

Children's Improvement Board Performance Report

March 2018



Yn agored a blaengar - Open and enterprising


Powys



Executive Summary

Reason for the Report

The council must ensure that children in Powys are not left at risk. Fully accessible and understandable performance information is critical to support appropriate action that keep children at risk safe.

This report sets out the council's performance for the period April 2017 to March 2018.

Background

The council has launched its Performance Management Framework setting out its expectations for monitoring and evaluation of progress against commitments. Children's services key performance indicators are clearly set out within this report so the organisation can measure and demonstrate visible improvement. The report highlights the progress made in delivering key improvements as demonstrated by associated performance indicators. The commentary identifies progress as well issues and actions planned where the trend in performance is falling.

Overview of Performance

Child Protection

The number of children on the child protection register has decreased by 1 during the period from February 2018 to March 2018. For the year the number has risen from 80 in April 2017 to 107 in March 2018 which shows an increase of 27.

The number of children added to the register during March 2018 was 7 with 1 child being removed giving a net decrease of 1 child on the register. The average length of time on the Child Protection Register for those removed has reduced again this month from 222 days in February 2018 to 195 days in March 2018. This is also below the Welsh Average of 245 days.

The percentage of Section 47's completed in timescale has shown significant improvement increasing from 88.5% at the end of February 2018 to 100% at the end of March 2018. Current year to date performance is 55.7%. It is recognised that it is important that this level of performance is maintained at the March level of 100%.

To keep children safe the service must ensure statutory visits are undertaken at the right time. At the end of March 2018 performance has increased significantly to 72% from 53% at the end of February 2018. The organisation has set a compliance target of 95% for statutory visits; it is recognised that further improvement is still required to hit this.

Looked After Children

Looked after Children (LAC) increased by 6 during the period February 2018 to March 2018. For the year the number has risen from 160 in April 2017 to 208 in March 2018 which shows an increase of 48.

The number of children looked after is higher than all 4 of our comparator authorities in the 0-4 years category for the year 2016-17 and higher than 3 out of the 4 for the 10-15 year category.

The percentage of LAC statutory visits held in timescale has improved significantly from 55% in February 2018 to 86% in March 2018, this percentage is based on 138 visits taking place in February and 221 in March 2018. Although the improvement is pleasing it is however still below the target set of 100% and it is recognised that further improvement is still required.

The LAC rate per 10,000 population for March 2018 is 84.9 which is below the 2016-17 Welsh average of 94.8. Powys is however currently, above the rates of statistical neighbour's outturn figures for 2016-17.

Placement moves

The percentage of children looked after on 31st March who have had three or more placements during the year has shown a slight decline in performance moving from 12.7% in February 2018 to 13% in March 2018. This equates to an increase from 26 in February 2018 to 27 children in January 2018.

Performance is also worse than the target of 6% and the Welsh Average of 9.8%. It is also worse than 3 out of our 4 comparable authorities for 2016-17 when looking at current performance.

In Need of Care and Support

From February 2018 to March 2018 the number of children in need of care and support (with an open care and support plan) decreased by 48. For the year the number has risen from 578 in April 2017 to 668 in March 2018 which shows an increase of 90.

Assessments within timescales

The council is determined to achieve 100% compliance for completion of assessments within the statutory timescale of 42 days. However, noting that it is coming from a very low base of 53% completion in quarter one of 2017/18, February 2018 saw a significant improvement to 86% of assessments being completed within timescale and this has increased further to 96% for March 2018, therefore surpassing the 90% target set for March 2018. This performance is also above the Welsh Average for 2016/17 of 90.8%. The service is currently on track to hit the 100% target which is set for April 2018.

It should be noted however that for the number of assessments completed with 10 days has increased from 25% in February 2018 to 35% in March 2018, although the target of 45% for March was missed.

Workforce

Regular supervision for staff responsible for children in need of care and support needs to take place to ensure the correct practice is applied and supported. The first stage is to ensure that regular supervisions between social work staff and their managers is undertaken.

It is pleasing that performance has increased from 55% in February 2018 to 61% in March 2018. It is recognised however that further improvement is still required. Please note our HR system was unavailable from 2nd to 10th April, hindering peoples ability to update their records. Also our reporting connection to the new HR environment is still not updating and therefore a verbal update will be provided at the Board meeting.

Agency Staff

There has been a decrease in the number of Agency staff being used in the service from 40 in March 2018 to 37 in April 2018.

Finance Position 2017/18

No finance update for March as the final closure of accounts won't be reported until early May.



1.

847

No. of Cases open to Children's Services

Of which:

1a.

208

No. Looked After Children

1b.

107

No. of Children on the Child Protection Register

1c.

668

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

1d.

4

No. of LAC and CP Children without a Care Plan

1e.

100

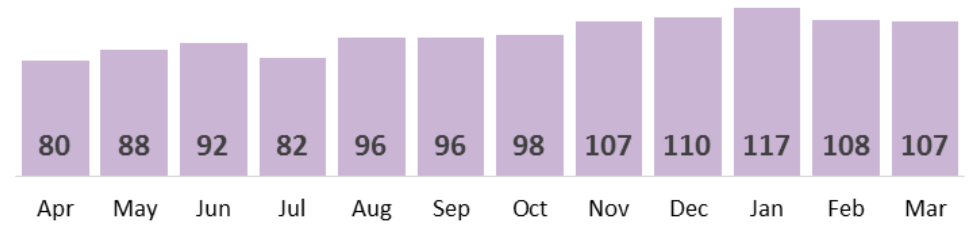
No. of Children Currently undergoing an Assessment

1f.

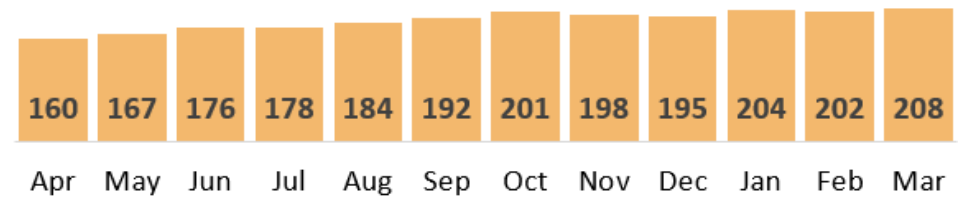
79

No. of open cases

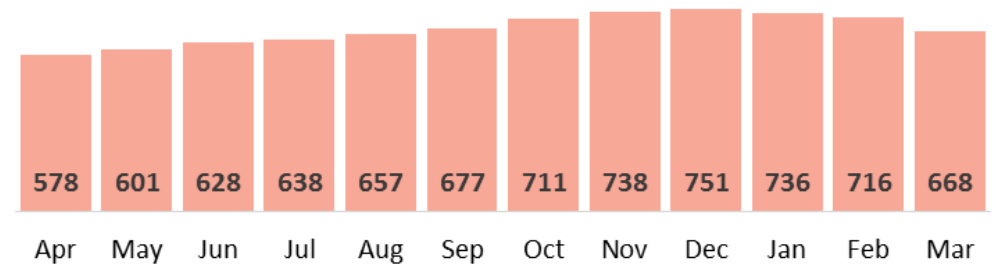
No. of Children on Register since April '17



No. of Looked After Children since April '17



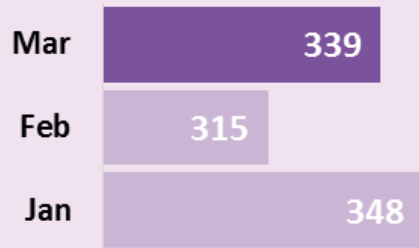
No. of Children with a Care & Support plan since April '17





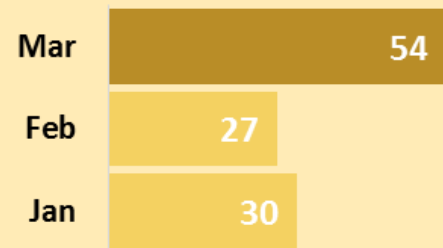
2. Total No. of Approaches to children's Services

YTD 3,353



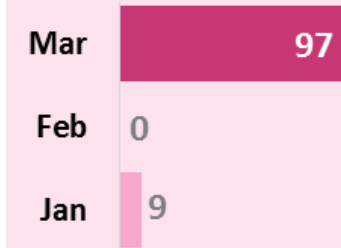
2a. No. of Approaches for Information

YTD 301

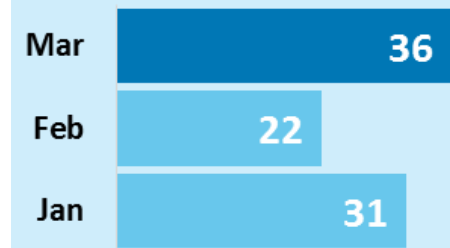


2b. No. of Approaches for Advice

YTD 106



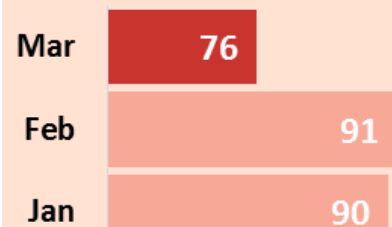
2c. No. of Approaches to the service in Progress



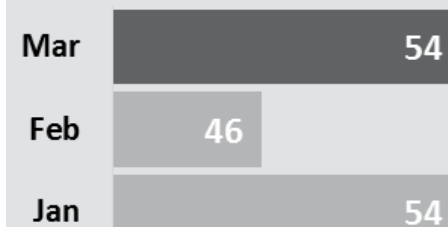
3. % of Approaches supported through PPD



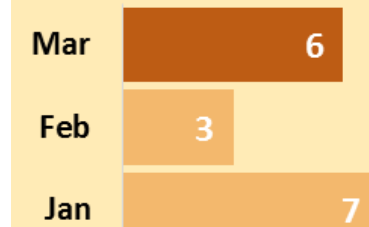
4. No. of Approaches Referred to Children's Team



5. No. of Approaches Referred to Team Around the Family (TAF)



6. No. of Approaches referred to the Integrated Disability Service (IDS)



What's working well?

1. Number of approaches for information has doubled from February to March. Number of approaches for advice has increased significantly .



What are we worried about?

