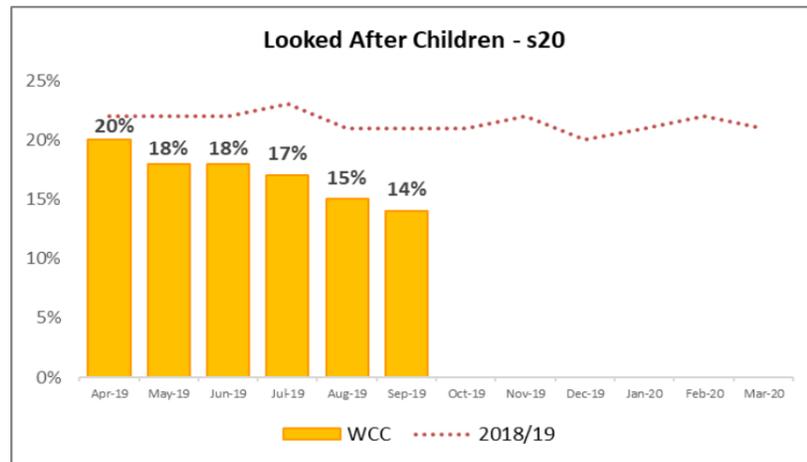
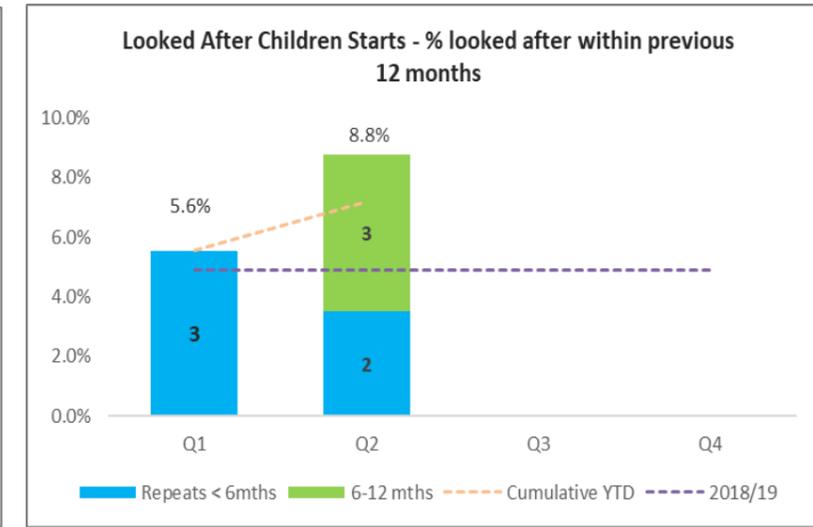
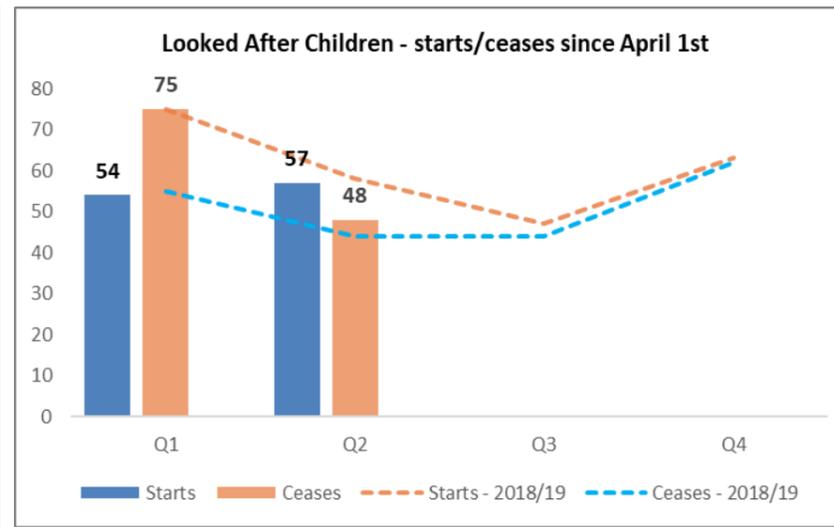
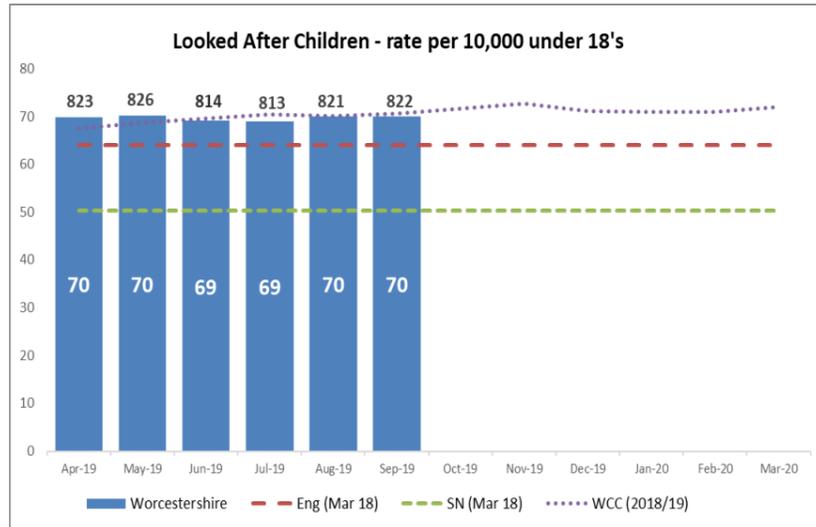
Contacts resulting in the need for SWA is a slightly improved picture at 47.46% but we continue to have 44% of contacts resulting in level 2/1. Our target is 60% of contacts to result in the need for a SWA as this would reflect partners identifying early help to families directly and enabling families to get support in a timely way avoiding unnecessary use of FFD processes. Front door decision making teams have had 2/3 manager post changes this qtr. which has impacted on timeliness of managerial decision making.

