

Children's Performance Report

May 2018



Yn agored a blaengar - Open and enterprising


Powys



What's working well?

1. The Service is nearing compliance in terms of statutory performance.
2. The development of the performance culture within the teams is showing positive impact across all the service. We hold twice weekly team manager performance meetings, WCCIS dashboards are in place for all teams and there is clear evidence that the use of the dashboards and the Insight Centre is translating through to the improved performance.
3. Continue to implement the Children Services Improvement Plan to improve services in response to the CIW inspection.



What are we worried about?

1. With regards to Looked After Children there is an inability to report accurately on the number of Looked After Children within the service. This is due to the locked down records within the service that currently affects six children. Please note that as long as this issue remains, these children are not being considered as part of the other indicators for Looked After Children e.g. Statutory Visits within Timescale, 3+ Placements in 12 months.
2. There are ongoing concerns around the LAC of care plans for Looked After Children being in place within 10 days of becoming Looked After.
3. Data issues concerning LAC Legal Status' and Placements not being updated in a timely manner.
4. Increased demand. Caseloads have increased and there are more than 100 more Children open to the service this month compared to last month. Contacts to PPD have increased significantly from 376 in April to nearly 500 in May, The number of children undergoing assessment has also gone up considerably to 158. Workload is continuing to increase, numbers of agency staff have reduced and compliance with statutory timescales has been impacted.
5. The stability of the workforce and the reliance on agency staff continues to be a critical issue for the service. There has been a change of manager within the assessment team in the North of the County. The Team Manager in Newtown and the Assistant Team Manager is absent. The Newtown team is made up predominantly of agency staff and the turn-over of these agency staff is also high. We have recently appointed two permanent staff to the Newtown team who are due to start at the end of the summer. The Improvement Consultant as of the end of May is now supporting the management oversight of the North locality and assessment teams and we anticipate that this will support the stabilisation and address some of the performance issues over the coming months.
6. The number of Looked After Children has increased to 211 however this does not include six children who are looked after but due to system access these are currently not reported within the figures. In addition there are recording issues within the service. There are concerns over recording and reporting of looked after children data.
7. The number of Children without a Care Plan has also increased significantly to 161 however this is partly due to the deduction of migrated care plan documents from the reported figures which have not been reviewed.
8. The number of Looked After Children without a Care Plan is 13. This is partly due to workers not closing documents and updating legal status' in a timely way. This figure has also been impacted by the deduction of migrated care plan documents.

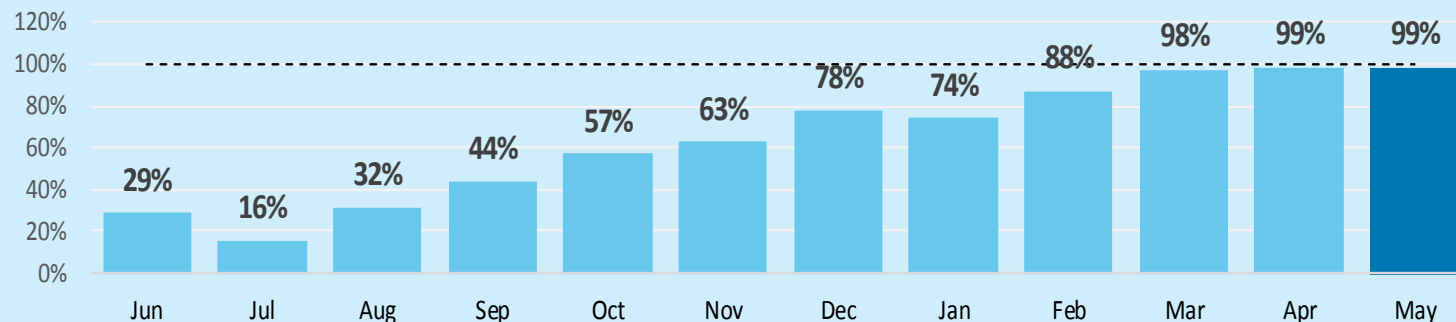


1. Resolve issues with recording of data.
2. Agree and implement future model of delivery and future structure by Oct\Nov 2018
3. Stabilise the workforce by recruiting permanent staff this will be supported by the finalisation and implementation of our future structure and Workforce Strategy
4. Implementing a resource panel for LAC to consider and agree external placements, ensuring effective monitoring of placements and manage the commissioning of individual support packages for children and families. June 2018
5. Continue to recruit In-house Foster carers to have a net increase of 15 by Dec 18
6. Ensure we do not become complacent and the focus on performance remains priority and the performance culture becomes embedded within the service and developing quality and outcome measures.



Top 5 indicators

% of assessments completed for children within statutory timescales



Trend
↑

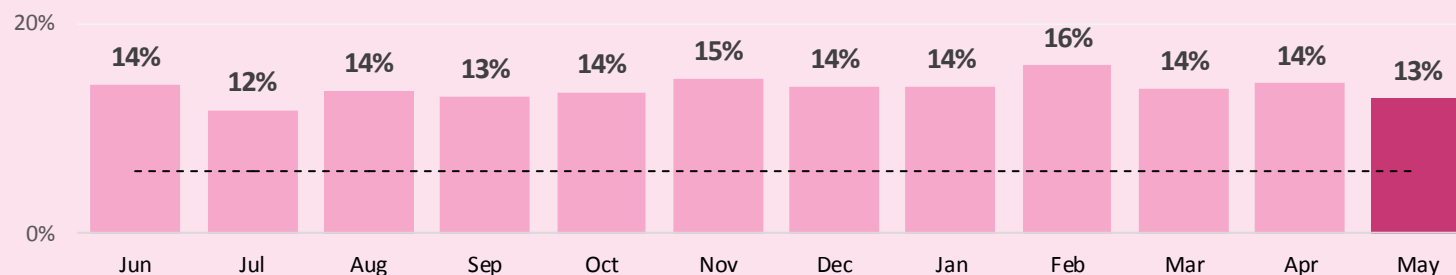
Target

100%

Welsh
average
91%

YTD
99%
RED

% of children looked after who have had three or more placements during the year



Trend
↓

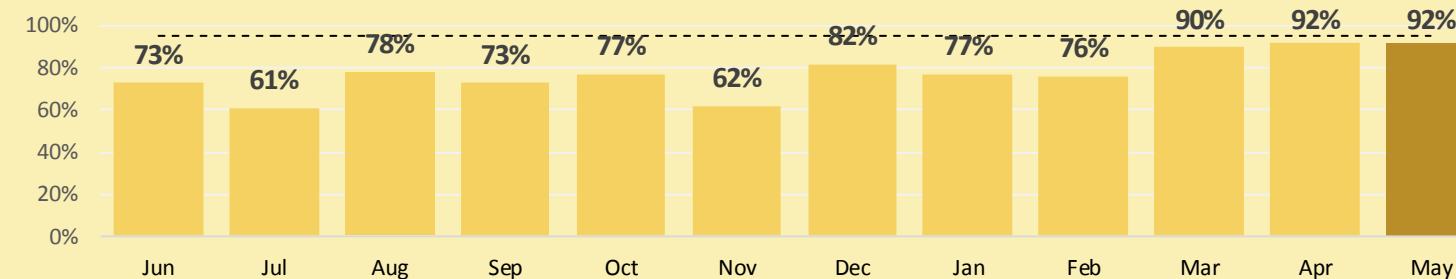
Target

6%

Welsh
average
10%

YTD
12%
RED

% of Looked After Children Statutory Visits carried out within timescale



Trend
→

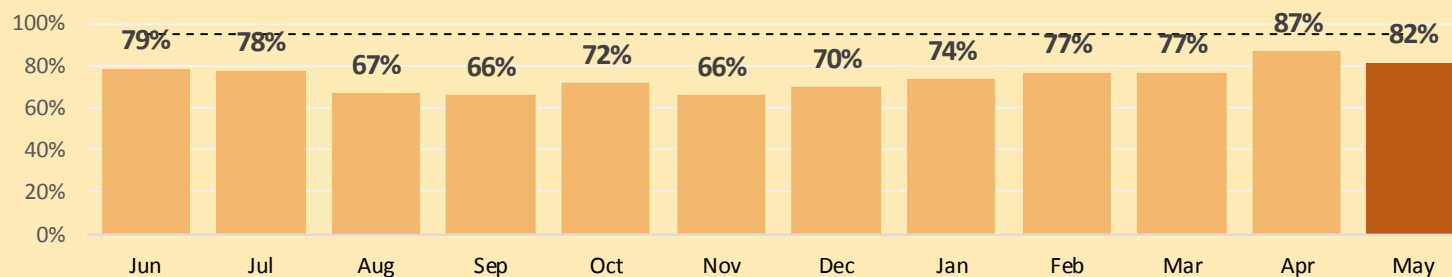
Target

95%

Welsh
average
N/A

YTD
92%
RED

% of Child Protection Statutory Visits carried out within timescale



Trend



Target

95%

Welsh
average

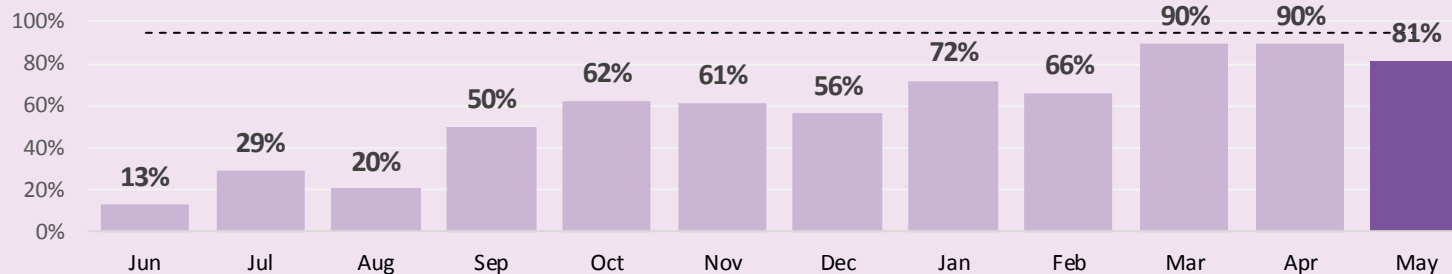
N/A

YTD

85%

RED

% of operational staff who have had Case Supervision on a monthly basis



Trend



Target

95%

Welsh
average

N/A

YTD

83%

RED



Highlight Indicators

1.

958

No. of cases open to Children's Services

Of which:

1a.

211

No. Looked After Children

1b.

108

No. of Children on the Child Protection Register

1c.

639

No. of Children with Care and Support Plans (Including LAC and CP)

1d.

13

No. of LAC and CP Children without a Care Plan

1e.

158

No. of Children currently undergoing an Assessment

1f.

161

No. of Current open cases with no Care and Support Plan

Arrows in this report show performance trends/numbers from previous to current month.



Performance improved/
numbers increased



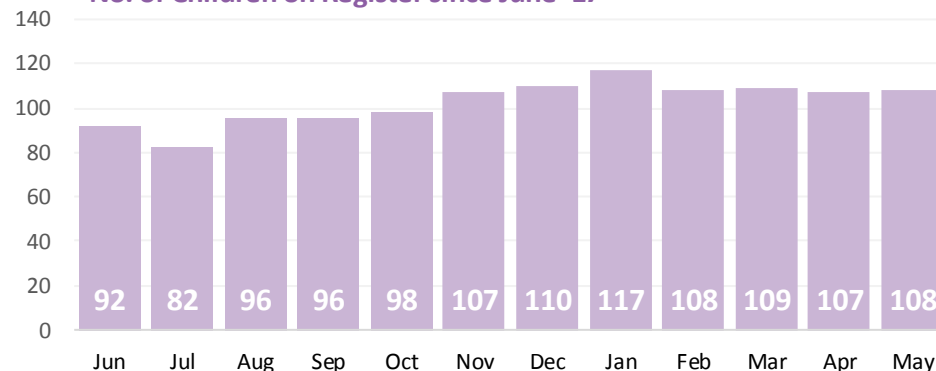
Performance unchanged/
numbers increased



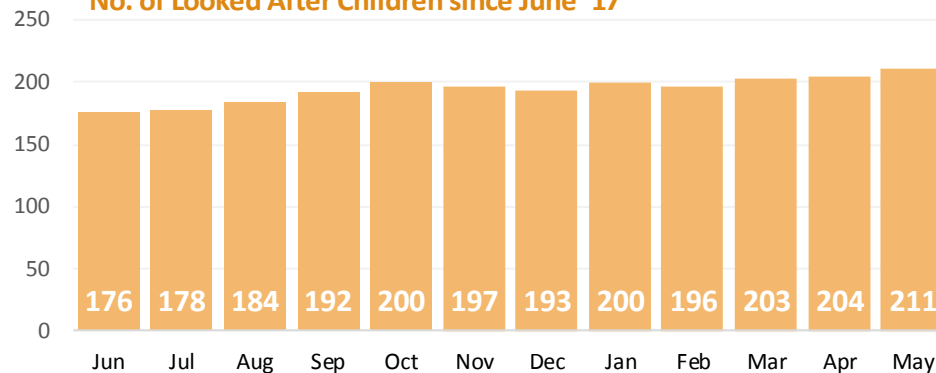
Performance declined/
numbers increased

Year to date (YTD) totals with a target will be shown as a coloured figure and text to indicate if we are on or off target. On target = **Green** Off target = **Red**

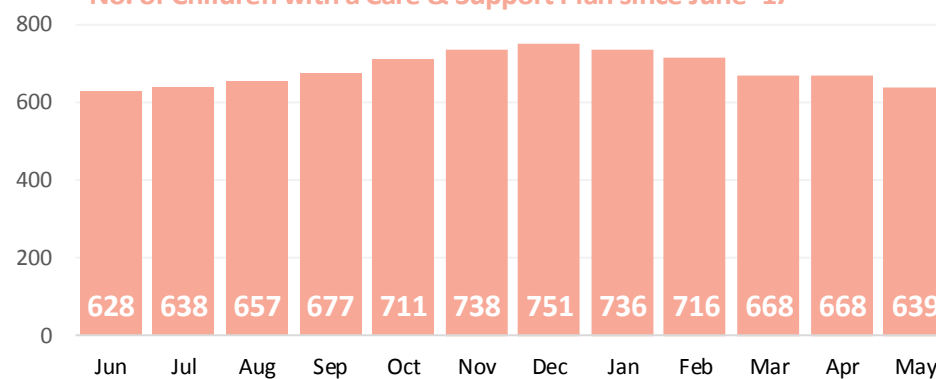
No. of Children on Register since June '17



No. of Looked After Children since June '17



No. of Children with a Care & Support Plan since June '17





What's working well?

