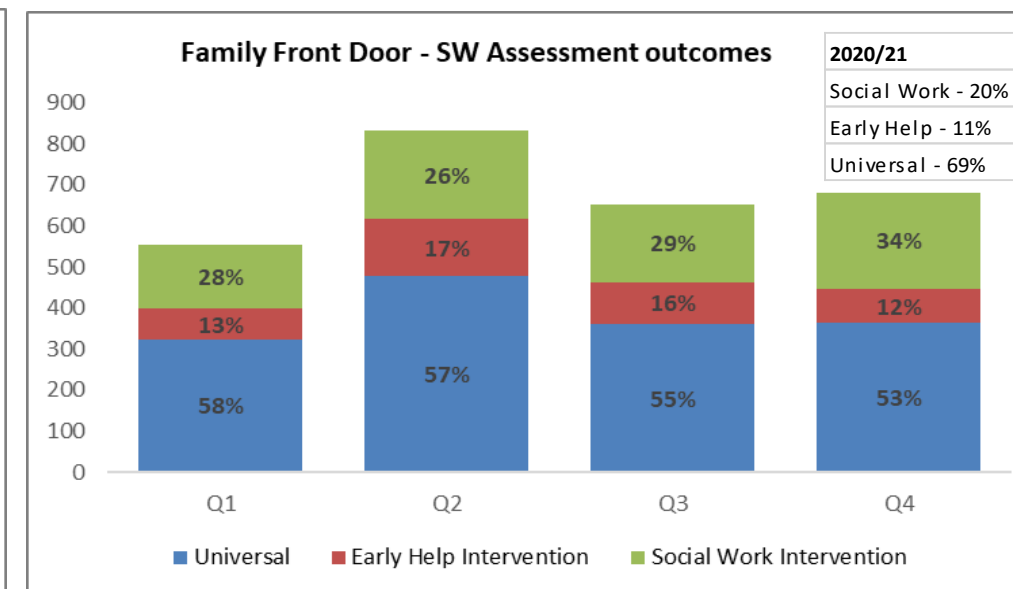
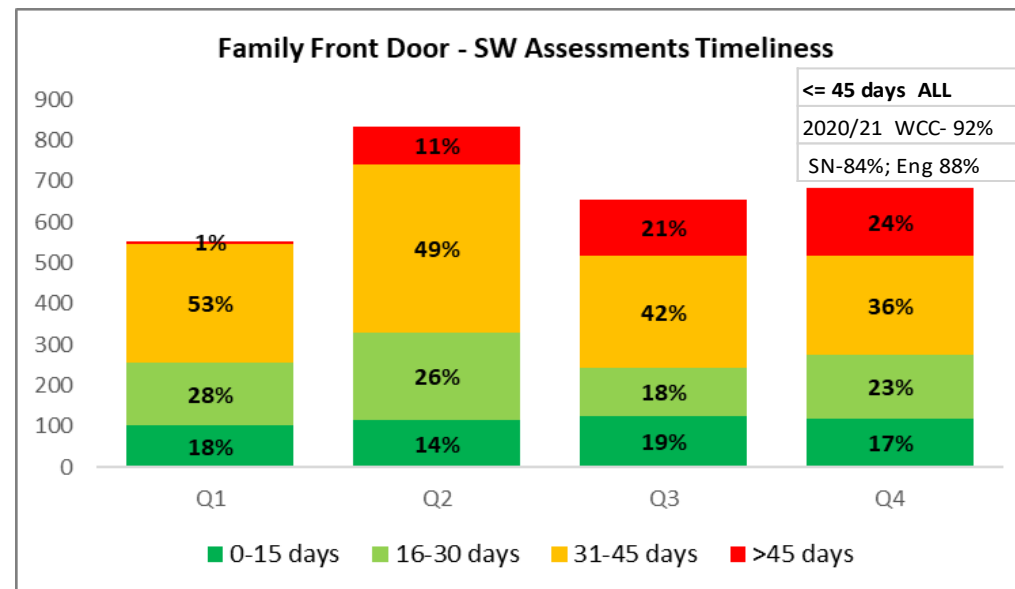
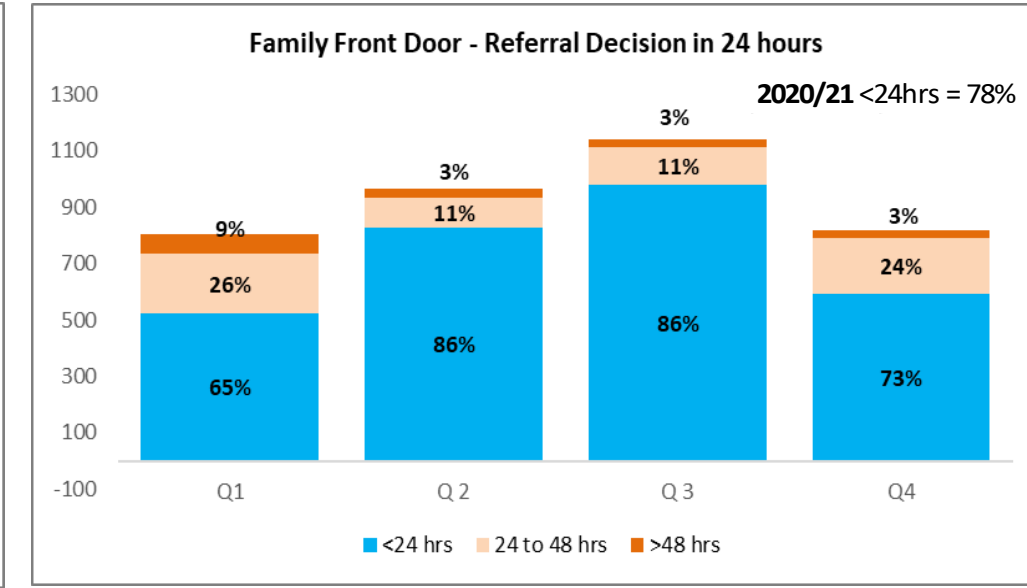
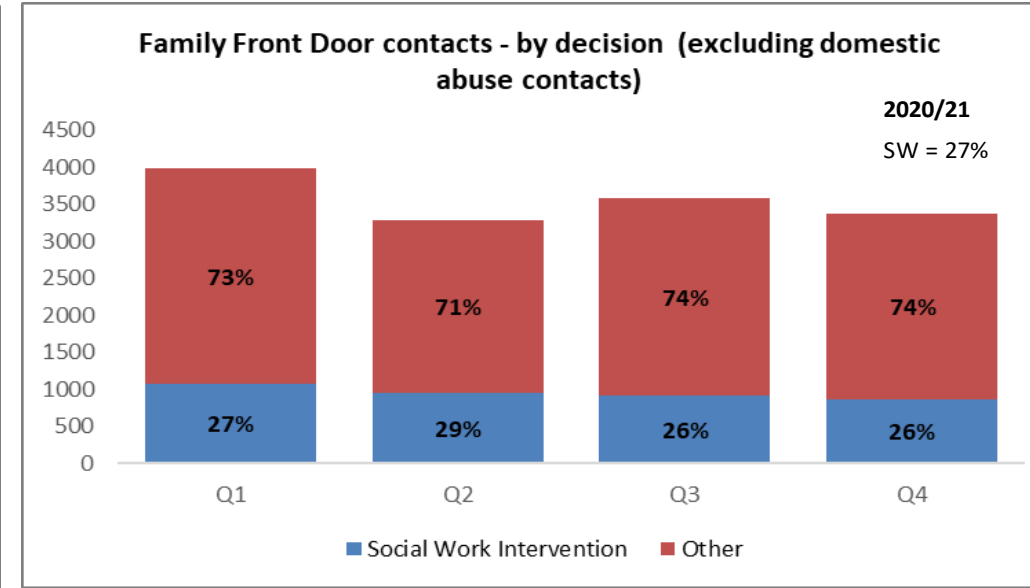
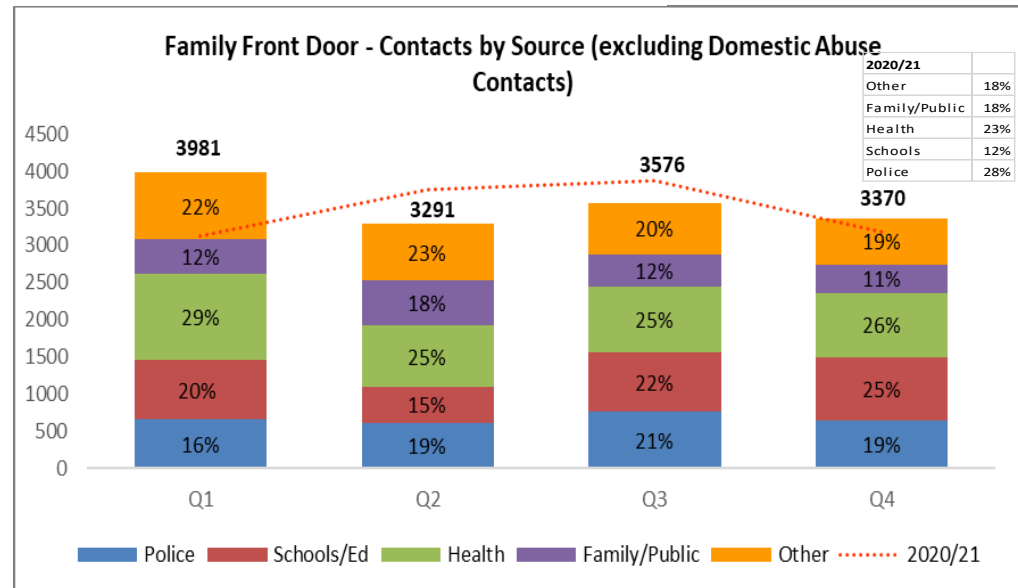


