

Children's Performance Report

June 2018



Yn agored a blaengar - Open and enterprising


Powys



What's working well?

1. The demand within Children Services has decreased compared to May. The number of open cases has risen, as has the number open cases with a care plan in place. The numbers of children without a care plan or a care plan which requires a review has decreased. Further work is required to ensure that all children have up to date care plans.
2. We continue to implement the Access to Resources 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.
3. Signs of Safety Implementation continues and staff feedback to date is very positive.
4. Quality Assurance Manager is now in post and the implementation of the Quality Assurance Panel is underway so as to consider all audits and ensure all recommendations are actioned so that our quality of practice is improved. Sept 18
5. Recruitment to an Interim Team Manager in the Newtown Locality Team which will ensure local management oversight and support to the Newtown Locality Team.



What are we worried about?

1. Connectivity issues with WCCIS and additional demands placed on workers time in order to record information on Childrens files.
2. The workforce remains very fragile and the turn-over of staff and sickness rates remains high.
3. The numbers of Looked After Children continues to rise with a net gain of 10 children in June.

4. The number of children undergoing assessment is high at 210 following the high increase in demand during May. This is having an impact on our capacity to undertake this level of assessments and ensure compliance with statutory timescales.
5. Performance has reduced in all areas in June. Various reasons which contribute to this such as staffing, specific teams with high vacancies e.g. North Assessment Team, WCCIS and the increased in demand.
6. Recording of data in a timely way, partly due to issues with connectivity to WCCIS system.

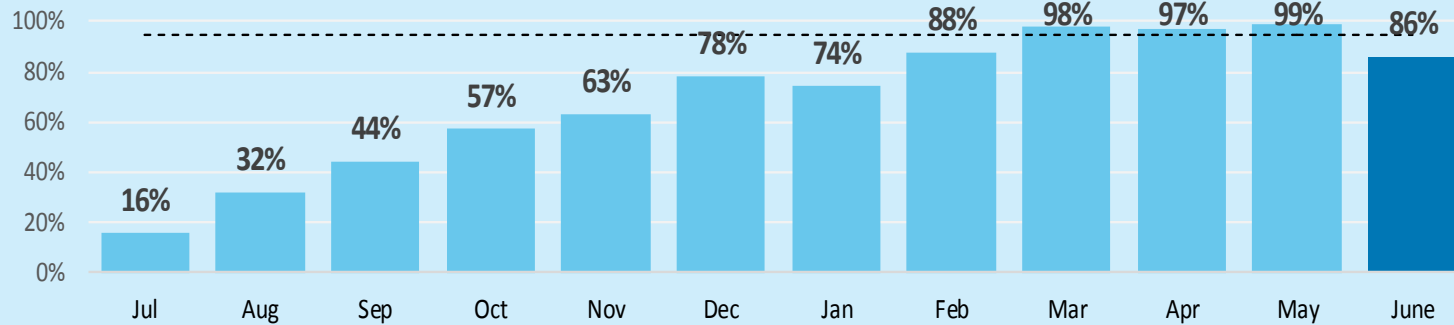
What do we need to do?

1. Complete recruitment to the Pilot Assessment Team in the South of the County – July 18
2. Resolve issues with recording of data and address issues with connectivity to WCCIS system.
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. Review Application of Threshold document at PPD and consider the most appropriate response to referrals by who and where this best sits.
5. Develop and Implement Powys Looked After Children Strategy – Sept 18
6. Continue to recruit In-house Foster carers to have a net increase of 15 - by Dec 18
7. Ensure we focus on performance remains priority and the performance culture becomes embedded within the service and developing quality and outcome measures.
8. Continue to implement the Children Services Improvement Plan to improve services in response to the CIW inspection.



Top 5 indicators

% of assessments completed for children within statutory timescales



Trend
↓

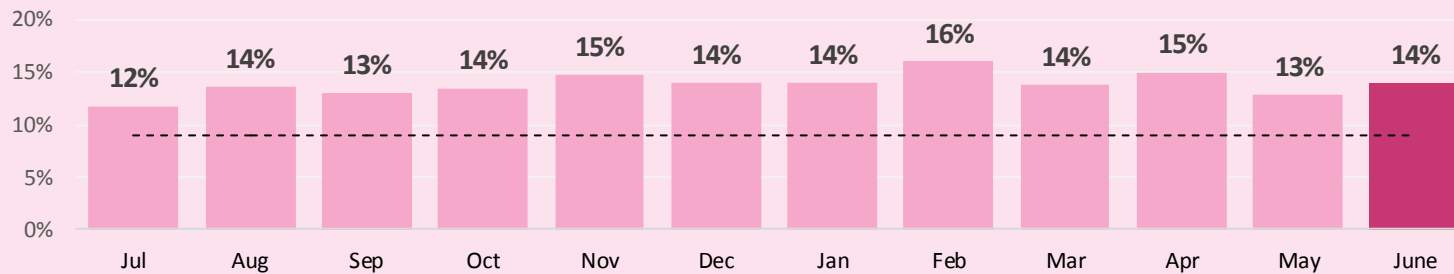
Target

95%

Welsh
average
91%

YTD
94%
RED

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



Trend
↓

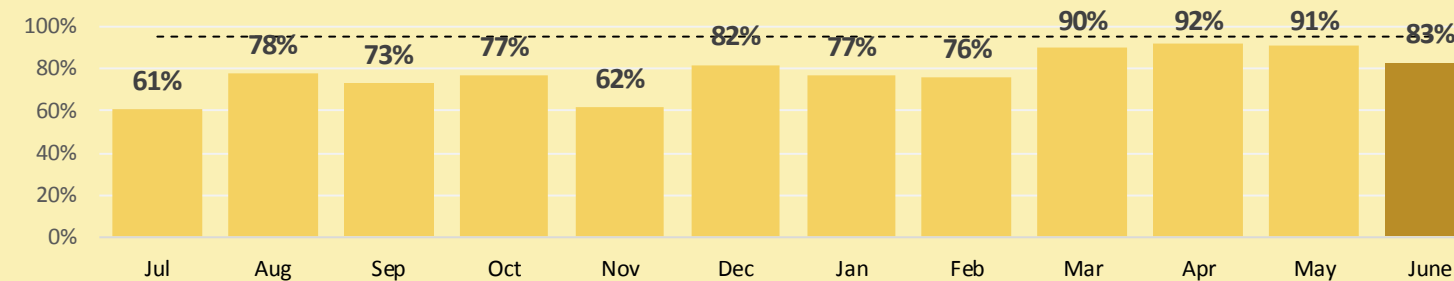
Target

9%

Welsh
average
10%

YTD
14%
RED

% of Looked After Children Statutory Visits carried out within timescale



Trend
↓

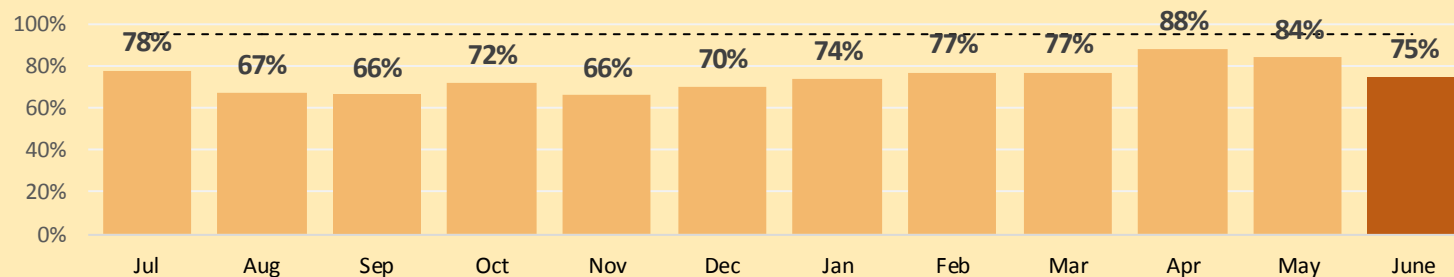
Target

95%

Welsh
average
N/A

YTD
89%
RED

% of Child Protection Statutory Visits carried out within timescale



Trend



Target

95%

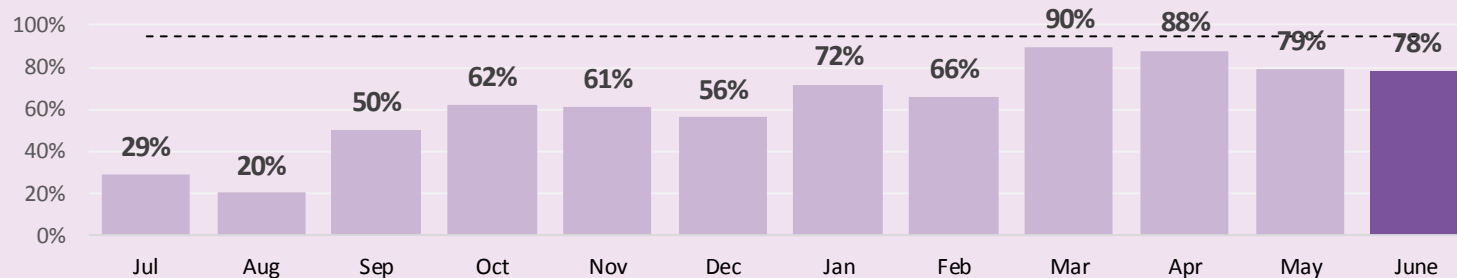
Welsh
average

N/A

YTD

84%
RED

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



Trend



Target

95%

Welsh
average

N/A

YTD

79%
RED



Highlight Indicators

1.

1011

No. of cases open to Children's Services

Of which:

1a.

230

No. Looked After Children

1b.

102

No. of Children on the Child Protection Register

1c.

655

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

1d.

7

No. of LAC and CP Children without a Care Plan

1e.

210

No. of Children currently undergoing an Assessment

1f.

136

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



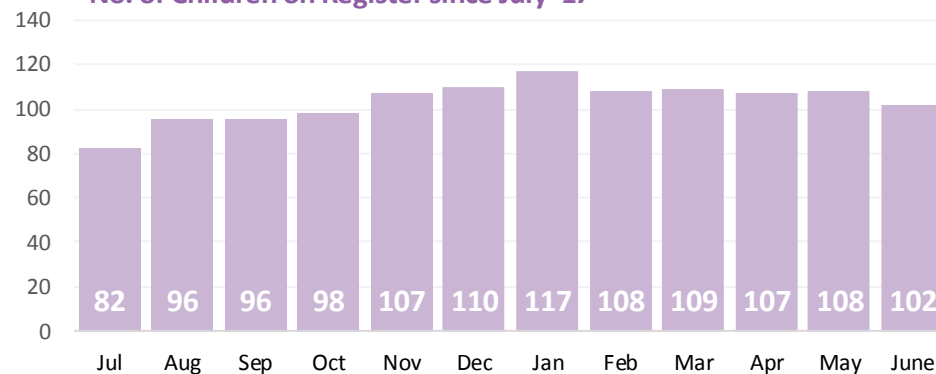
Performance unchanged/
numbers increased



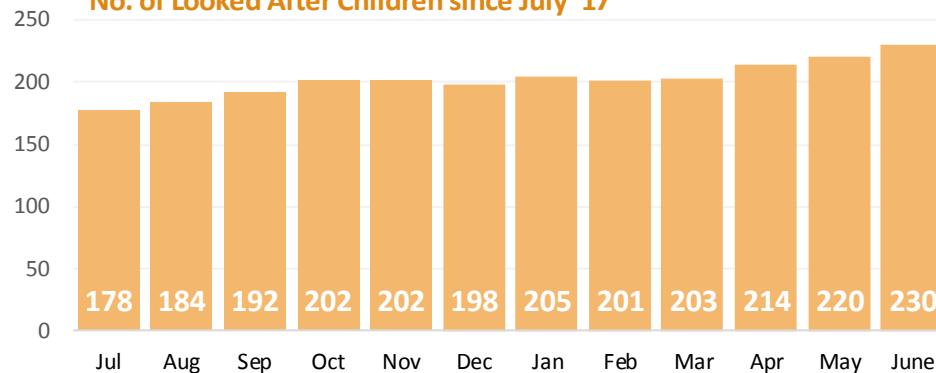
Performance declined/
numbers increased

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**

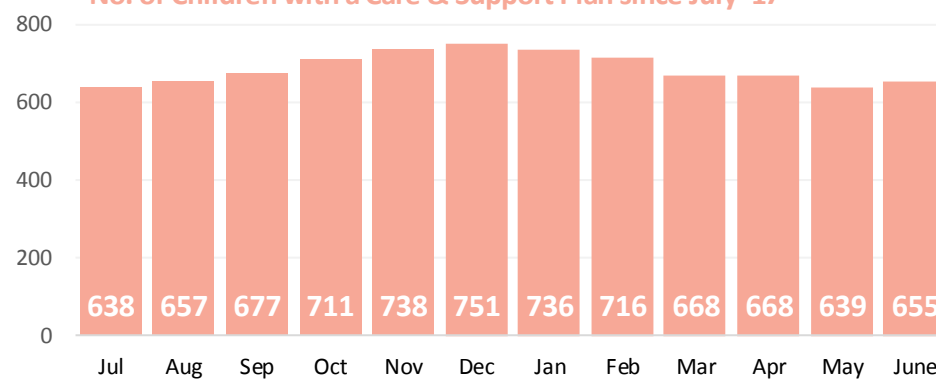
No. of Children on Register since July '17



No. of Looked After Children since July '17



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





What's working well?

Significant proportion of approaches to Children Services are supported by PPD.

New Assistant Team Manager started in PPD and newly appointed contact officers from July which will support with meeting demand.



What are we worried about?

