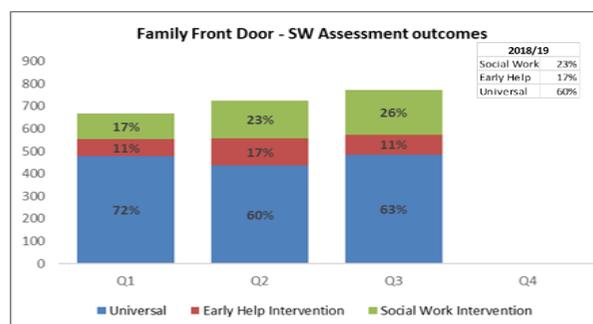
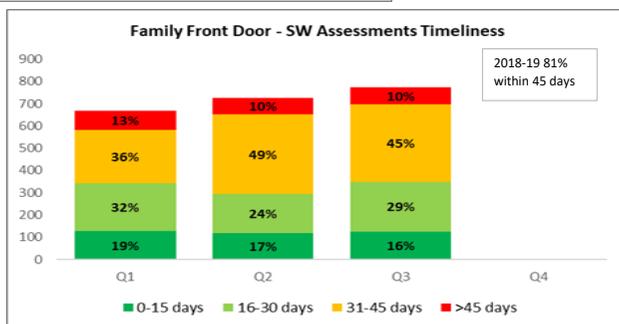
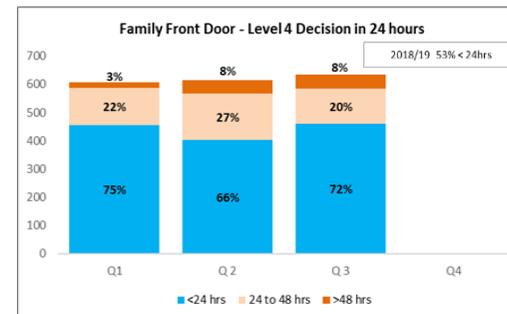
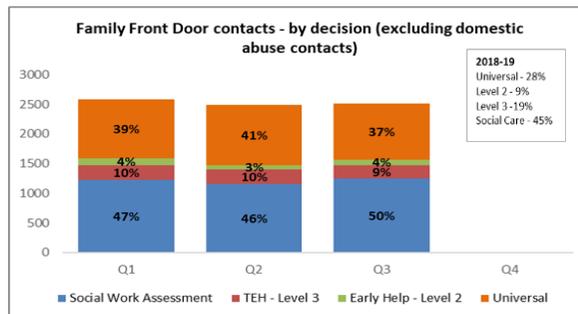
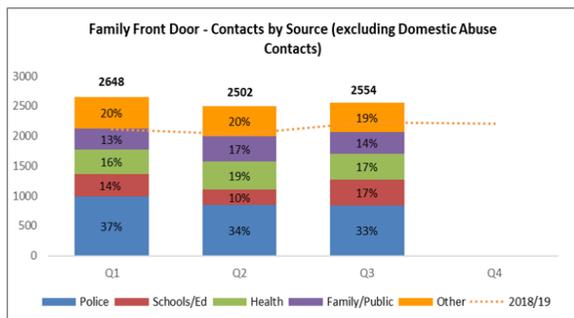


Family Front Door



Analysis - Family Front Door

Work at the Family Front Door continues to show positive performance against key KPI's and importantly evidence of sustained improvement in most areas through 19/20 from those achieved in 18/19.

Contacts by source remain consistent with a dip in Schools during holiday periods as expected. This shows agency partners and the public continue to have access to the Family Front Door as a single point of contact.