Family Front Door



Contacts and Referrals

Throughout 20/21 we have seen the rise in contacts consistent with the picture seen regionally and nationally. They are stabilising but only to post COVID levels so demand remains high : on average we have seen over 4400 additional contacts this year.

Given the substantial rise in contacts received the timeliness of decision making in 24 hours being maintained at 80% average is a sustained improvement on 78% through 20/21 and 72% through 19/20 However conversion rates from “contact” to “referral” (social work assessment) remain a concern and we continue to work with partners to understand the accessibility and effectiveness of Early Help

Social Work Assessments (SWA)

FFD have undertaken 2,857 social work assessments during 21/22 and closed 2,722. This level of demand is returning to pre covid 19/20 figures following a substantial rise on 20/21 which saw an additional 600 SWA received and 400 closed in year.

The management of workflow by staff and managers over this high demand 2 year period has been exceptional. Timeliness of SWA has therefore remained a strength with a year average of 14% completed after 45 days and importantly a range of completion timeliness seen reflecting proportionate assessments and WCF timeliness being in line with all the “good” LA’s in our region.

WCF repeat assessments are also a positive KPI at an average in year of 20% compared to a west mids average of 21% and Eng. average of 23%

Actions taken:

Worcestershire Safeguarding Children Partnership (WSCP) study into accessibility and effectiveness of Early Help