Measure 2a - Significantly more families provided with information in May.

Measure 3 – Significant proportion of approaches to Children Services are supported by PPD



What are we worried about?

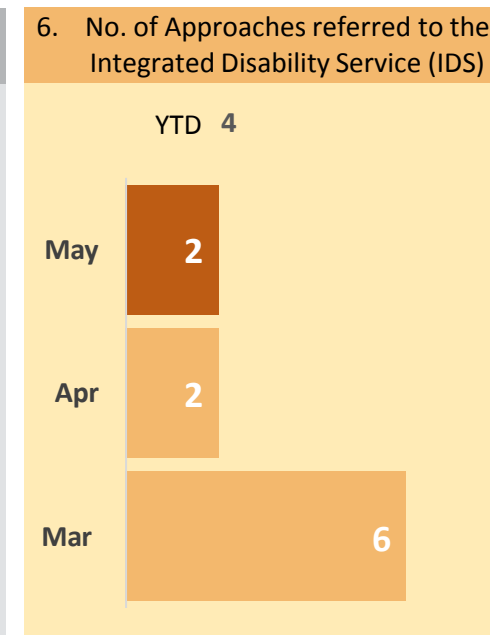
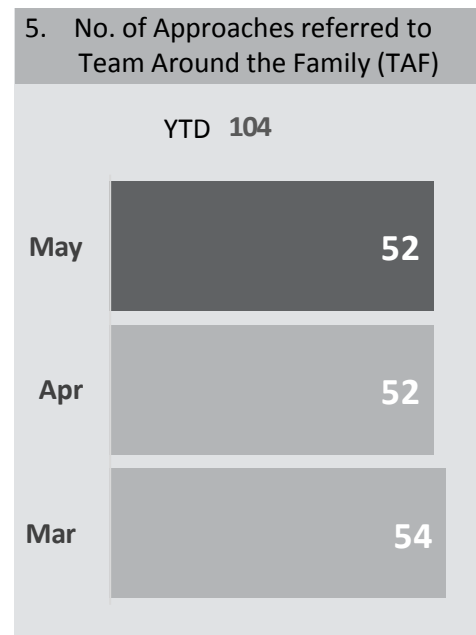
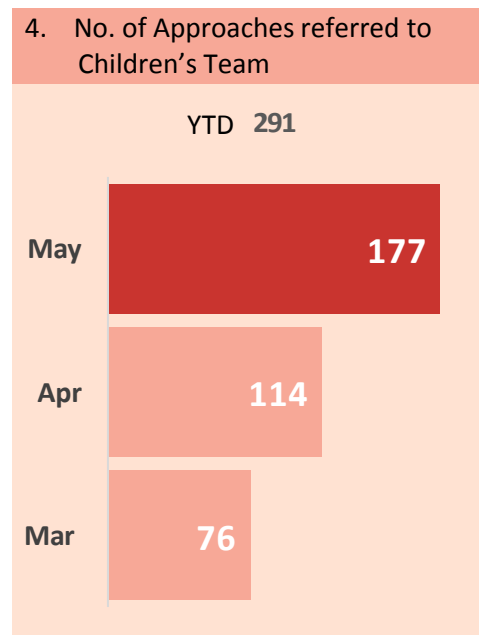
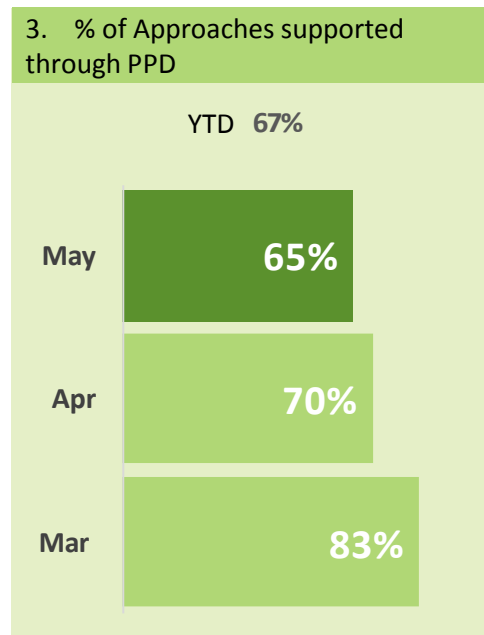
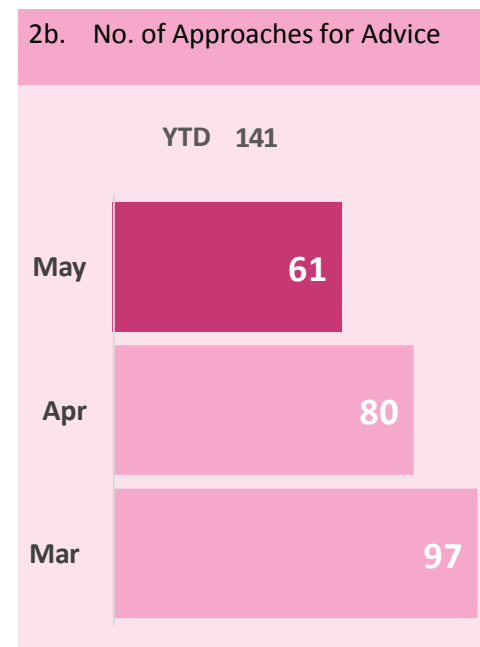
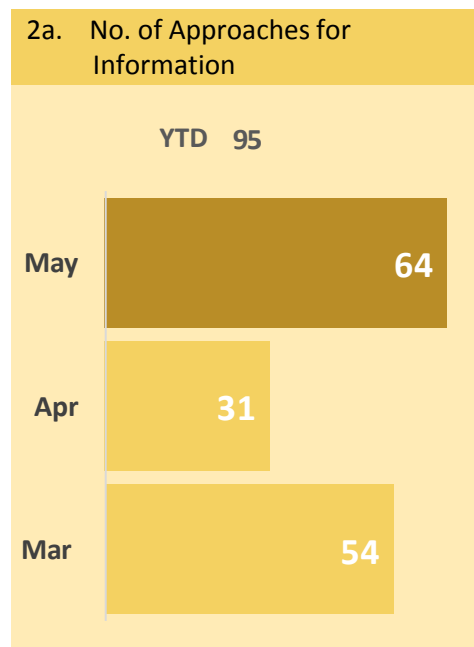
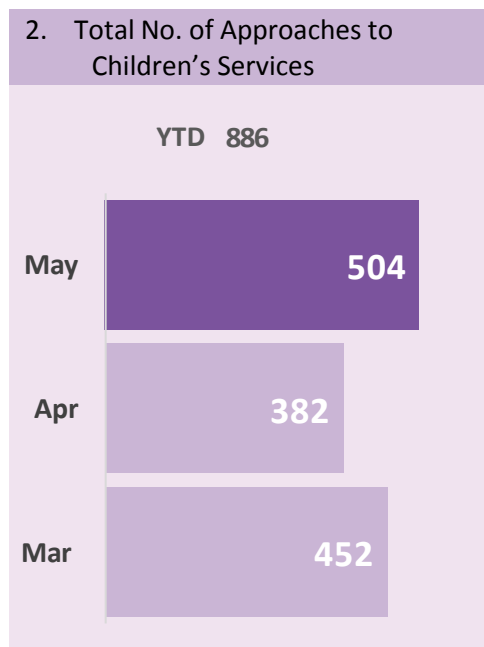
Measure 2 - There has been a dramatic increase in approaches to Children Services during May, this has resulted in a further increase of referrals to the locality teams of an extra 55%. Over the last 2 months the increase has been 133%

Measure 4 – More approaches have been pushed through the locality teams, and less referred to TAF. Additional demand being placed on the service.



What do we need to do?

Continue to monitor the demand and ensure teams have the appropriate staffing resources to respond. We need to anticipate an increase of approx. 51 children with assessments leading to care and support plans during June given the increase in the number of assessments currently open in May by June 18.





What's working well?

Measure 7b - The number of care and wellbeing assessments completed within timescale remains above target and the number completed within 10 days has improved to 30%.

Measure 7g - The number of children moving on to a care and support plan following assessment remains consistent.

Measure 7d – The care and wellbeing assessment overdue was overdue by 1 day.



What are we worried about?

The increased demand and the impact this will have on performance.

Measure 8 - Re referral rates are not fully understood. The re-referral flag on WCCIS is not being used correctly to allow us to report accurately on measures 8 and 8a.

Measure 9 – Indicator 9 is misleading as 51% are closed following assessment. Others have Information and Advice provision, referrals to other services etc. Indicator 7g and 9 are related however do not report the remaining 13%

Measure 10 - There are 161 open children without current care and support plans in place. This increase is partly due to a reporting change as the migrated care plans which are due review are no longer considered as care plans in place.

Measure 13 - The process for accurately capturing the dates around re-assessments has yet to be established (indicators 13, 13a and 13b) and will be considered at IPAS.



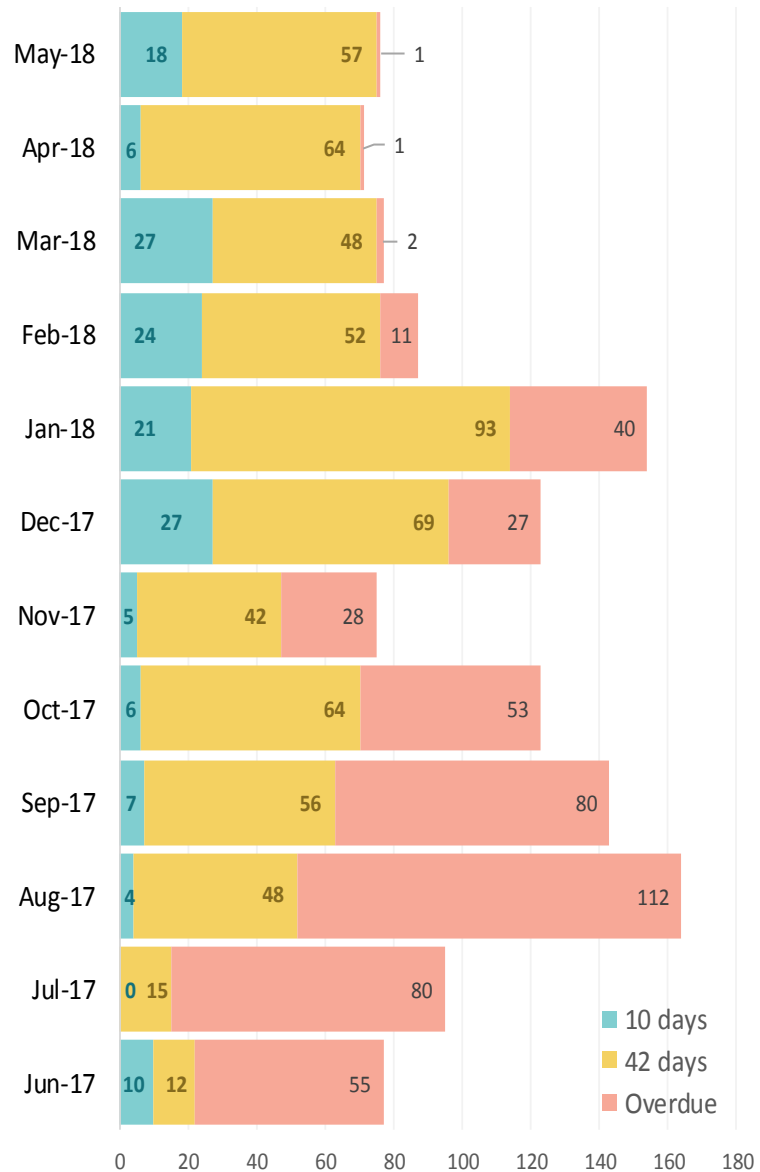
What do we need to do?

Review staffing resources in assessment and locality teams to ensure we have the appropriate staffing resource to respond. We need to replicate the successful pilot in the North of the County and establish the Assessment team in the South of the County by July 18, (B23)

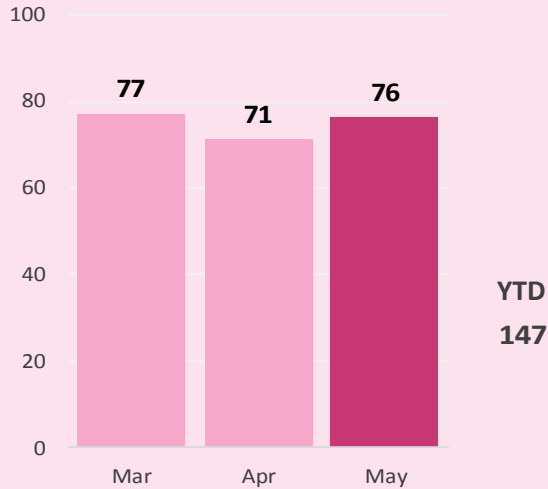
Make the outcome assessment a mandatory field so we are capturing the outcome of all assessments by Aug 18 .

Review of all 161 children with no current care plan by June 18.