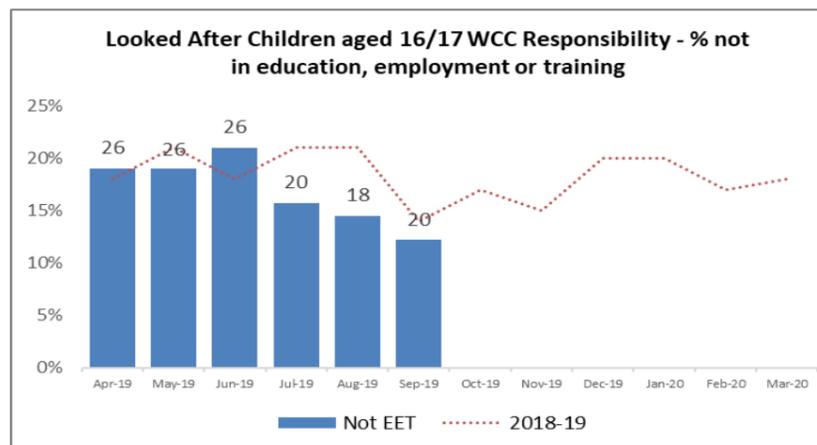
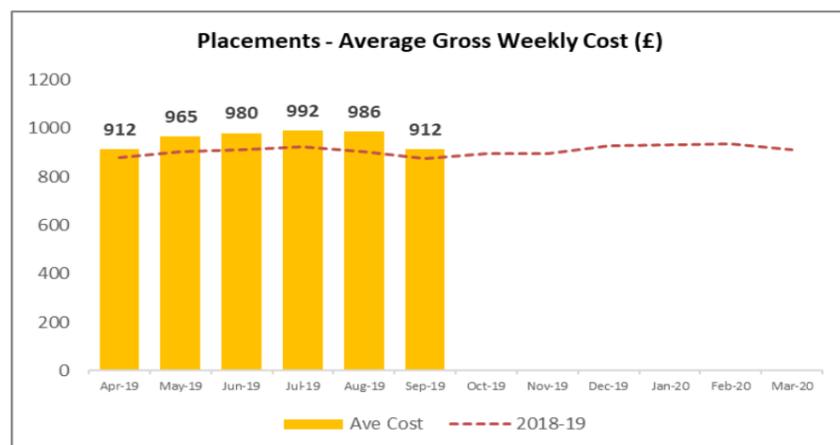
School data shows a good application of threshold with over all 79% (at level 4 or 3) and 65%+ of contacts resulting in the need for SWA at level 4 and an appropriate smaller 12% resulting a level 3. Much work has been done through the DSL group and this is showing a good outcome. Further work with the wider Partnership will be part of the QAPP programme as a sub group of the Safeguarding Partnership