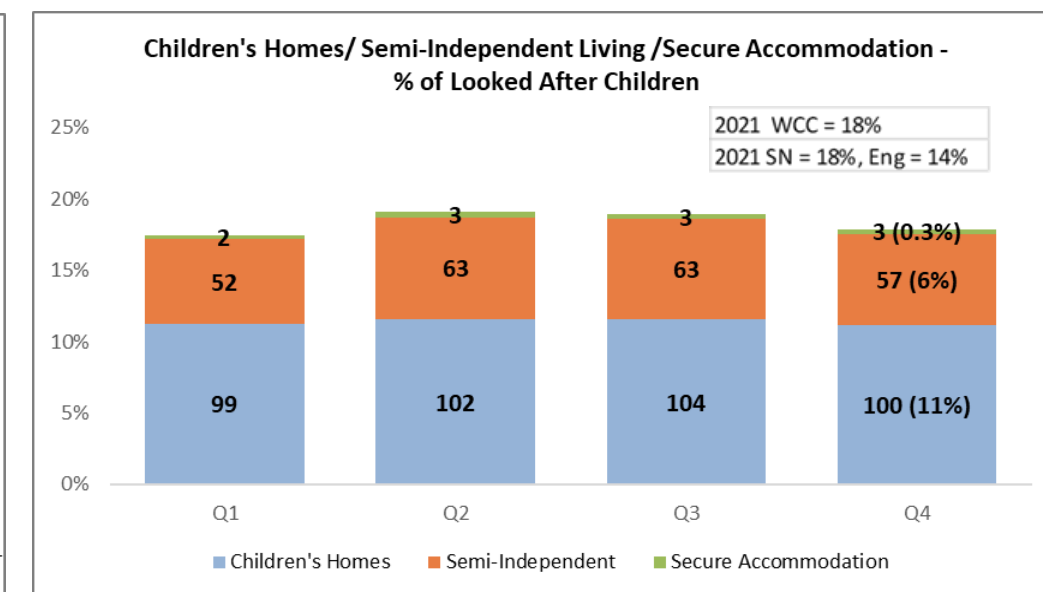
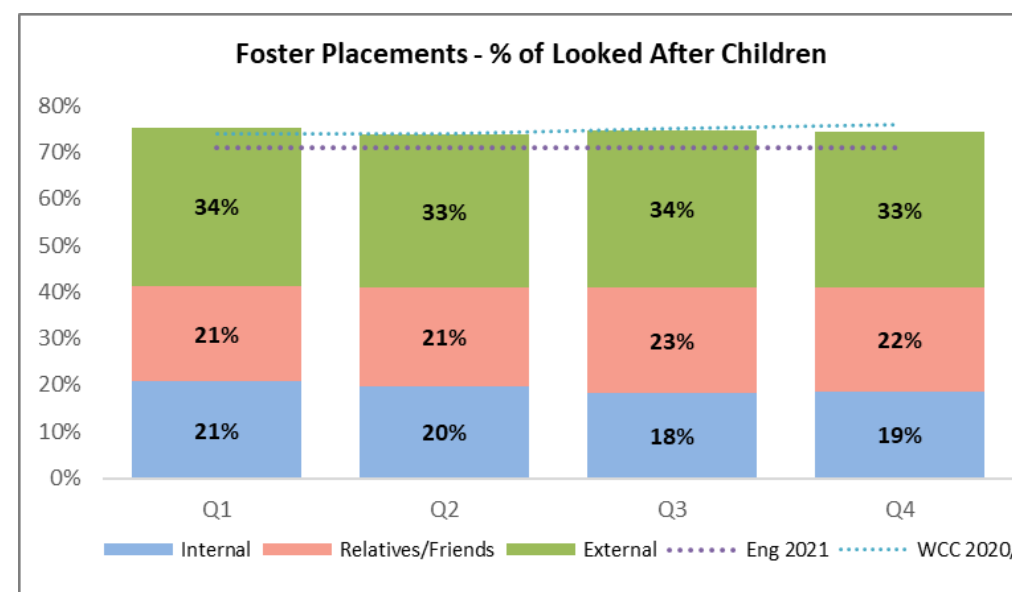
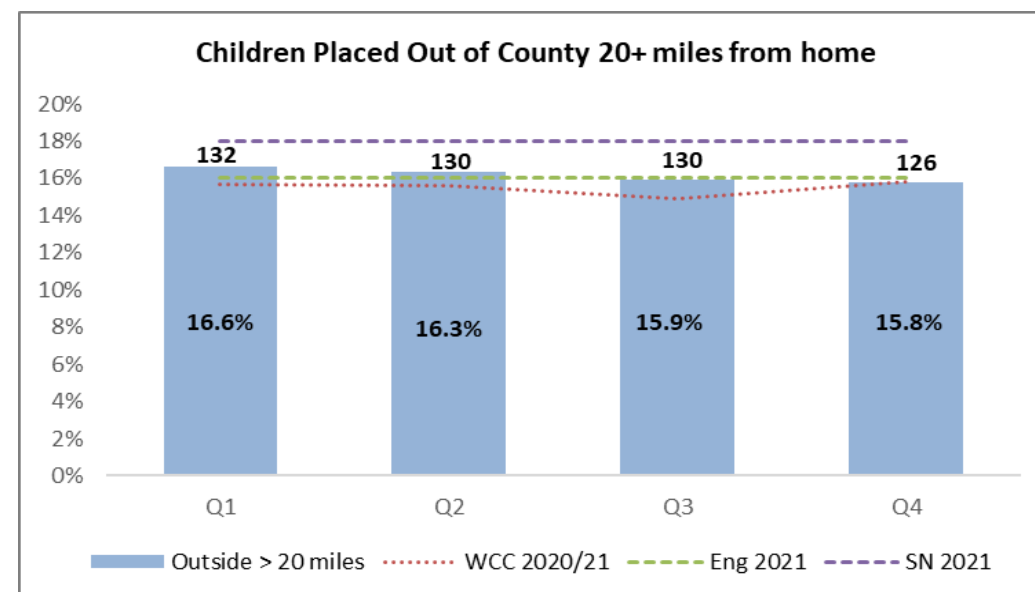
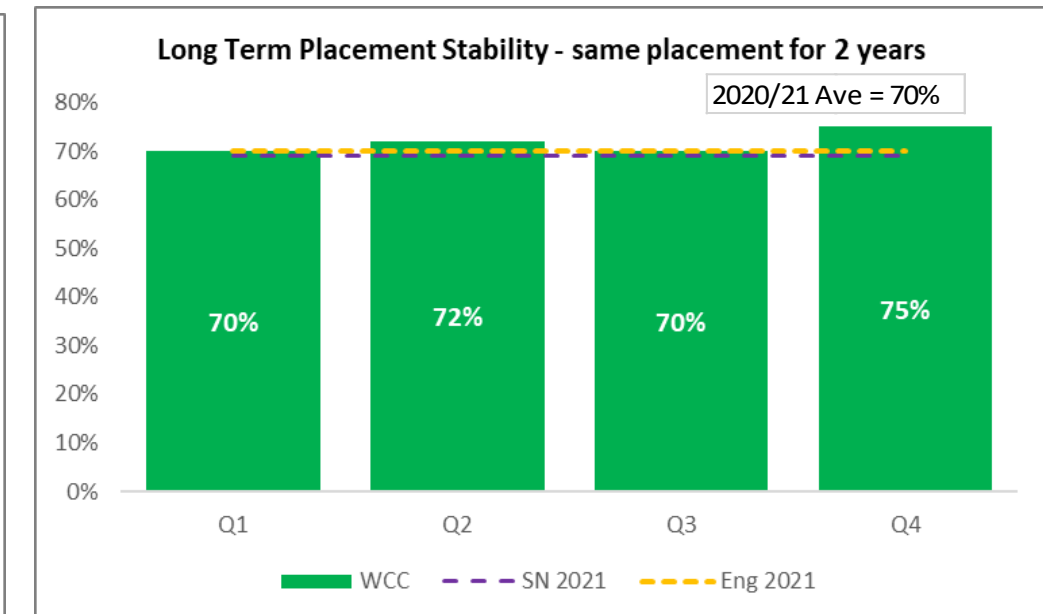
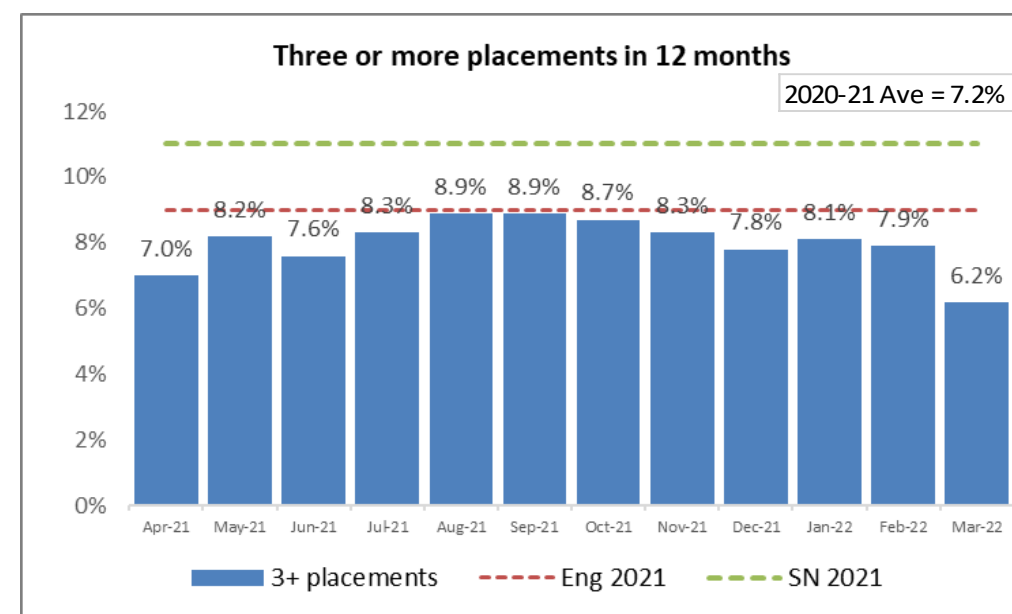
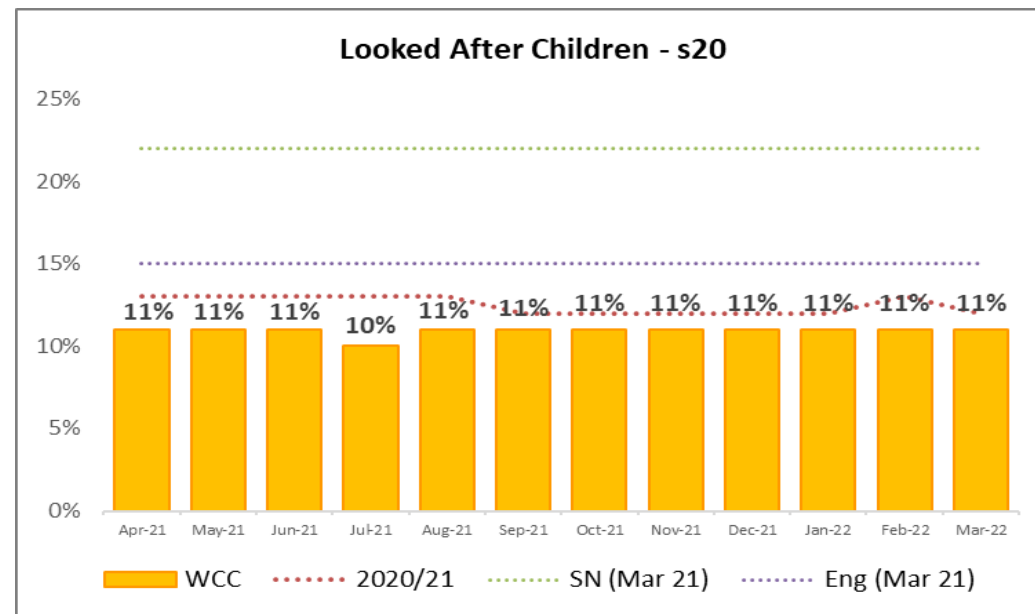
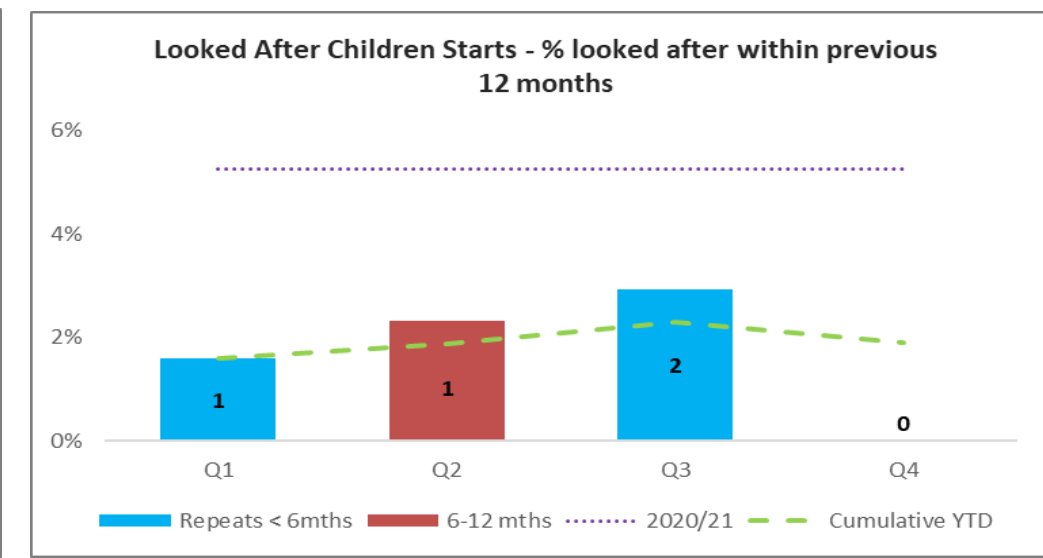
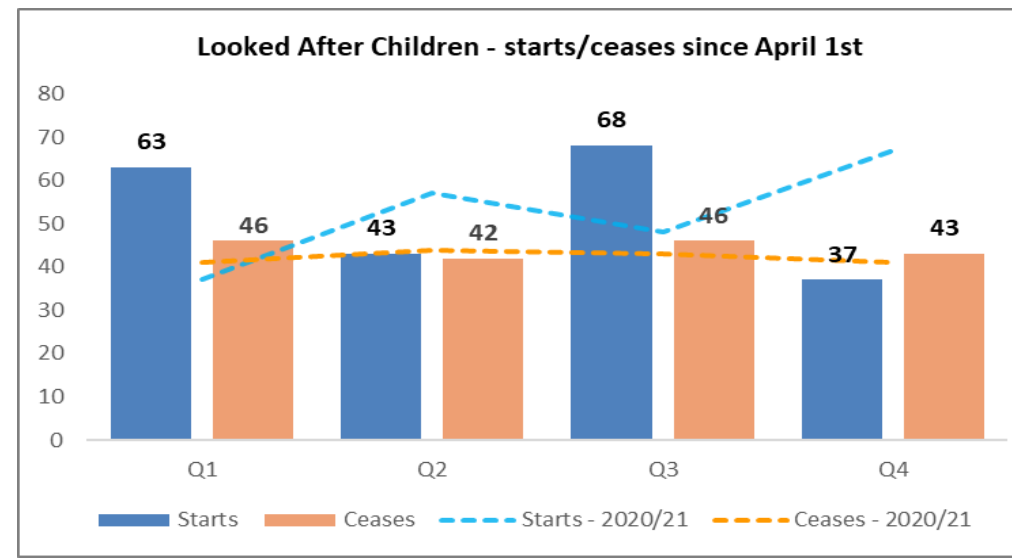
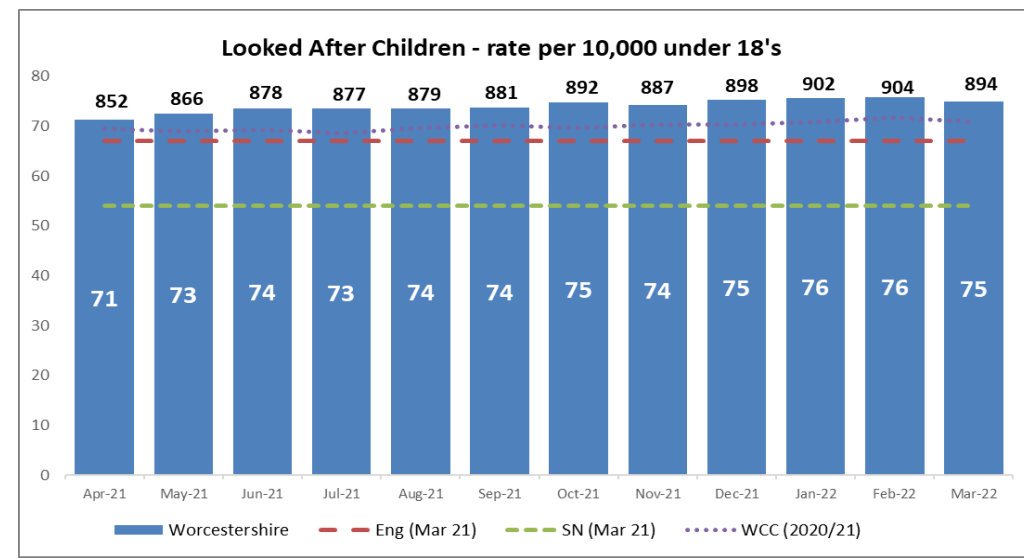
WCC/WCF continued development of the virtual Family Hub