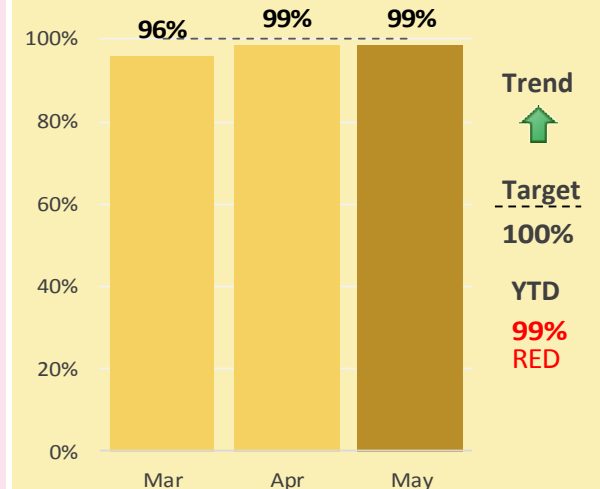
No. of Assessments within timescale since June 2017



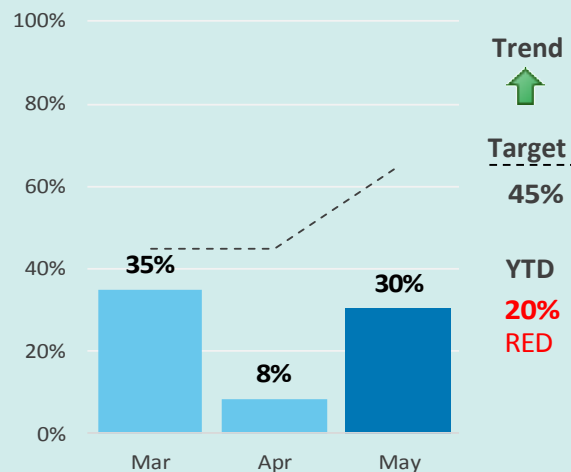
7. No. of Care and Wellbeing Assessments completed



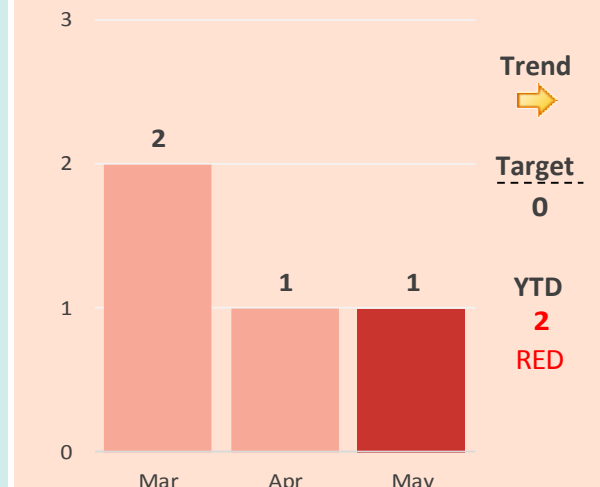
7a. % of Care and Wellbeing Assessments completed within 42 days



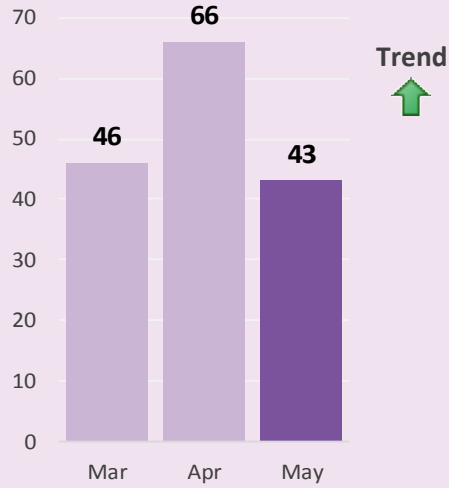
7b. Of which, % completed within 10 days



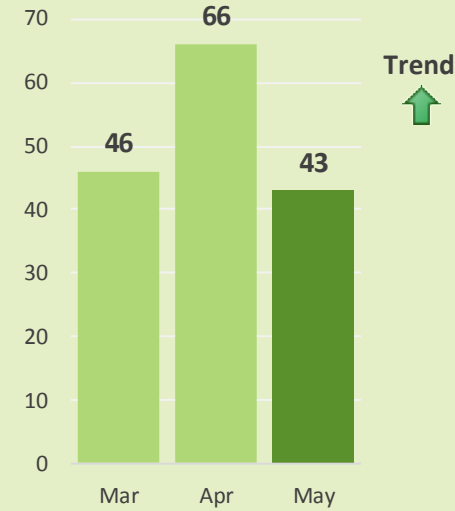
7c. No. of Care and Wellbeing Assessments completed out of timescale



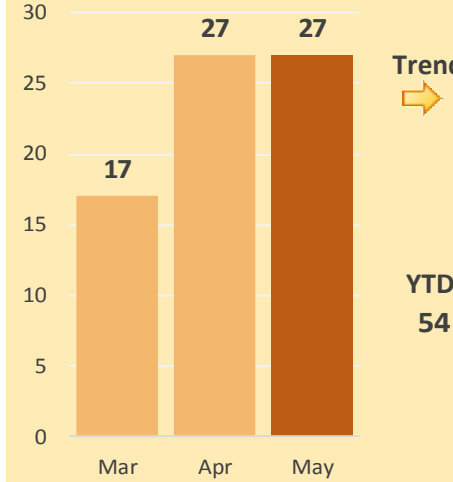
7d. Of these, Average number of days taken to complete



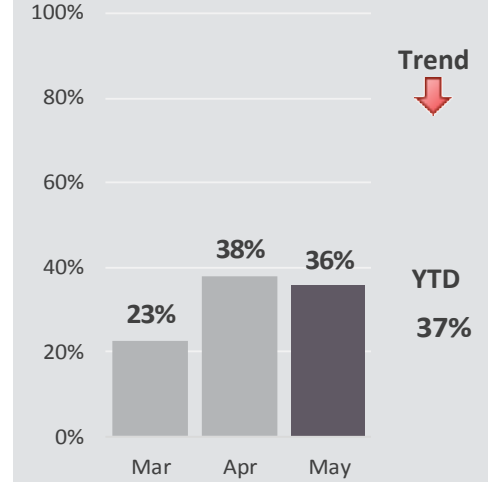
7e. Of these, maximum no. of days taken to complete



7f. No. of Assessments that lead to a Care and Support Plan (Assistance)



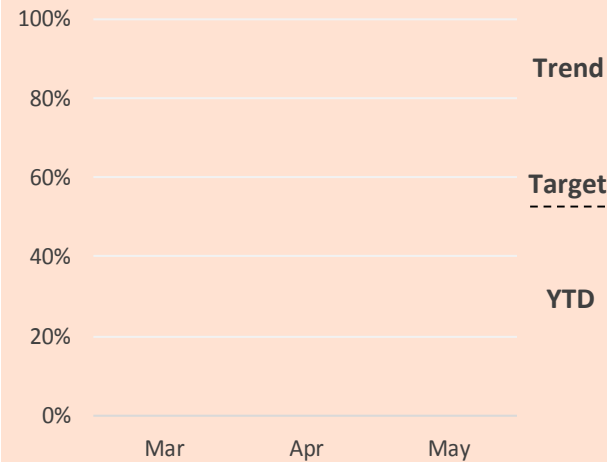
7g. % of Assessments that lead to a Care and Support Plan



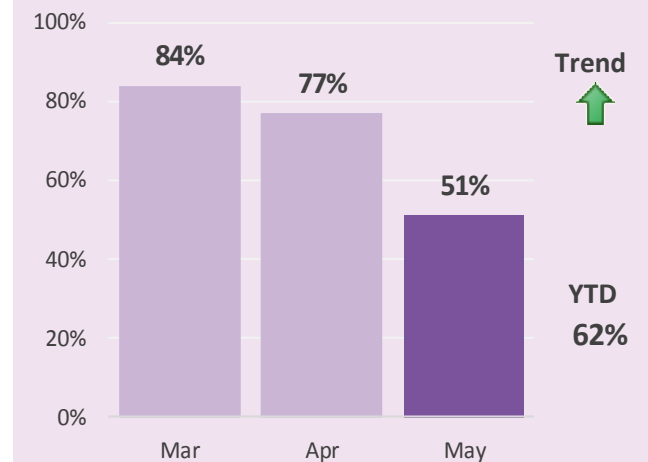
8. No. of Children Assessed that had been Assessed within the previous 12 months



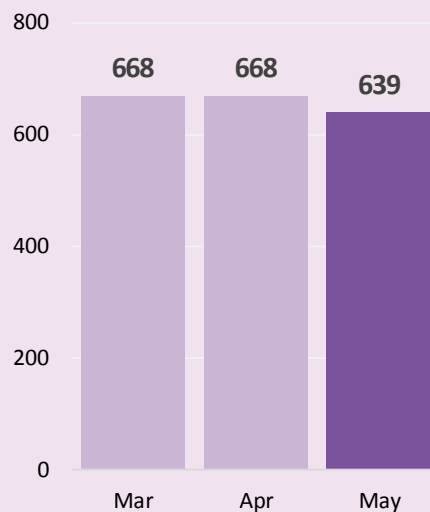
8a. Of these, % that lead to a Care and Support Plan



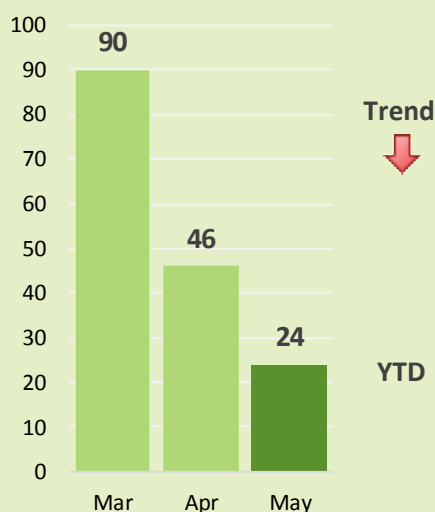
9. % of Approaches to Children's Teams closed following Assessment



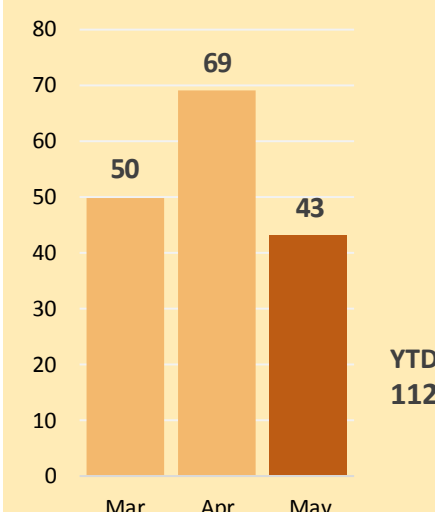
10. No. of Children with Care and Support Plans



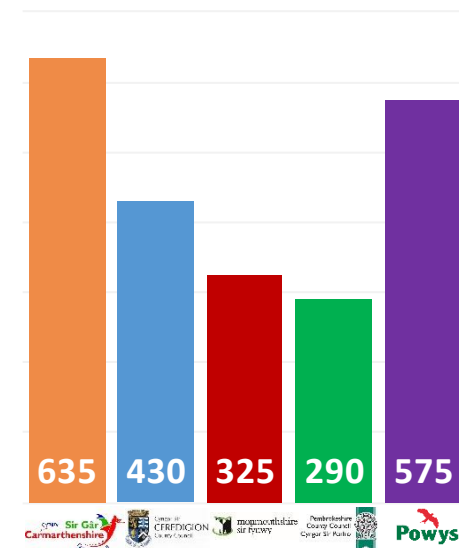
11. No. of New Care and Support Plans completed during the period



12. No. of cases closed where the child had a Care and Support Plan



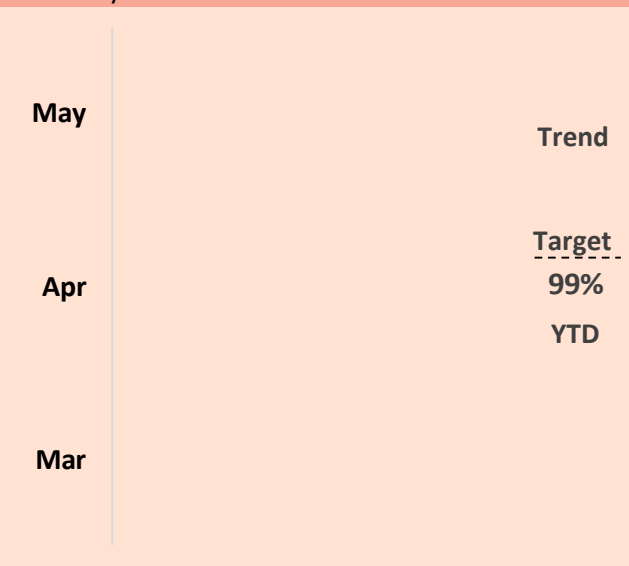
No. of Children with Care and Support Plan as at 31/03/2017



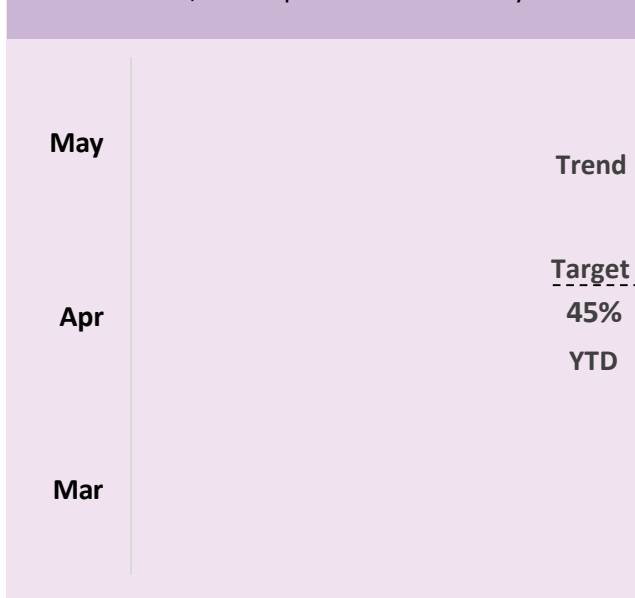
13. No. of Re-assessments completed during the period



13a. % of Re-assessments completed within 42 days



13b. Of which, % completed within 10 days





What's working well?

Measure 14 - Increase of the number of Section 47 assessments completed (almost double) yet compliance has not dropped significantly.

Measure 16a - Average days children are on the register has increased to 159 however this is due to a low figure reported in April due to a large sibling group being registered for a short period of time.

Measure 17a – No children registered in May were previously registered on the Child Protection Register.



What are we worried about?

Measure 14a – there are ongoing gradual decreases in performance with regards to Section 47's. The continued increase in demand will impact on performance figures and Section 47 assessments will not be completed within Statutory timescales.

Powys complete high numbers of section 47 assessments in comparison to other local authorities in the Mid and West Wales Region 332 and the numbers of children on the CPR is not comparative to this figure.

Measure 15 - A small number of children have been registered for nearly 2 years.

Measure 15/16 There is a data lag in children being removed from the register in a timely manner. E.g. in April we reported 110 children on the register, however upon running the report again a few weeks later, the child protection register was at 107 at the same date.

Measure 17b/17c - The reregistration need to be reported as numbers due to the small number of children which this measure relates to.