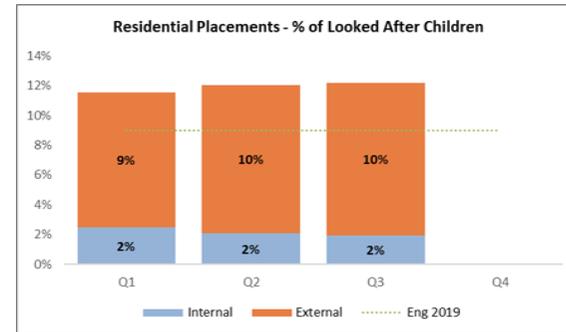
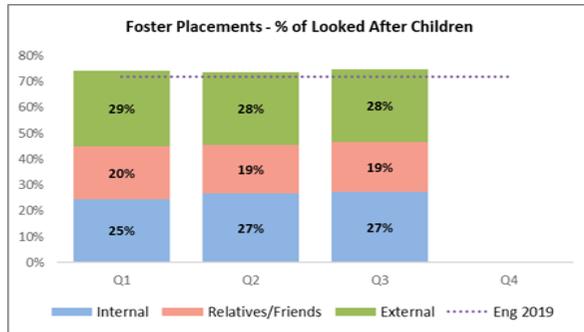
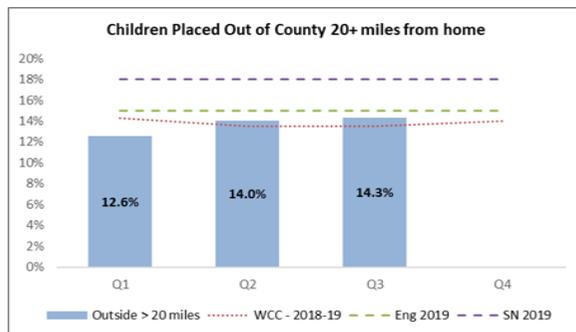
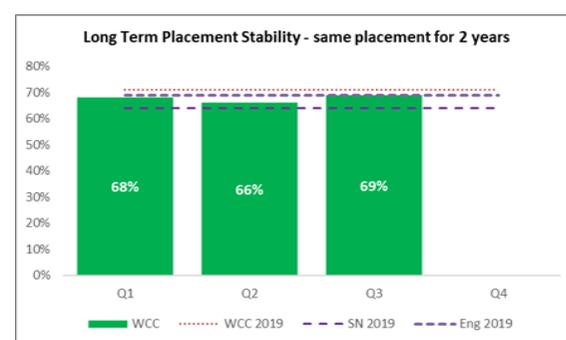
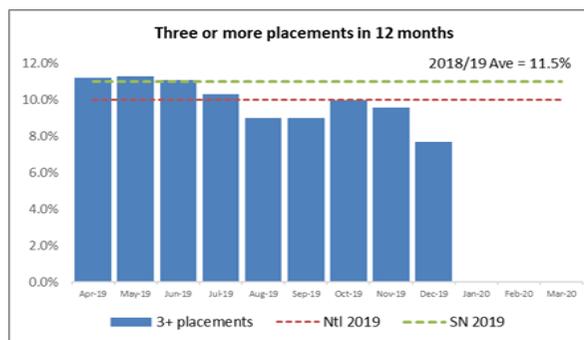
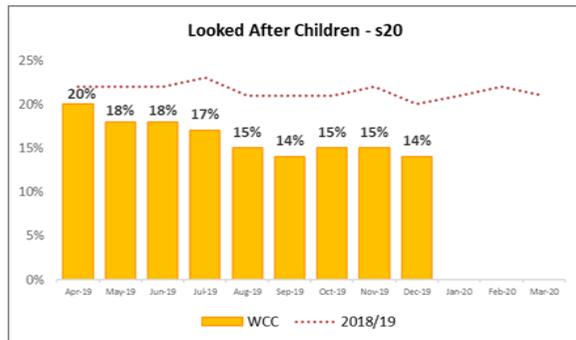
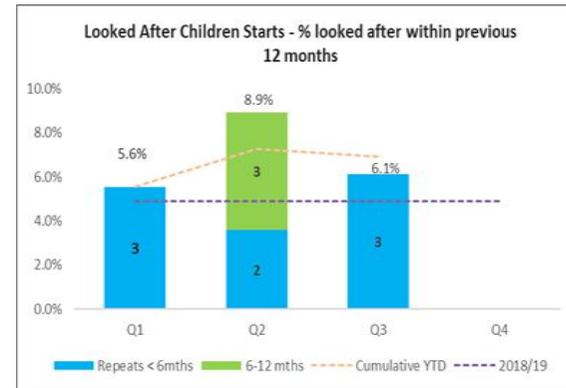
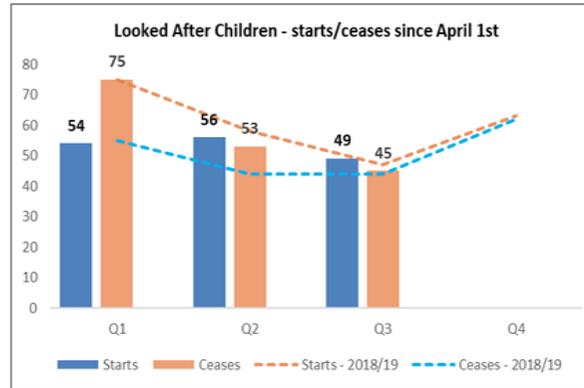
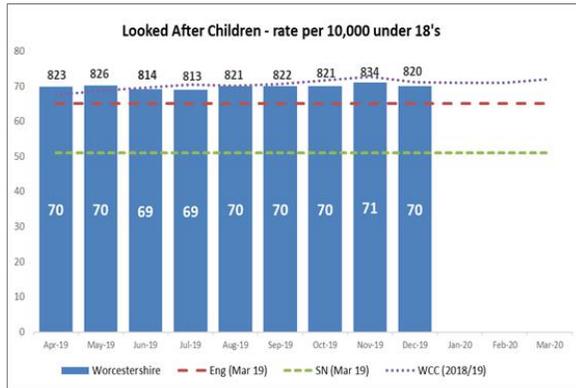
We have an increase in the overall number of contacts resulting in the need for a Social Work Assessment from 47% qtr.1 up to 50% qtr.3 which is a positive improvement on 18/19 data which averaged 45%.