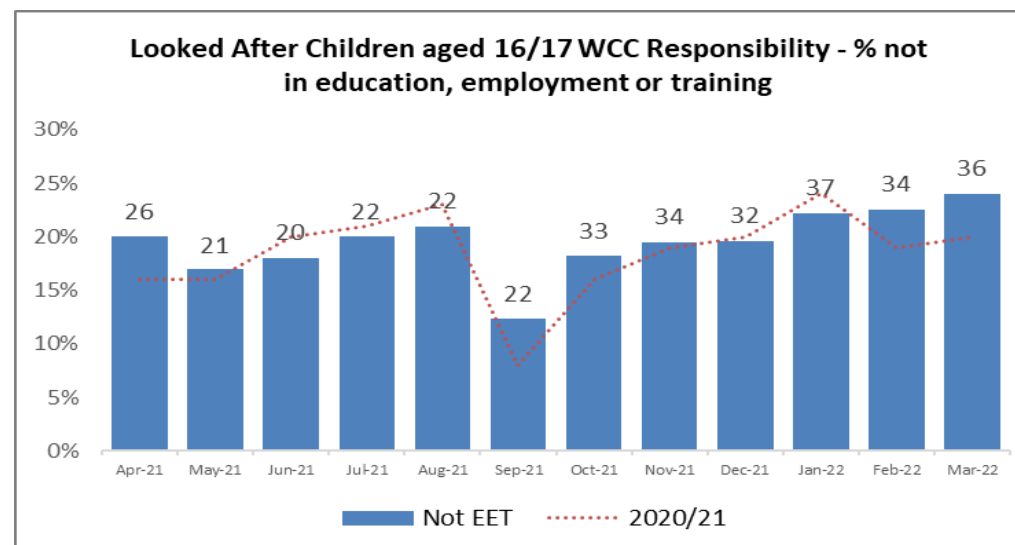
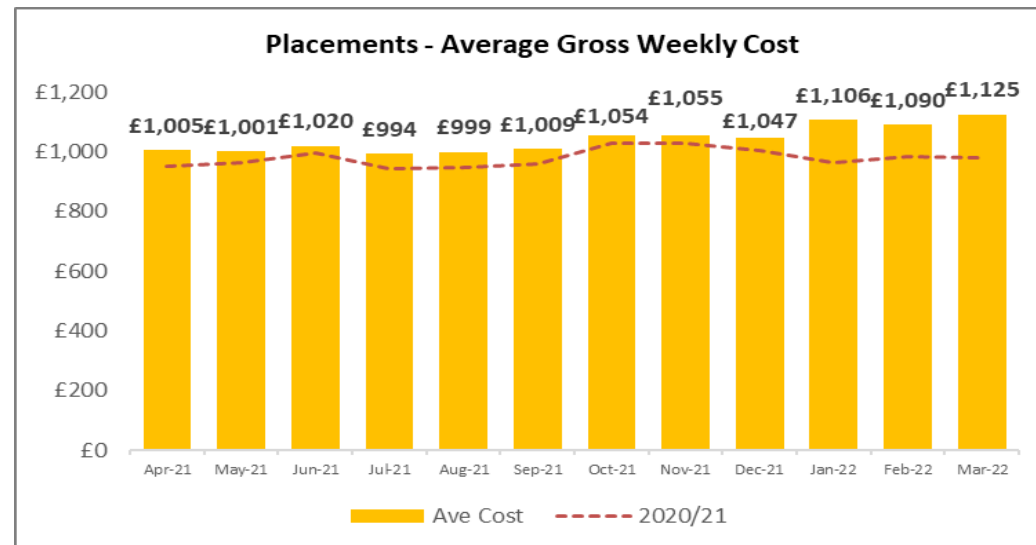
Early Help Partnership programme by districts to promote awareness and understanding of the Early Help offer in schools and communities