1. 36 approaches in progress and these relate to Family Information Forms which have not been completed on the system.
2. Regional threshold document is not clearly understood by partner agencies



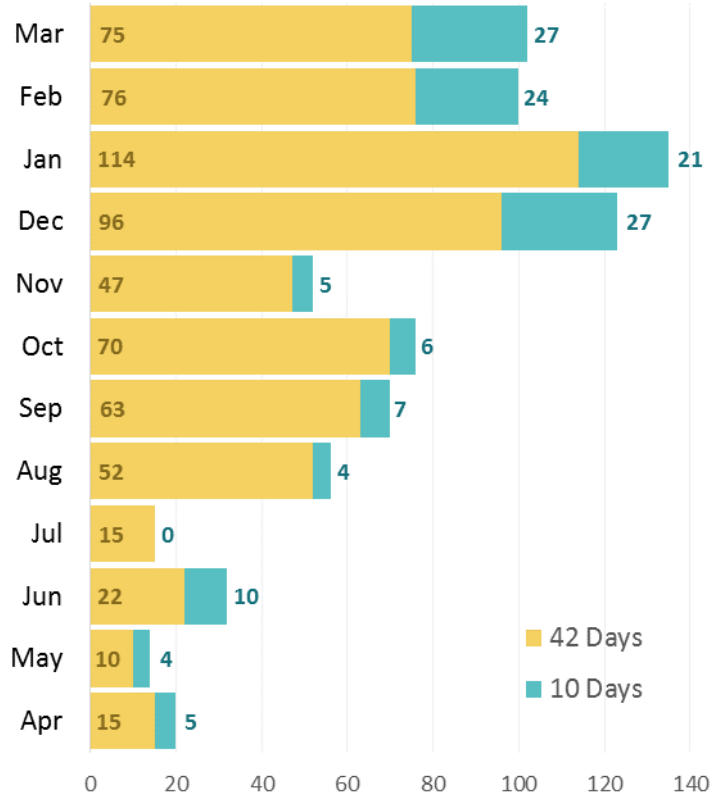
What do we need to do?

1. Ensure that quality of advice given is of a high standard
2. Further work to embed the Regional Threshold through audits of multi-agency referral forms for review at Powys local operation safeguarding group by end of May 2018.
3. These are being addressed and will be closed off by end of April 2018.

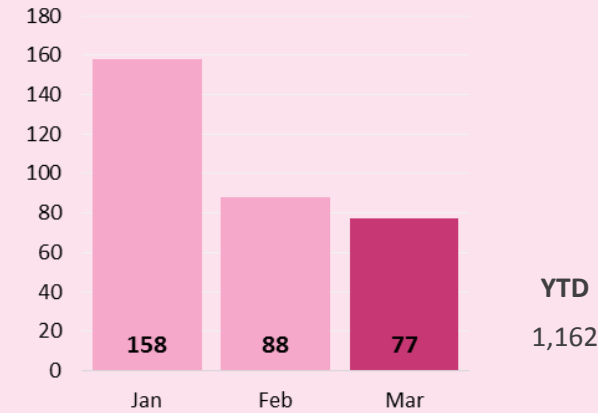


Assessments

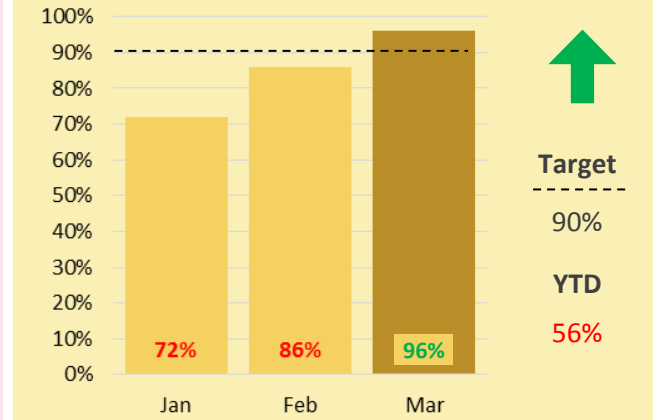
No. of Assessments within timescale since April '17



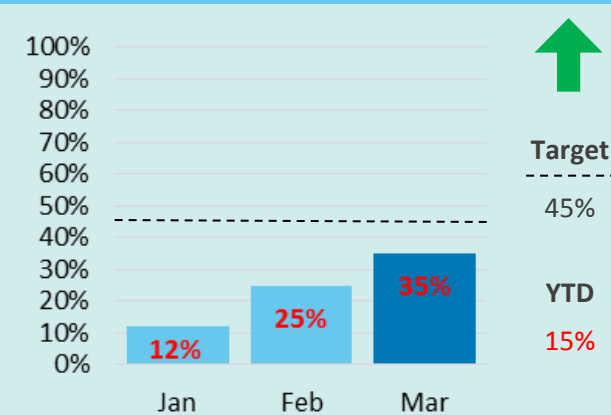
7. No. of Care and Wellbeing Assessments Completed



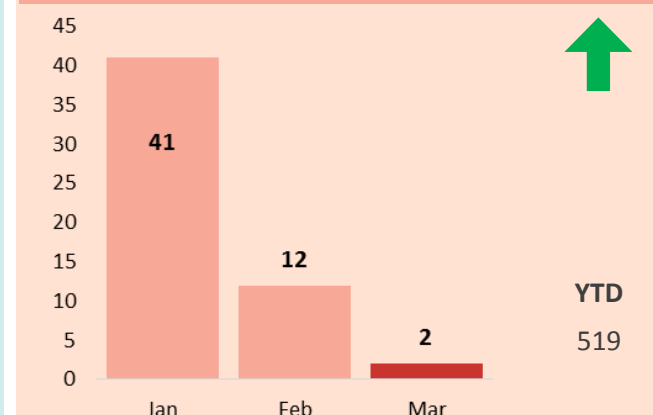
7a. % of Care and Wellbeing Assessments Completed within 42 days



7b. Of which, % completed within 10 days



7c. No. of Assessments Completed out of timescale



What's working well?

1. Completion of assessments within the statutory timescale (42 days) is up to **96%** for March 2018 (Welsh average 90.8%).
2. Number of assessments completed out of timescale has seen a significant increase in performance.



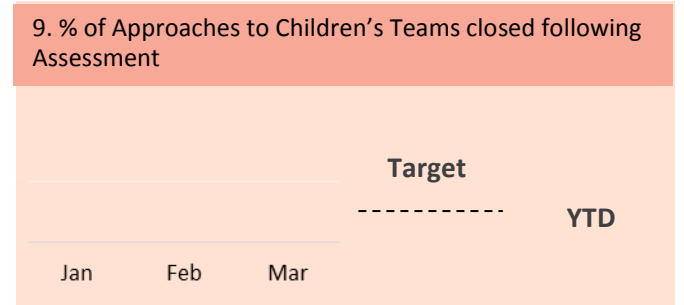
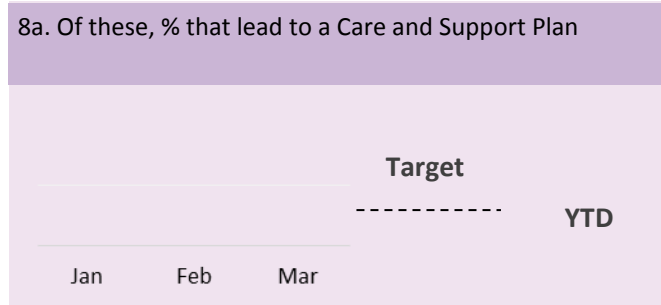
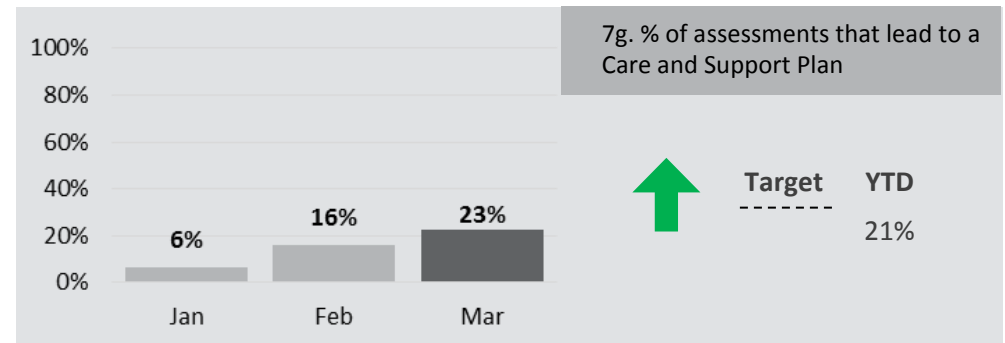
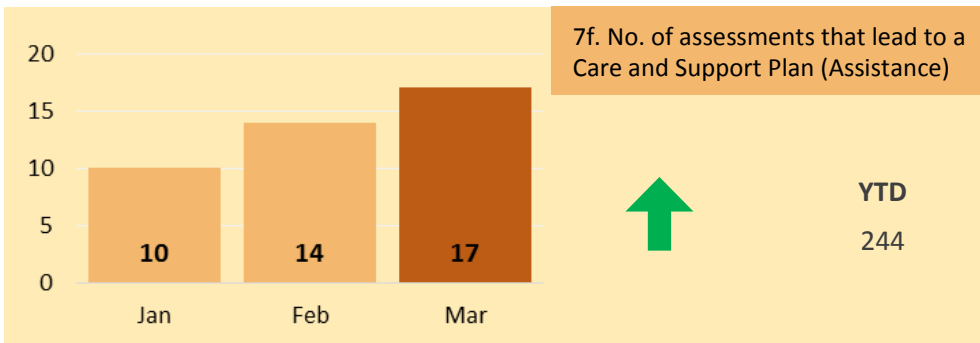
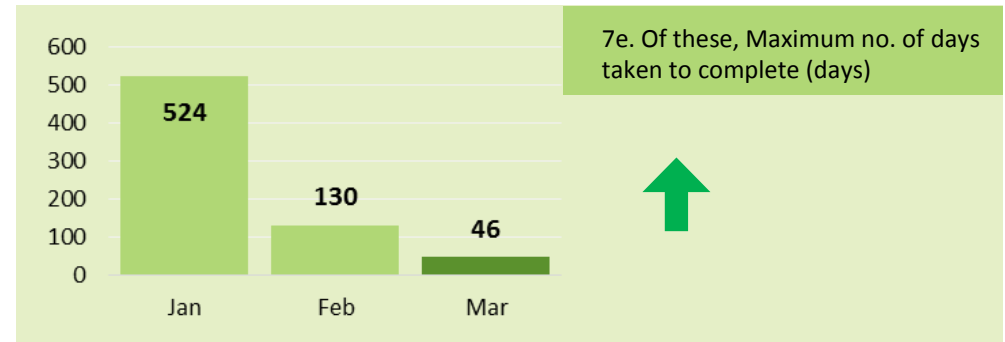
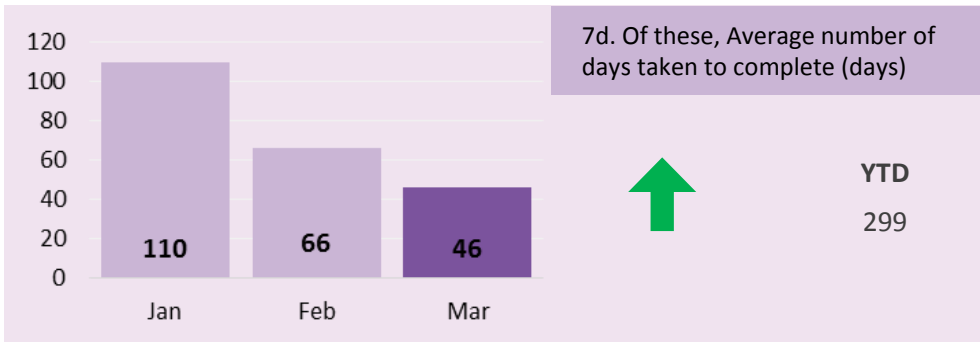
What are we worried about?