30% of the approaches to Children Services resulted in Strategy Discussions. This seems extremely high and has also been commented on by CIW inspectors. Of the 117 Strategy Discussions only 38 resulted in Section 47 assessments and of those 6 children were registered. This indicates that the threshold application is too low and needs to be reviewed urgently. July 18

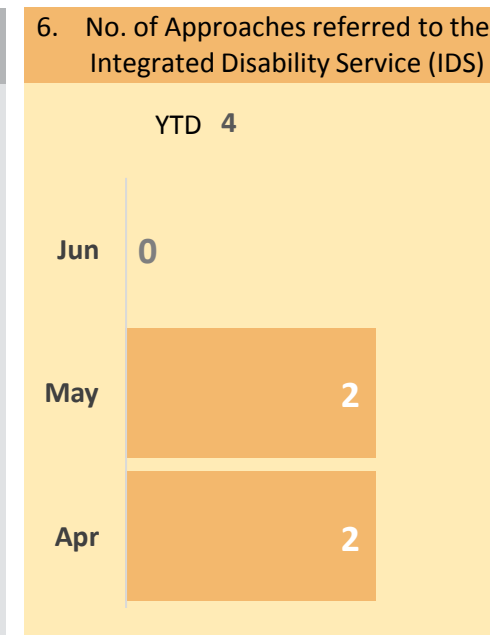
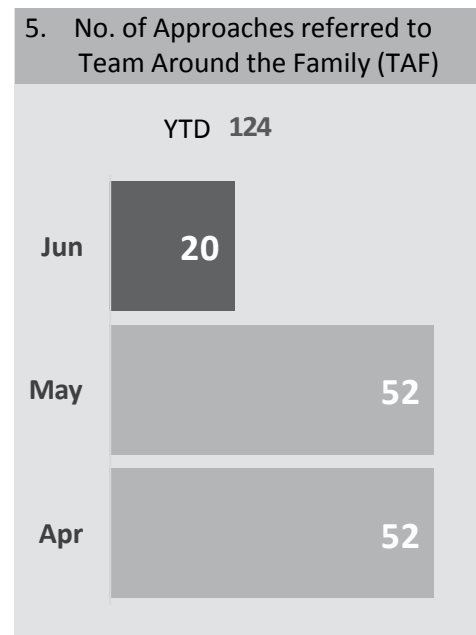
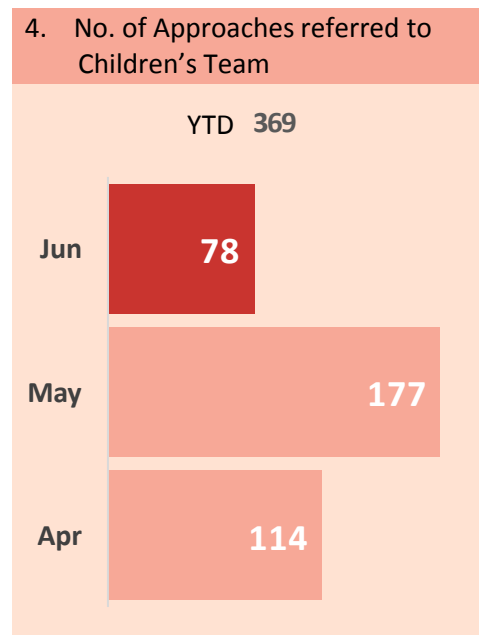
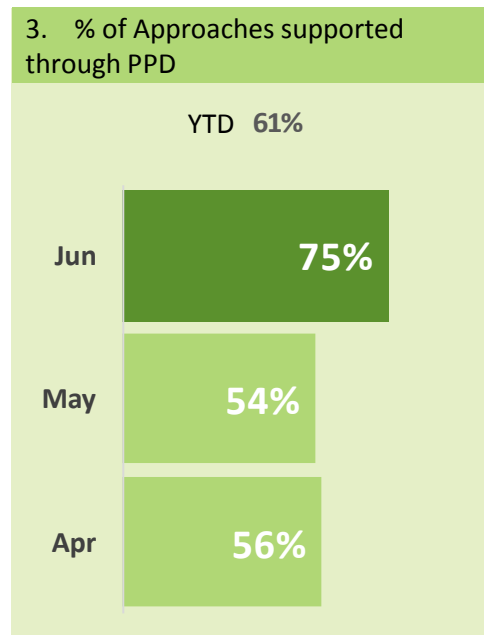
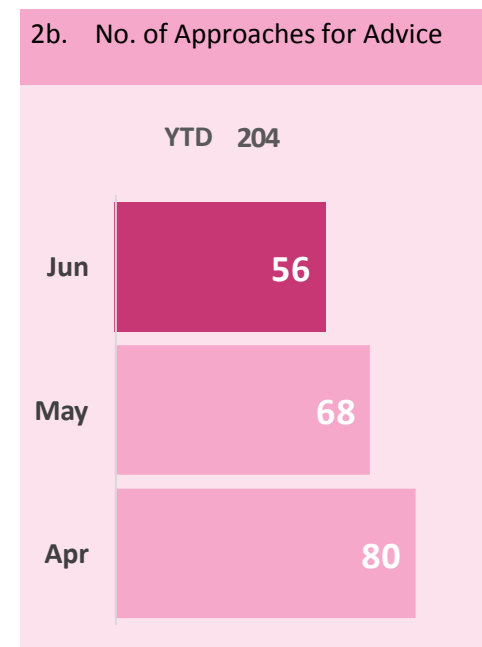
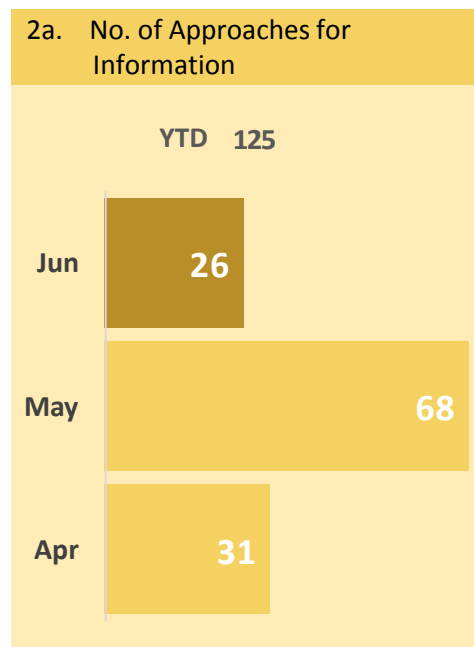
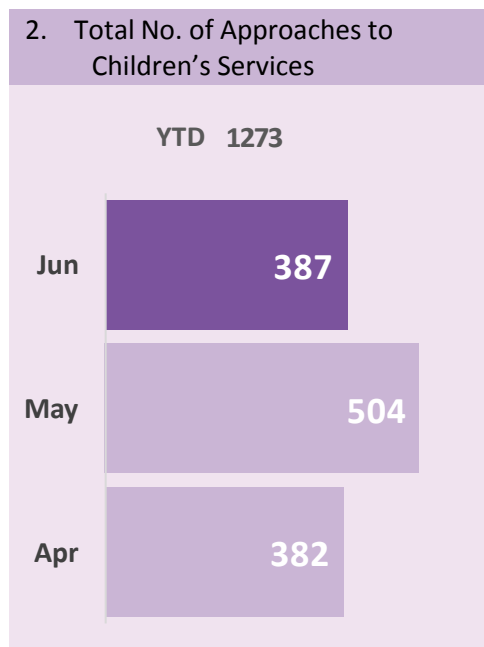
Only one team manager within PPD during June who was able to make decisions on cases. Now appointed new Assistant Team Manager in PPD – July 18



What do we need to do?

Urgently review the application of the Regional Threshold document and review the processes in PPD, to ensure that threshold criteria are consistently applied to each contact and thereby ensure that referrals that are passed through to teams are the right cases that have had appropriate actions undertaken and progressed. Consider where and who is best placed to undertake strategy discussion meetings and whether we need to undertake more care and wellbeing assessments in the first instance given more than 30% of approaches result in Strategy discussions and then 6 children are placed on the register. Sept 18 A10

Pilot from July TAF Decision makers now sitting in PPD to better identify TAF cases and ensure smooth transfer from PPD to TAF- July 18 B20





What's working well?

The Assessment team in the South of the County is being implemented and will be in place by end of July 18.

ATM appointed in the North Assessment Team to support in management decision making and Strategy discussions.

ATM also appointed in the Welshpool Locality Team and Brecon Locality Team.



What are we worried about?

The North assessment team reduced from 6 to 3 due to staff leave and staff leaving. This coincided with a significant increase in demand and limited capacity for management sign off. This has had a negative impact on the completion of assessments within statutory timescales. This has now been resolved and the team staffing has been increased with an addition 2 social workers and 1 assistant team manager starting early July.

WCCIS connectivity as this is having a major impact on the ability of social workers able to record.



What do we need to do?

Review of processes to streamline tasks undertaken by social workers to avoid duplication e.g. numerous forms required to be completed for

Continue to have assessment meetings so as to ensure management oversight of assessments and completion dates.

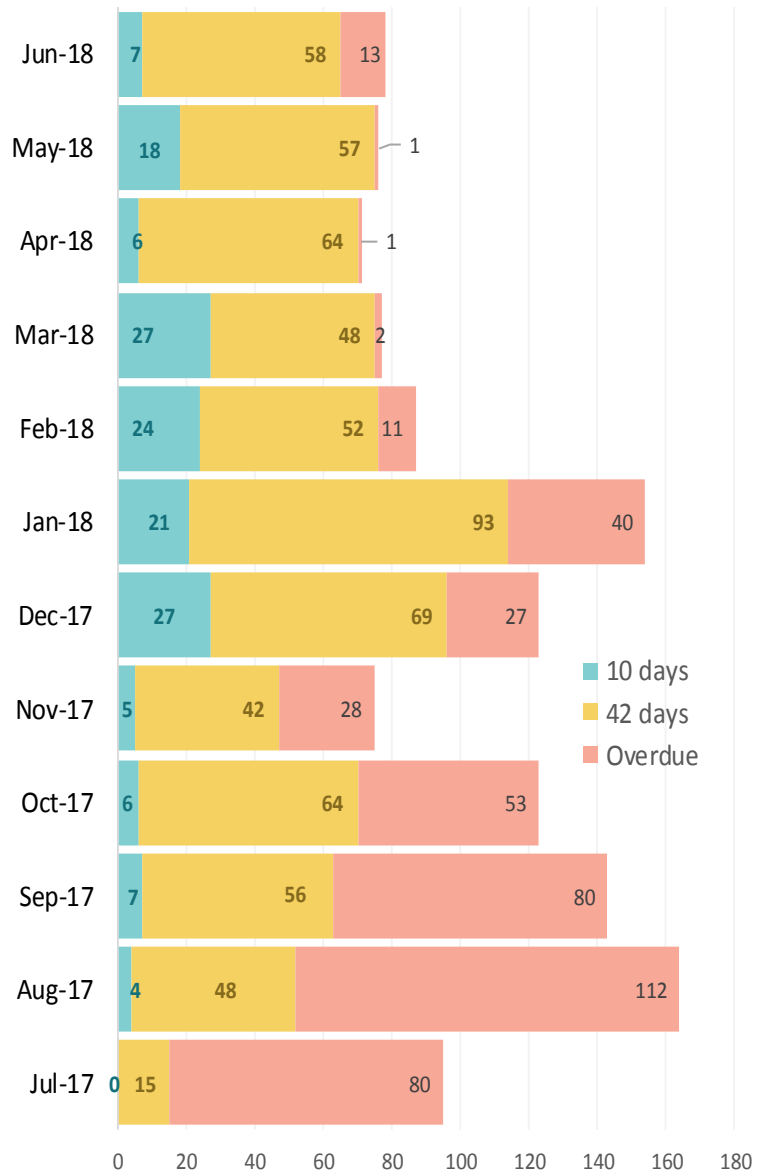
Involve Assessment Team in team the North with the review of PPD so as to ensure a whole system approach. A11

Continue to provide regular supervision so as to ensure support and management oversight. B23

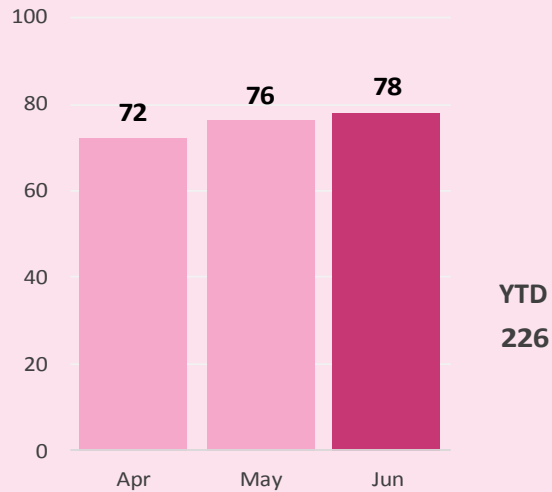
All staff are undertaking signs of safety training to further enhance assessment skills and improve quality of practice. B24

Implement Quality Assurance Panel to support the implementation of the QA framework – Sept 18 B29

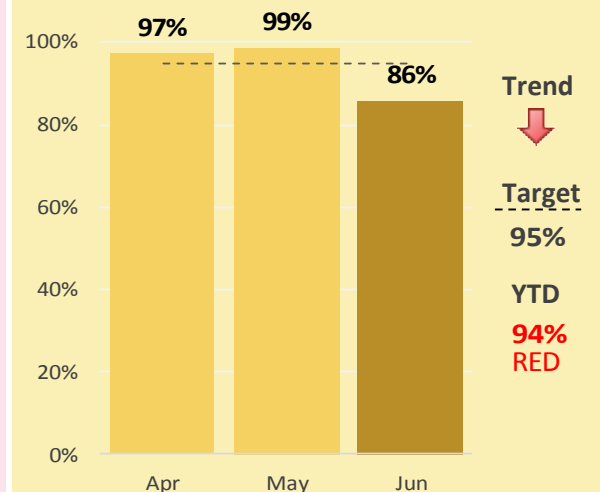
No. of Assessments within timescale since July 2017