Demand and turn over at FFD remains high with over 700 social work assessment starting and ending this qtr. The team are commended for the workload management with SWA timeliness at 90% this qtr. The number of SWA resulting in the need for a continued SW intervention is 23% an improvement from qtr. 1 (17%) but still too low.

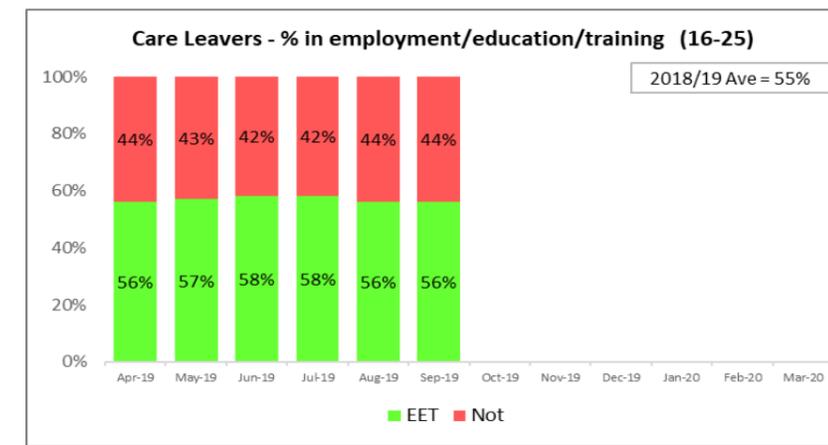
New Data set now being provided to QAPP for multi agency review / audit and FFD quality assurance programme will target internal areas of practice for review.

Through Care - Looked After Children and Care Leavers





No comparator data is available for this indicator



Care Leavers 18-21 in Employment, Education or Training as at 30 Sept 2019: 59%. 2017/18 figure for Statistical Neighbours: 53.7%

Analysis - Through Care

Our overall New accommodations into care in quarters 1 and 2 (111) continue to be lower than in the same period 17/18 (147) and 18/19 (130). We have also seen a rise in children leaving care year to date (123) than in the same period 18/19 (99) this means the total number of children in our care is steadily reducing.

Threshold for Care

The number of children in our care on a voluntary order (S20) is now 14% and the stable trends shows this reducing through 18/19 and 19/20 as we are working to support and manage risk with children at home.

Children and Young People leaving our care

Of the children who have left care 57/123 were S20 and the duration of their time in care shows a wide range from a few days to over 6 years. 63 children and young people leaving care year to date were subject of a legal order. 33/63 achieved permanency via Adoption/SGO or Child Arrangement Order. 24/33 left care within 24 months (11 in less than 12 months) of having been accommodated. This is timely permanency for a significant number of children. Of the total care population (legal orders and S20) 59 children (47%) who left care are aged 16 -18 years, these are the young people we will continue to support in their stable placement and support an exit plan from care matched to their individual needs and circumstances. Where possible we will support them to return to Worcestershire to live and support them into semi independent living arrangements to best prepare them for independence.