1. Number of assessments completed in 10 days has increased however is still below target.



What do we need to do?

1. Replicate the pilot Assessment team in the North of Powys across the whole County as this has proved successful and evidence shows significant improvement in performance.
- 2.. The target for 7a has been set as 100% for April 2018 and we are currently on track to meet this.



What's working well?

1. Average number of days taken to complete and % of assessment that lead to a care and support plan and have both improved from February to March

What are we worried about?

2. We are worried about only 23% assessments are moving to care and support. We need to better understand the rationale for this.

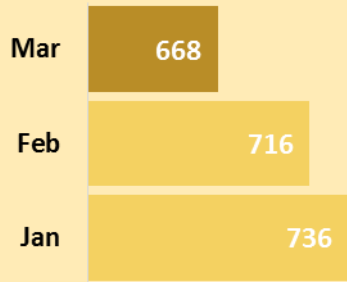
What do we need to do?

2. We will carry out a thematic audit to establish the reason for 23% and what is the outcome for families for the other assessment by May 2018.
 3. Data collection systems need to be set up for measures 8, 8a and 9 by April 2018 report.
 4. Target needs to be set for measure 7g.

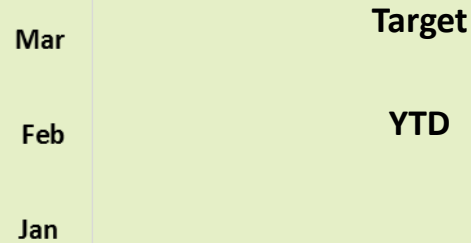


Supported Care Planning

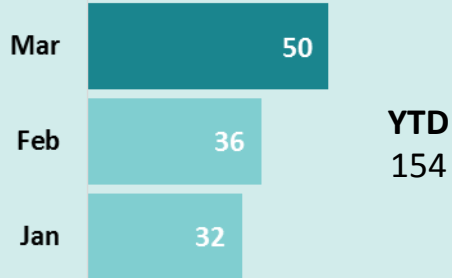
10. No. of Children with Care and Support Plan



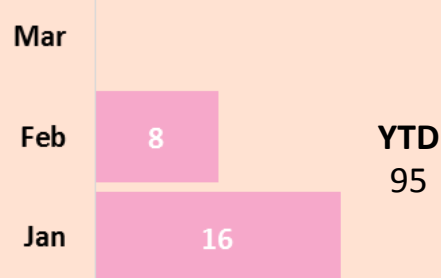
11. No. of New Care and Support Plans completed during the period



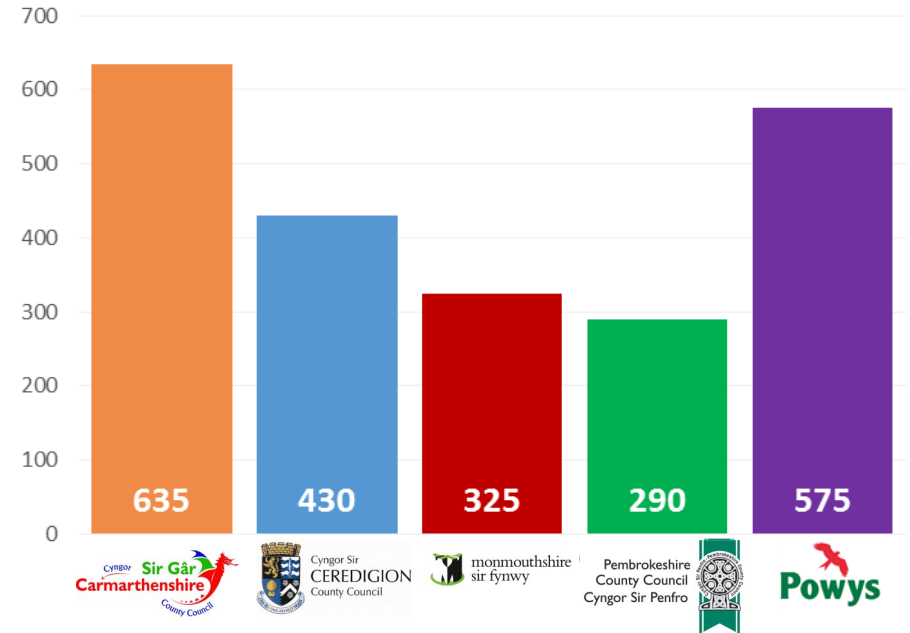
12. No. of cases closed where the child had a care and support plan



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



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



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

	YTD	Target
Jan		
Feb		
Mar		

13b. Of which, % completed within 10 days

	YTD	Target
Jan		
Feb		
Mar		



What's working well?

1. Number of children in need of a care and support plan has decreased by 48 from February to March.
2. The number of cases closed where the child has a care and support plan has decreased.

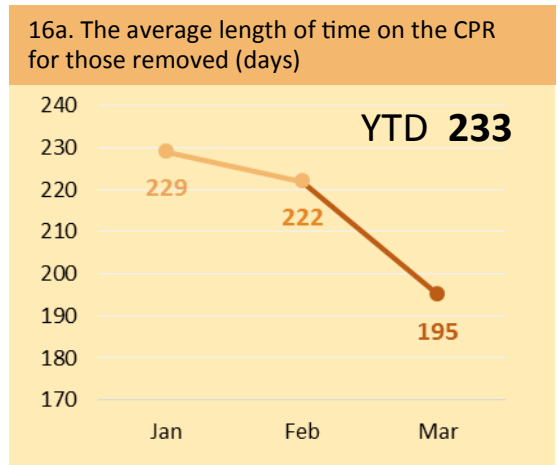
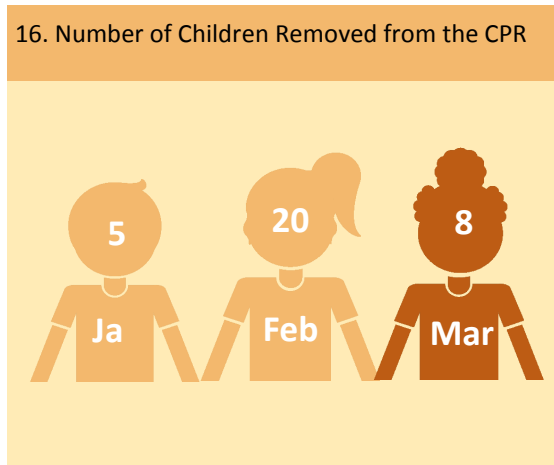
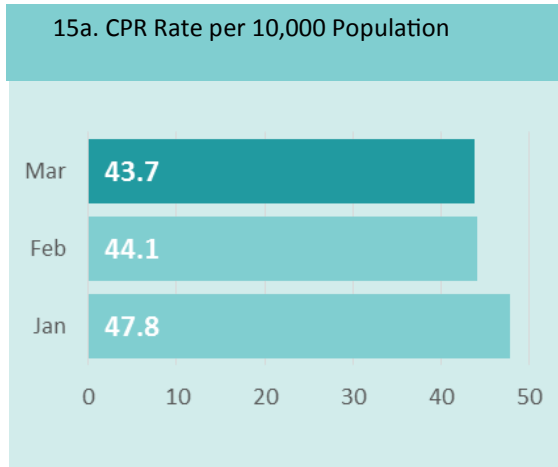
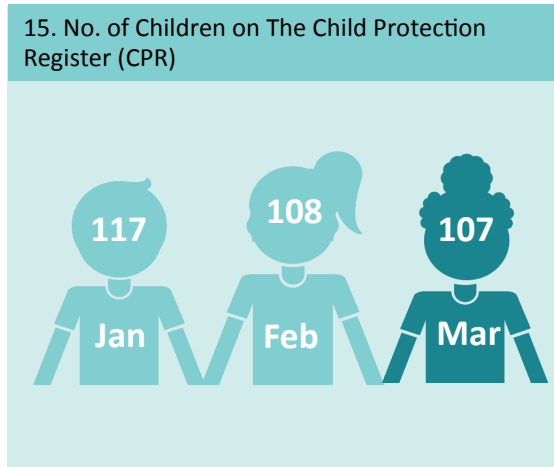
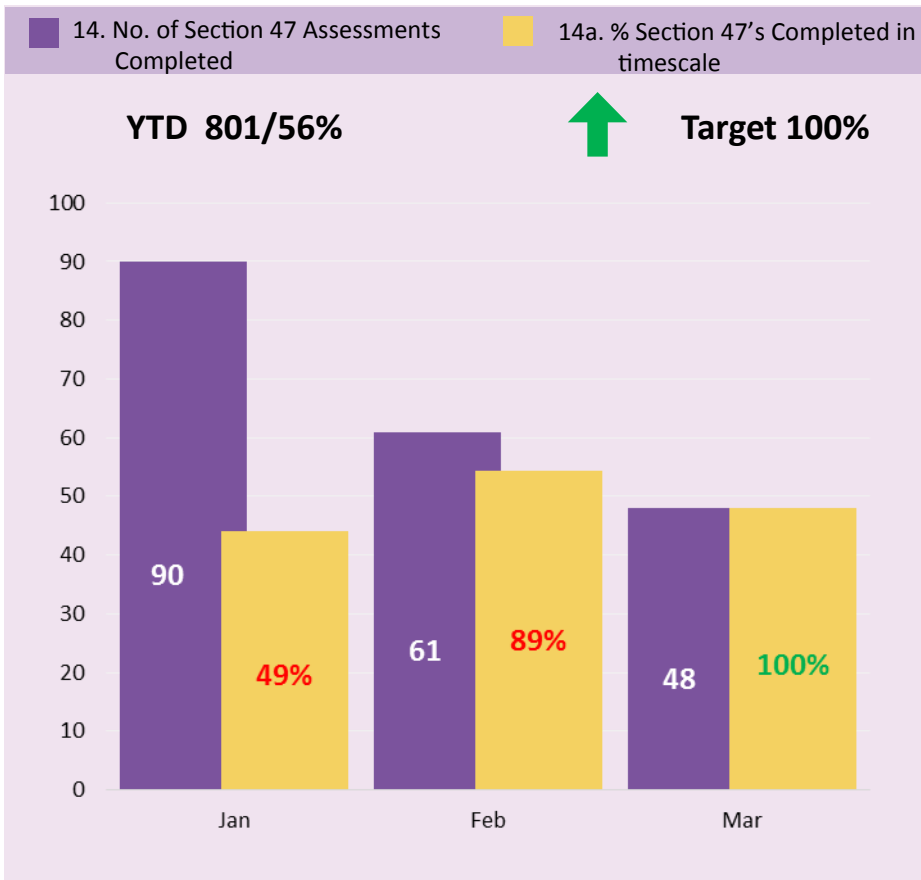


What are we worried about?