WCF/Health programme of support and information to schools family support officers

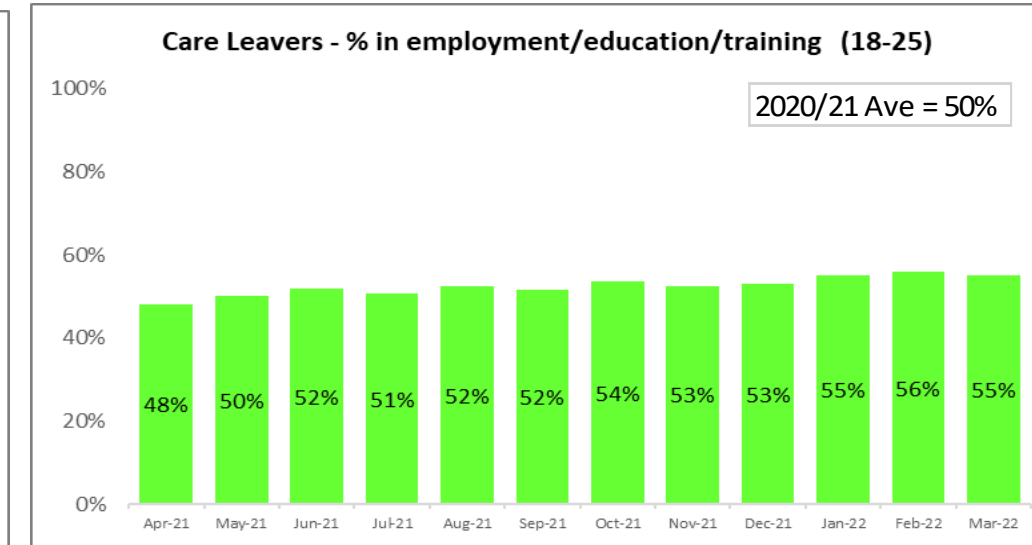
WCF escalation to WSCP and Strategic Problem solving workshop supporting operational audit activity

Through Care - Looked After Children and Care Leavers





No comparator data is available for this indicator



Care Leavers 19-21 in Employment, Education or Training as at 31 Mar 2022: **58%**. Latest comparative figure for age 19-21 using national annual snapshot methodology (2020/21) - Statistical Neighbours: **50%**, England: **52%**

Our looked after children total numbers have risen through the year and we remain above statistical neighbours and England averages.

However, for new entries into care we have lower rates with 17 per 10k children during 21/22 compared to West Mids. average of 21 and England 27 and for two consecutive years we have been in the lowest two LA's in the region for new accommodations reflecting our successful care prevention work in that period.

For children leaving care we have had lower rates for the last 2 years, a reflection of care prevention where only those children who really need to be in the care system are accommodated and as such Covid impact on permanency planning was significant in the years 20/21 and 21/22 which results in WCF maintaining a higher number of children in care than forecast.

However quarter 4 21/22 shows us getting back on track with more children leaving than entering our care that we saw qtr. 4 of 19/20 (pre covid)

