









Appendix B: Children's Safeguarding – position as at 31.12.17

| | Measure | Unit | 2016/17 Performance | Current Target | Current Performance | Last Available Result | Frequency | Direction of Travel | Performance | Status | 2017-18 Trend |
|---|--|--------|---------------------|----------------|---------------------|-----------------------|-----------|---------------------|-------------|------------|---|
| 1 | Number of cases per full time equivalent (FTE) Children's Social Worker | Number | 22 | 22 | 24 | Dec 2017 | Monthly | Red | Red | Up to date |  |
| <p><i>COMMENTS: Underlying data: FTE of 83.9 social workers; caseload of 2025. Senior managers are aware that the level of caseloads for some social workers are relatively high.</i> <i>ACTIONS: A rigorous analysis of the social work workforce and the variation between teams has been done as part of the evaluation of recruitment and retention processes. A sophisticated workload management system has been developed resulting in senior managers concluding that an average points score of 56 is the ideal level for experienced workers, and currently around a third of experienced workers have above that level. The development of the Multi Agency Safeguarding Hub (MASH) and anticipated reduction in contacts from the police will see a greater proportion of casework being worked through by a central team and should result in a reduction for those with the highest caseloads based in the locality teams. Caseloads for those in the Assessed & Supported Year in Employment (ASYE) and inactive cases will continue to be monitored throughout the year.</i></p> | | | | | | | | | | | |
| 2 | Number of cases per full time equivalent (FTE) Children's Independent Reviewing Officer (IRO) | Number | 66 | 67 | 77 | Dec 2017 | Monthly | Red | Red | Up to date |  |
| <p><i>COMMENTS: Underlying data: FTE of 9.3 IROs; caseload of 720.</i> <i>ACTIONS: There is currently a vacancy waiting to be filled in the IRO team. Once the recruitment process is completed, this will take the FTE up to 10.3 and the number of cases per FTE will drop.</i></p> | | | | | | | | | | | |
| 3 | Percentage of foster care children placed with Northumberland County Council foster carers | % | 81 | 80 | 81 | Dec 2017 | Monthly | Green | Green | Up to date |  |
| <p><i>COMMENTS: Underlying data: 231 children in foster care placed with NCC foster carers out of a total cohort of 285.</i></p> | | | | | | | | | | | |
| 4 | Judgements of residential services: (percentage that are Good/Outstanding) | % | 100 | 100 | 100 | Dec 2017 | Monthly | Green | Green | Up to date |  |
| <p><i>COMMENTS: Underlying data: 5 homes are rated good or outstanding out of a total cohort of 5. This PI has consistently been in the green during 2017/18. A new inspection framework was implemented in April, focusing more on the young person's experience. We are meeting these new requirements.</i></p> | | | | | | | | | | | |
| 5 | Average time (days) between a child entering care & moving in with adoptive family | Days | 597 | 600 | 527 | Dec 2017 | Monthly | Green | Green | Up to date |  |
| <p><i>COMMENTS: Underlying data: 25 (clients moving in with an adoptive family) out of a total cohort of 13180 (number of days). These timescales and pinch points where delays occur are considered in the bi-monthly performance report that goes to Corporate Parenting Committee.</i></p> | | | | | | | | | | | |