What do we need to do?

2. A dip sample of the 668 cases is underway to ensure that cases are being managed and not drifting.
3. Reports need to be developed for indicators 11, 13a and 13b for April 2018 report.



What's working well?

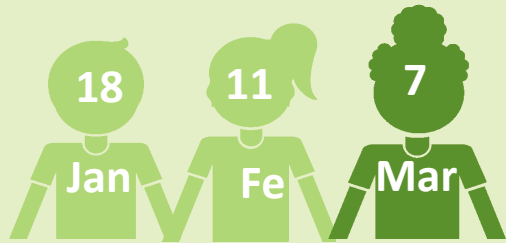
1. % of section 47's completed in timescale has increased to 100%.

What are we worried about?

What do we need to do?

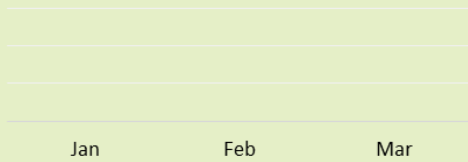
17. No. of Children Registered at Conference

YTD 154



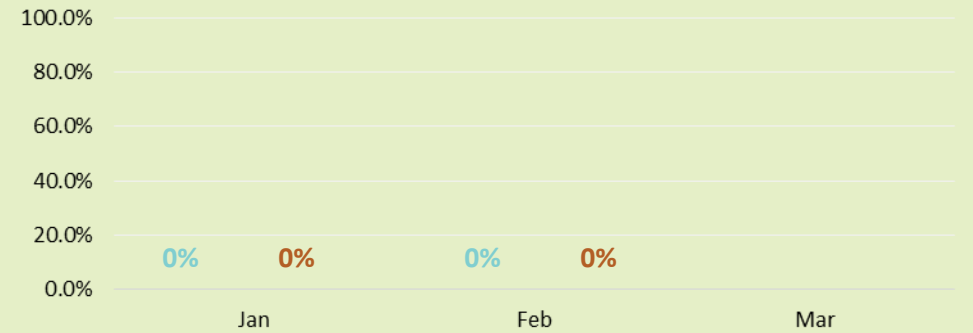
17a. No. of Re-Registrations on the CPR

YTD 4

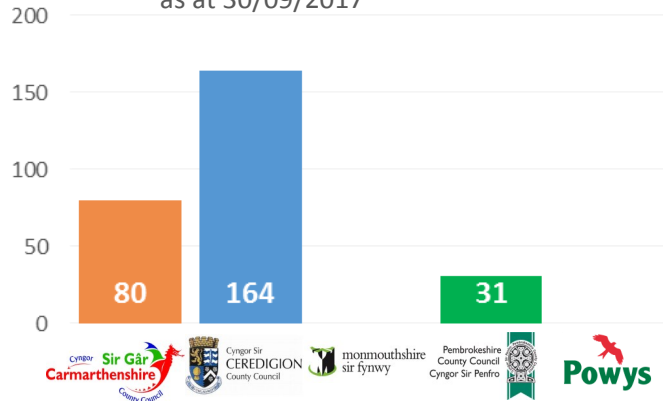


17b. The % of Re-Registrations on the CPR

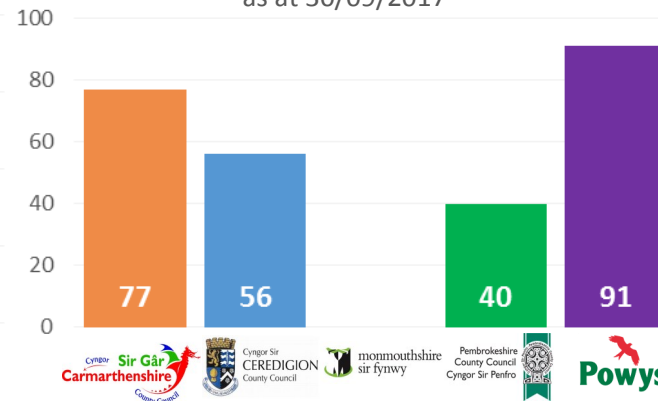
17c. Of which, % Re-Registrations within 12 months of previous De-Registration



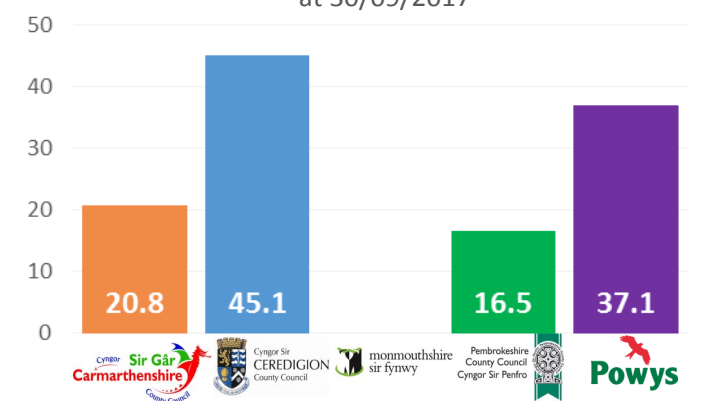
No. of Section 47 Assessments Completed as at 30/09/2017



No. of Children on the CPR as at 30/09/2017



CPR Rate per 10,000 Population as at 30/09/2017



What's working well?

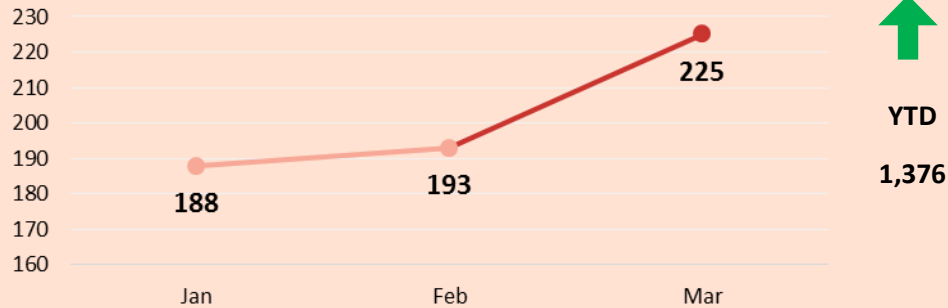
What are we worried about?

What do we need to do?

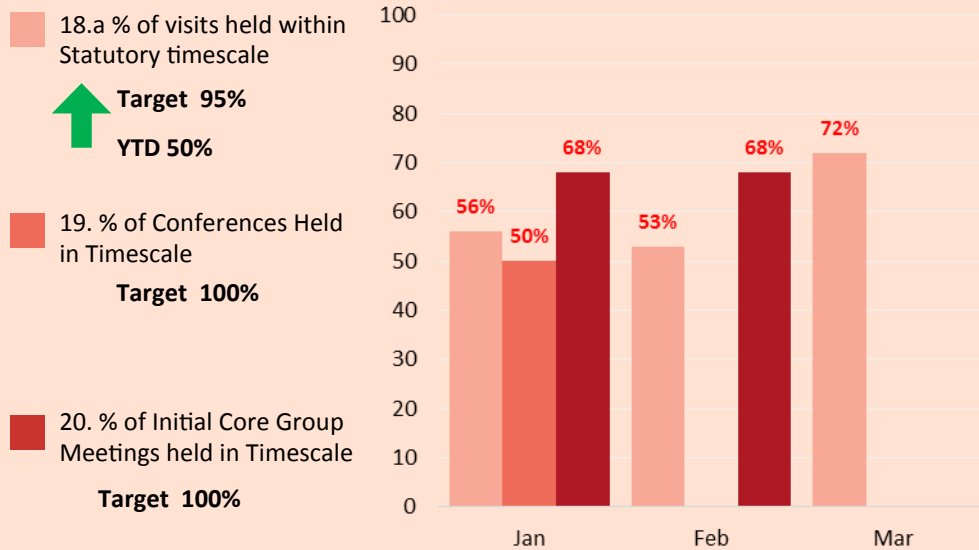
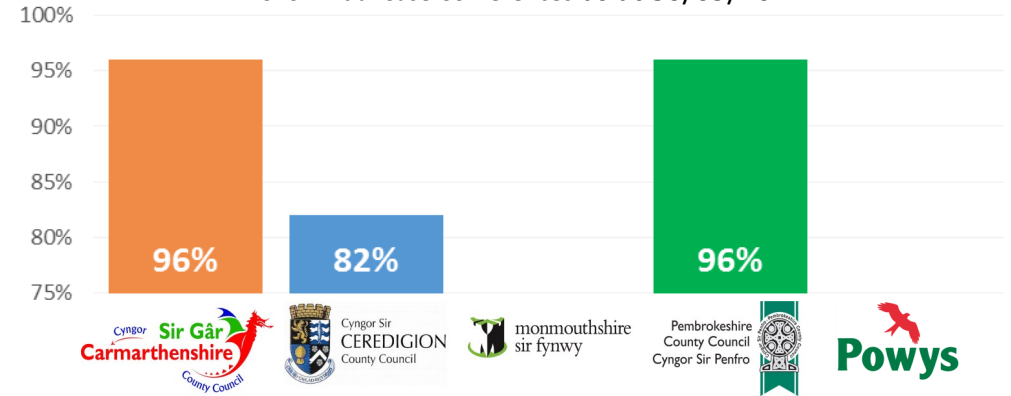
1. Due to the way the Safeguarding Admin are recording re-registrations our data is not up to date.

1. A manual piece of work is being undertaken to update our records in WCCIS.
2. Targets need to be set for measures 17a.

18. No. of Child Protection Monitoring Visits taken place



No. of Initial Case Conferences as at 30/09/2017



	Jan	Feb	March	YTD
21. No. of Strategy Discussions Held	178	115	121	
Of which:				
21a. No. of Section 47 Assessments Commenced	67	28	48	716
21b. No. of Strategy Meetings Held				YTD
21c. No. of Initial Case Conferences	2	0	2	116
21d. % of Children Registered				YTD



What's working well?