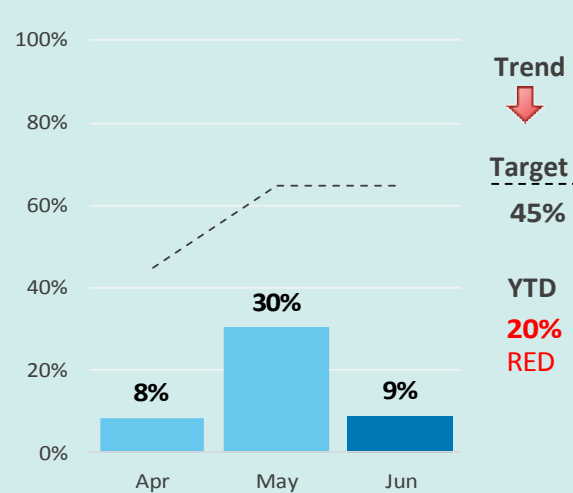
7. No. of Care and Wellbeing Assessments completed



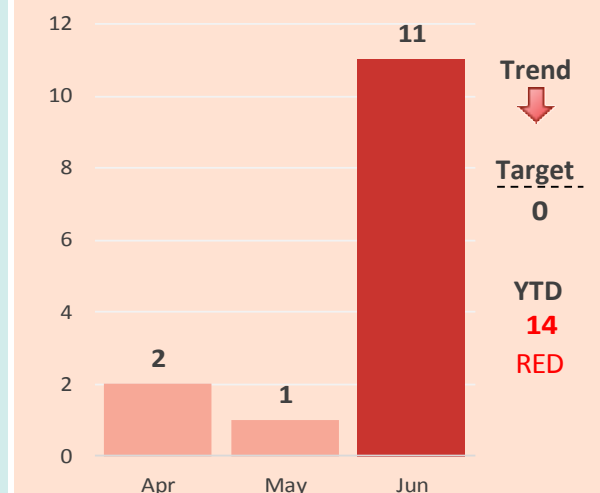
7a. % of Care and Wellbeing Assessments completed within 42 days



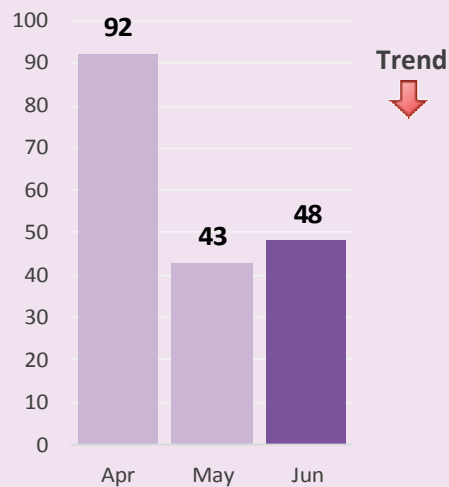
7b. Of which, % completed within 10 days



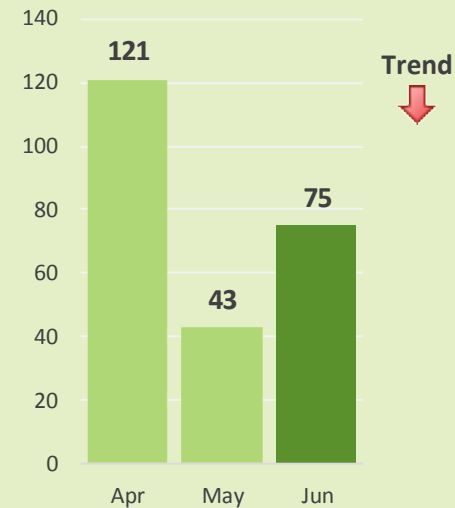
7c. No. of Care and Wellbeing Assessments completed out of timescale



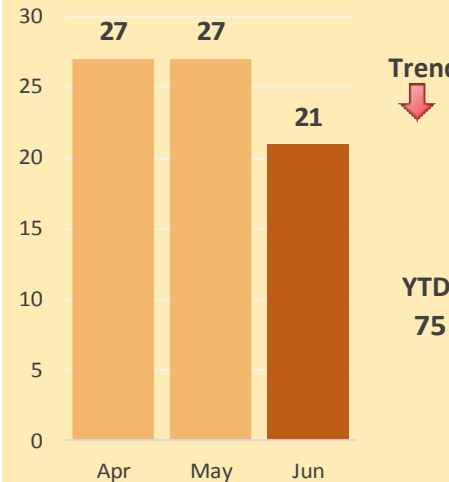
7d. Of these, Average number of days taken to complete



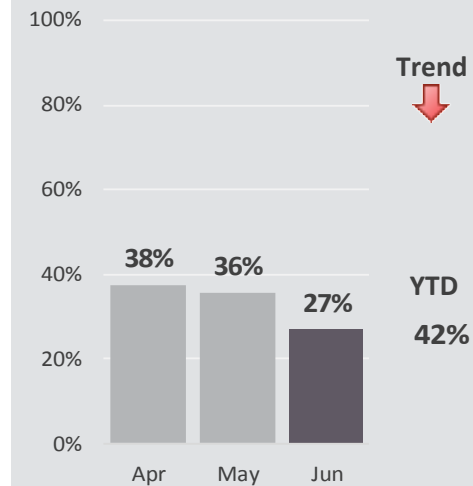
7e. Of these, maximum no. of days taken to complete



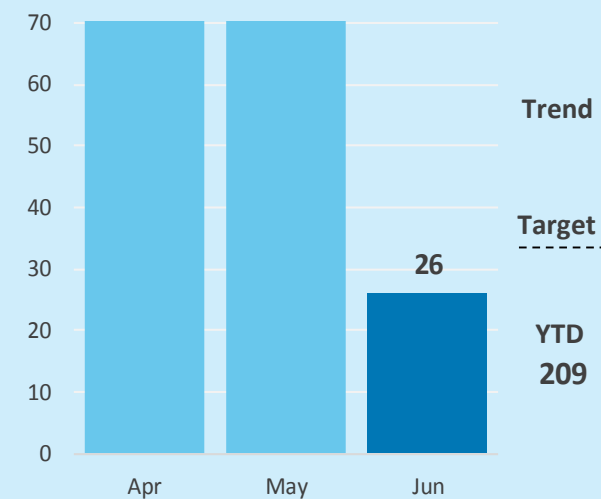
7f. No. of Assessments that lead to a Care and Support Plan (Assistance)



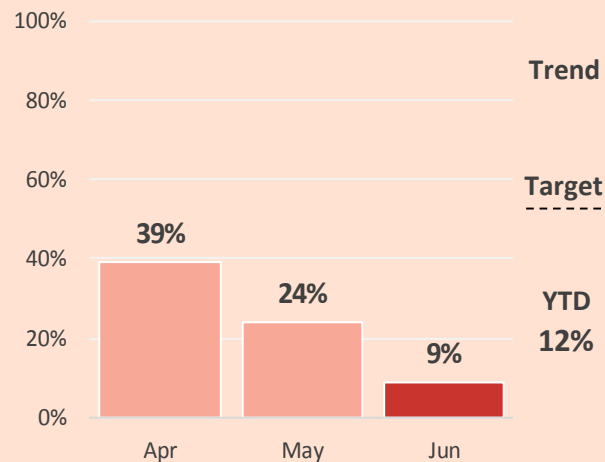
7g. % of Assessments that lead to a Care and Support Plan



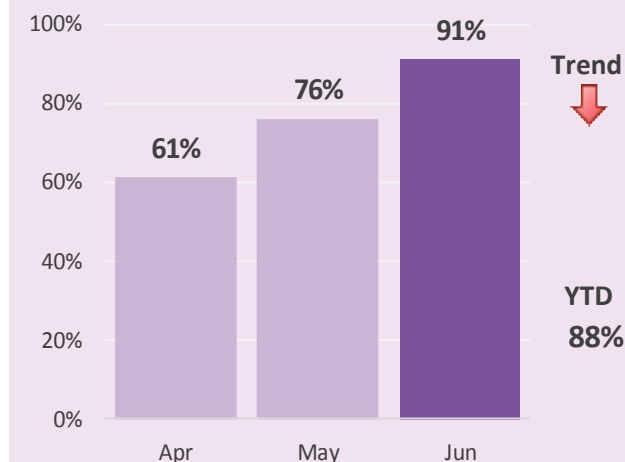
8. No. of Children Assessed that had been Assessed within the previous 12 months (New Cases)



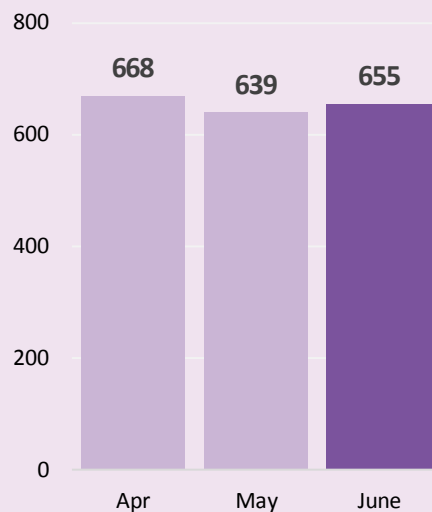
8a. Of these, % that lead to a Care and Support Plan



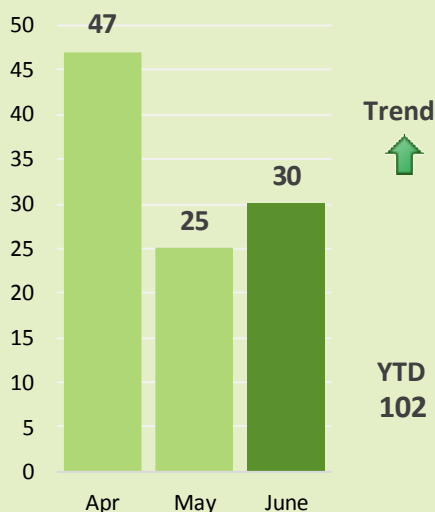
9. % of Approaches to Children's Teams closed following Assessment



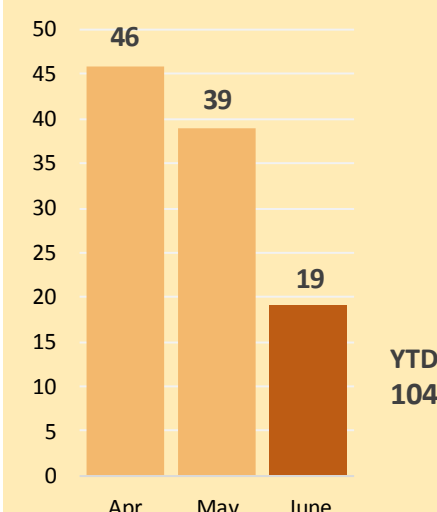
10. No. of Children with Care and Support Plans



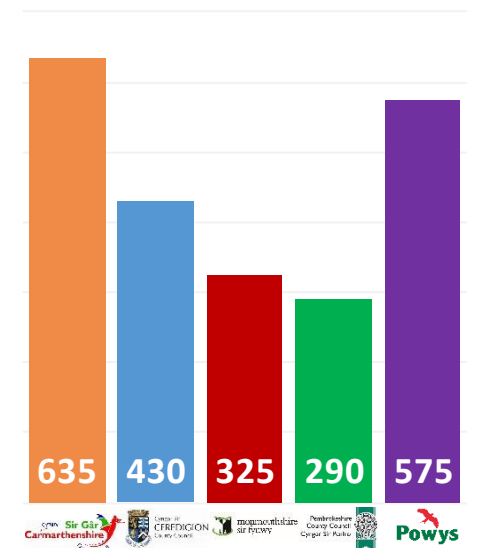
11. No. of New Care and Support Plans completed during the period



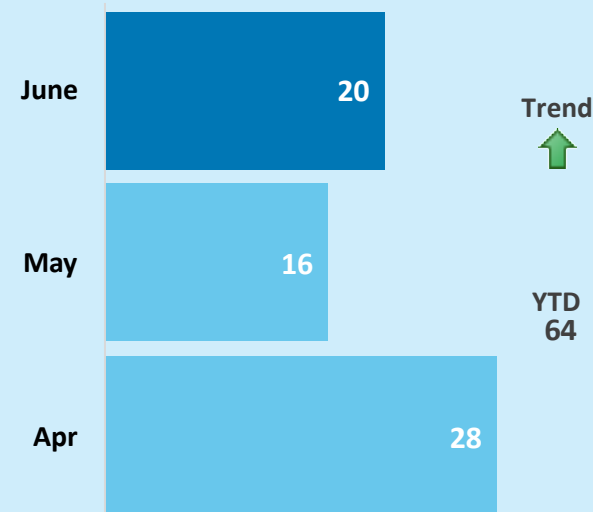
12. No. of cases closed where the child had a Care and Support Plan



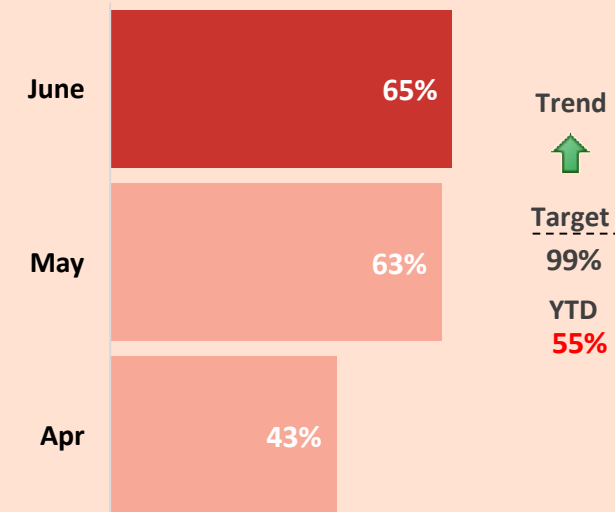
No. of Children with Care and Support Plan as at 31/03/2017



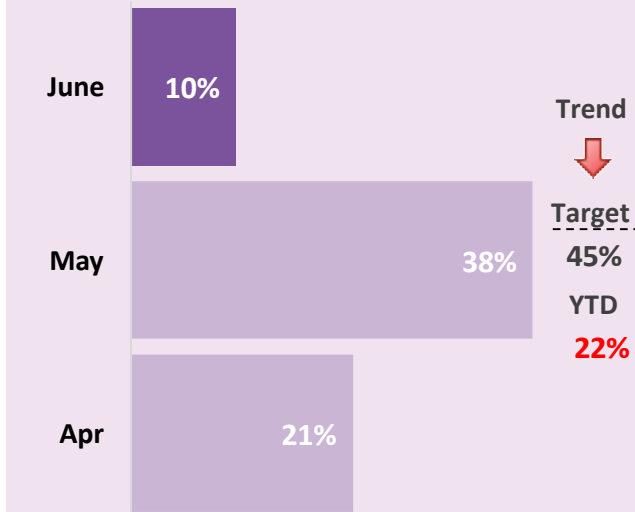
13. No. of Re-assessments completed during the period



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



13b. Of which, % completed within 10 days





What's working well?