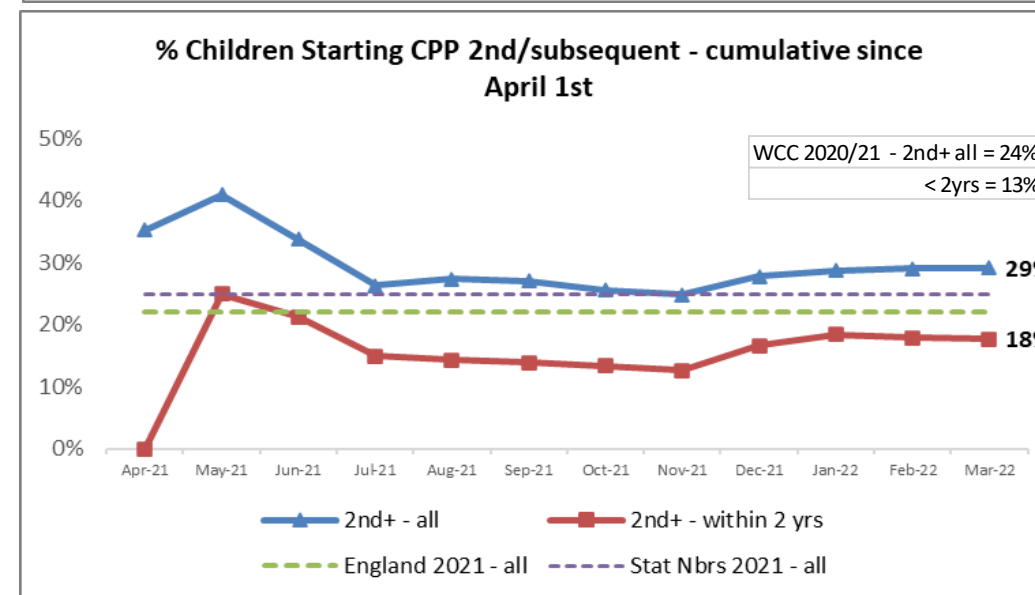
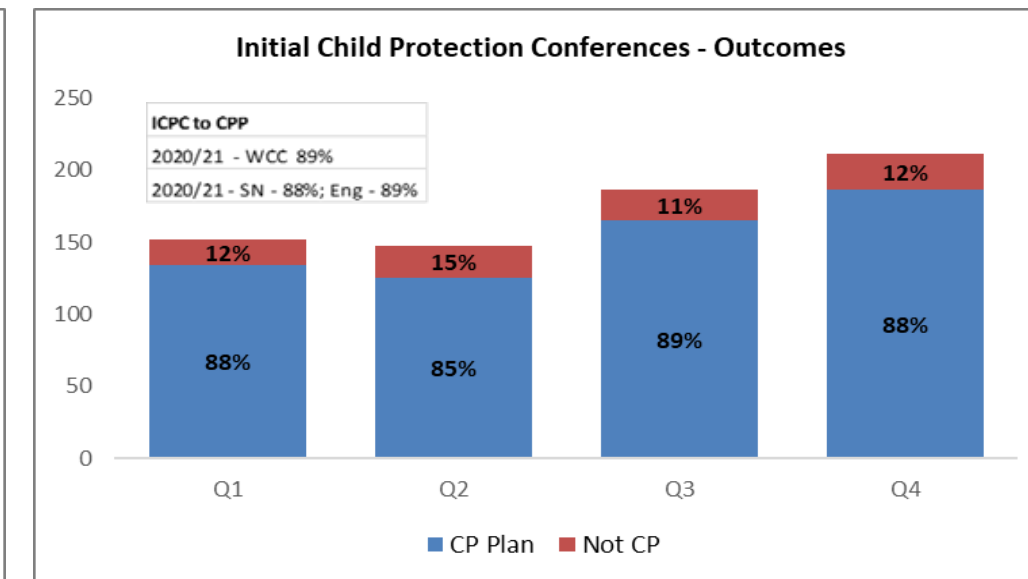
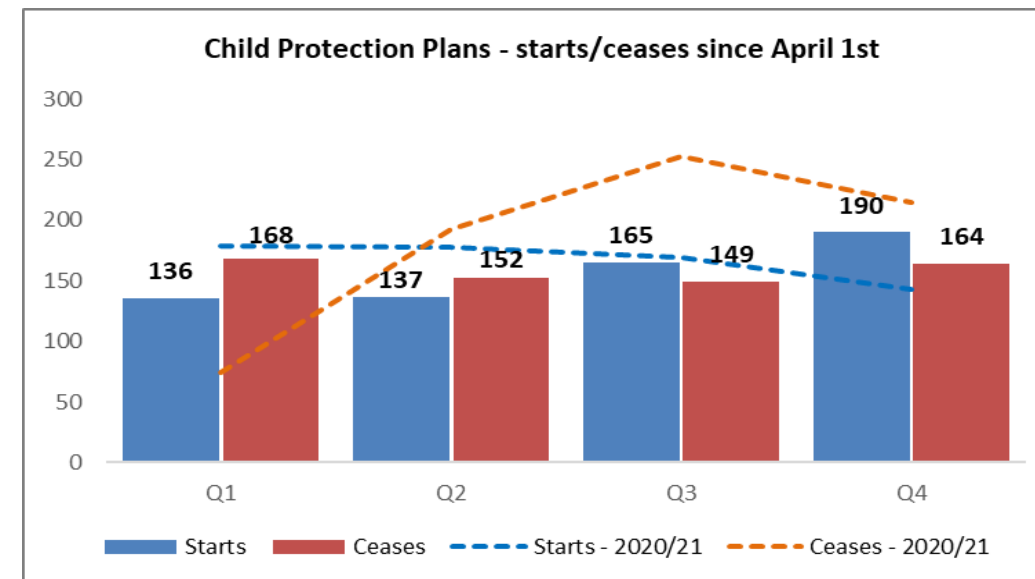
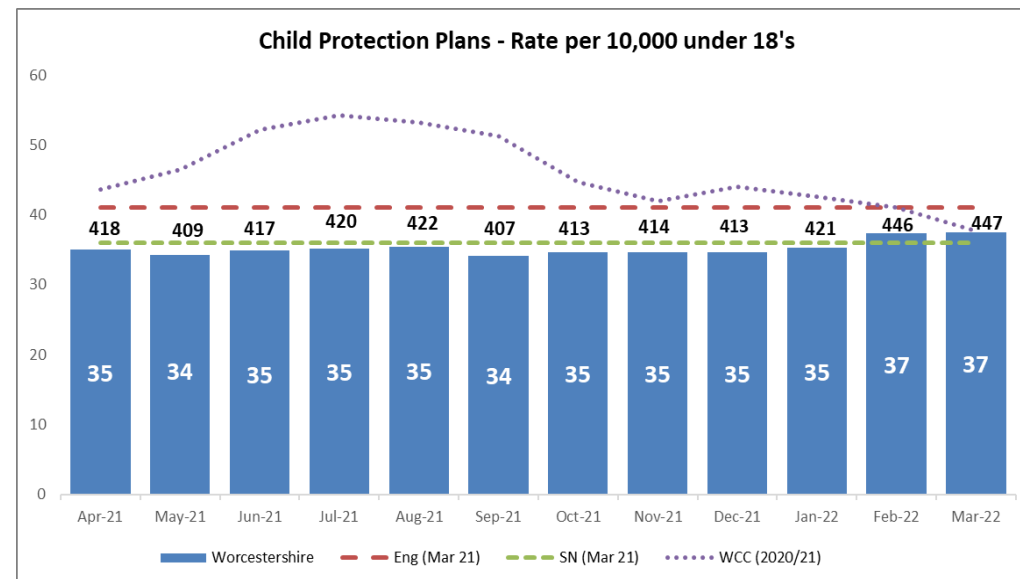
Key Performance Indicators for Looked After Children and Care Leavers continues to be positive for :

- Low level of Children in Care under S20 at 11% - Consistently low now for three years - historically at 36%
- Long term placement stability with 75% of children in placement for 2yrs or more, well above England/Statistical Neighbours (SN)
- Short term stability with only 6% of children experiencing 3 or more placement moves in 12 months, well below SN/England
- Care Leavers in touch at 93% above SN/England
- Care Leavers in suitable accommodation at 94% above England/SN
- The % of children placed out of county below SN/England
- Timeliness of Looked After Child Reviews and 70% attendance and 98% participation by children and young people at their reviews.
- Up to date Care/Pathway and Personal Education Plans all at 99%
- We also have only 4 children with repeat care episode in year and we are monitoring 100 children in our "sustainability cohort" to monitor the long term outcomes of our care prevention work

Whilst we have above England averages for children in Foster Care we have reduced the number in internal mainstream Foster Care and this is an area we are looking to increase

Though we have higher rates of Care Leavers who are in Employment/Education or Training at 58% compared to England 52% and SN at 50% this is another area we are focused on improving targeting our most hard to engage Care Leavers developing Kick Start/Apprenticeships and other training and work related opportunities.

Child Protection



Child Protection numbers throughout 2021 have remained relatively stable putting us in line with statistical neighbours and below England averages.

The rate of new and ceases throughout each quarter is consistent which identifies consistency in threshold decision making

This 21/22 data is a year on year reduction in CP numbers through 2018/19 (at our peak post inadequate judgement) and through 19/20. 20/21 is a reflection of the work in service to promote a strength based model, manage risk and support families to prevent risk and need that reach a threshold for "significant harm".