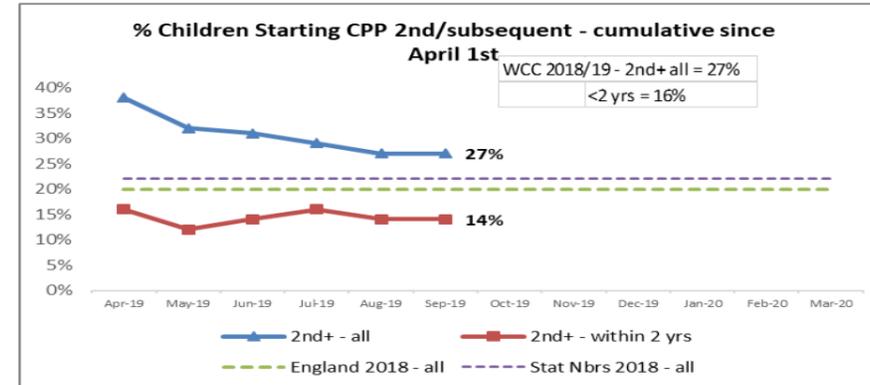
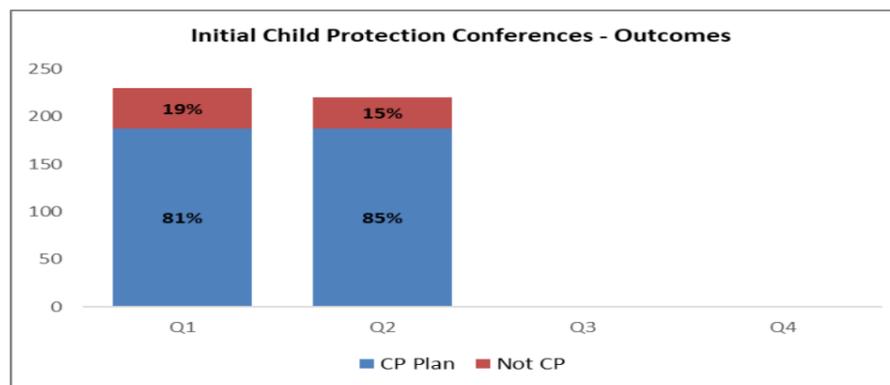
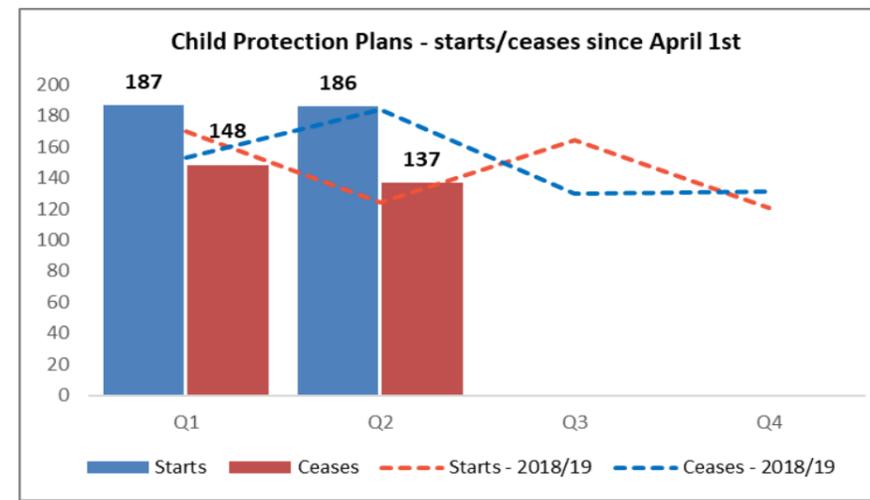
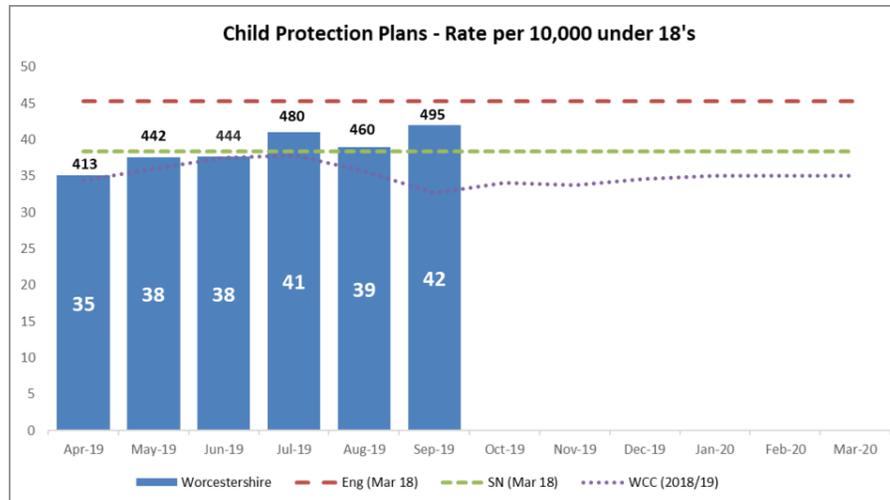
Negative KPI's