13 children have been removed from the CPR and are children who have been on the register for a longer period of time than previous months. Two of these children have been removed as they have become looked after.

For May and June there have been no children who have been re-registered on the CPR.



What are we worried about?

19 less section 47 assessments completed however only 61% completed in timescale. This is due to the staffing issues in North Assessment Team and capacity issues due to sickness and annual leave within the Radnor team.

Major WCCIS issues causing delay in recording and placing additional demands on workers time.

Performance of CP stat visits completed in timescale have reduced.



What do we need to do?

Ensure the staffing in the North assessment team are inducted and team stabilised – July 18 B23

Continue to monitor assessment completion as part of the weekly assessment team meetings. B23

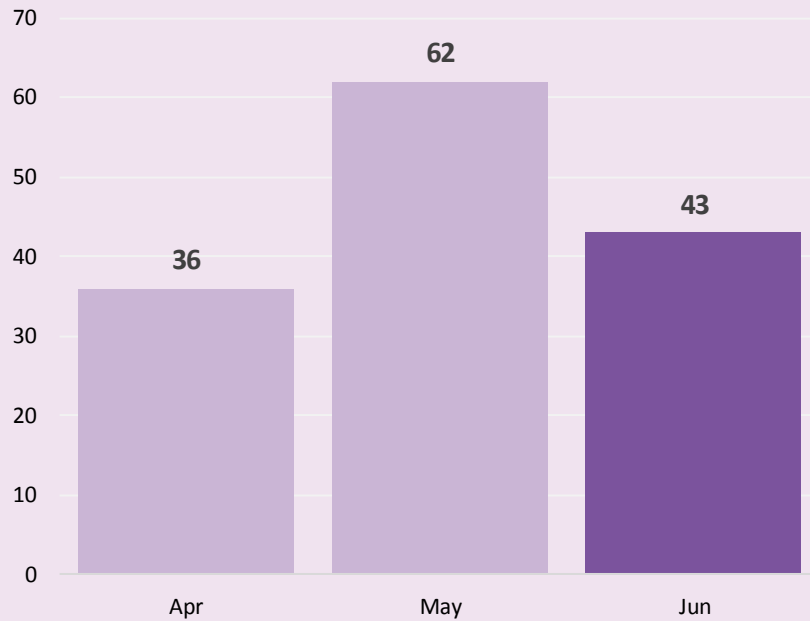
Continue to monitor and ensure appropriate staffing resources are available to respond.

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

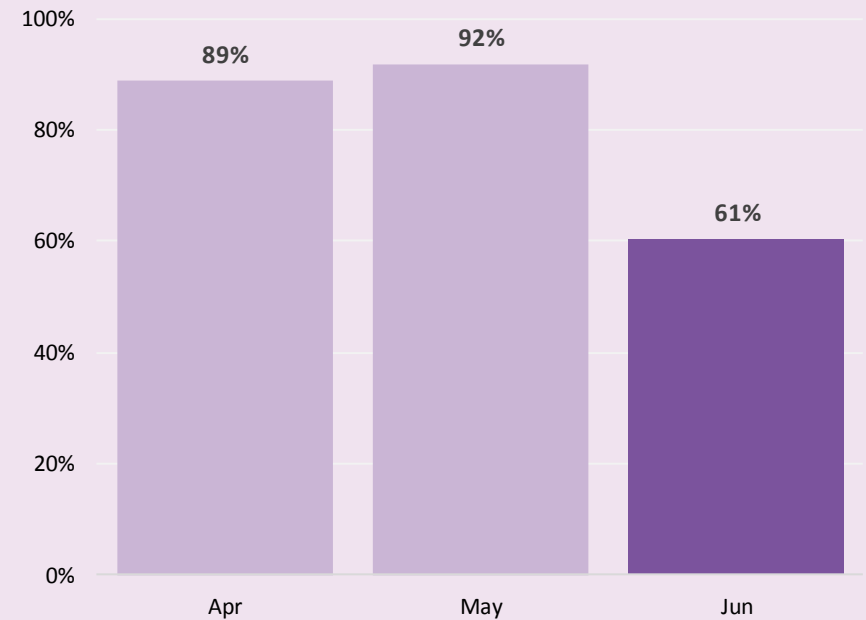
YTD 141



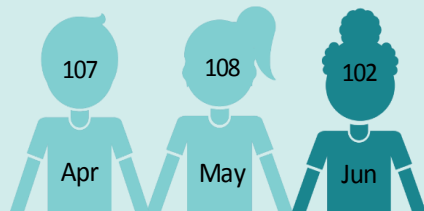
Trend
↓

Target 100%

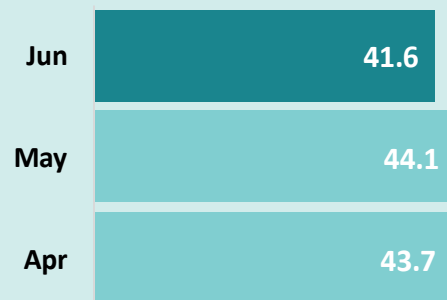
**YTD 82%
RED**



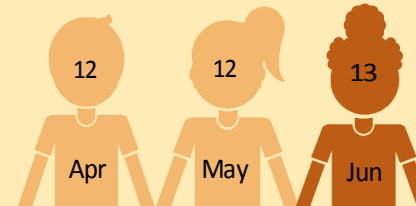
15. No. of Children on the Child Protection Register (CPR)



15a. CPR Rate per 10,000 Population

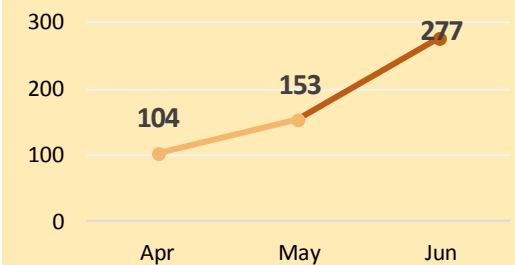


16. Number of Children Removed from the CPR

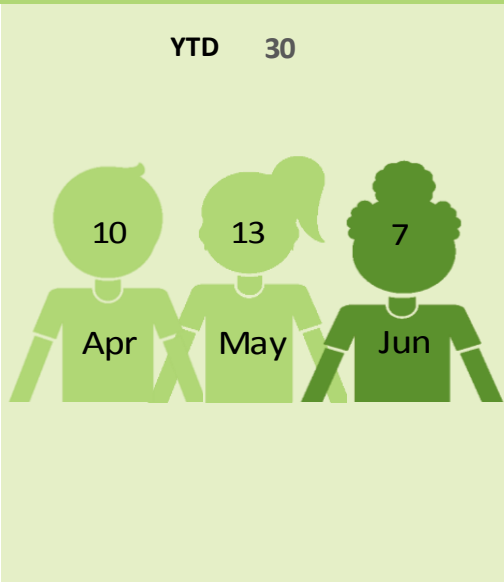


16a. The average length of time on the CPR for those removed (days)

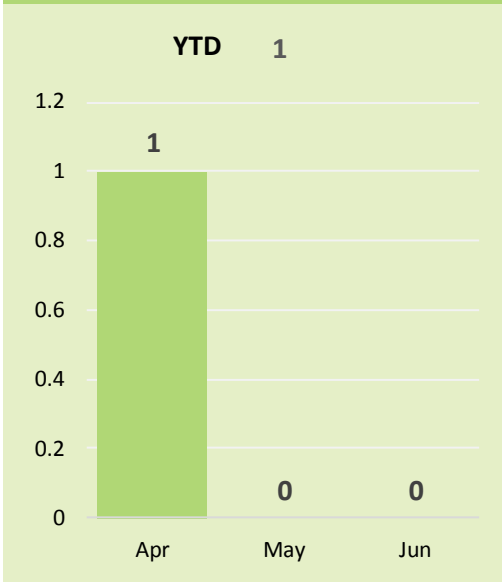
YTD 181 days



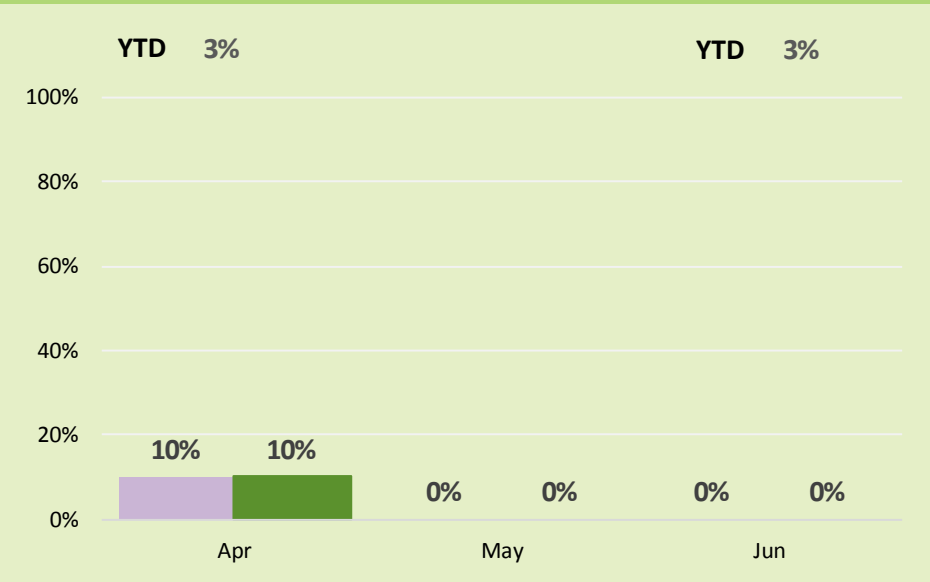
17. No. of Children Registered at Conference



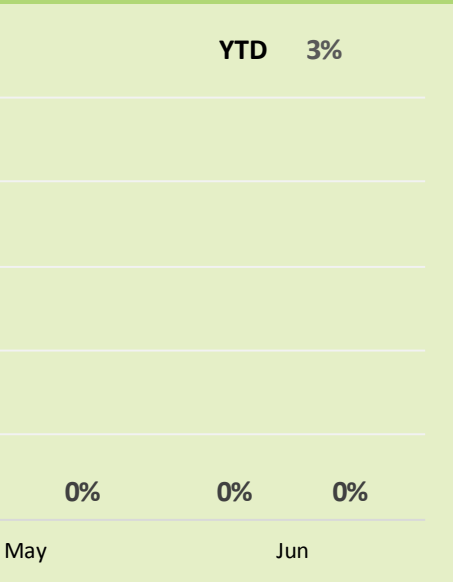
17a. No. of Re-Registrations on the CPR



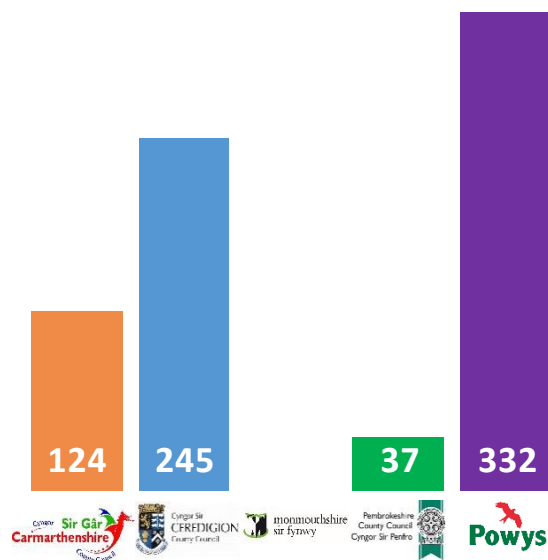
17b. The % of Re-Registrations of all Registrations during the Year



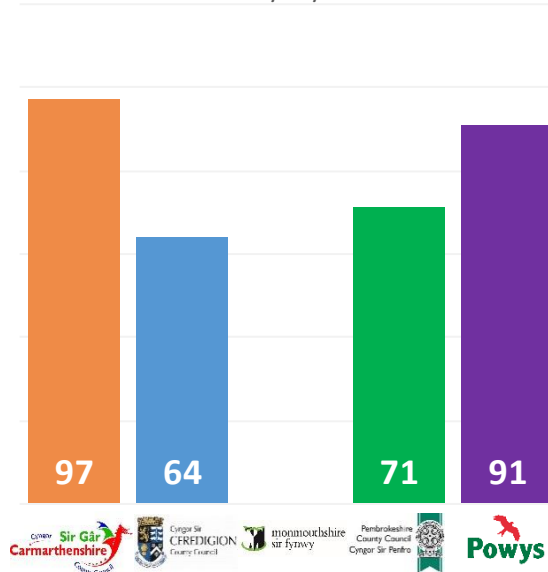
17c. Of which, % Re-Registrations within 12 months of previous De-Registration