Parental substance misuse, domestic abuse and mental health are the three key areas of concern leading to Child Protection plans for children. This is the focus of our work in Family Safeguarding, working with adult parents through our multi-disciplinary approach

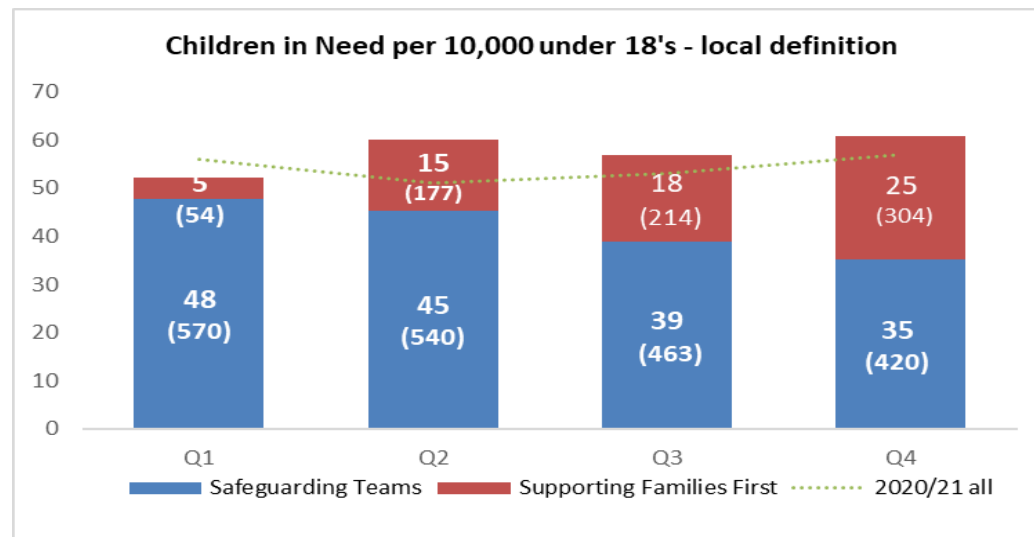
Timeliness and quality of Initial and Review Child Protection conferences timescales are a strength, with 99% of all review and 95% of all initial conferences in time, both are sustained and improved practice from the previous years.

We have seen a positive 9-16 % of children attending their own conference through the year and participation by other methods means we consistently hear the expressed voice of those aged 12+ in conferences.

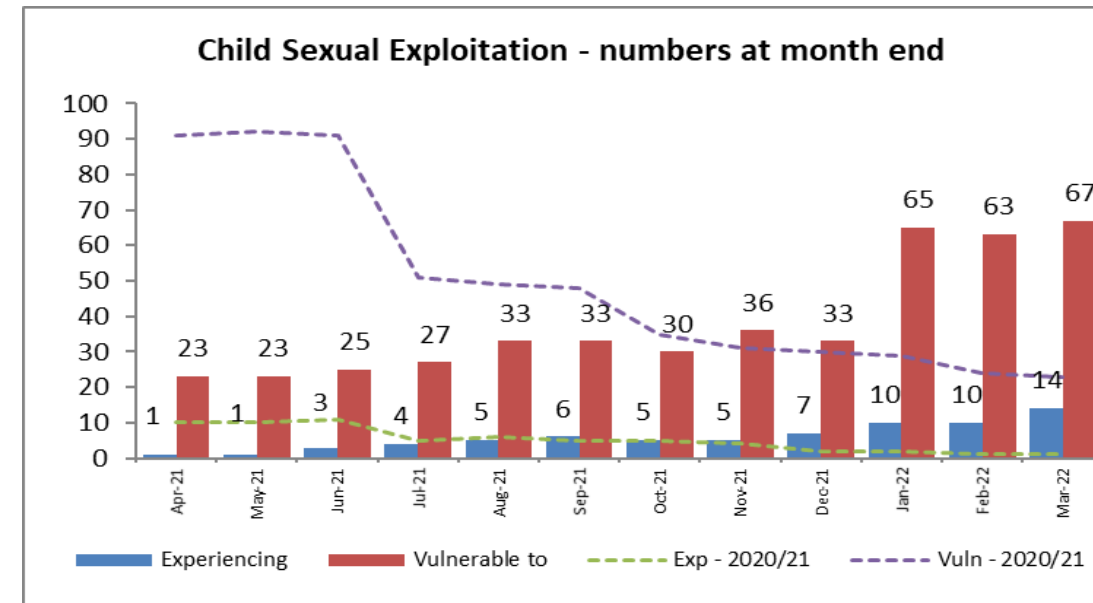
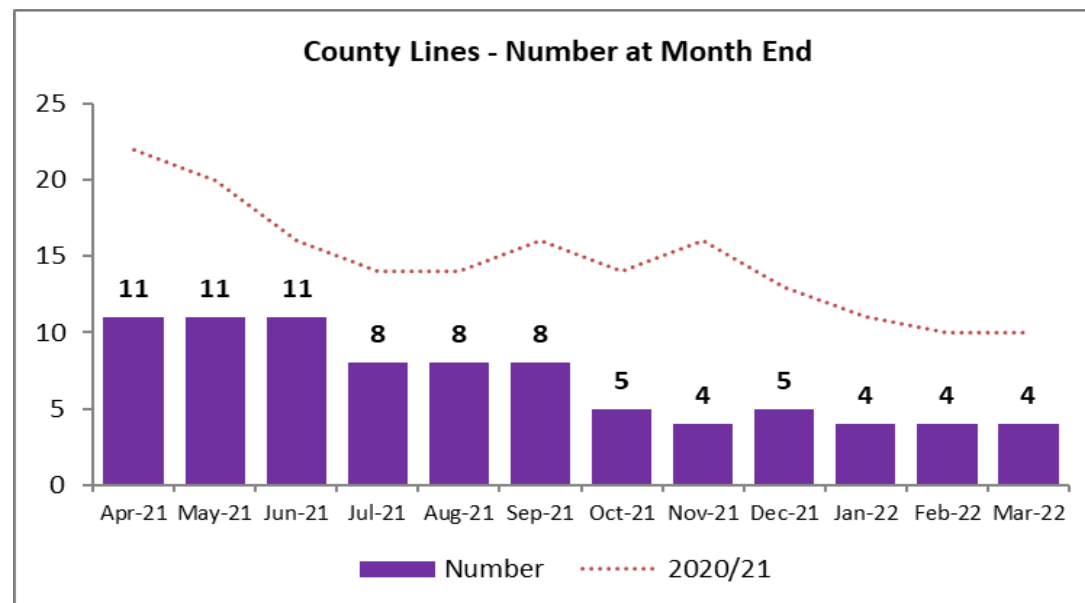
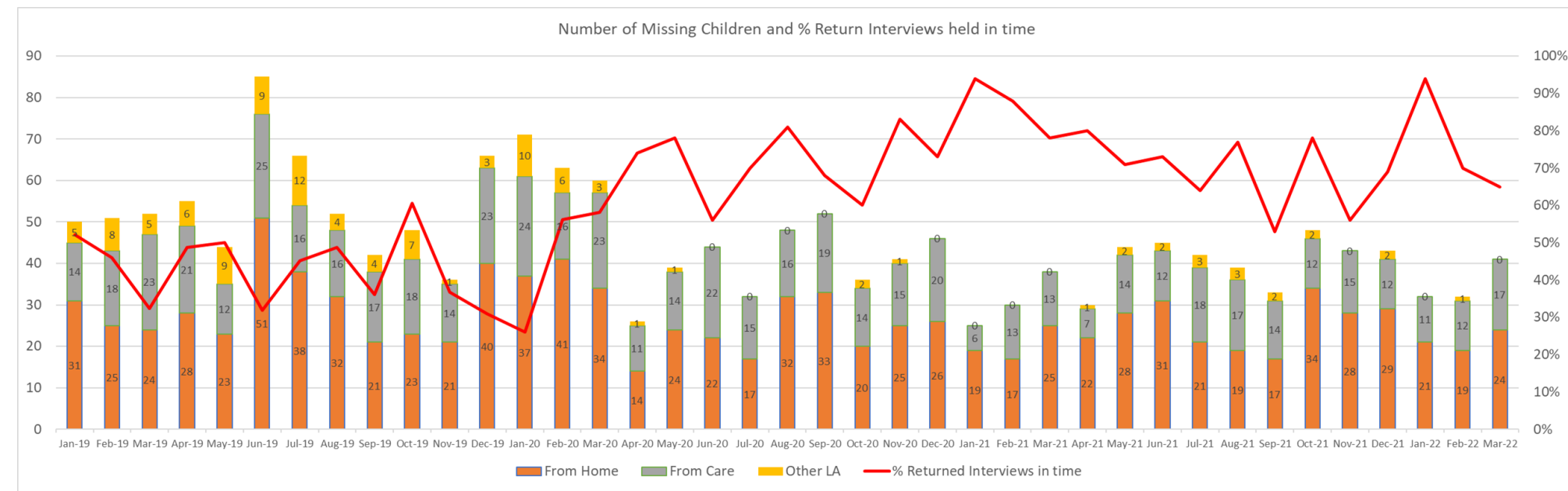
At 18% of children subject to a repeat plan within 2 years we are below England and Statutory Neighbours and whilst this is a rise from 13% last year, we know that the impact of the pandemic did push some families back into high risk areas and it was appropriate therefore the child protection plans were resumed in some cases.