Measure 18a – A lower number of child protection statutory visits were undertaken, and the percentage of these undertaken within timescales was reduced.

Measure 19/20/21d - ongoing issue with regards to not being able to report on conferences held. This is being addressed via a new form, however it will take time to be implemented.

Measure 21 - The increase in Strategy discussions held due to the increase in demand at the front door.



What do we need to do?

The children registered for between 12 months and 2 years will all be reviewed in June 18.

Audit of Section 47 assessments to be undertaken Jan to June 18 to assess if the assessments are appropriate and proportionate by June 18.

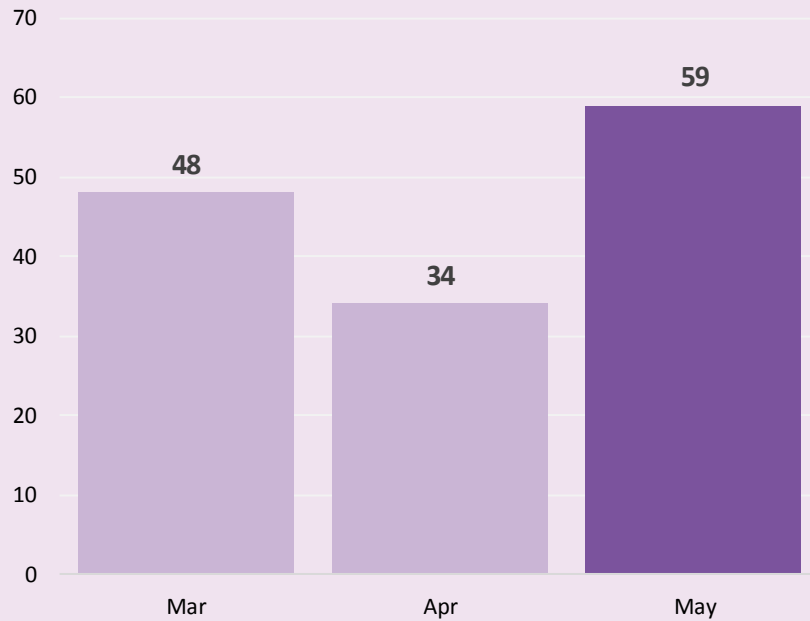
Continue to monitor and ensure appropriate staffing resources are available to respond.

Address why we have no strategy meetings and a very high number of strategy discussions and Section 47 assessments undertaken. Review Threshold document and how this is being implemented at the front door. August 2018

14. No. of Section 47 Assessments Completed

14a. % Section 47 Assessments Completed in Timescale

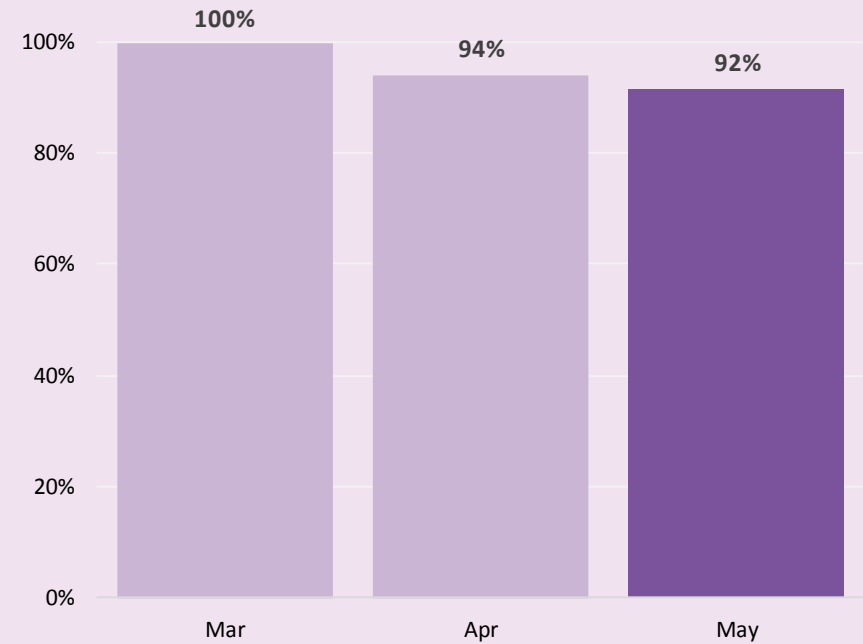
YTD 93



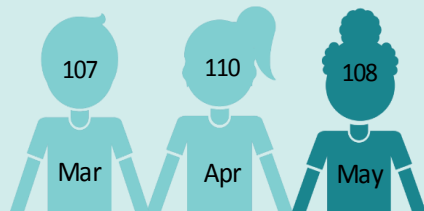
Trend
↓

Target 100%

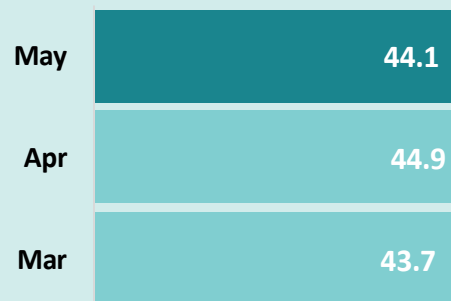
**YTD 94%
RED**



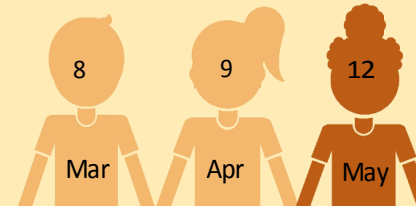
15. No. of Children on the Child Protection Register (CPR)



15a. CPR Rate per 10,000 Population

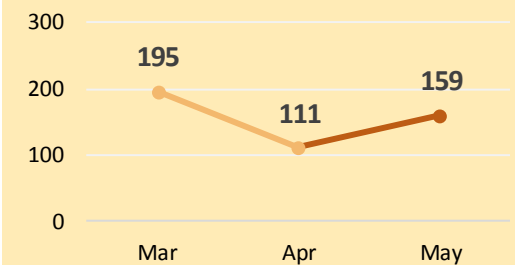


16. Number of Children Removed from the CPR

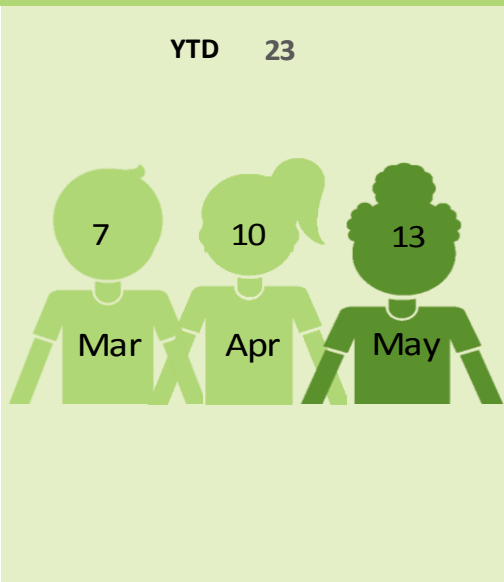


16a. The average length of time on the CPR for those removed (days)

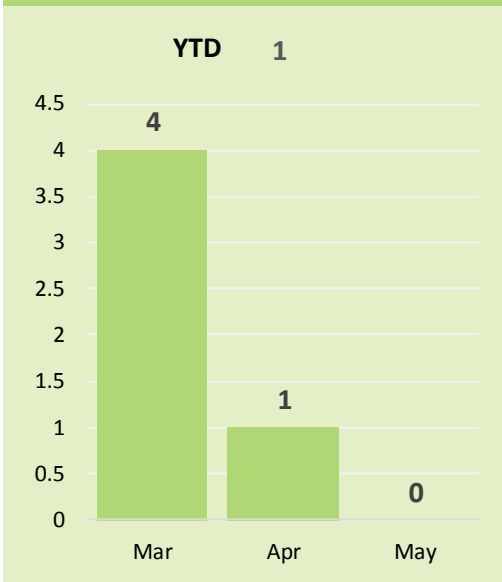
YTD 135 days



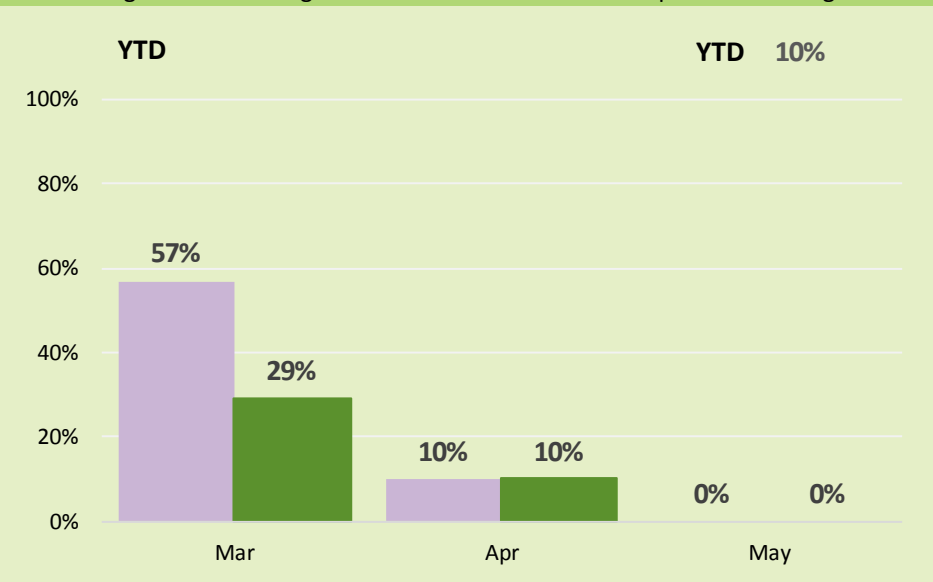
17. No. of Children Registered at Conference



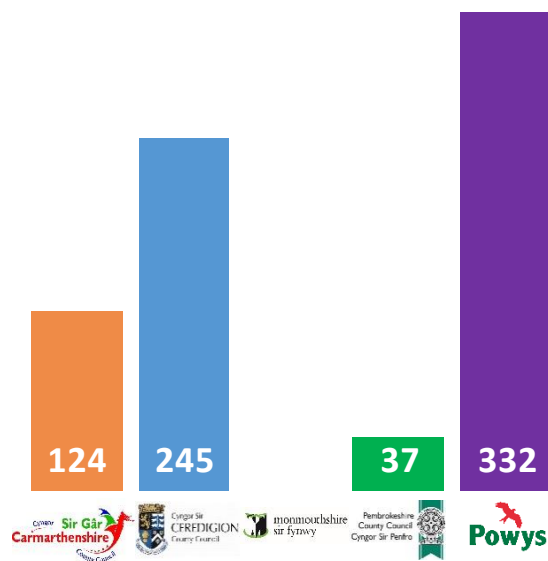
17a. No. of Re-Registrations on the CPR



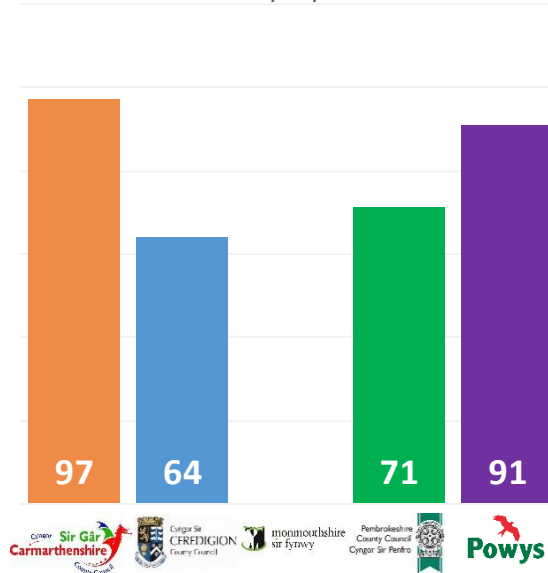
17b. The % of Re-Registrations of all Registrations during the Year



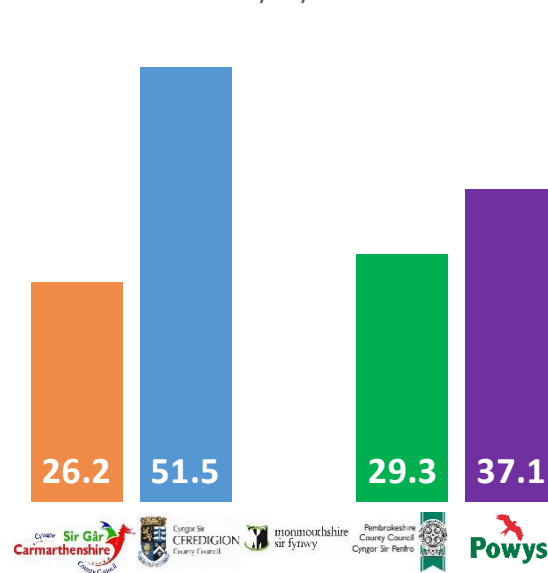
No. of Section 47 Completed as at Assessments 31/12/2017



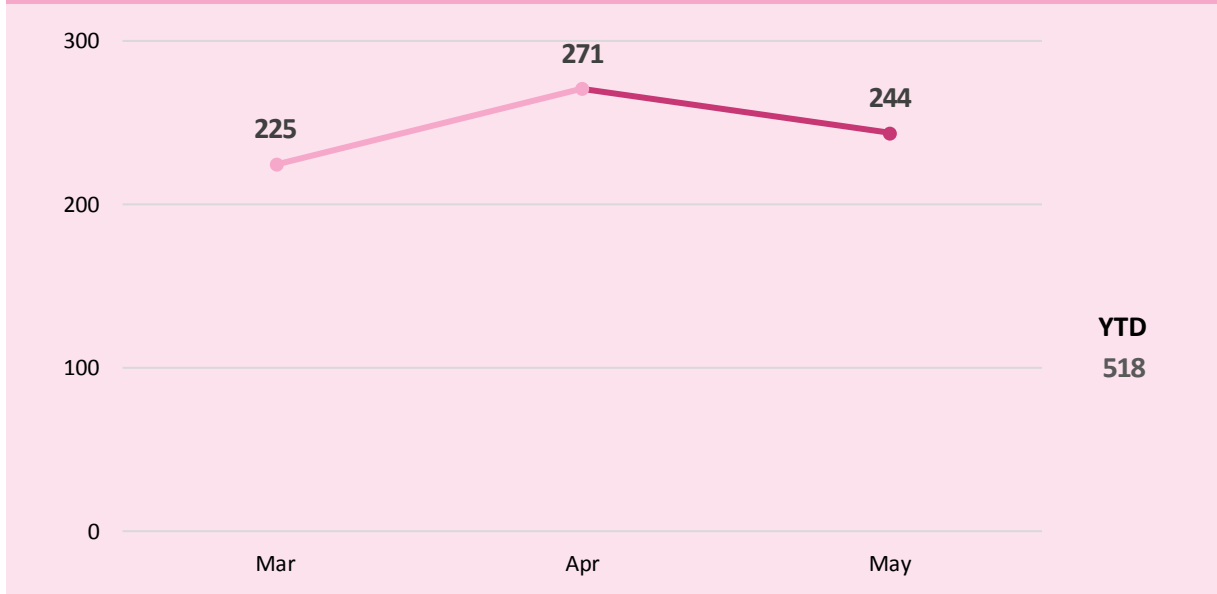
No. of Children on the CPR as at 31/12/2017