Pathway Plans, Health Assessment and Looked After Reviews and Visits have all shown a insufficient rise or slight reduction in timeliness' of completion. Qtr. 2 includes the months of July / Aug which has a pattern of dips in performance due to higher demand in work coming in through the system and a reduced staffing cohort due to AL. This reinforces the staffing structure to be at a minimum and leaves very little "headroom" to manage changes in workload /flow. However the drop indicators do not reflect children left at risk of harm only overdue activities historically addressed as we move through Qtr. 3.

Positive KPI's

We can see the positive impact the new NEET & Missing Mondays panels with the NEET cohort reducing for the first time in 18mths and good increase in; use of internal foster care; reduction in placement moves 3+, (outcomes of consolidation meeting) and lower weekly cost of placements are all interlinked KPI's and a reflection of managerial "grip" on the service and systems.

Child Protection



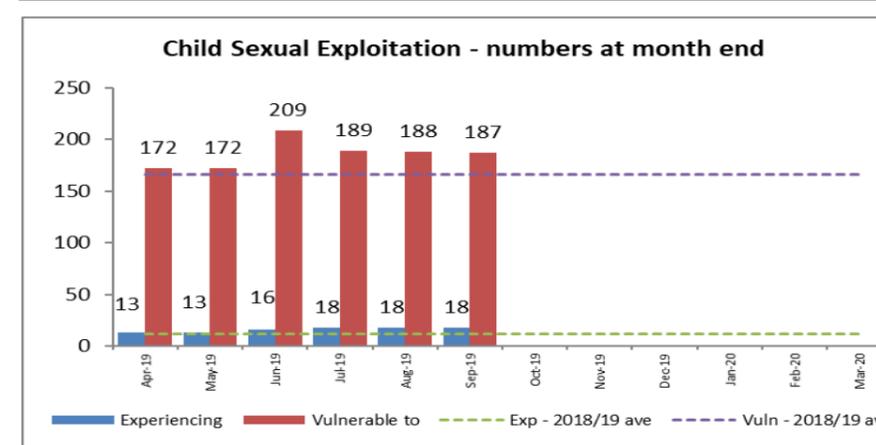
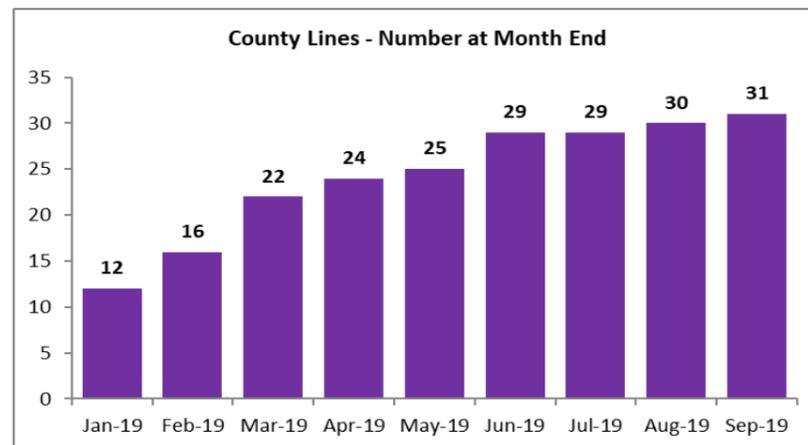
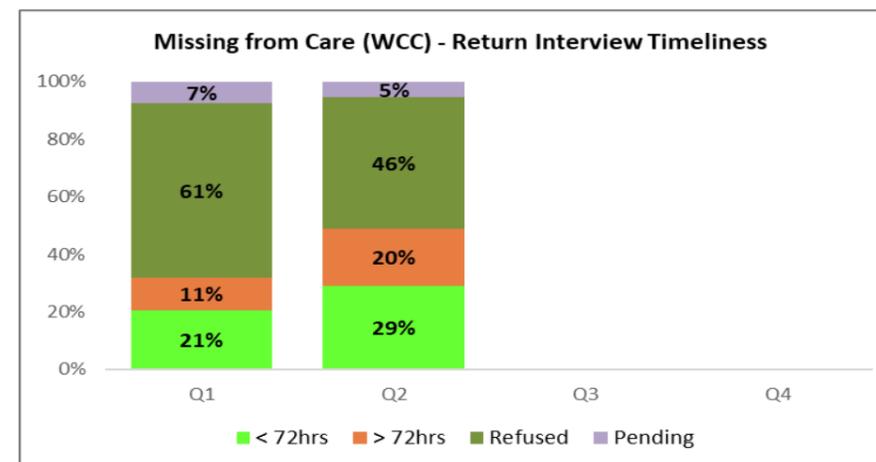
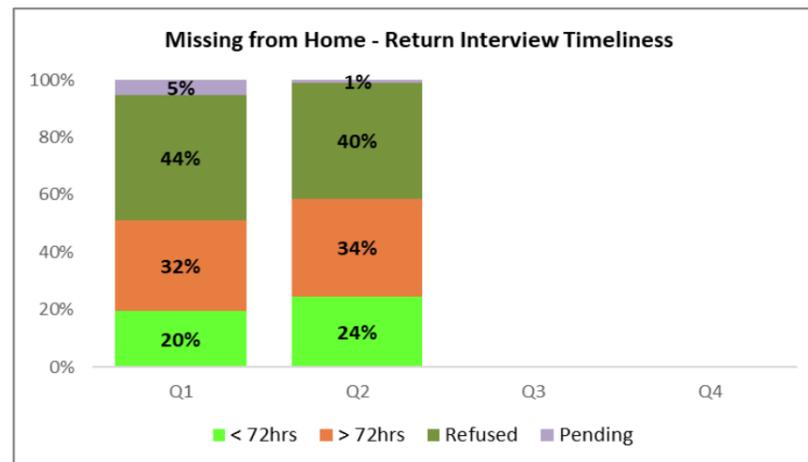
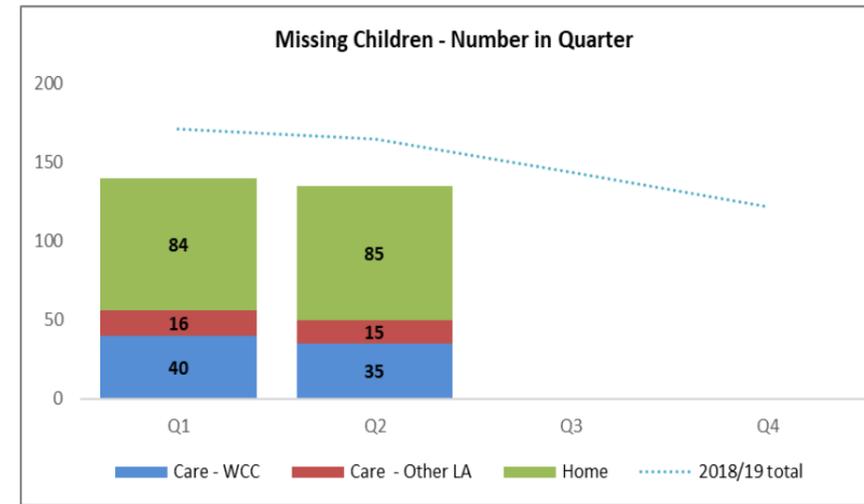
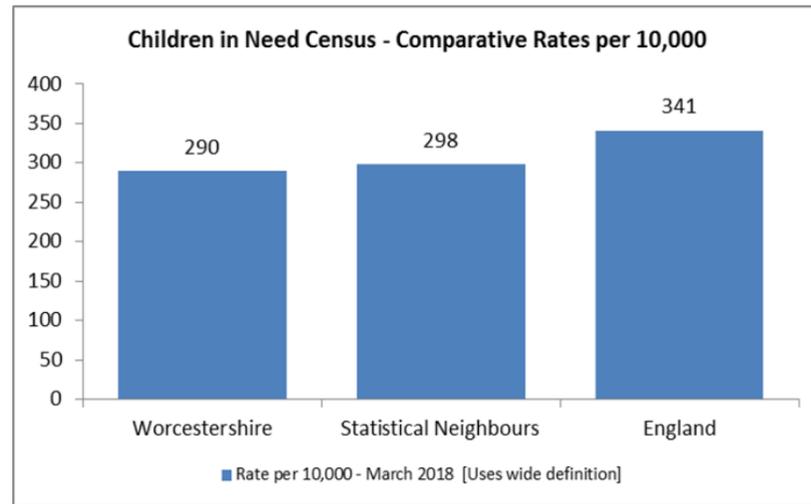
Analysis - Child Protection