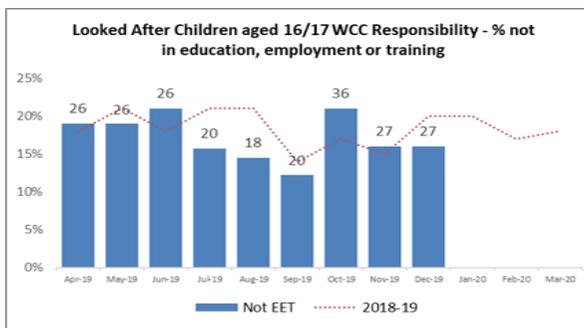
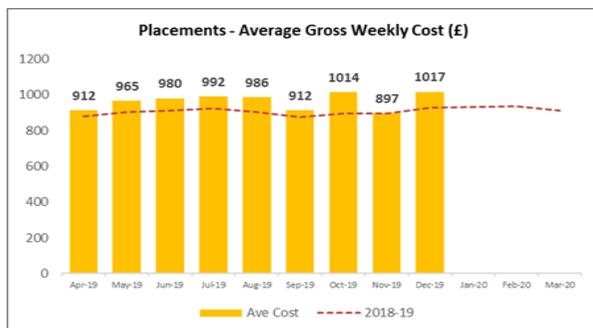
Decisions on contacts in 24hrs has increased following targeted work done with newly appointed managers but remains a focus both in management of incoming work and the quality of referrals on which timely decisions can be made. However the current performance at 72% is a significant consistent improvement on 18/19 data of 53% averages.