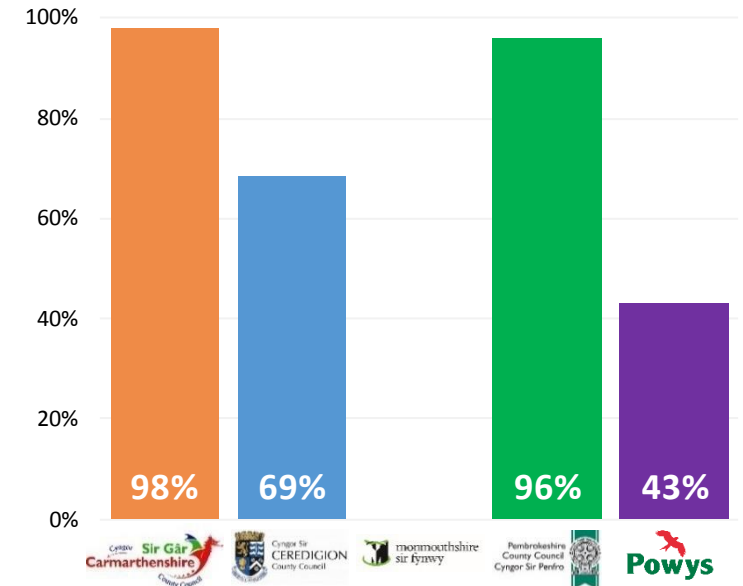
CPR Rate per 10,000 Population as at 31/12/2017



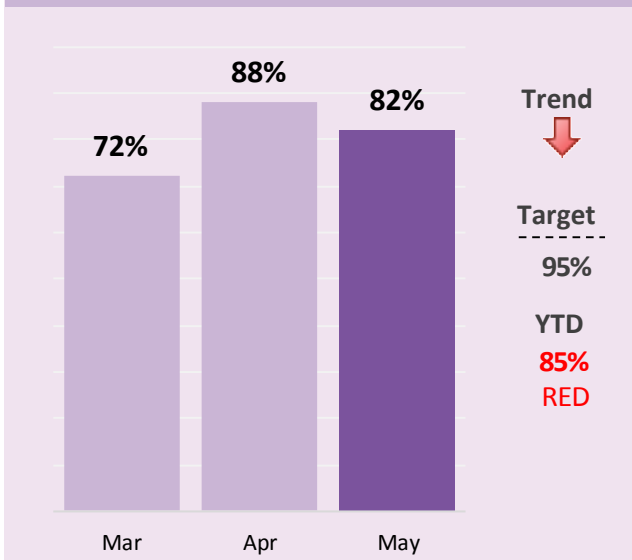
18. No. of Child Protection Monitoring Visits taken place



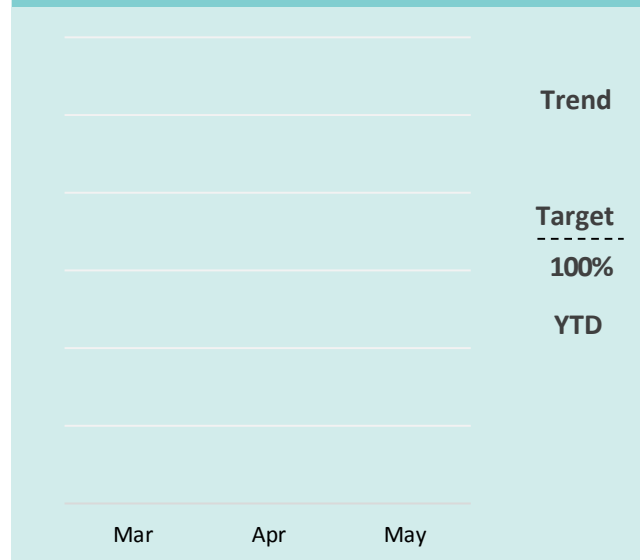
No. of Initial Case Conferences as at 31/12/2017



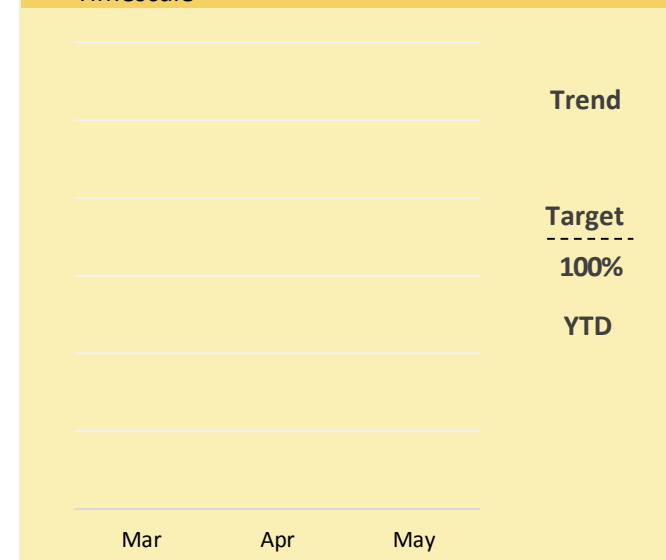
18.a % of visits held within Statutory Timescale



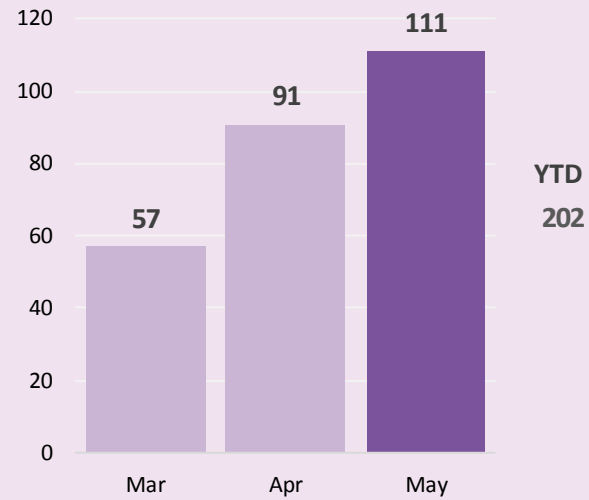
19. % of Conferences Held in Timescale



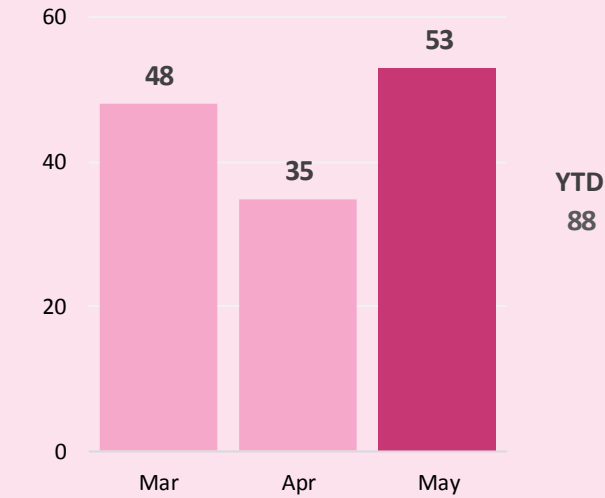
20. % of Initial Core Group Meetings held in Timescale



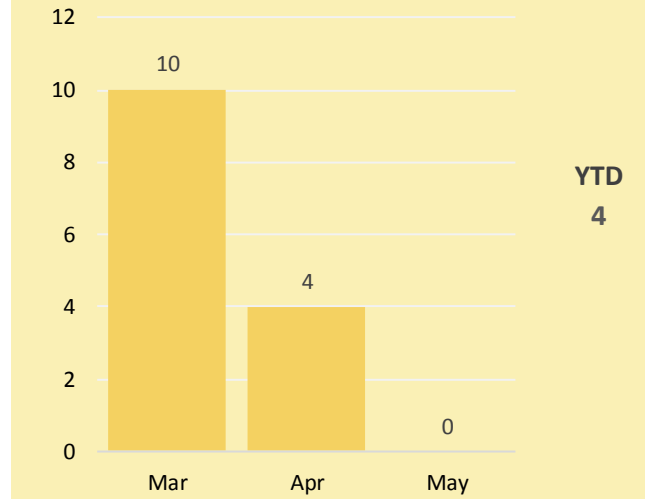
21. No. of Strategy Discussions Held



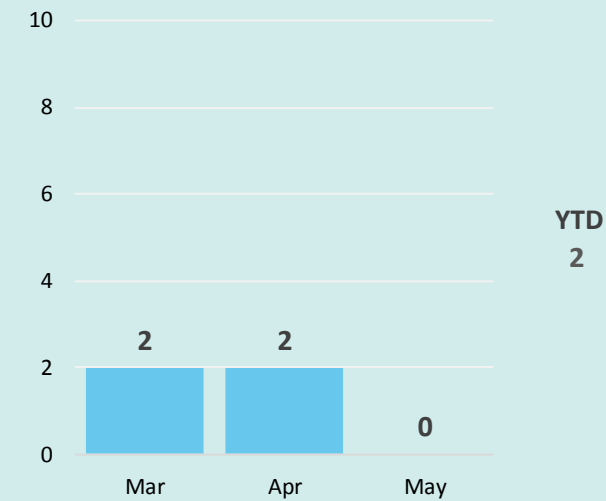
21a. No. of Section 47 Assessments Commenced



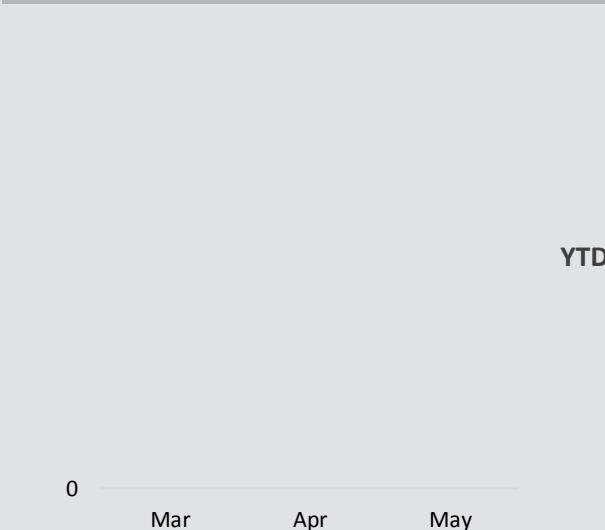
21b. No. of Strategy Meetings Held



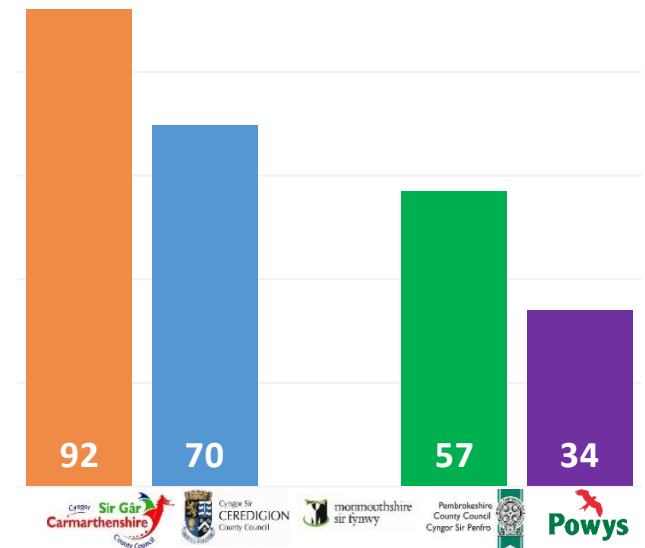
21c. No. of Initial Case Conferences



21d. % of Children Registered at Conference



No. of Initial Case Conferences as at 31/12/2017





What's working well?

Measure 36 - 6 children become looked after during May, 3 of these children were part of a sibling group.

Measure 37 - 6 children become looked after during May, 3 of these children were part of a sibling group.

Measure 38 - The number of placement moves has reduced in May to 6 from 9 the previous month reducing the % 3 plus placement moves to 12%. This means more stability and better outcomes for our looked after children.



What are we worried about?

Measure 22 – LAC recording and reporting as there are delays in updating legal status', inaccurate data in relation to LAC legal status and lockdown records are not reported within the figures.

Measure 22 - There is a significant issue with data lag and the LAC Legal Status's/placements not being updated in a timely manner or at all.

Measure 40a/40b – None of the 6 children who became looked after had a care plan in place within 10 days. This needs to be addressed within the service as a priority June 18

Measure 41 – Number of LAC reviews taking place remains low for the number of LAC in our care.

Measure 41a - ongoing issue with regards to not being able to report on reviews held in timescale. This is being addressed via a new form, however it will take time to be implemented.

Measure 42 – There were a significantly lower number of visits undertaken. Performance increased slightly, but does not meet target.



What do we need to do?