1. The number of Child Protection Monitoring visits taking place has increased this month.



What are we worried about?

2. Visits within time-scale although improved, still remain well off-target.
3. The ratio of section 47 assessments completed to initial conferences is very low.



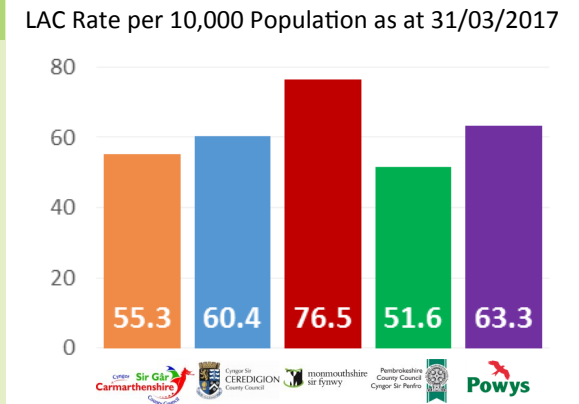
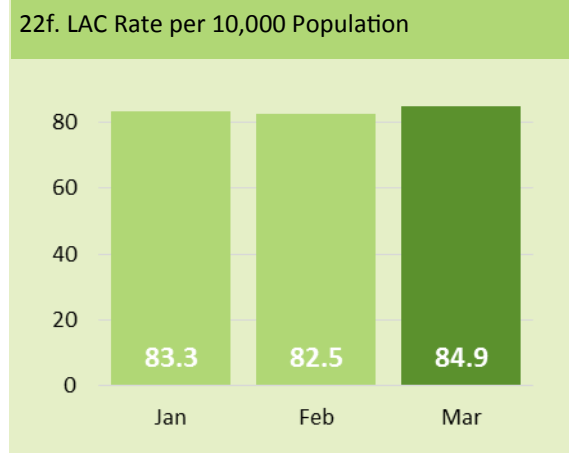
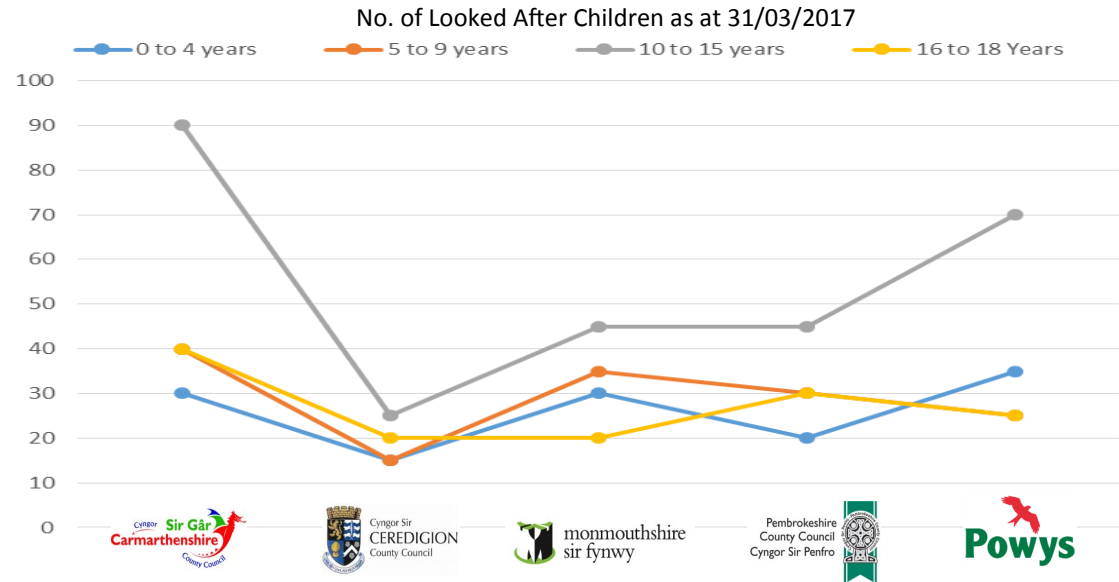
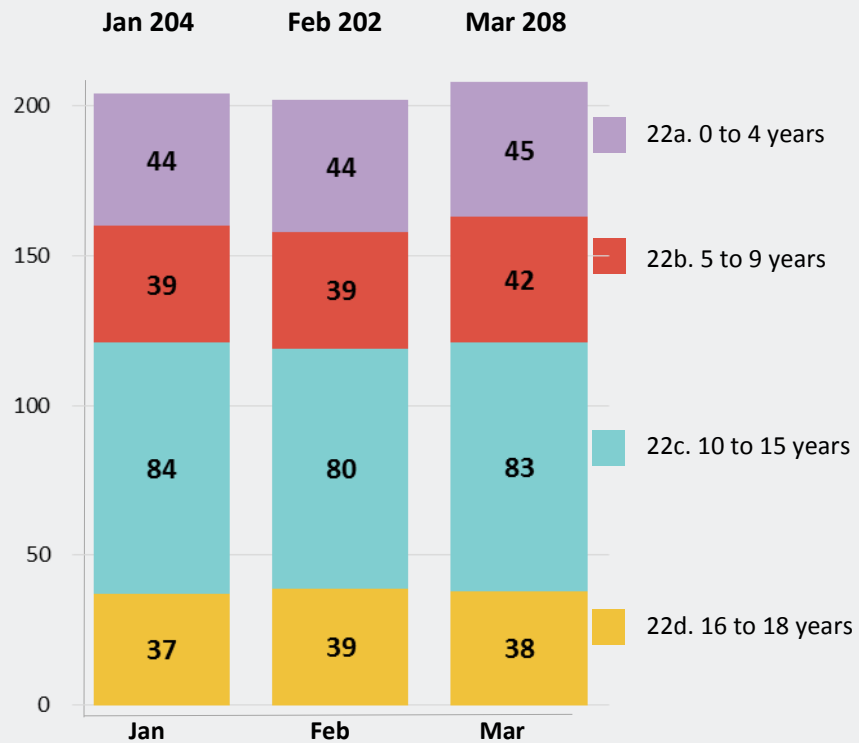
What do we need to do?

2. Reviewing practice to ensure that those just missing time-scale are brought forward to be more timely.
3. We need to analyse data by end of May 2018.
4. Measures 19 and 20 need data collection systems to be improved by recruiting additional resource by May 2018.
5. Measures 21b and 21d need reports to be developed for April 2018 report.



Looked After Children

22. No. of Looked After Children



What's working well?



What are we worried about?

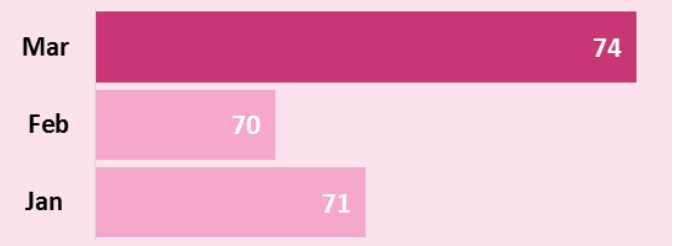
1. The current rate of 84.9 for the LAC Rate per 10,000 Population would mean that we are currently performing worse than our comparative performance for 2016-17



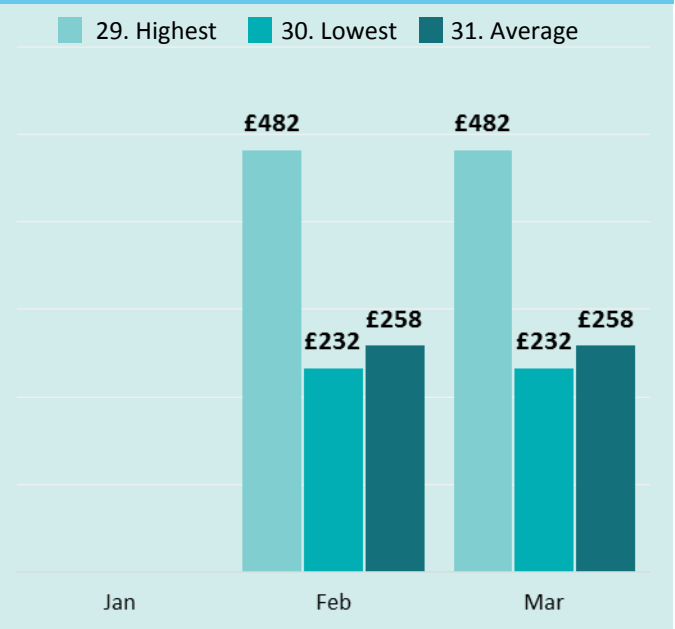
What do we need to do?

2. We need to complete work with our comparative authorities to share learning where our comparative age ranges differ for looked after children.

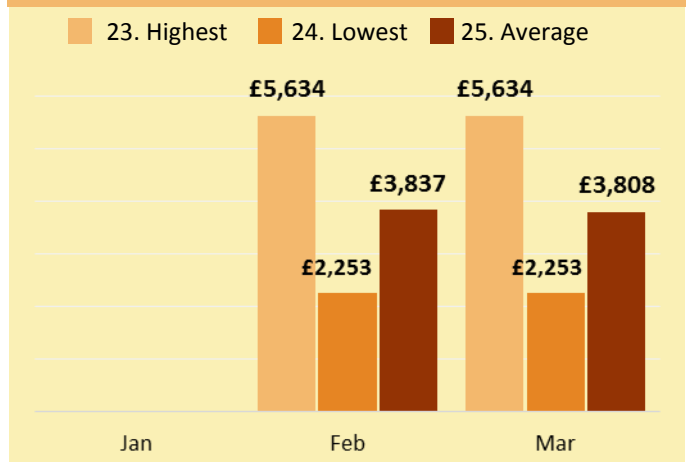
22g. No. placed out of county



Kinship Placement costs (per week)



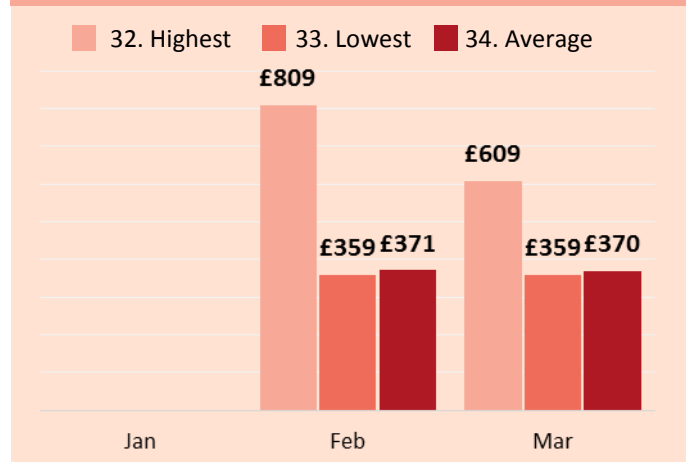
Residential Placement costs (per week)



IFA Placement costs (per week)



In-house Placement costs (per week)



35. Total cost of placements

YTD total (as at end Feb 2018)

£7,933,765.94

YTD total March 2018—TBA



What's working well?