Timeliness of Social Work Assessments remains very positive indicator at 89%. This is significantly higher than SN/Eng. averages of 79% and 83% respectively

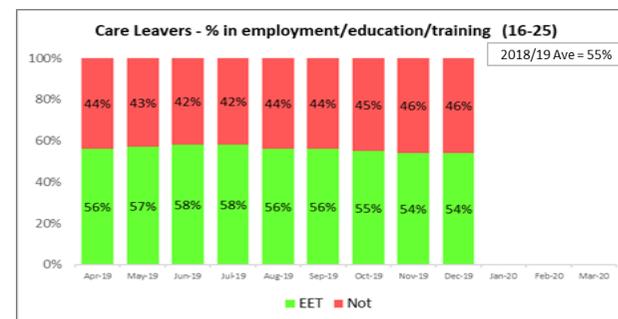
Outcomes of Social Work assessment identifying a "child in need" is also a continued positive trend through 18/19 into 19/20 rising from 17% in qtr. 1 to 26% qtr. 3. However we want to see this rise further to ensure we are using the SWA process and qualified SW resource to best value and ensuring children and families are not unnecessarily subject to a Social Work Assessment where an early help assessment and intervention can identify and meet needs.

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 31 Dec 2019: 57%. Latest comparative figure for age 18-21 using national annual snapshot methodology (2018/19) - Statistical Neighbours: 53%, England: 52%

Analysis - Through Care

The total number of children in our care continues to slowly decrease though at this time we remain higher than our SN/Eng. averages. At qtr. 3 of 18/19 there were 832 children in our care against a current figure of 820. This is a result of a continued reduction in new entrants, (159 year to date against 180 for the same period last year) and an increase in the number leaving care (174 year to date against 143 in the same period last year). The increase in those leaving care is reflective of children achieving permanence faster and the long term cohort attaining 18 years.

Based on 19/20 data an average of 57 children leave care each qtr. The % of children achieving permanency via (Adoption/CAO or SGO) was 31% full year 18/19 and currently sits at 26.5% end of qtr. 3. The % of children leaving care for independence was 10% full year 18/19 and is 8% and the % leaving care to return to parental care was 26% in 18/19 and remains at this same % year to date. We currently have 20 young people who will attain 18 years of age by end of year who will become part of our Care Leavers cohort. Our "duration data" shows that during 18/19, 19% of children achieved permanency within six months of entering care **increasing to 25% in 19/20 which is reflective of our timeliness in PLO.**

The number of children in our care under S20 continues to be low at 14%, a reducing trend through this year and last as we support children and young people to remain at home where it is safe to do so.

We have achieved positive outcomes for Looked After Children who are 16+ and NEET through focused case reviews in "Missing Monday" meetings

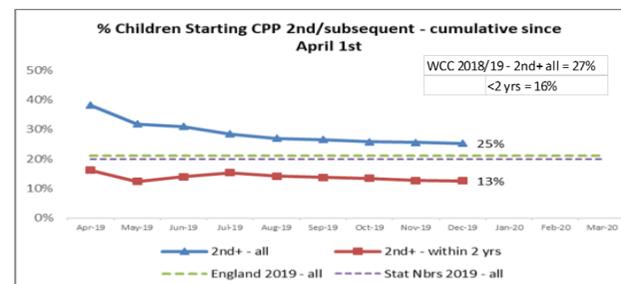
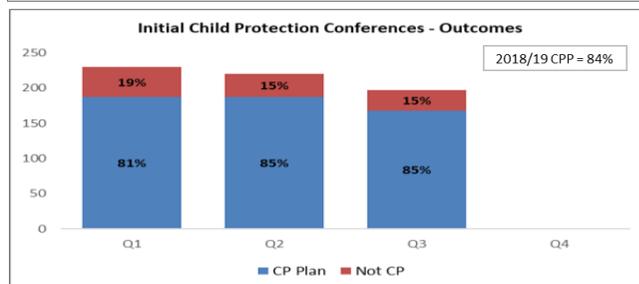
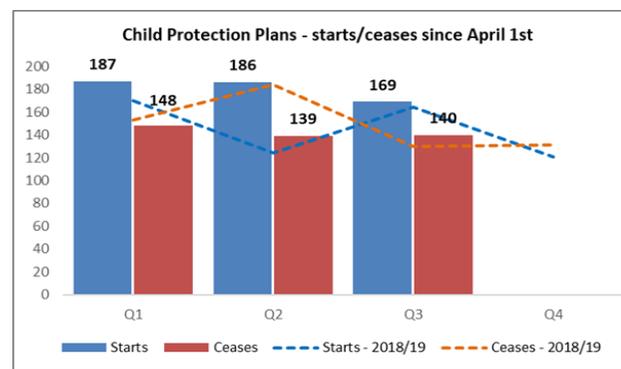
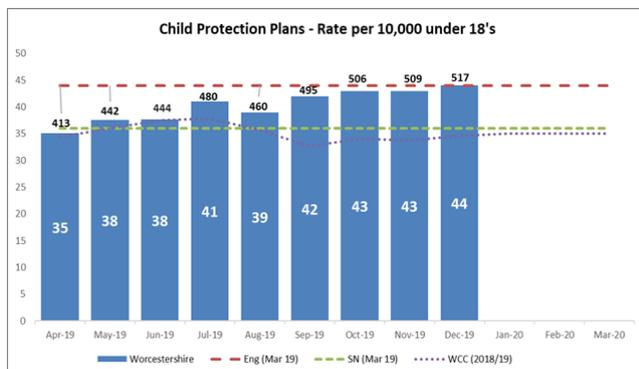
We have achieved and sustained positive outcomes in placement stability for our children in care with a reducing the number of children experiencing three or more placements down to 8% on an already positive figure achieved in 18/19 and below SN/Eng. averages. The stability of children in placement for more than 2 years is also above SN and line with Eng. averages.