Our rise in the number of children and young people subject to child protection continues as we seek to work with partners to;

- manage risk in the family home,
- have firm and consistent application of threshold in each category of harm,
- raise the understanding of the impact of Neglect on children
- prevent premature case closer at 3months (first review) and as such reduce the need for repeat plans in under 2 years.

ICPC outcomes reflect 81 - 85% of ICPC resulting in a CP plan - this is reflecting the value of the multi agency conversation and Signs of Safety methodology used in conferences to agree the true level of risk. Ultimately we would seek this to be a higher outcome to ensure we are not putting families through the children protection process unnecessarily but this is a multi agency journey that includes parents and young people to share and agree risks and needs.

Children In Need



Analysis - Children in Need**Analysis - Children in Need**

We can see a slight increase in our CIN population to 44 per 10,000 from 42 year end 18/19. Applying an appropriate threshold at CIN is linked to, and as important as for Child Protection and Care. The increase in CIN and CP and decrease in Looked After new entrants is part of the scale of interventions and we would want to see this pattern continuing if we are to recognise of vision of "Valuing Family Life" and ensuring families access early help and Target Family Support early and at the lowest level first.

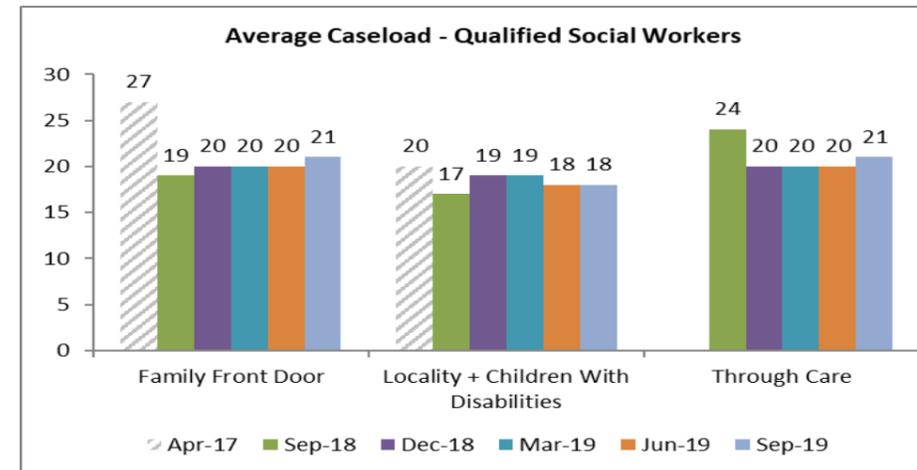
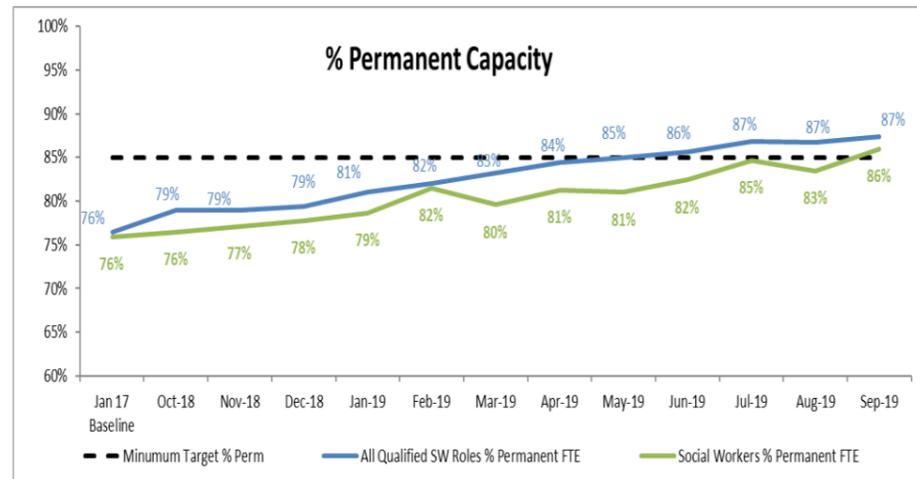
Our Outcomes for Children In Need shows a small % resulting in Child Protection and Care which is reflective of an appropriate threshold for social care where the majority result in an effective intervention but a recognition that CIN interventions are at the "At risk of" children protection/care threshold and without intervention would likely result in needs becoming more complex and higher risk. Our approach is in line with the Children Act 1989 that determines a Child in Need if they are unlikely to attain what is an expected level of health and development without the support of services.

Additional Vulnerabilities.

Identifying children experiencing the additional vulnerabilities across Missing and the Get Safe agenda is an important part of identifying needs. An Increase in children "vulnerable to" CSE and County Lines is a positive KPI reflecting identification of need by professionals through assessment and information sharing. These risks exist in cases of children open to CIN/CP and Care.

We can also see a positive reduction in the number of incidents and children involved in such incidents of being missing. 18/19 qtr. 2 identified 58 children missing from care down to 35 this qtr. and for Children Missing from Home 139 down to 85 in this last qtr. *Qtr. comparisons take into account seasonable impacts.*

Staffing



Analysis - Staffing

Permanent staffing overall and permanency of social work front line case holding staff shows a sustained positive picture building on the improvement made throughout 18/19

Use of agency staff continues to be low - agency staff are used to cover vacant posts, sickness and maternity. However the turn over of individual agency workers in one cover post is still a change for case managers due to poor performance of individual agency staff.

Average case loads remain on target in all areas of the services but we still have too many social workers with over the target. Agency turn over impacts significantly on this as we change agency staff we have to re-allocate cases to some permanent workers in order to bring both permanence to a child and also experience to some complex cases. However staff report manageable work and morale throughout the service is high.

The next Staff Health Check will be undertaken Nov/Dec 19