What are we worried about?

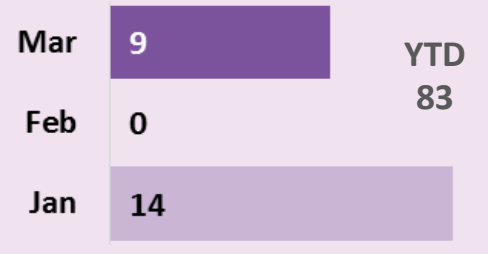
1. Increased number of children placed out of county



What do we need to do?

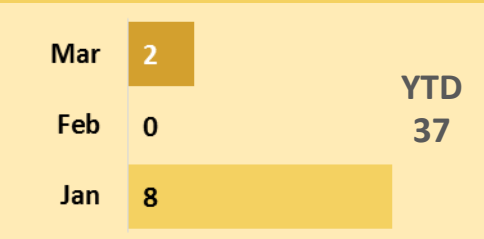
1. Conduct a review for any out of county placements by end of April 2018 and review findings.

36. No. of Children becoming Looked After

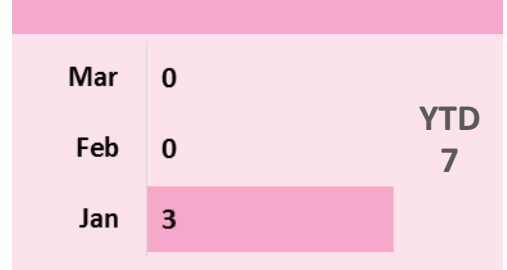


Legal Status upon becoming Looked After

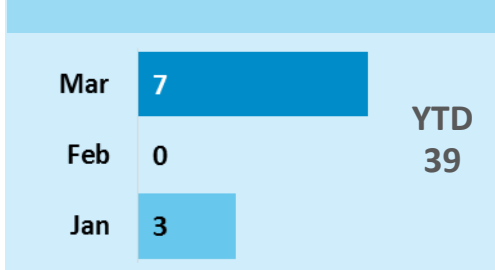
36a. Single Period of Accommodation under Section 76 (Previously Section 20)



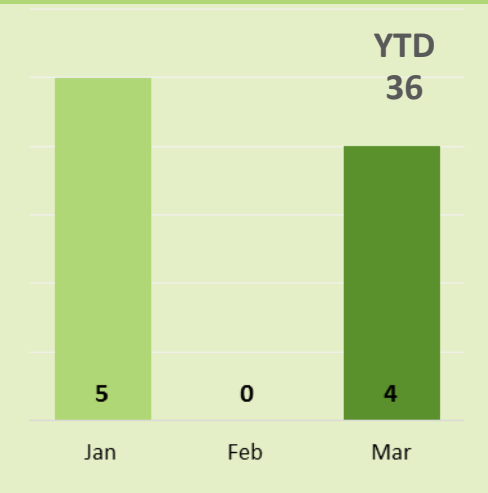
36b. Police Protection Order / Emergency



36c. Interim Care Order

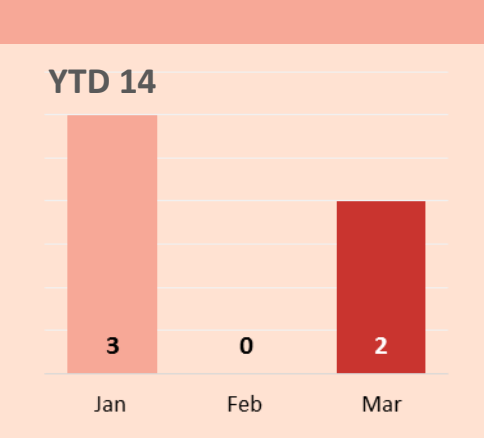


37. No. of Children Ceasing to be Looked After

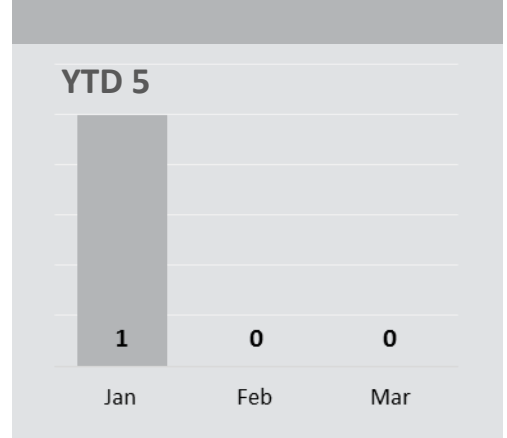


Ceased to be Looked After reason

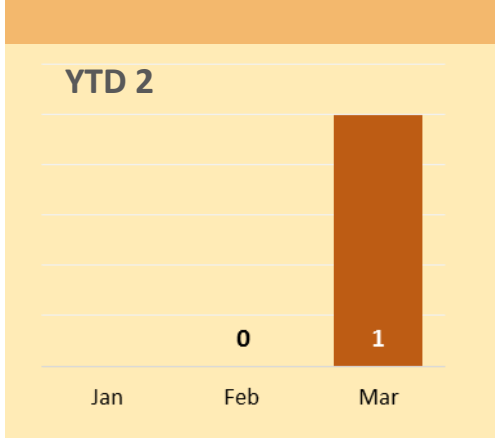
37a. Returned Home to Live with Parents



37b. Adopted



37c. Turned 18



What's working well?

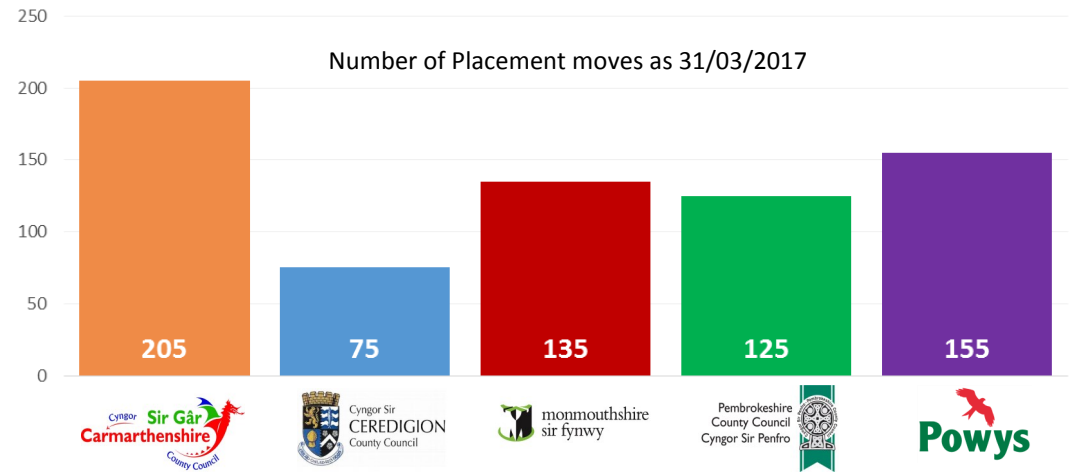
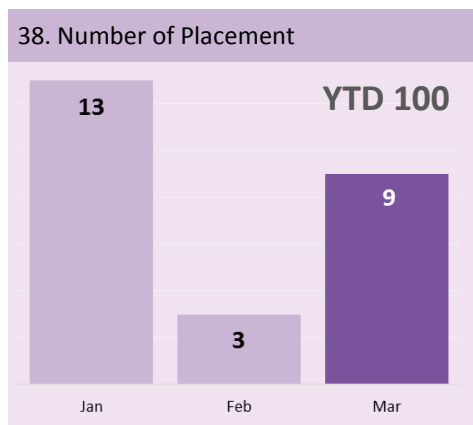
What are we worried about?

What do we need to do?

Continued, Ceased to be Looked After reason

37d. Special Guardianship			37e. Independent Living			37f. Transferred to Adult Services			37g. Care taken over by another LA			37h. Sentenced to Custody		
Mar	0	YTD 4	Mar	0	YTD 4	Mar	0	YTD 2	Mar	0	YTD 0	Mar	0	YTD 0
Feb	0		Feb	0		Feb	0		Feb	0		Feb	0	
Jan	0		Jan	0		Jan	0		Jan	0		Jan	0	

37i. Ceased for any other reason		
Mar	1	YTD 5
Feb	0	
Jan	1	

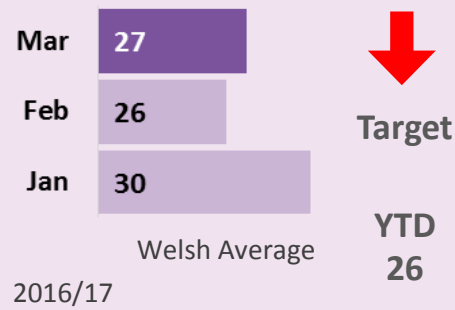


What's working well?

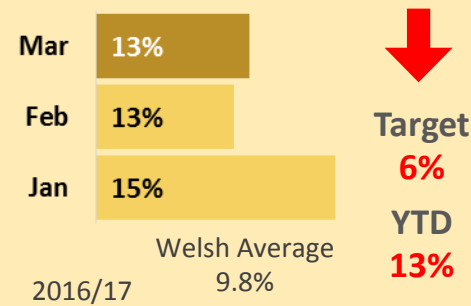
What are we worried about?

What do we need to do?