New management in our Independent Fostering Agency has seen an improvement in the use of in house foster care above Eng. averages although we remain above Eng. averages for use of residential care.

We can see a small increase in children placed out of county and over 20 miles from home, at 14%. This is reflective of complexity of needs being presented by some young people whose needs cannot be met by a local internal or external resources. These are largely secure and or high need self harm. However we remain below Eng. and well below our SN average at 15% and 18%

During qtr. 3 we have had some change and challenge in our Care Leavers service with one manager leaving and one on medium term sick leave. Targeted work is underway to provide additional managerial cover. We remain above SN/Eng. averages for Care Leavers who are EET but below for those "in touch" and those recorded as "in suitable accommodation".

Child Protection



Analysis - Child Protection

Our rise in the number of children and young people subject to child protection plans now puts us in line with Eng. averages. The rise in CP is reflective of our work with partners to;

- Manage risk in the family home and prevent care where it is safe to do so
- Have firm and consistent application of threshold in each category of harm
- Address both premature closure at first review and long term "monitoring" of families in risk adverse practice
- Raise the understanding of the impact of Neglect on children

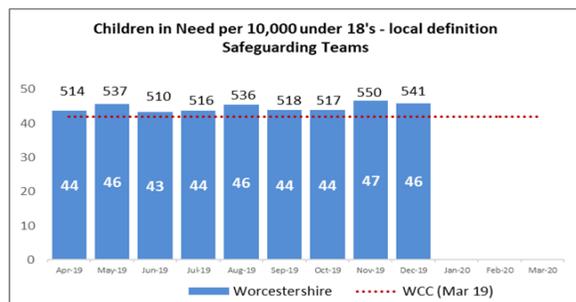
Data audit has shown a reduction in the number of children coming off a CP plan at 3 months (first review) down to 16% year to date from 20% at 18/19 year end. We can also see a positive rise from 49% up to 57% in the number of children coming off a plan at 9 months in line with development managerial oversight.

In terms of sustainable outcomes for children, whilst we remain higher than SN/Eng. for repeat plans over 2 years we see a continuing reducing trend in repeat plans in less than 2 years down to 13% well below SN/Eng. averages of 21%. Audit has evidenced repeat plans over two years is reflective of historical (4yrs +) poor decision making, professional over optimism and limited support on step down which has been addressed in our culture of practice improvements and by the use of the signs of safely model.