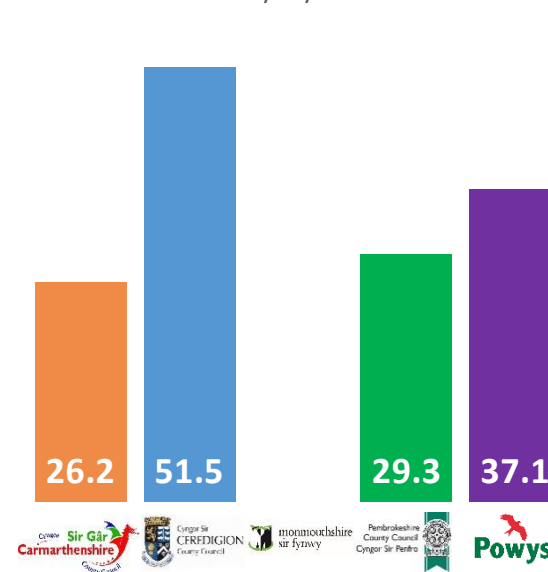
No. of Section 47 Completed as at Assessments 31/12/2017



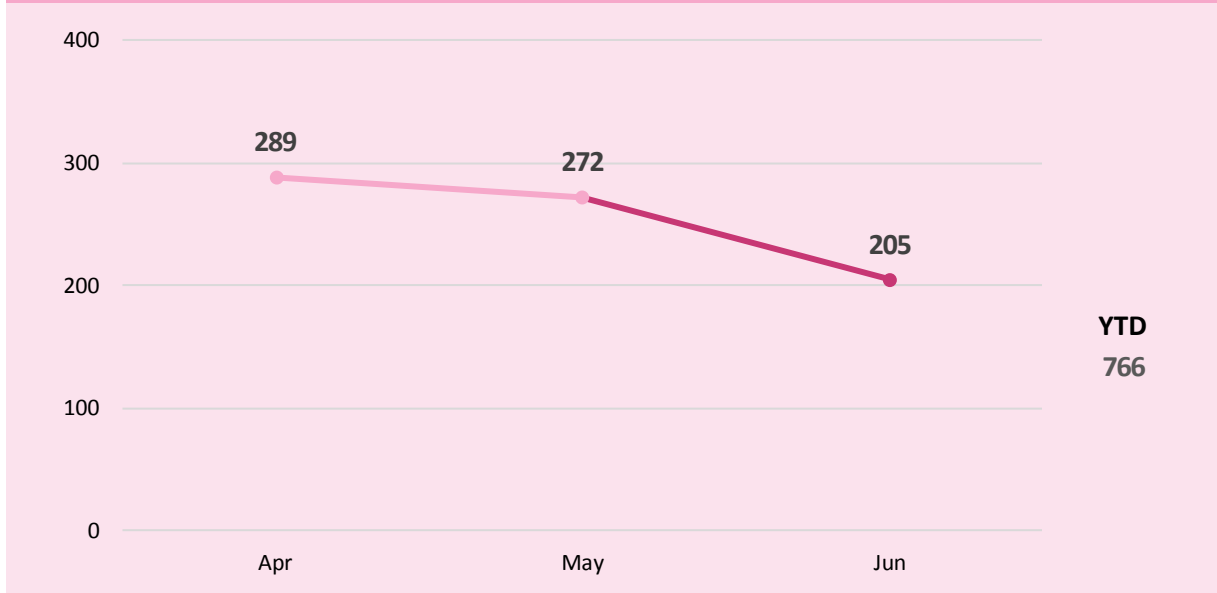
No. of Children on the CPR as at 31/12/2017



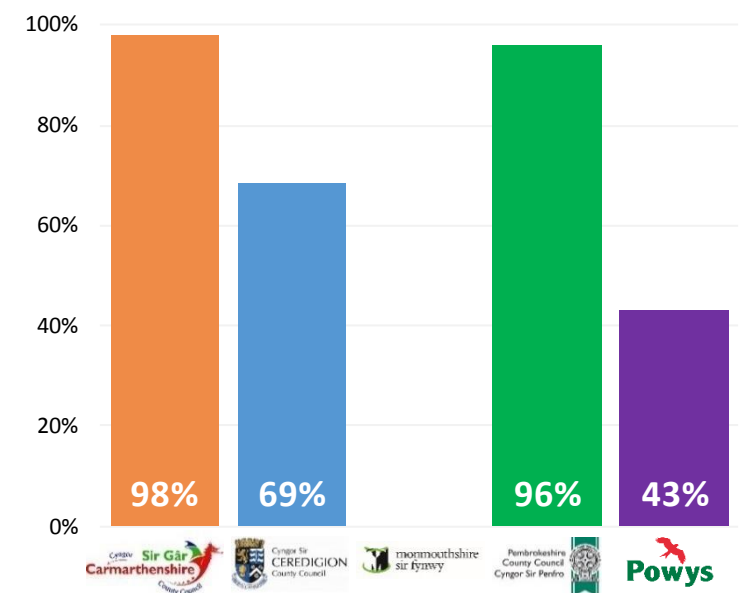
CPR Rate per 10,000 Population as at 31/12/2017



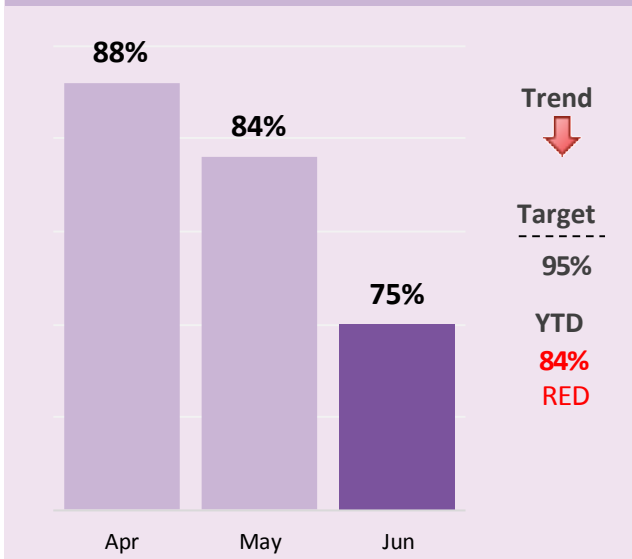
18. No. of Child Protection Monitoring Visits taken place



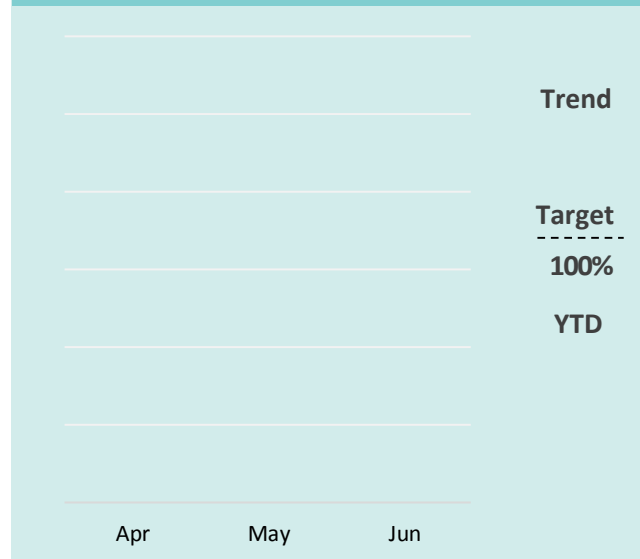
No. of Initial Case Conferences as at 31/12/2017



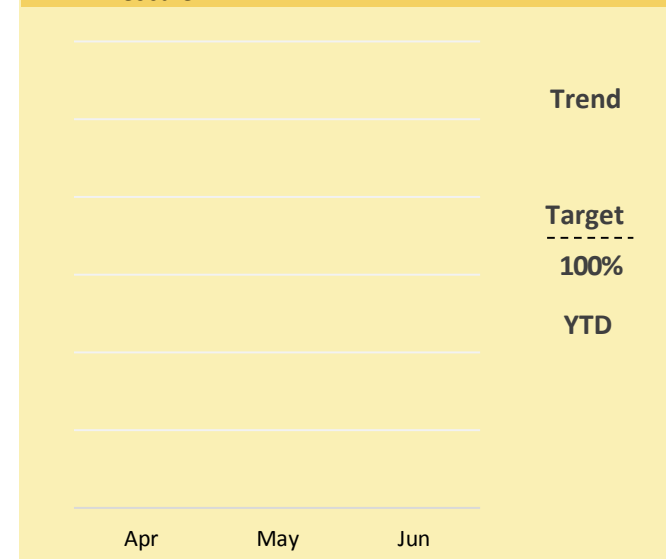
18.a % of visits held within Statutory Timescale



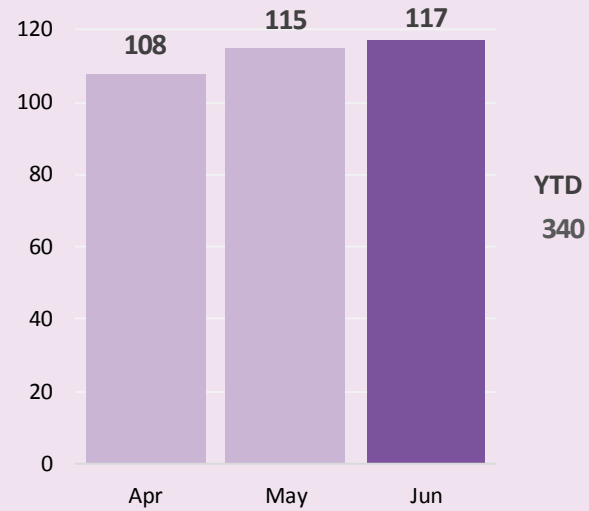
19. % of Conferences Held in Timescale



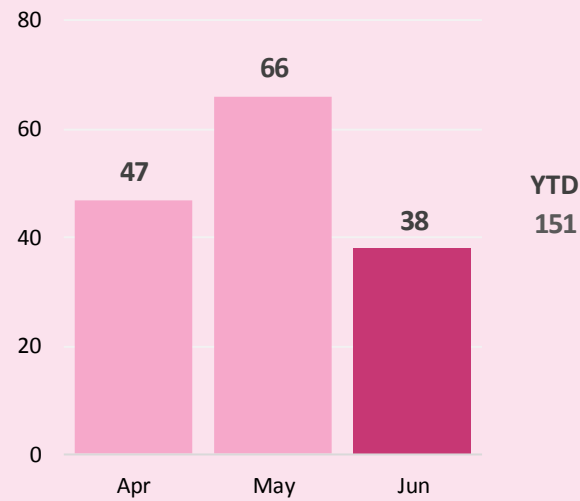
20. % of Initial Core Group Meetings held in Timescale



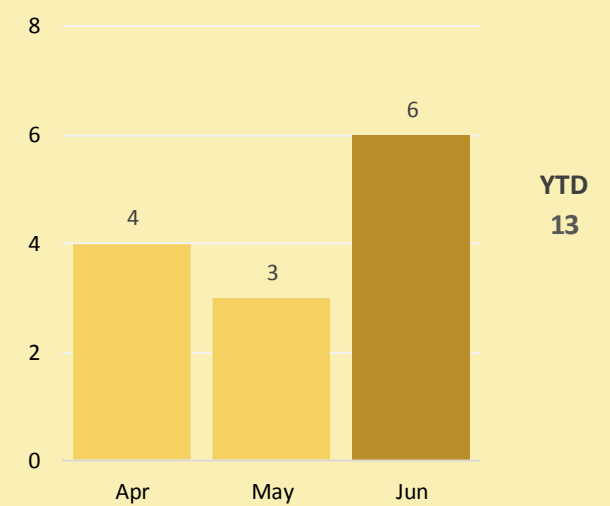
21. No. of Strategy Discussions Held



21a. No. of Section 47 Assessments Commenced



21b. No. of Strategy Meetings Held



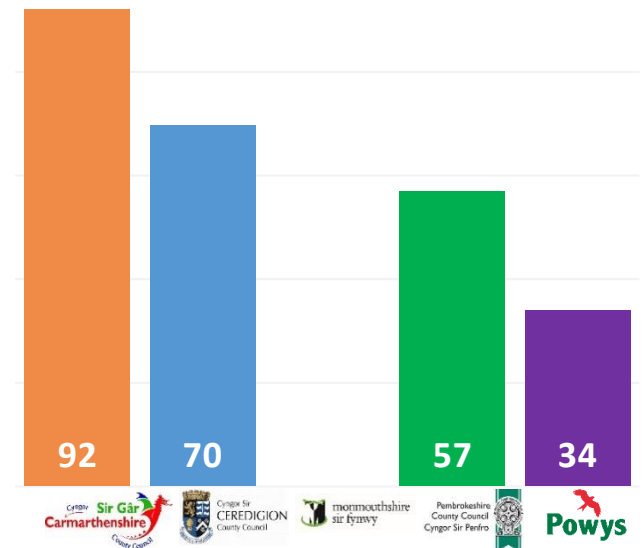
21c. No. of Initial Case Conferences

In development

21d. % of Children Registered at Conference

In development

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





What's working well?

Number of looked after children who have a care plan in place within 10 days is 68%. This performance is much improved from last months figure. The 4 children who did not have a care plan within 10 days in June have all now a care plan in place.