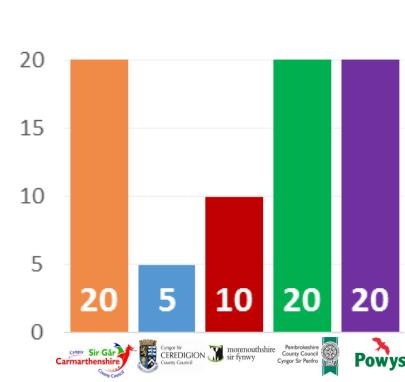
39. No. 3 Plus Placement Moves (12 months)



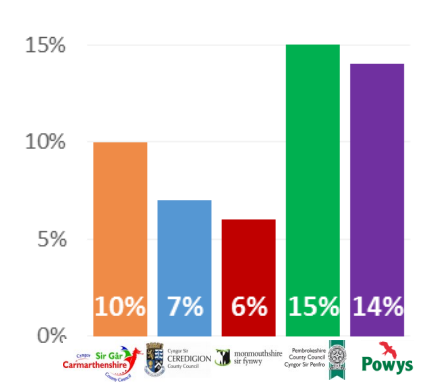
39a. % 3 Plus Placement Moves (12 months)



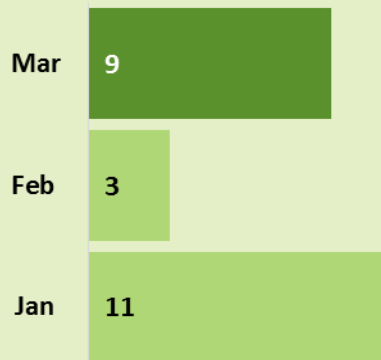
No. 3 Plus Placement Moves (12 months) as at 31/03/2017



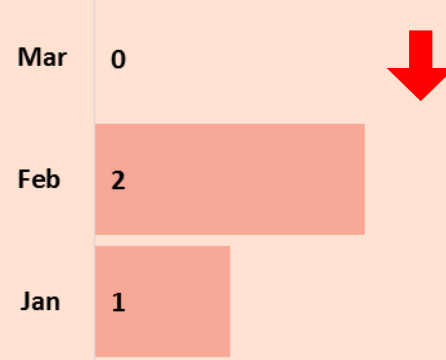
% 3 Plus Placement Moves (12 months) as at 31/03/2017



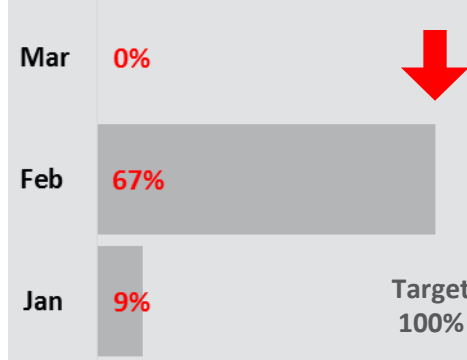
40. No. of Children who should have had a care plan within 10 days of placement



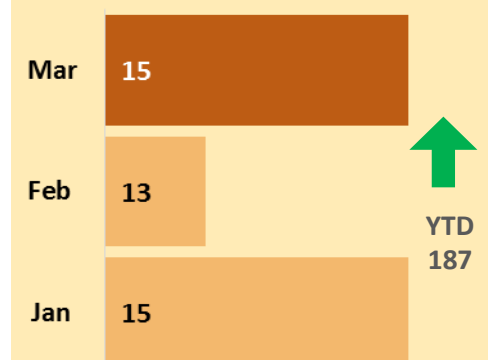
40a. No. of Children who had a care plan within 10 days of placement



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



41. No. of LAC Reviews Completed



What's working well?



What are we worried about?

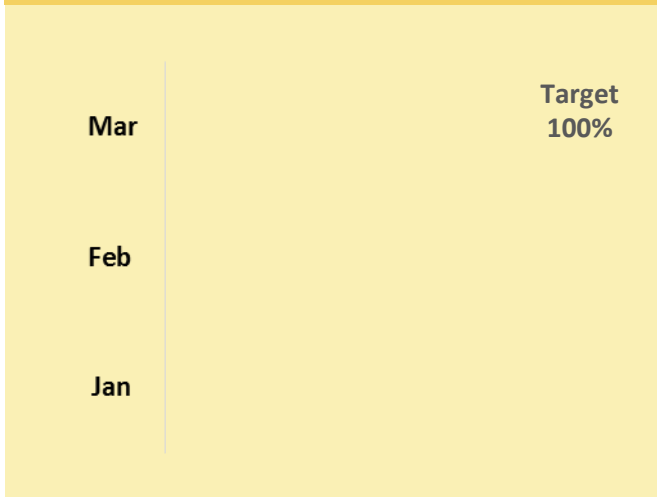
- 1. Recording of data does not reflect practice and needs further work.



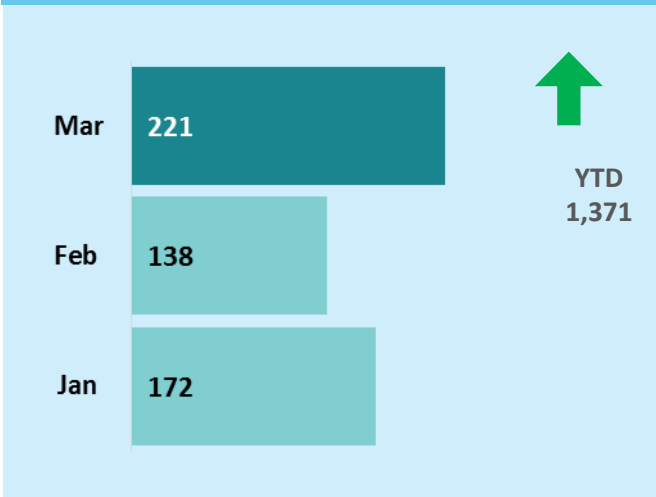
What do we need to do?

- 1. Weekly locality team meetings will support staff to address this.

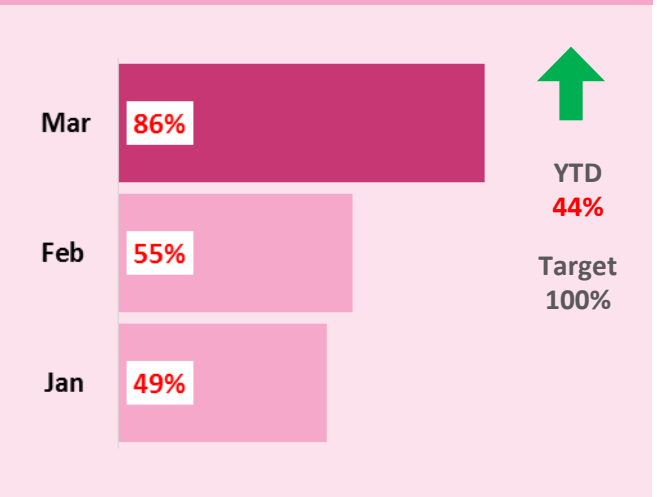
41a. % of LAC Reviews Completed in Timescale



42. No. of LAC Stat Visits Taken Place



42a. % of visits held in timescale



What's working well?

1. LAC Stat visit performance has improved both in terms of volume and timeliness.



What are we worried about?

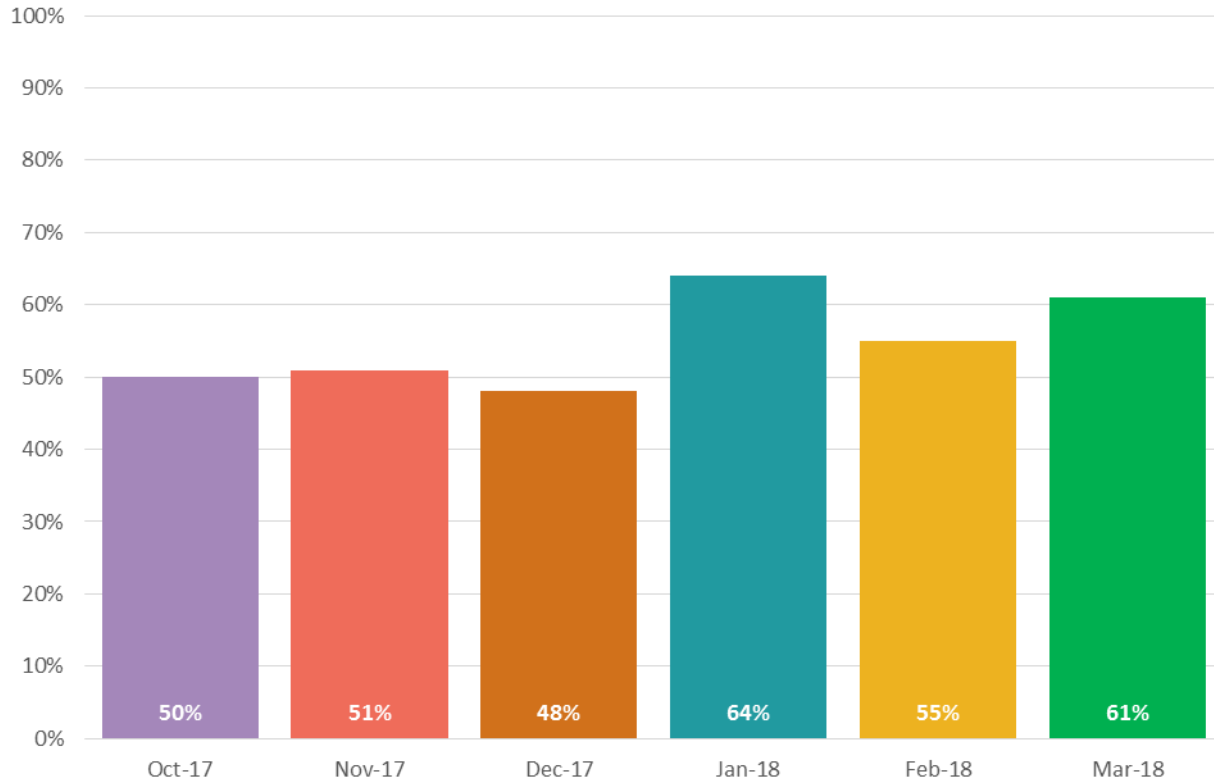
1. LAC review monitoring forms are not set up to allow us to calculate timescales



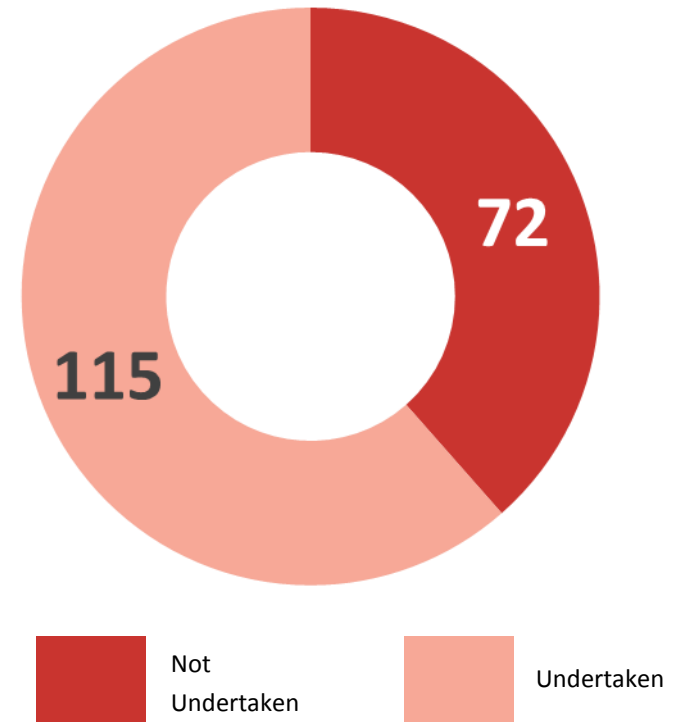
What do we need to do?