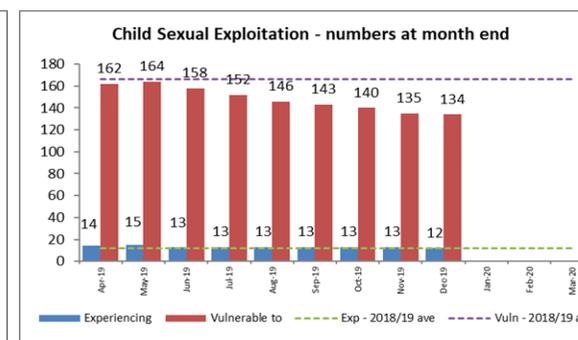
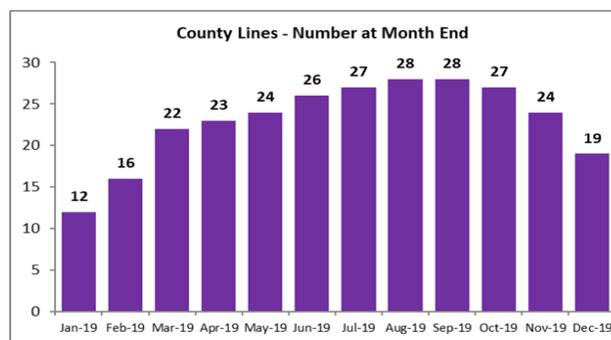
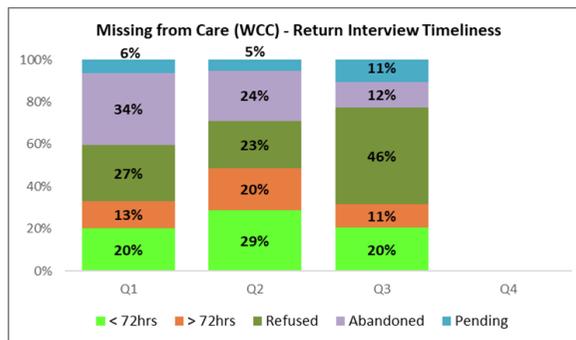
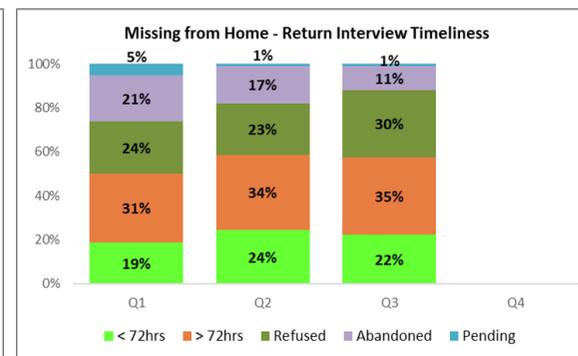
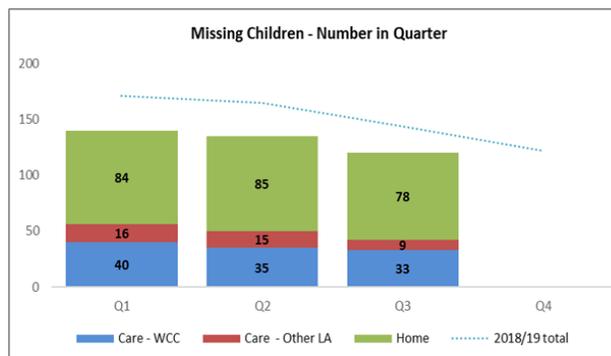
85% of ICPC's result in a CP plan - this is reflecting the value of the multi agency conversation and Signs of Safety methodology used in conferences to agree the true level of risk. Whilst this is a considerable improvement on data from 17/18 averaging 77% and significant inconsistency, ultimately we would seek this to be a higher outcome to ensure we are not putting families through the children protection process unnecessarily. This is a multi agency journey that includes parents and young people to share and agree risks.