9 of the 13 children who became looked after in June were placed with Local Authority Foster Carers.



What are we worried about?

Measure 19/20/21d – in development 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.

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.

13 children become looked after during June. 7 of the 13 children were aged 14 or above and have been accommodated under section 76, voluntary accommodated.

There are 25 children subject to placement orders.
7 with active family finding, but no link as yet
3 being assessed with current FC
4 linked with families outside the region
4 placed with prospective adopters and application submitted
7 are placed with adopters awaiting adoption application to court.

Of the 16 placement moves (2 of these children moved twice), 2 residential, 4 IFA's, 8 in house foster carers
2 relative/friend

Limited work in relation to and information on Care Leavers and Looked After Children Educational Attainment.



What do we need to do?

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

Continue to implement the Access to Resources Panel to ensure that the right services are going to the right children at the right time. The panel are is also reviewing all out of county placements to ascertain if children who are living away from their communities can return. Also children living in residential settings can be cared for within a family environment which will result in better outcomes for children and young people.

Review all children who have been awaiting adoption orders for more than 12 months. Sept 18

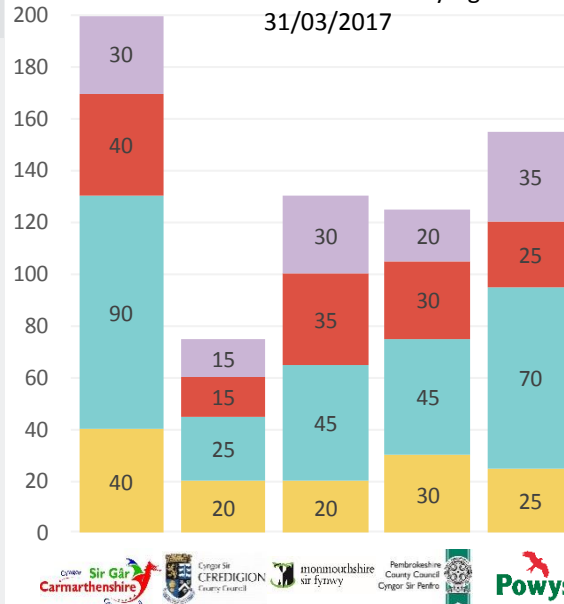
We need to better utilise the commissioned edge of care services so as to reduce the number of teenagers being looked after. Sept 18

We need to continue to recruit in house foster carers to ensure that we have adequate in house provision for increasing number of looked after children.

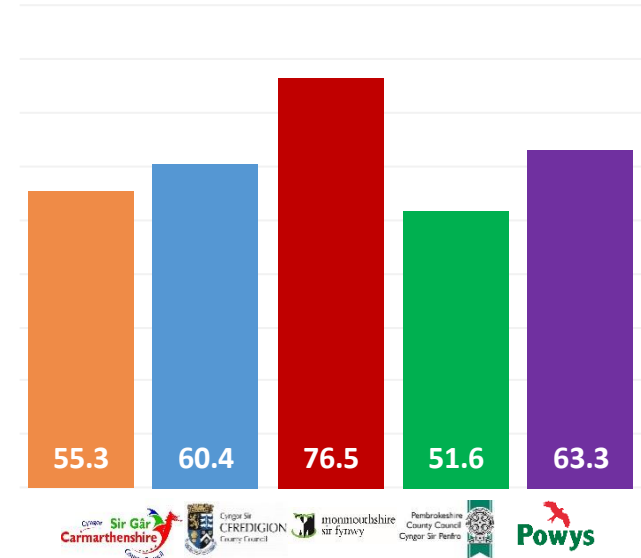
22. No. of Looked After Children by Age



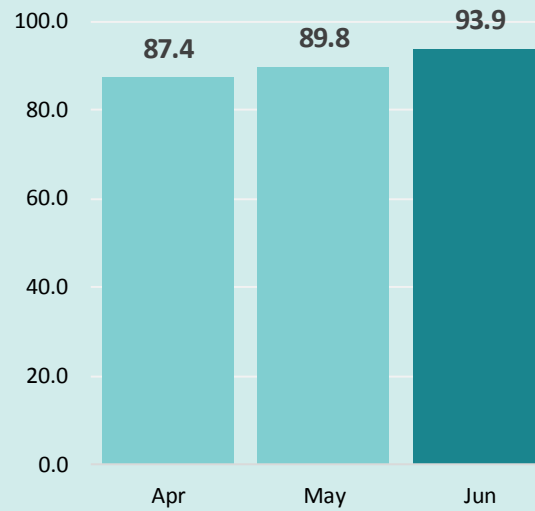
No. of Looked After Children by Age as at 31/03/2017



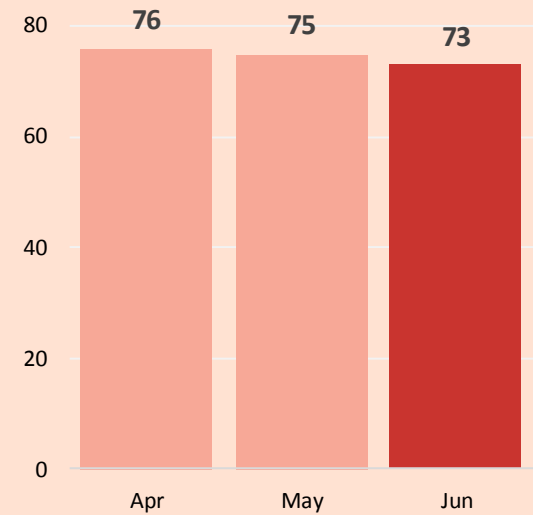
LAC Rate per 10,000 Population as at 31/03/2017



22e. LAC Rate per 10,000 Population

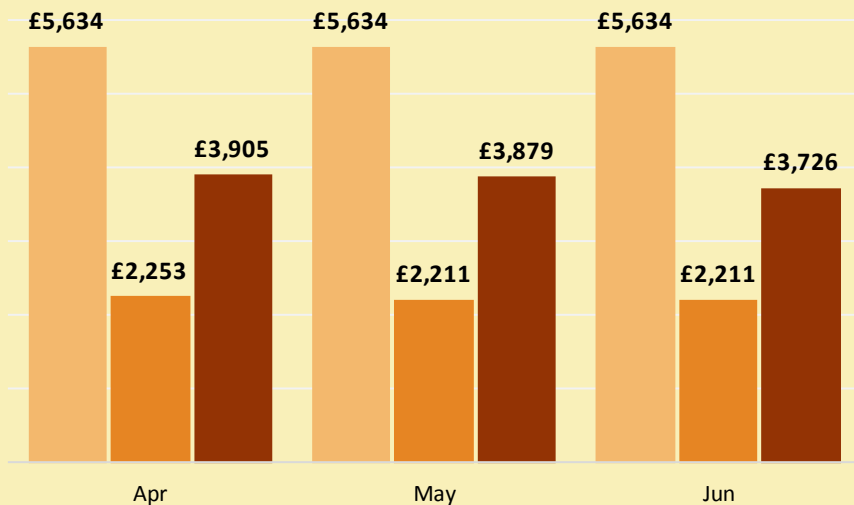


22f. No. placed out of county



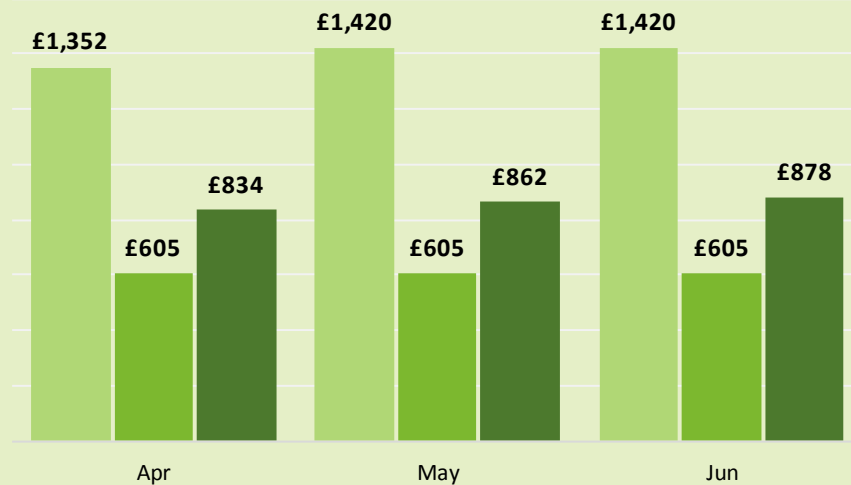
Residential Placement costs (per week)

23. Highest 24. Lowest 25. Average



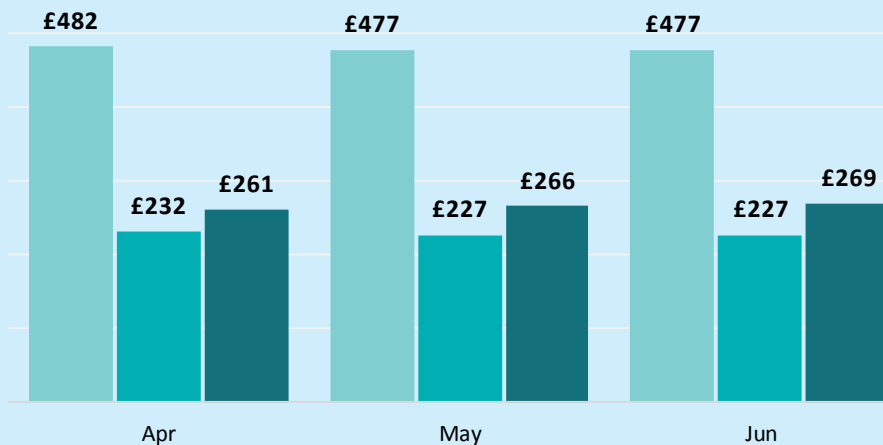
IFA Placement costs (per week)

26. Highest 27. Lowest 28. Average



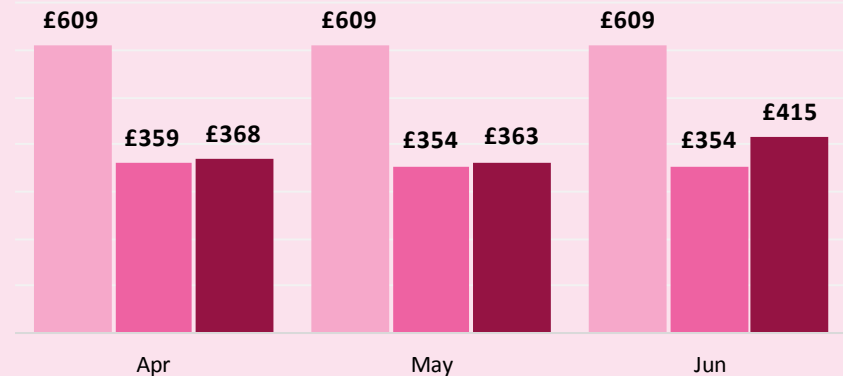
Kinship Placement costs (per week)

29. Highest 30. Lowest 31. Average



In-house Placement costs (per week)

32. Highest 33. Lowest 34. Average



35. Total cost of placements

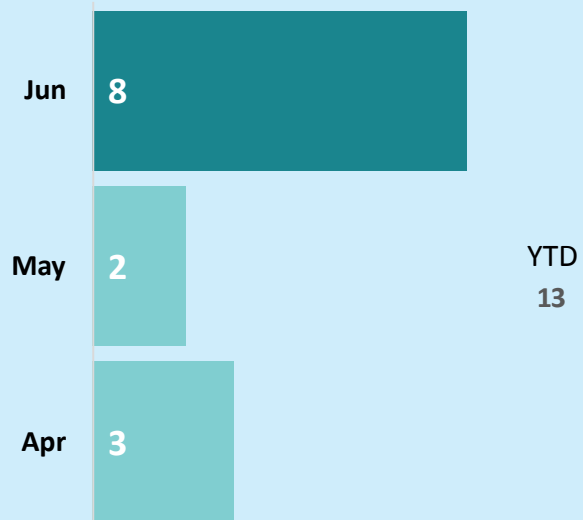
YTD total

£9,575,618.97

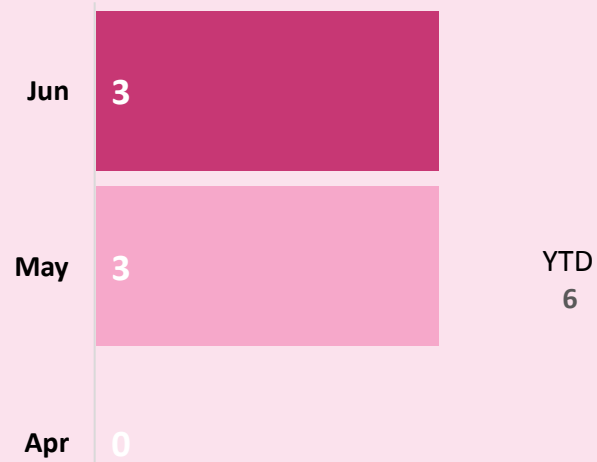
36.No. of Children becoming Looked After



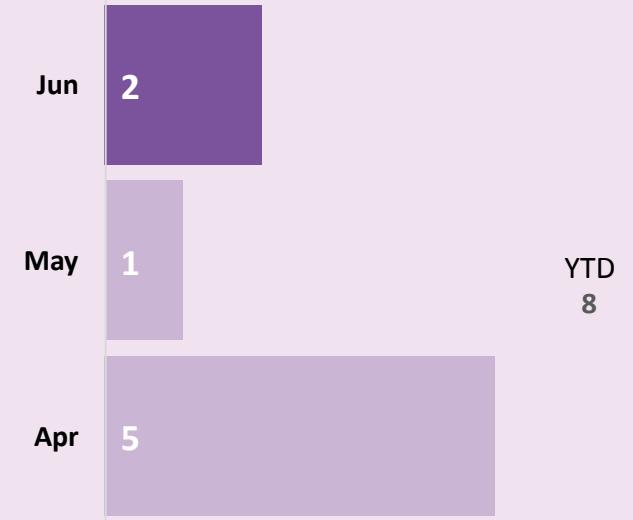
36a. Single Period of Accommodation under Section 76 (Previously Section 20)