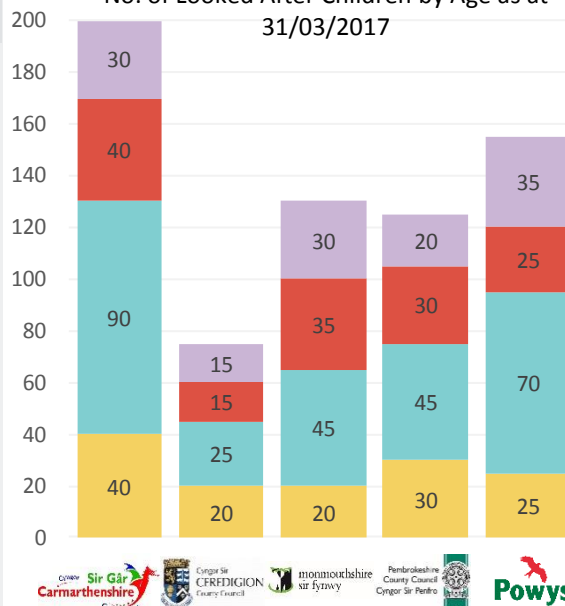
Instruct Team Managers and practitioners to update all records in a timely and accurate way.

Implementing a resource panel for LAC to consider and agree external placements, ensuring effective monitoring of placements and manage the commissioning of individual support packages for children and families in June 2018 (D19)

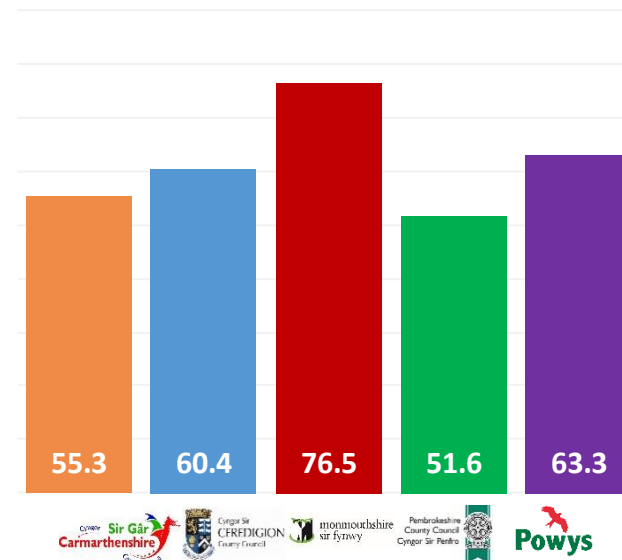
22. No. of Looked After Children by Age



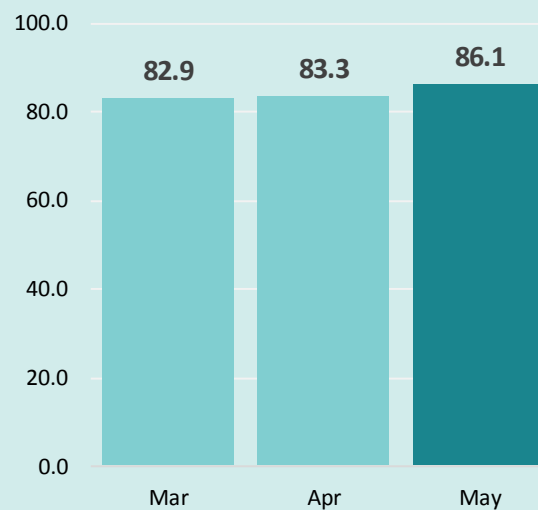
No. of Looked After Children by Age as at 31/03/2017



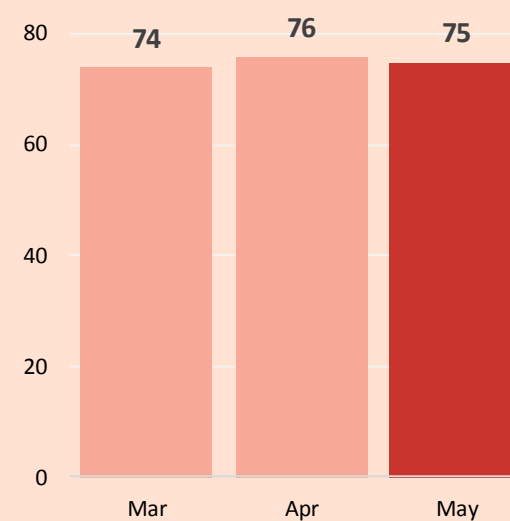
LAC Rate per 10,000 Population as at 31/03/2017



22e. LAC Rate per 10,000 Population

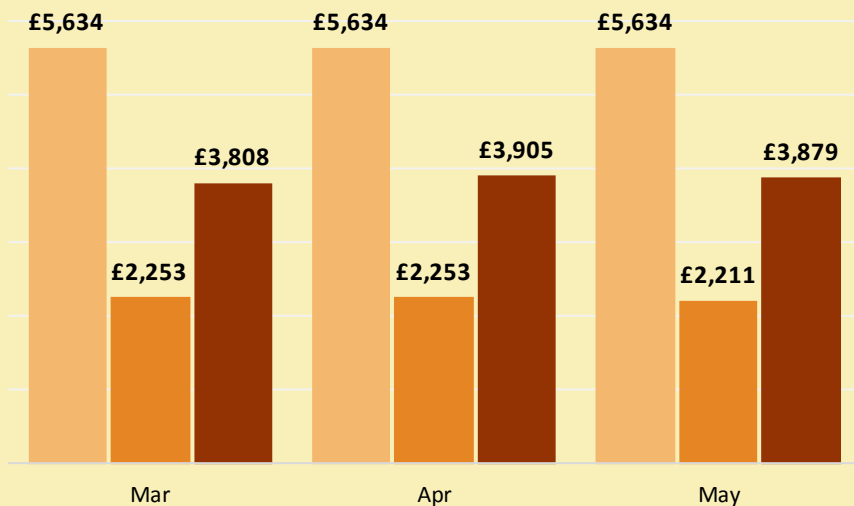


22f. No. placed out of county



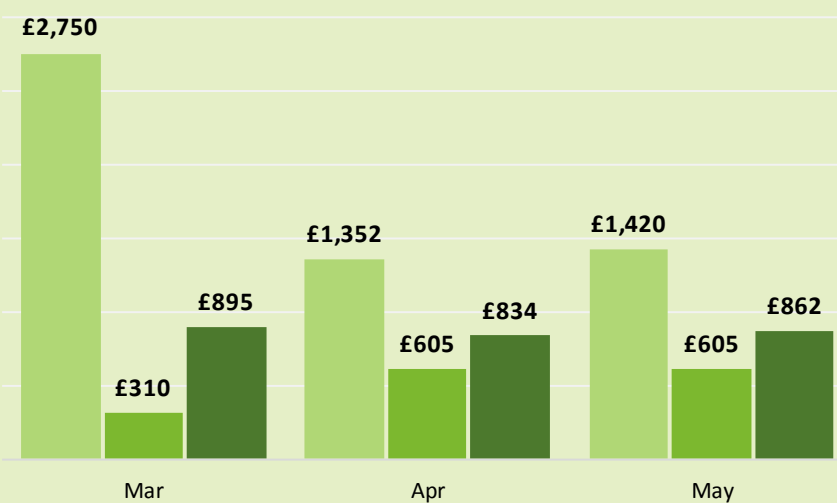
23. Residential Placement costs (per week)

23. Highest 24. Lowest 25. Average



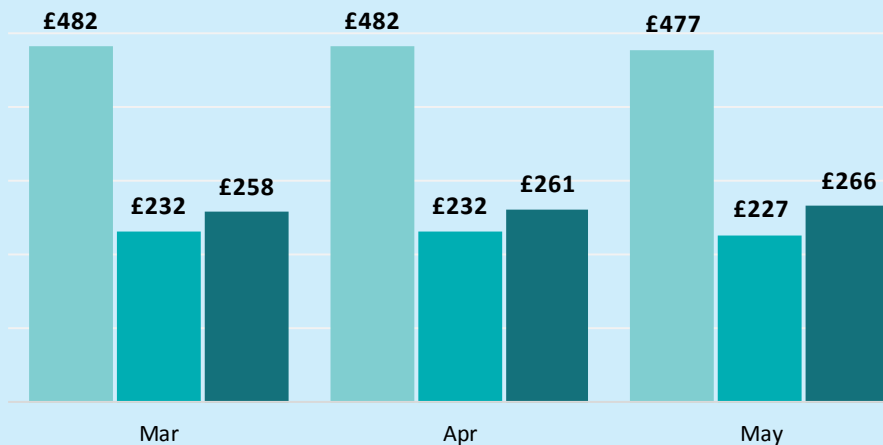
24. IFA Placement costs (per week)

26. Highest 27. Lowest 28. Average



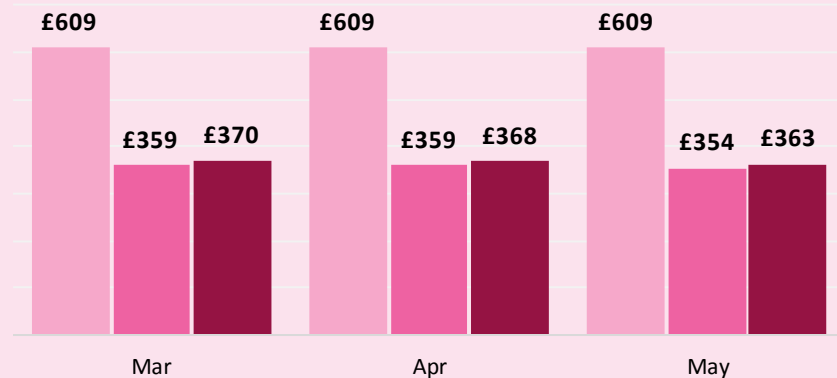
25. Kinship Placement costs (per week)

29. Highest 30. Lowest 31. Average



26. In-house Placement costs (per week)

32. Highest 33. Lowest 34. Average



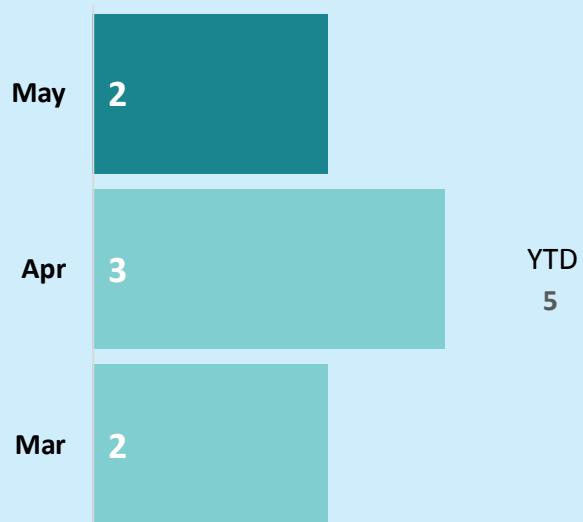
27. Total cost of placements

YTD total **£9,678,026.60**

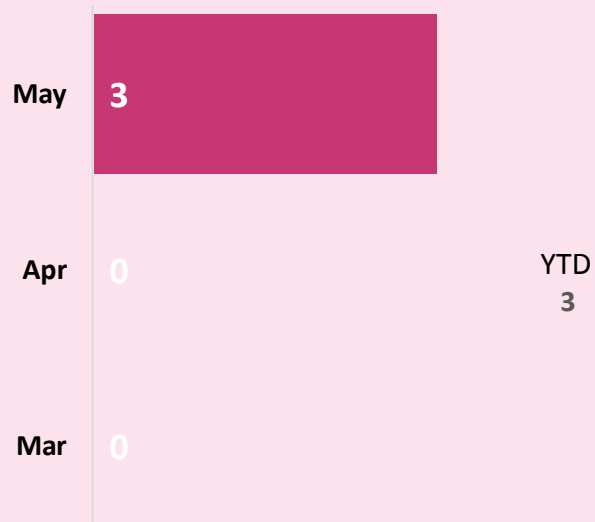
28. No. of Children becoming Looked After



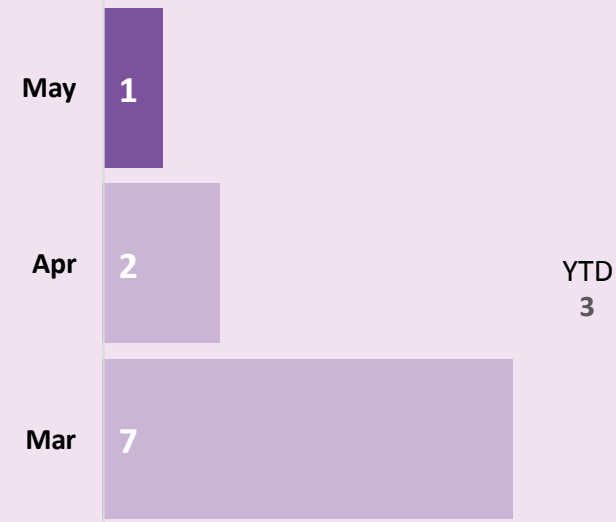
28a. Single Period of Accommodation under Section 76 (Previously Section 20)



28b. Police Protection Order / Emergency Protection Order

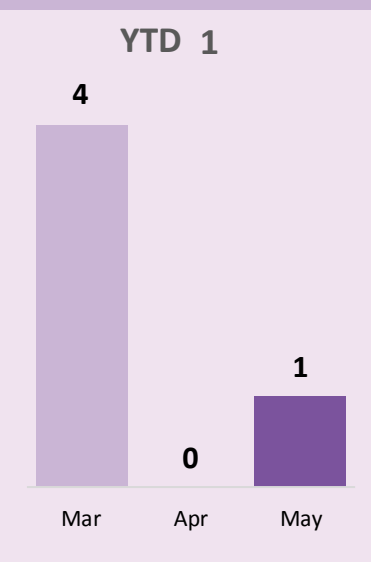


28c. Interim Care Order

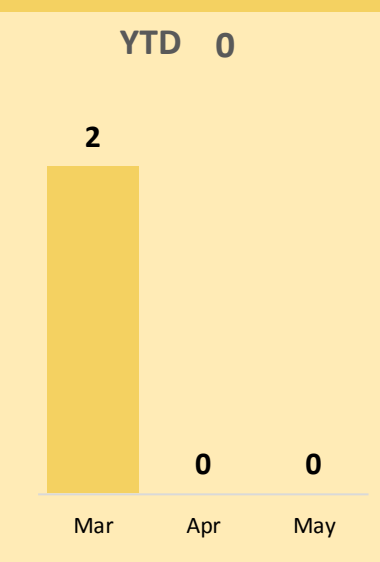


Ceased to be Looked After Reason:

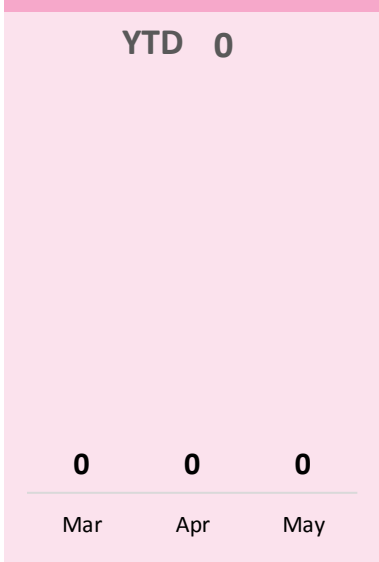
29. No. of Children Ceasing to be Looked After



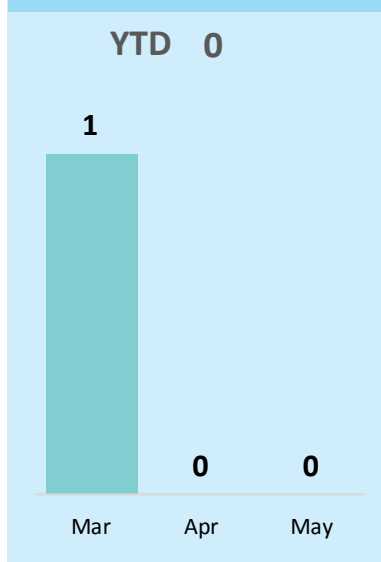
29a. Returned Home to Live with Parents



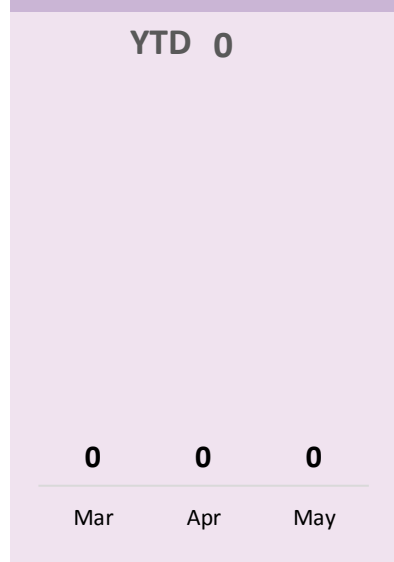
29b. Adopted



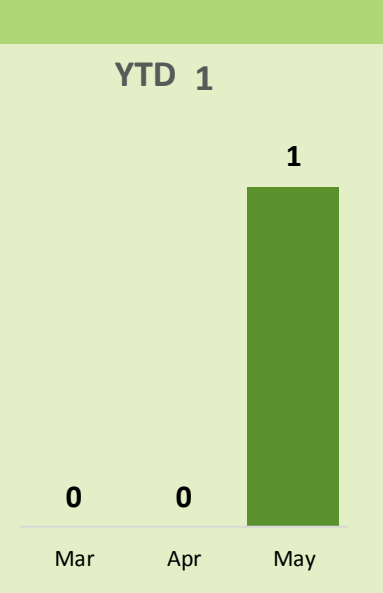
29c. Turned 18



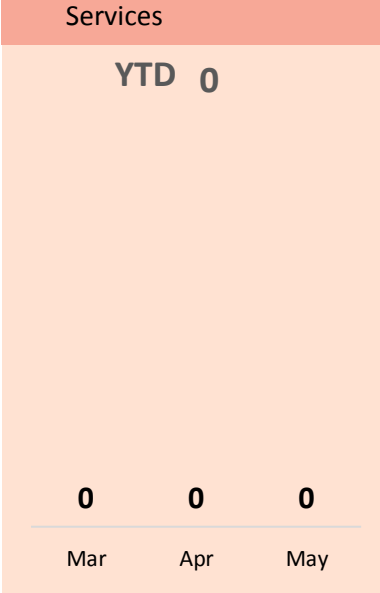
29d. Special Guardianship



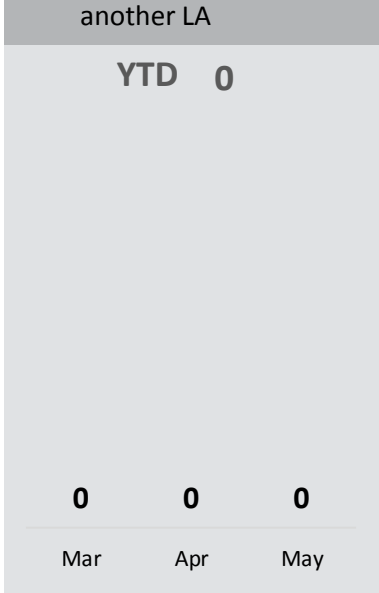
29e. Independent Living



29f. Transferred to Adult Services



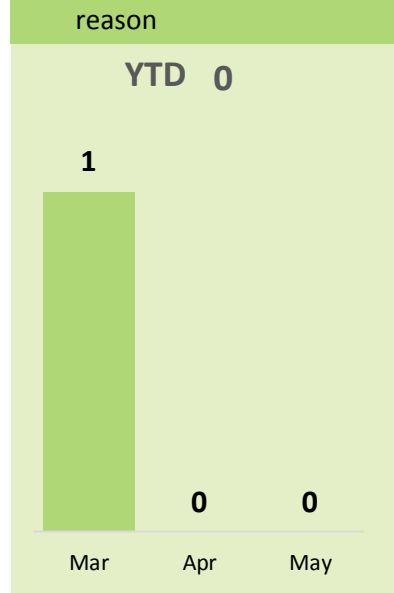
29g . Care taken over by another LA

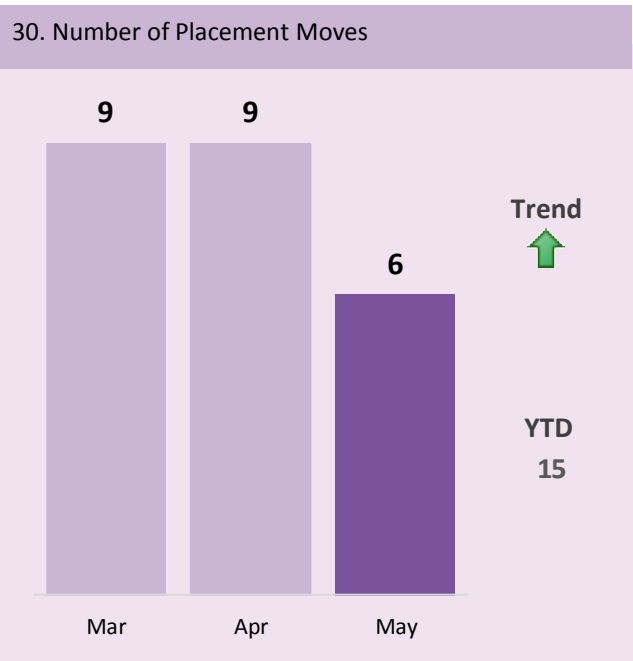


29h. Sentenced to Custody

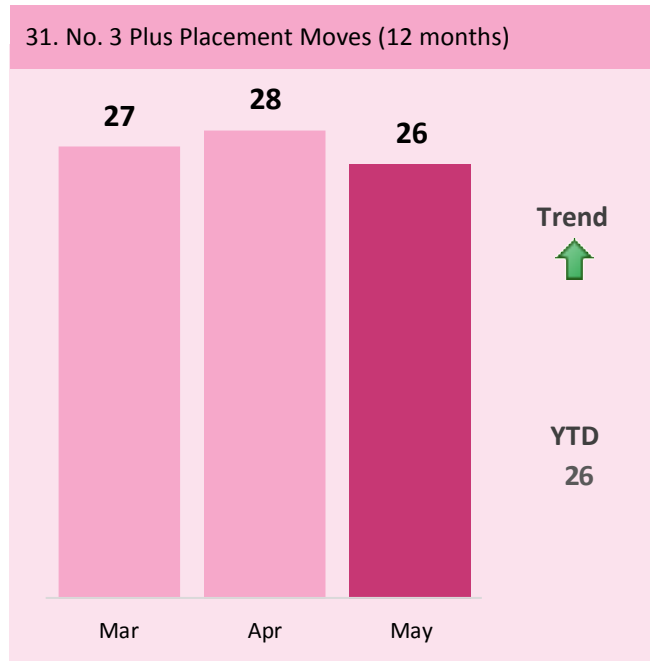


29i. Ceased for any other reason

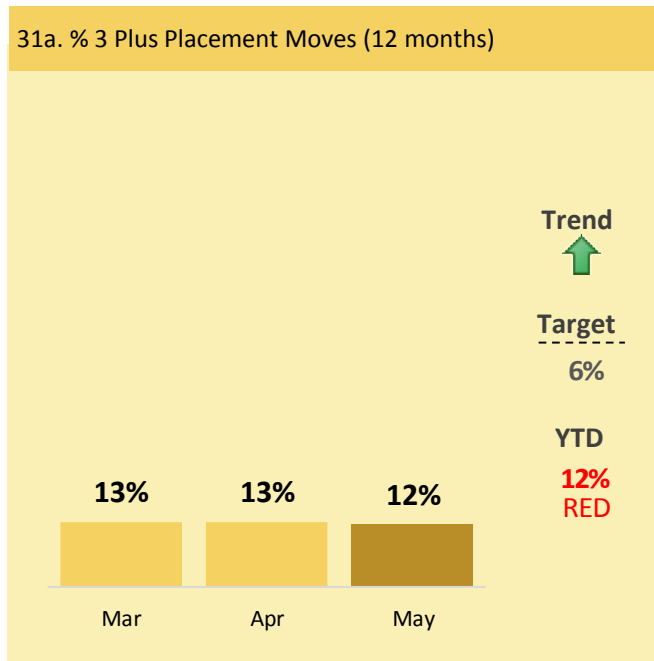




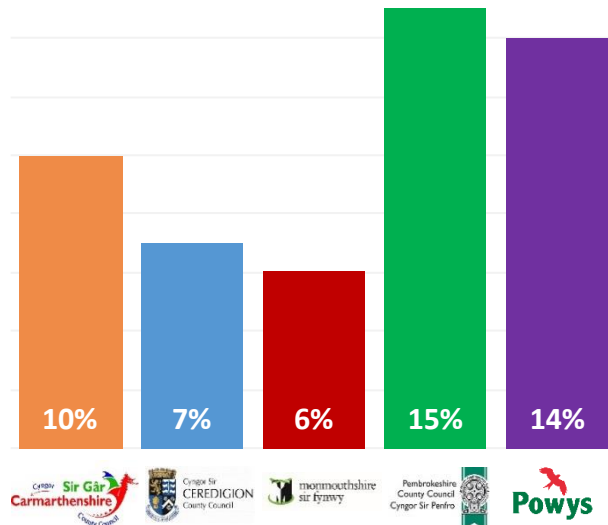
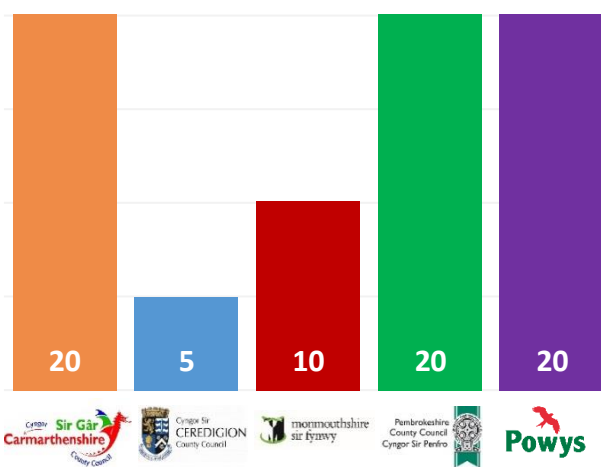
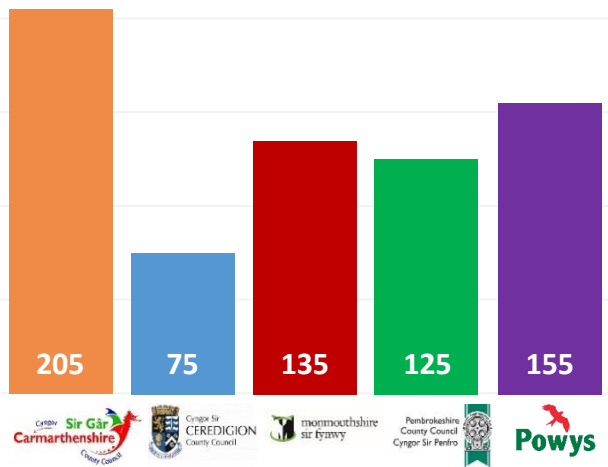
Number of Placement moves as 31/03/2017



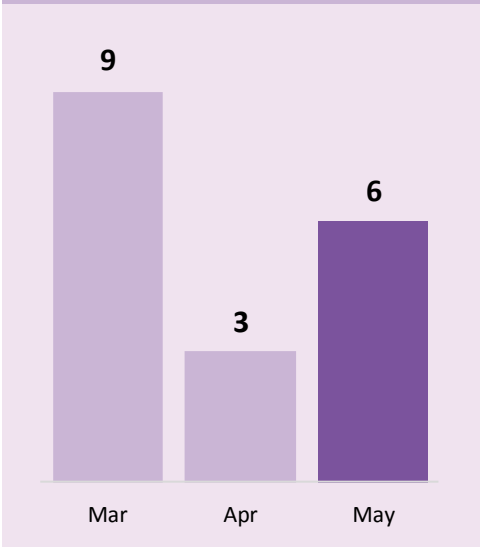
No. 3 Plus Placement Moves (12 months) as at 31/03/2017



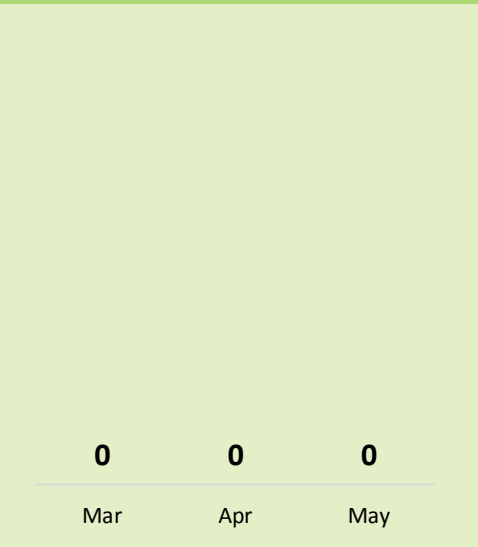
% 3 Plus Placement Moves (12 months) as at 31/03/2017