Our largest cohort of children entering the CP system (79%) are under 10 years of age year to date (an increase from 73% in 18/19). Our new Family Safeguarding will focus on this age group on CP and in pre -proceedings to try and achieve positive and sustained outcomes for these children in family care.

Children In Need



Child in Need Census (wide definition) - rate per 10,000 at 31 March 2019 - WCC= 305; Statistical Neighbours = 287; England = 334



Analysis - Children in Need

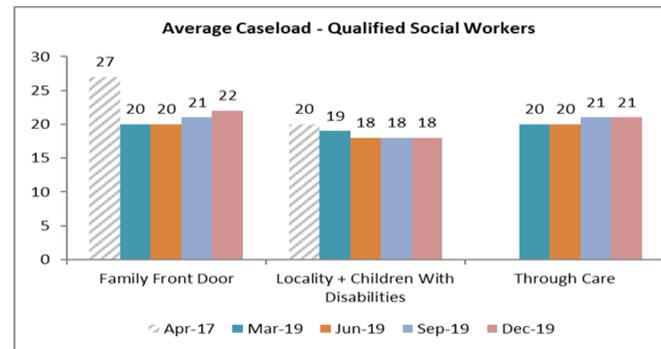
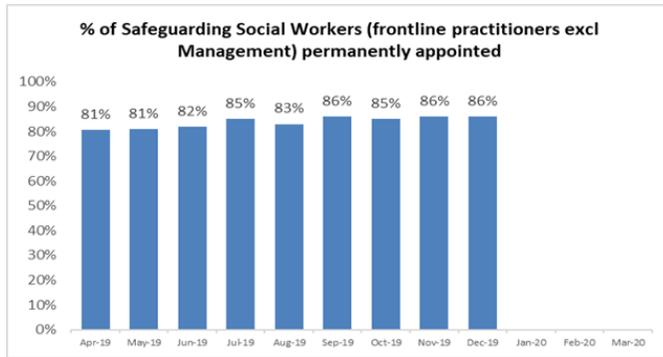
We continue to see an increase in our Child in Need population to 46 per 10,000 from 42 at year end 18/19. The increase in Child in Need and Child Protection and decrease in Looked After new entrants is part of the scale of interventions and we would want to see this pattern continuing if we are to achieve our vision of "Valuing Family Life" and ensuring families access early help and Targeted Family Support early and at the lowest level first.

Awareness raising and improving assessment to recognise "Get Safe" risk continues and staff confidence in flagging and removing flags once intervention is effective or further assessment identifies risk removed, alongside police operations effect overall numbers on a monthly basis.

The development of targeted identification, assessment and case management process fit for purpose for the Get Safe cohort of young people is a priority within our business plan managed under the Worcestershire Safeguarding Children Partnership.

We can see a positive reduction in the number of children involved in missing incidents from care and home. However refusals recorded for children in care and timeliness for those missing from home are target areas for improved practice. We are currently reviewing information sharing and allocation processes to ensure they are aiding effective engagement of the young people.

Staffing



Analysis - Staffing

Staffing permanency and reduced reliance on agency remain a strength in service.

Staff Health check completed Nov/Dec 19 Outcomes:

- 94% of staff feel listened to and have their worries and concerns addressed by managers
- 88% of social work staff have dedicated monthly supervision that is reflective and includes review of performance (KPI is impacted by 10/148 staff not receiving supervision 3/3 months)
- 84% of social workers say they feel valued at work
- 71% of social workers feel they have a manageable case load
- 95% of staff feel their managers are visible, approachable and responsive
- 78% of social workers report receiving direct feedback on audits of their work
- 90% of staff say they receive regular information on learning from Quality Assurance activity within the service
- 98% of staff say they are using Signs of Safety in their work and 94% feel this is a good tool for working with children and young people
- 94% of social workers say they understand the Vision, Mission and Values of Worcestershire Children First and 91% say they understand how they and their team contribute to these.

The overall formal and informal feedback from staff is one of a positive, motivated, supported and child centred workforce committed to our continued service improvement and development.