1. The service are in the process of reviewing quality and procedure to implement the new recording practices by May 2018.

Monthly 1 to 1s in the selected period per month



Total of 1 to 1s Not Undertaken/ Undertaken by all teams in March 2018



What's working well?

1. Performance has improved from February to March



What are we worried about?

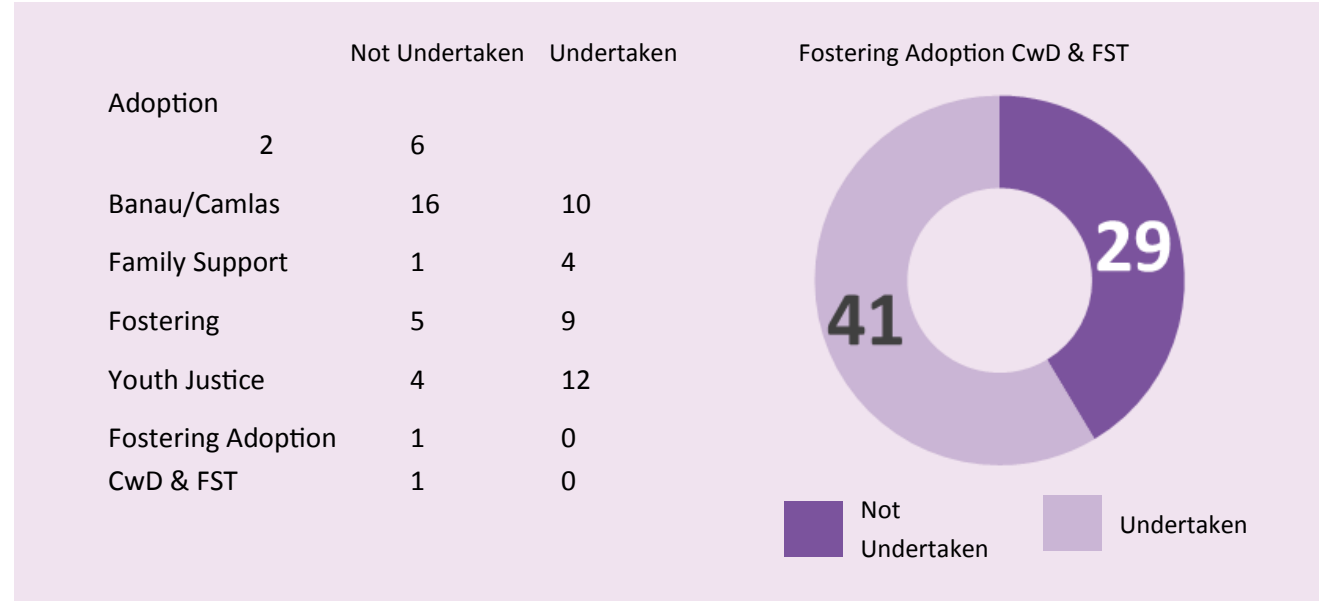
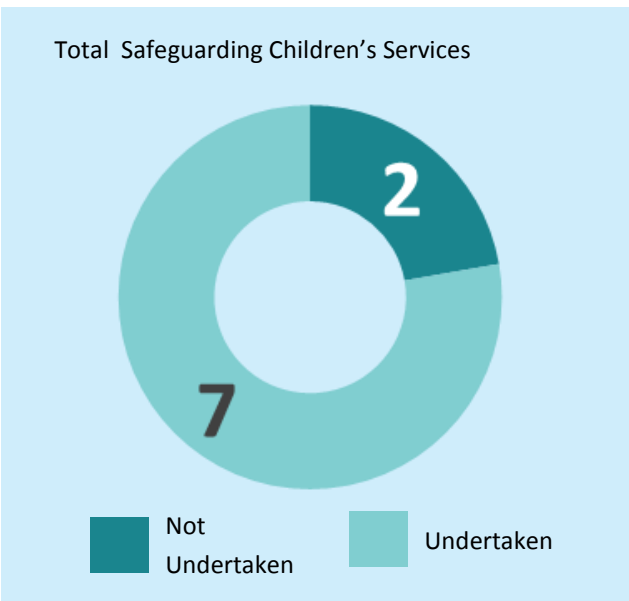
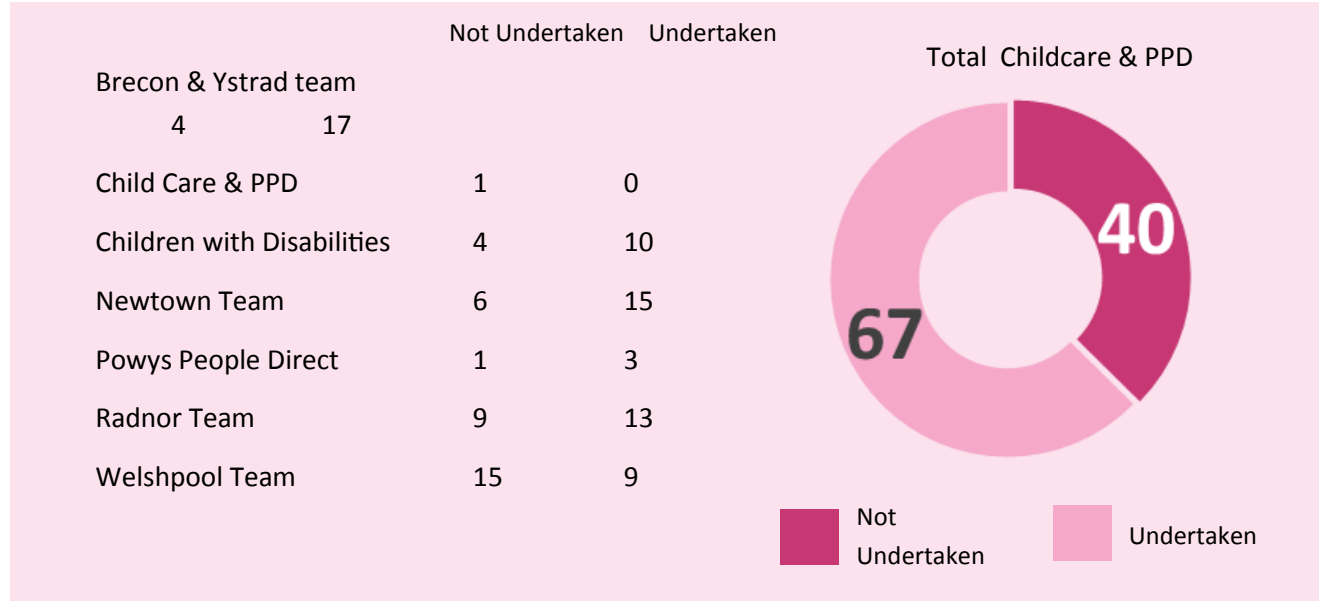
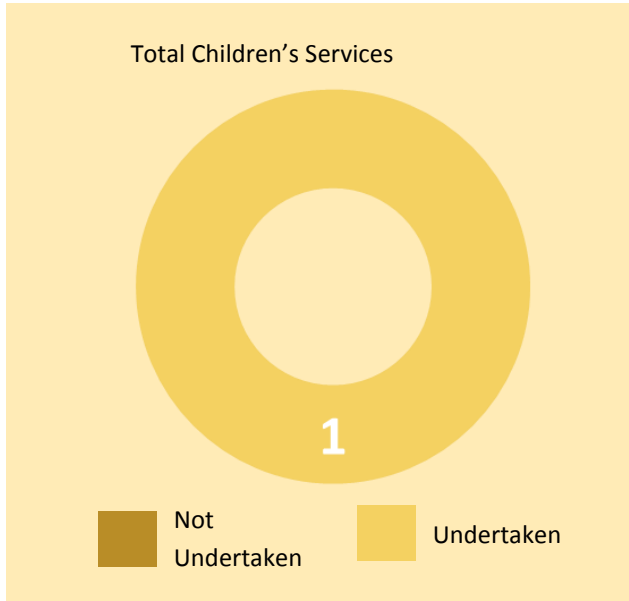
1. Our HR system was unavailable from 2nd to 10th April, hindering peoples ability to update their records. Also our reporting connection to the new HR environment is still not updating.
2. The current supervision report does not exclude those where staff have left the authority or are on long term leave/absence.



What do we need to do?

1. Ensure update of supervision records for verbal update at improvement board.
2. Modify the supervision report to exclude staff who have left the authority or are on long term leave/absence by April 2018 report.

Staff Supervision February 2018



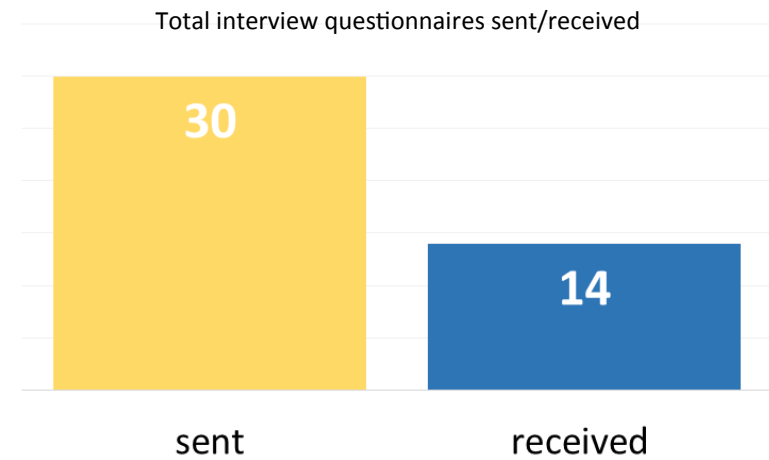


Leavers exit interview questionnaires

Nov 2017 to March 2018

	External (Agency)	Internal	Sent	Received
Childrens Team Manager		1	1	1
Assistant Team Manager	3(2)		3	0
Data Quality Clerk	1		1	1
Intervention Specialist	1		1	1
Policy Development Officer	1		1	1
Quality Assurance Officer	1		1	1
Senior Social Work Practitioner	4(1)		4	1
Social Worker	13(9)		13	6
Sup Lodgings Coordinator Newtown	1		1	
Wellbeing Officer—Childrens	3		3	1
Fostering team	1		1	0
Totals	29 (12)	1	30	14

- ### Reasons for exiting PCC
- End of contract
 - Leaver own accord
 - Mutual termination of contract
 - Redundancy - Voluntary
 - Retirement



What's working well?

What are we worried about?

What do we need to do?