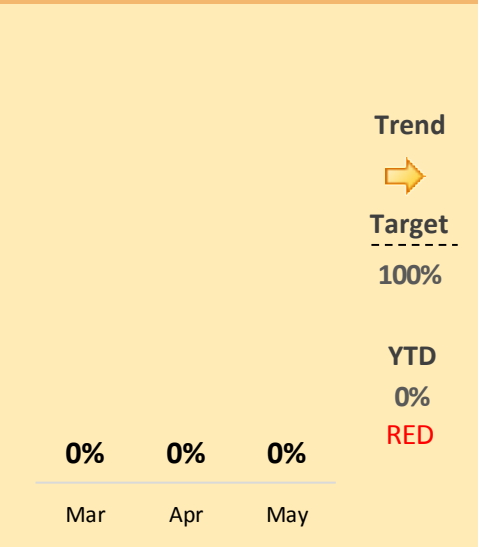
32. No. of Children who should have had a care plan within 10 days of placement



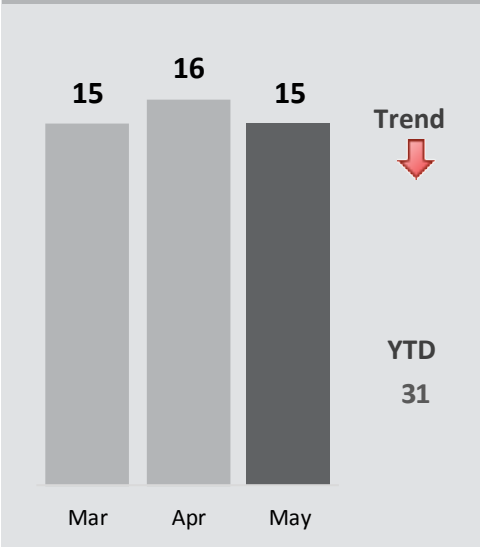
32a. No. of Children who had a care plan within 10 days of placement



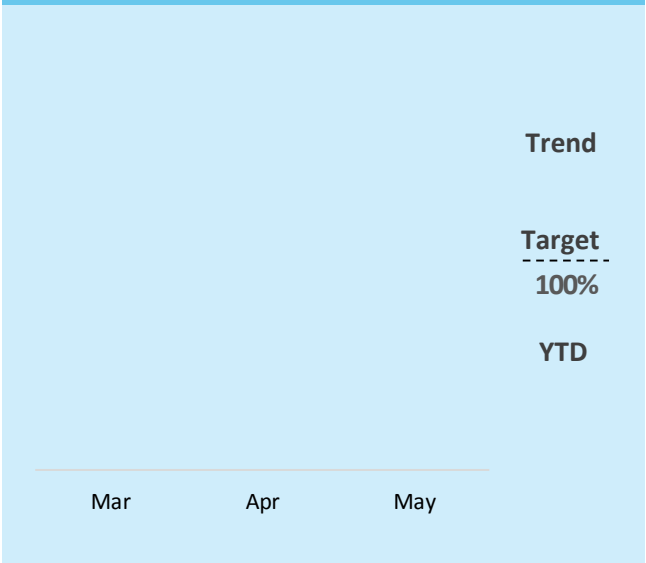
32b. % Children who had one in place within 10 day of placement



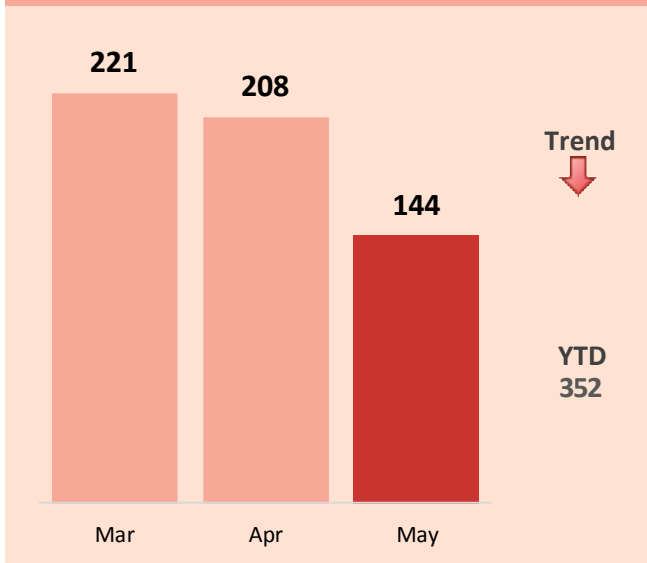
33. No. of LAC Reviews Completed



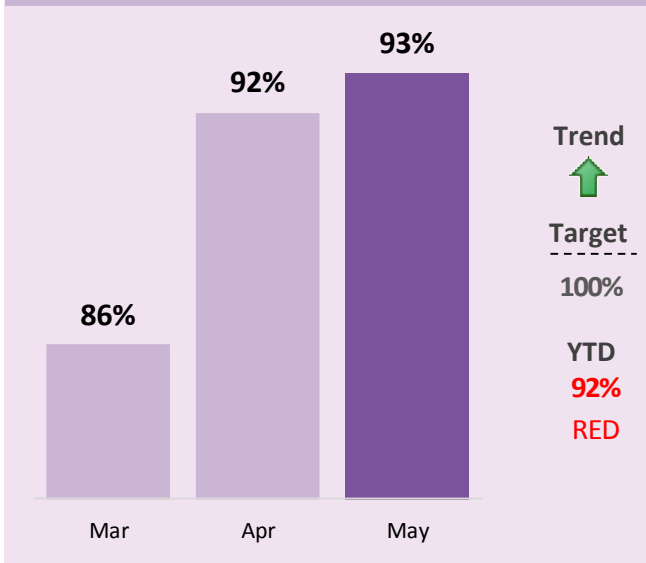
33a. % of LAC Reviews Completed in Timescale



34. No. of LAC Statutory Visits Taken Place



34a. % of Visits Held in Timescale





What's working well?

Measure 44 – Reduction in Agency staff to 28.

Supervision policy in place with template for consistent recording across adults and children services.

Supervision training has been scheduled so as managers are appropriately trained to undertake quality supervisions.

Recruitment Campaign live and we continue to recruit to permanent key posts, with the advert for the permanent Head of Service out currently. (C2)

Recruitment events held and further events planned to attract qualified staff to Powys. (C7)

Common themes are being identified through exit interviews in respect of why frontline staff are leaving Powys Children's Services. Leavers are now sent the exit questionnaire to return

as they do not always feel comfortable completing this with their line manager, this has improved response rates. (B7)

Recent appointment of 4 Newly qualified staff who are due to commence in post imminently.



What are we worried about?

Measure 43 – There is a significant decrease in the number of staff supervisions being undertaken in May 2018.

Increased demand and not enough staffing resource to meet this demand. Continued instability within the workforce and continued reliance on agency staff. Impact on compliance performance can start to be seen within the reporting and it anticipated that this downward trend will continue in June.

Level of monthly supervisions undertaken has reduced. A number were booked and staff have subsequently been absent from work sick (4), a number on placement (2) and (2) are TRENT issues, recording issue (1) = resulting in 86% of staff having supervision in May



What do we need to do?

The service and BI to work with BSU to develop indicators around statutory training compliance in readiness for June's Report.

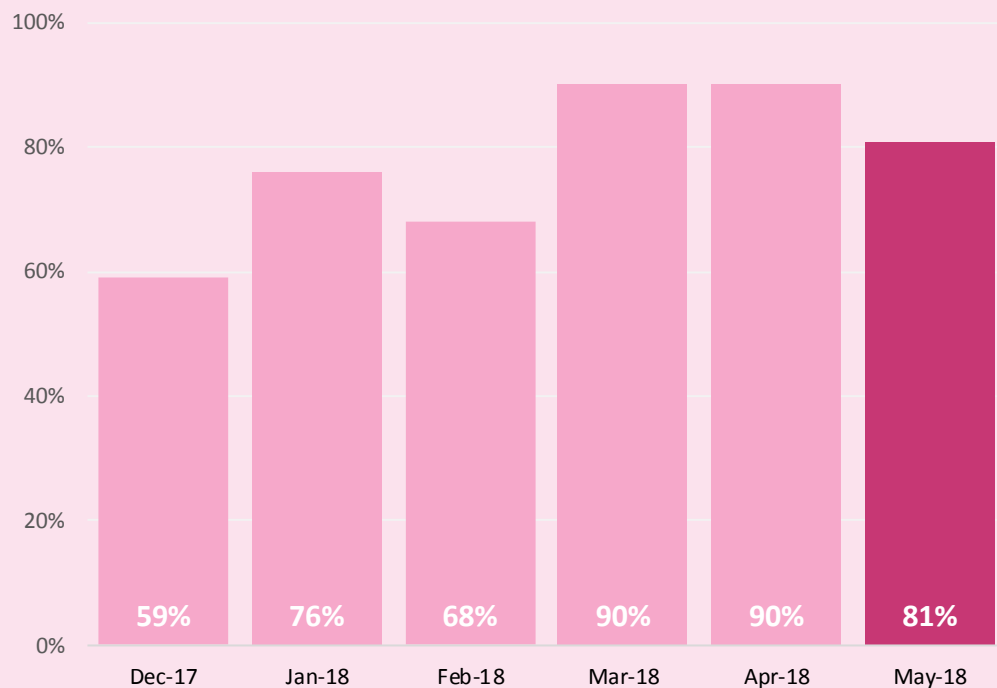
Review staffing resources in assessment and locality teams to ensure we have the appropriate staffing resource to respond to the increasing demand by June 2018 (A11)

Continue to develop future model of delivery and future staffing structure. Implementation by November 18 (A11)

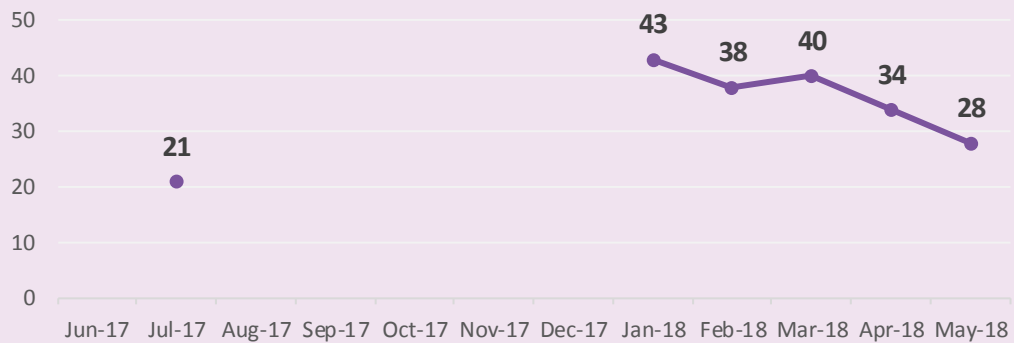
Ensure Managers have access to the supervision reports within the Insight Centre by June 18

Ensure Managers are undertaking quality supervisions in a timely way and recording accurately on the TRENT System in June 18

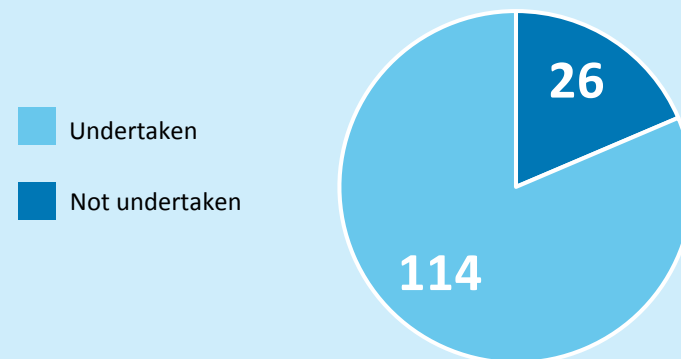
35. % of Monthly 1 to 1s Undertaken per Month



36. The Number of Agency Workers in Childrens Services per Month

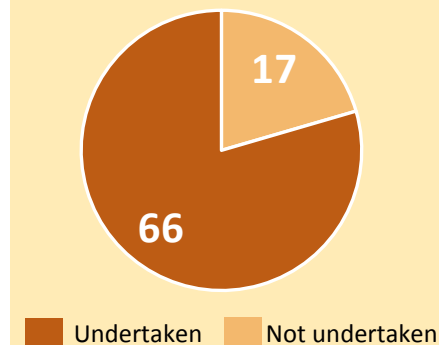


35a. Total 1 to 1s by all Teams in May 2018

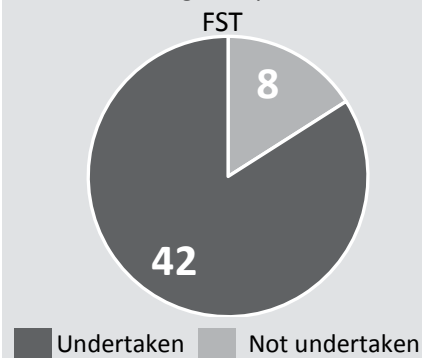


Staff supervision by team May 2018

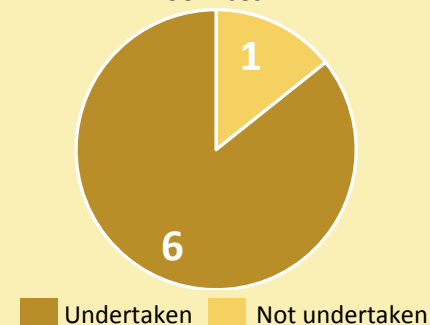
35b. Childcare & PPD total



35c. Fostering, Adoption, CWD & FST



35d. Safeguarding Children's Services





What's working well?



What are we worried about?



What do we need to do?

45. Leavers exit interviews questionnaires May 2018

Job title	External (Agency)	Internal	Sent	Received
Senior Social Worker Practitioner	0	1	0	1
Night Care Worker (Relief) Golwg Bannau	0	1	1	0
Deputy Care Manager	0	1	1	0
Social Worker	5	0	3	2
Independent Reviewing Officer	1	0	1	0
Locality Manager	1	0	0	1
Totals	8	3	7	4

Reasons for leaving PCC

- End of contract
- Leaver own accord

Total interview questionnaires sent/received