We have undertaken two significant audits in year to ensure that we are learning lessons in respect of "professional overoptimism" and "professional curiosity" informing appropriate decision making

Children In Need



Child in Need Census (wide definition) - rate per 10,000 at 31 March 2021 - WCC= 269; Statistical Neighbours = 283; England = 321

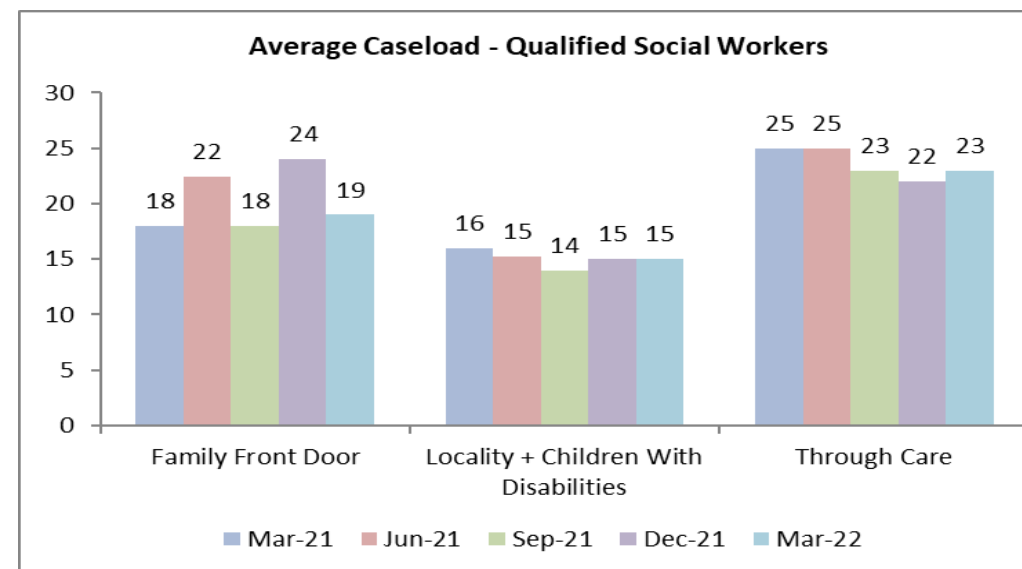
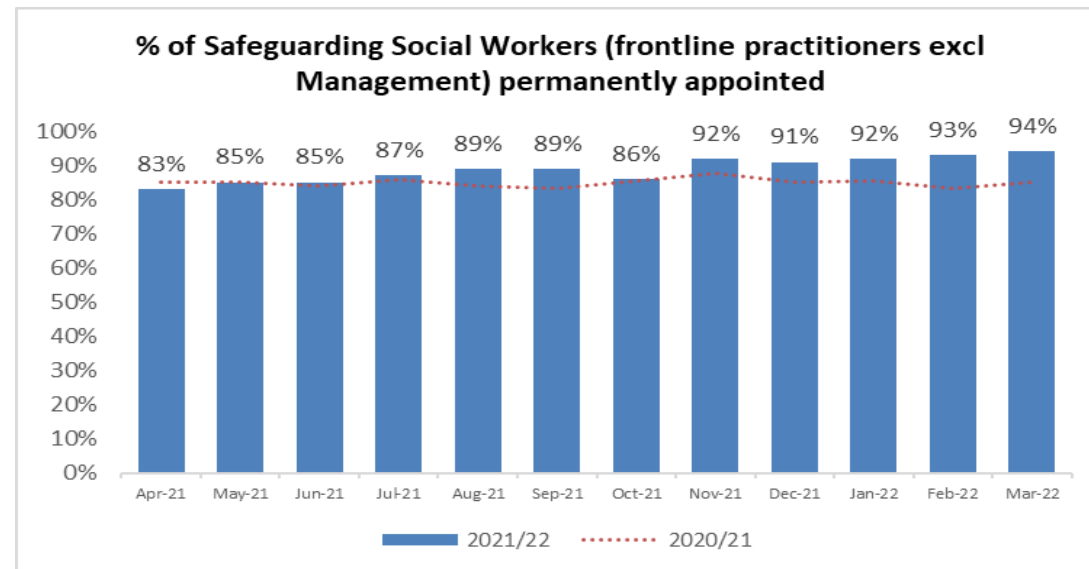


We now work in a multi disciplinary approach through SFF with our Children in Need, not just our "edge of care" We can see SFF outcomes in qtr.3-4 with only 4 % becoming looked after children, 22% escalated to Child Protection and 73% were successfully closed.

Welfare Return Interviews throughout 2021 averaged 73% in timescales compared to 61% in 2020 and 43% in 2019 when we first introduced the WCF children's missing officers. The well-established work of the Childrens Missing Officers demonstrates an ongoing reduction in repeat episodes of children going missing, as they can engage young people and have these focused conversations positively.

Analysis of our Looked After young people who are repeat missing, identifies a combination of some young people being criminally exploited and at high risk, some going missing to see a boyfriend/girlfriend/ and contact with family member and some residential settings reporting a high risk young person missing due to late return. **The WRI information is shared weekly with partners through the GET SAFE portal and in the GET SAFE meetings so any new wider concerns are swiftly identified, adding additional context and understanding to the child's assessment and or plan.**

Staffing



We have retained a stable and permanent workforce this year. Our overall Social Work permanent staffing is at 94% of positions permanently filled from 83% (April 21) and 99% of our management structure being permanent. Our reliance on agency workers is reducing from 24% down to 16% in all front line safeguarding social worker posts giving stability to children and families. This is a significant achievement and not reflective of the extreme staffing turn over and agency reliance seen across the regional and nationally.

WCF seek to be an employer of choice and management support, supervision and case loads are key to this.

Supervision is maintained as a priority with a 93% average over the and we have positive reports in our staff health check: 84% of staff said they get the support and reflective supervision required to manage the emotional demands of work, 84% of staff said they felt listened to and had their worries/concerns dealt with.

However case loads have fluctuated due to demand and availability of quality agency staff to fill sickness/maternity leave and at the time of the survey (Dec 21) only 65% of staff felt their workload was manageable

As caseloads increased during periods of the year especially at the front door and in Looked After Children's Teams we took actions through additional capacity, roles shared and a backlog project initiated in timely response to what our data monitoring was telling us. This enables us to ensure workers felt "management" were aware and taking effective action to support.