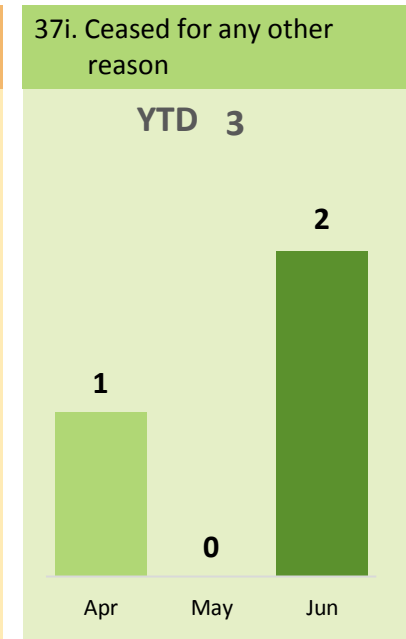
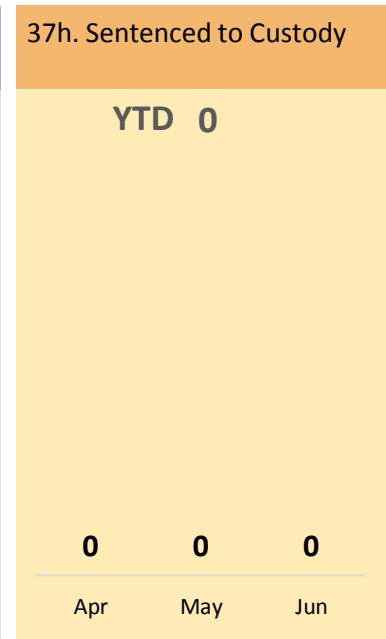
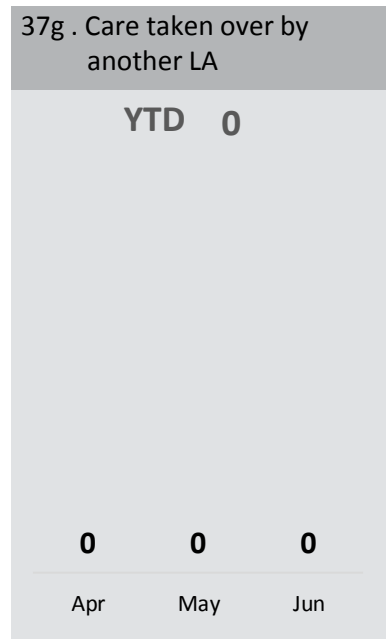
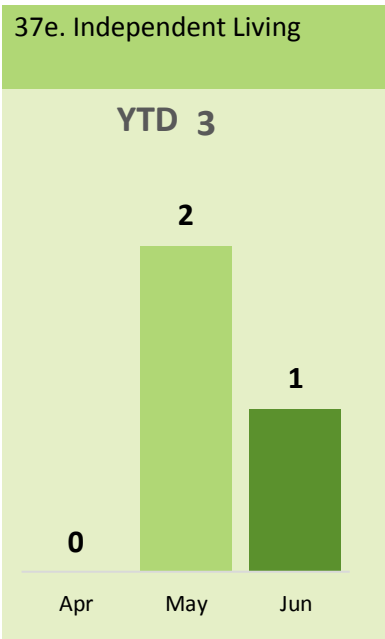
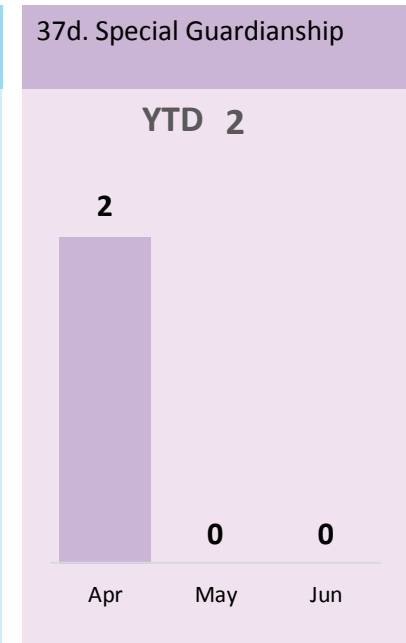
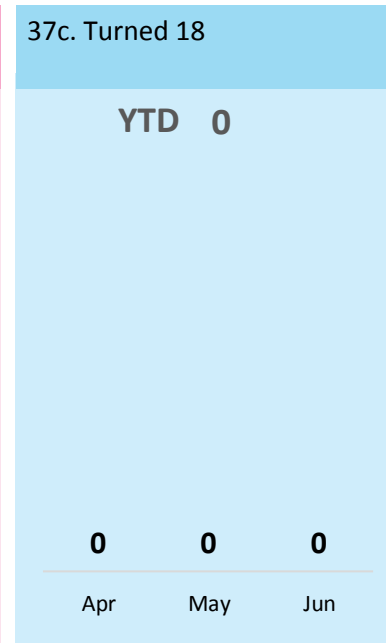
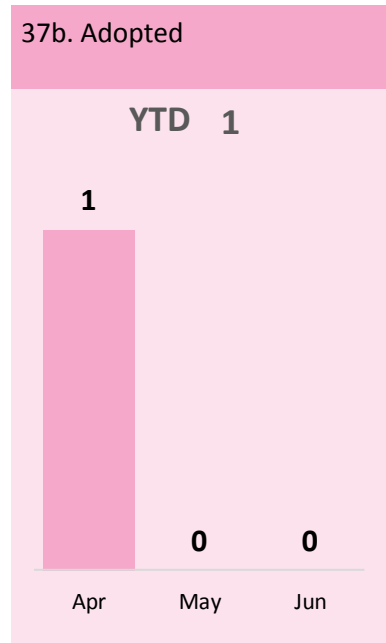
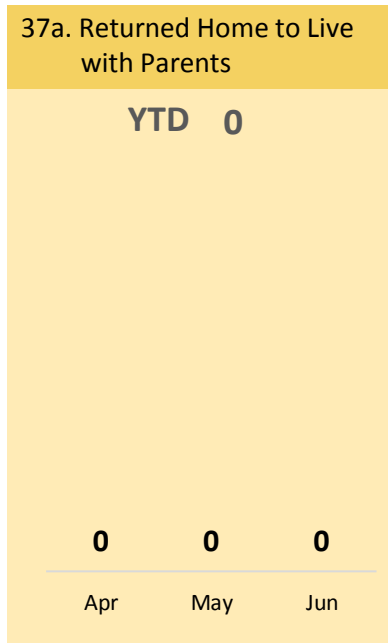
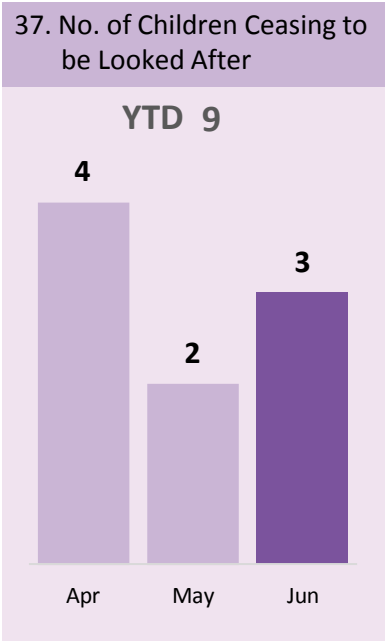
36b. Police Protection Order / Emergency Protection Order

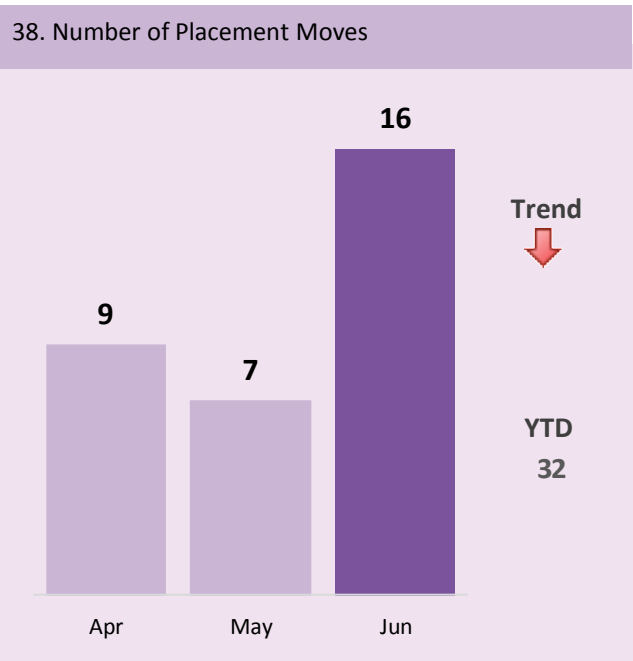


36c. Interim Care Order

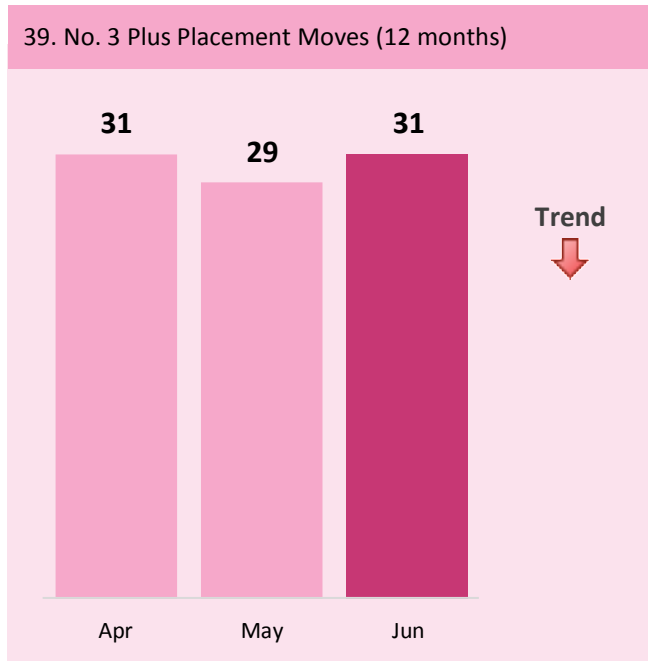


Ceased to be Looked After Reason:

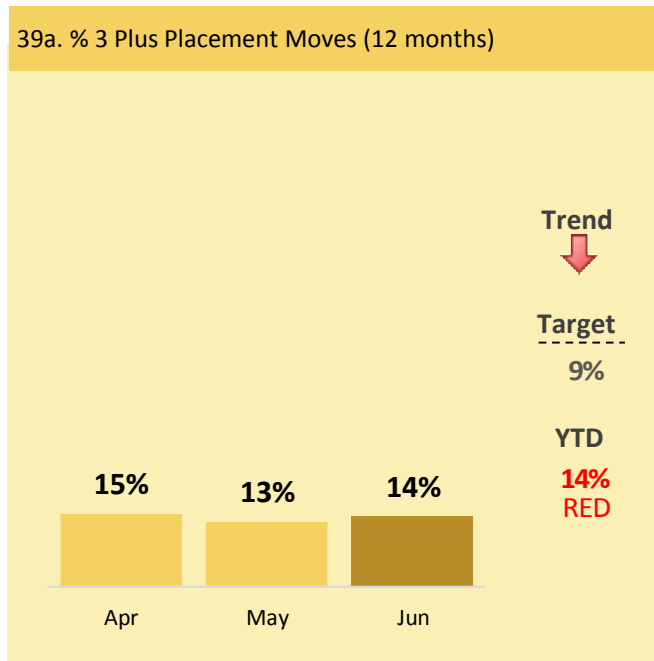




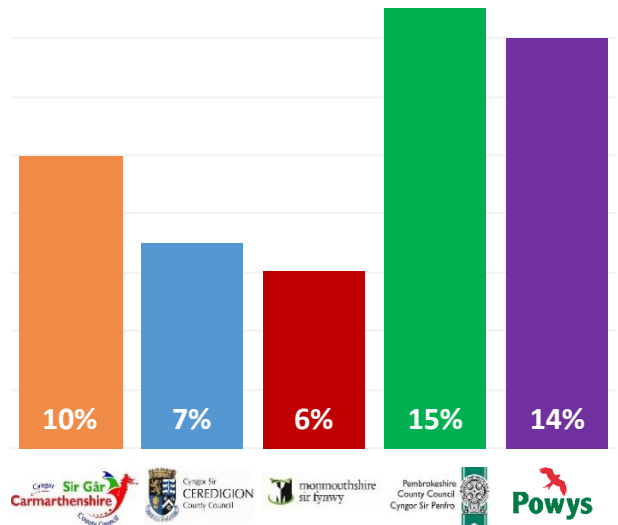
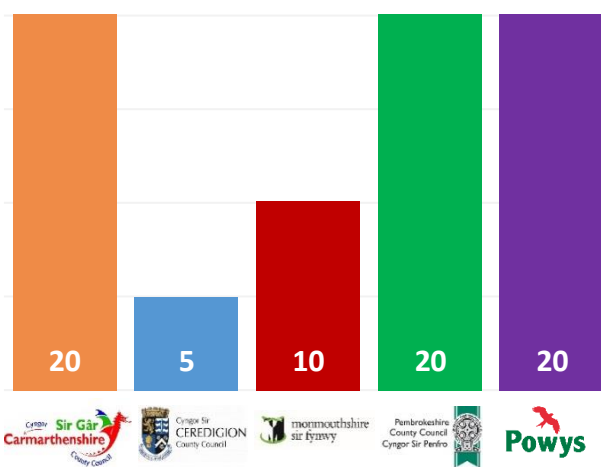
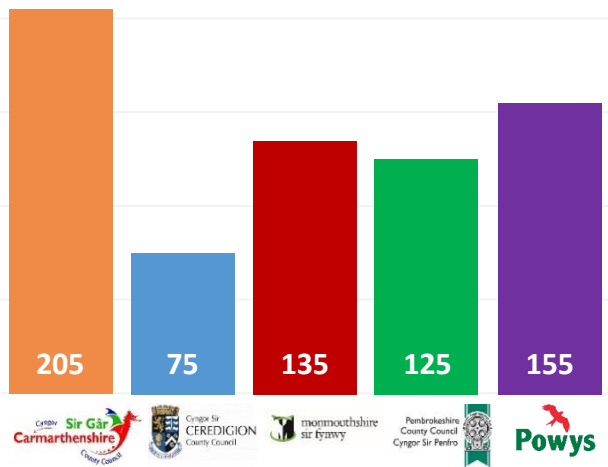
Number of Placement moves as 31/03/2017



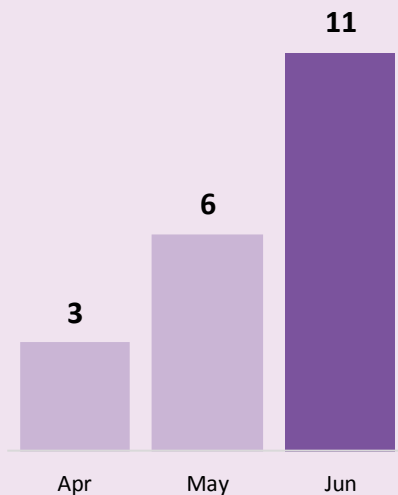
No. 3 Plus Placement Moves (12 months)
as at 31/03/2017



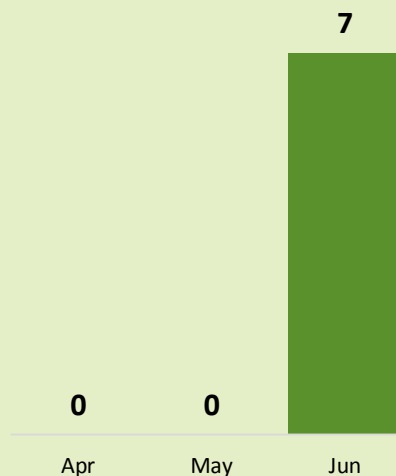
% 3 Plus Placement Moves (12 months)
as at 31/03/2017



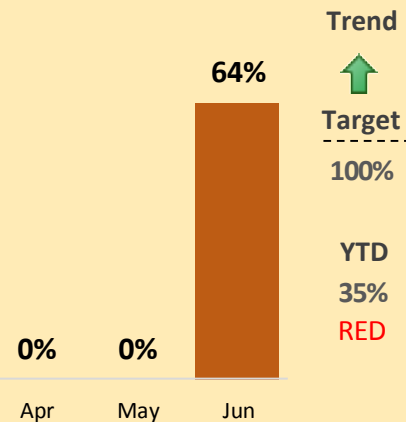
40. No. of Children who should have had a care plan within 10 days of placement



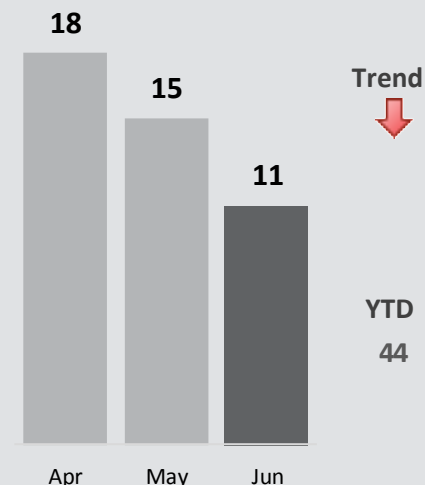
40a. No. of Children who had a care plan within 10 days of placement



40b. % Children who had one in place within 10 day of placement



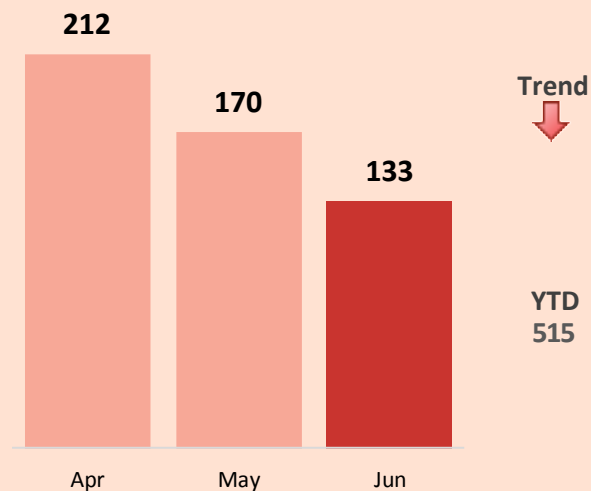
41. No. of LAC Reviews Completed



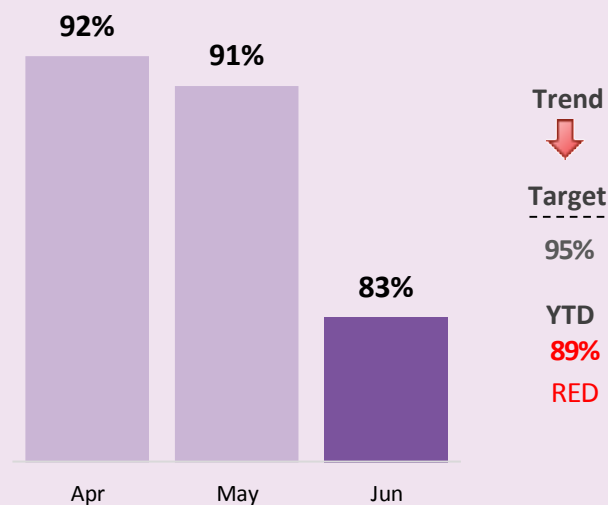
41a. % of LAC Reviews Completed in Timescale

In development

42. No. of LAC Statutory Visits Taken Place



42a. % of Visits Held in Timescale





What's working well?

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

During June the Fostering Service have received:
15 new enquiries (2 of whom have now withdrawn and 1 who is caring for 2 x Powys YP long term and wishes to transfer from their IFA)
6 have received initial visits with a further two asking to re-arrange
1 was completed early July.

Number of on-going Fostering Assessments
12 Foster Carer Assessments are currently in progress (5 Generic Carers, 1 Support Carer and 6 Connected Persons)
1 due at Panel in July
4 due at Panel in August
5 due at Panel in September
2 due at Panel in October

Since January 2018 there have been 15 new foster carer approvals
9 Generic Carers
3 Support (Schedule 3) carers
3 Connected Persons

Since January 2018 we have terminated the approval of 14 carers (the majority of these were dormant).



What are we worried about?

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 is in line with the previous month. A number were booked and staff have subsequently been absent from work sick, a number on placement and are TRENT issues, recording issue.

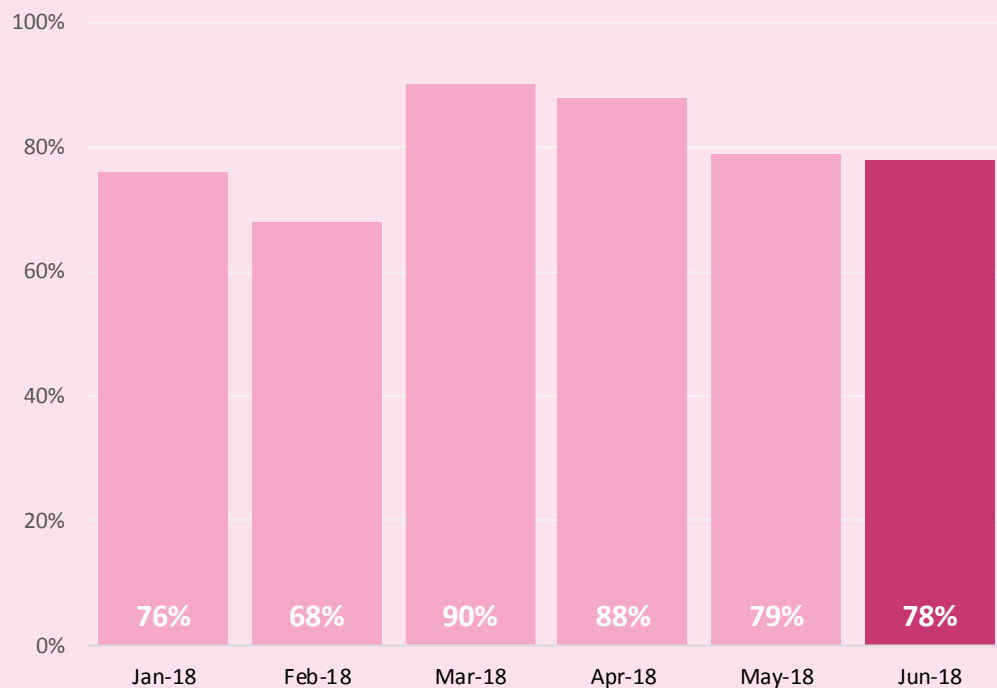


What do we need to do?

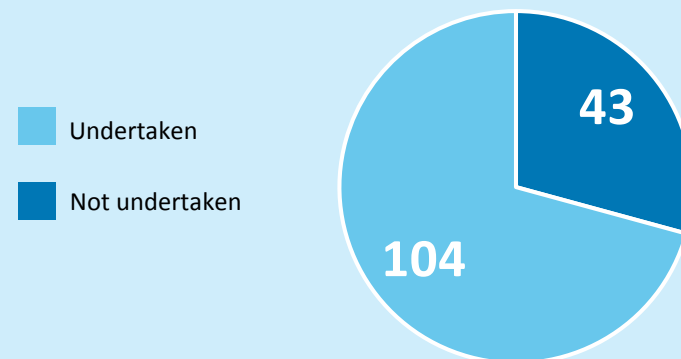
Review staffing resources in assessment and locality teams to ensure we have the appropriate staffing resource to respond to the demand. A11 July 18

Ensure Managers are undertaking quality supervisions in a timely way and recording accurately on the TRENT System July 18 B23

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

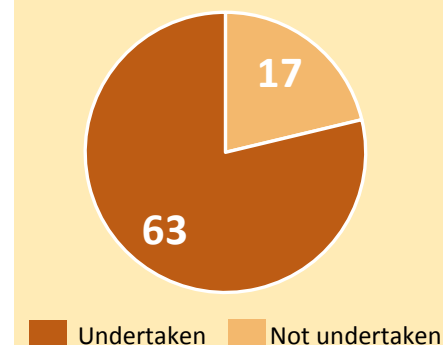


43a. Total 1 to 1s by all Teams in May 2018

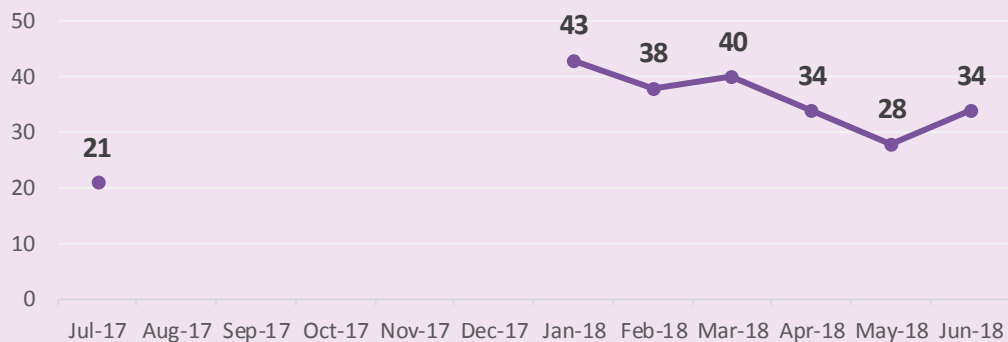


Staff supervision by team May 2018

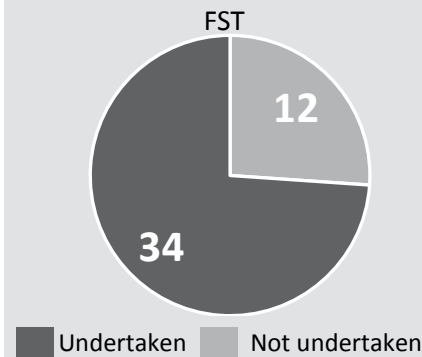
43b. Childcare & PPD total



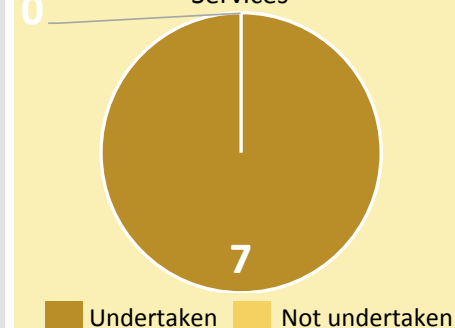
44. The Number of Agency Workers in Childrens Services per Month



43c. Fostering, Adoption, CWD & FST



43d. Safeguarding Children's Services





45. Leavers exit interviews questionnaires June 2018

Job title	External (Agency)	Internal	Sent	Received
Social Worker	2	0	2	1
Locality Manager	1	0	1	0
Totals	3	0	3	1

Reasons for leaving PCC

- End of contract
- Leaver own accord

Total interview questionnaires sent/received