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| 6 | Average time between LA receiving court authority to place a child in adoption and deciding on a match | Days | 193 | 190 | 234 | Dec 2017 | Monthly | Red | Red | Up to date |  |
| <p>COMMENTS: Underlying data: 25 (clients) out of a total cohort of 5851 (total number of days). The average time has decreased from 244 days to 234 days. Although short of the target of 190 days, Northumberland continues to adopt harder-to-place children (figures published by the Department for Education show that Northumberland adopts double the proportion of older children than the national picture - 10% are over 5 years old compared to the national figure of 5%). In the cohort of 25 children adopted in the year, one child took over 1000 days and two children took over 700 days. All three of these children were harder-to-place with prospective adopters but have all been successfully adopted; so despite the negative impact on the timescales the outcome for the children has been extremely positive. Looking at the rest of the cohort, the timescales varied between 17 and 286 days (the average for the 19 children adopted was 157 days - better than the target of 190 days, and the national average of 226 days).</p> <p>ACTIONS: The service continues to robustly track and monitor children that have an adoption plan, whilst finding families for children that are harder to place to ensure the best possible outcome for them.</p> | | | | | | | | | | | |
| 7 | Average duration of care proceedings ending in the period (weeks) | Number | 32 | 30 | 35 | Dec 2017 | Monthly | Red | Red | Up to date |  |
| <p>COMMENTS: Underlying data: 209 cases ending, with a total of 7332 weeks. This performance in part reflects the fact that some particularly challenging and complex cases have been resolved which impacts on the average timescales. A range of issues affect the time taken to conclude proceedings, and only some of them are within the Locality Authority's control. Availability of court time, experts and other parties legal representatives can not be influenced by Children's Services and does delay in care proceedings.</p> <p>ACTIONS: A case tracking tool is used to monitor the progress of cases within care proceedings and in the pre-proceedings stage so the performance information is live and readily available and potential drift can be identified at the earliest stage. Each week team managers are able to view their team's performance information which enables them to track progress and plan for the progression of the case. The data provides opportunities to understand themes and causes of delay which can be systematically addressed. Mandatory training on preparation for proceedings is being considered along with better communication with the courts so we are able to tell them swiftly if there is likely to be a delay. Finally, quarterly legal workshops with the IRO's and Legal Team have been implemented which are proving to be effective.</p> | | | | | | | | | | | |
| 8 | % long term LAC in same placement for past 2 years | % | 67 | 67 | 66 | Dec 2017 | Monthly | Red | Red | Up to date |  |
| <p>COMMENTS: Underlying data: 58 children have been with the same carers out of a total cohort of 88. The national average is slightly better than Northumberland's current performance (68% compared to our 66%).</p> <p>ACTIONS: This figure had decreased in recent months due to a number of long-term looked after children's placements breaking down. Initial analysis of this appears to be due to a high number of long term IFA placements ending as the young person reached adolescence. Future cohorts of long-term looked after children have been identified and are being tracked.</p> | | | | | | | | | | | |
| 9 | Referral decisions made within 1 day of receiving referral | % | 91.2 | 96 | 97.3 | Dec 2017 | Monthly | Green | Green | Up to date |  |
| <p>COMMENTS: Underlying data: 252 referrals whose decisions were made within 1 day out of a total cohort of 259. Referrals over the previous 2 years have decreased. This decrease is due to the development of the Early Help offer, thereby appropriately diverting some requests for services away from statutory social work and the introduction of the First Contact Team which is the single point of access for all referrals.</p> | | | | | | | | | | | |
| 10 | % of child protection plans ending that lasted two years or more where the plan has ended | % | 8.7 | 7 | 4.7 | Dec 2017 | Monthly | Green | Green | Up to date |  |
| <p>COMMENTS: Underlying data: 16 children's plans lasted 2 years or more out of a total cohort of 342. The latest position for the end of December shows that the percentage has decreased compared to November and significantly so since April 2017.</p> | | | | | | | | | | | |

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| 11 | % of children becoming subject to a Child Protection Plan for a 2nd or subsequent time | % | 6.9 | 12 | 10.2 | Dec 2017 | Monthly | Red | Green | Up to date |  |
| <p>COMMENTS: Underlying data: 51 children have become subject to a CP plan for a second or subsequent time out of a total cohort of 501. We are comfortable with results that range between 7% and 12%. This PI has consistently been in the green.</p> | | | | | | | | | | | |
| 12 | Reduction in first time entrants FTE to the Youth Justice System aged 10 - 17 | % | 87.2 | 80 | 85.6 | Jul 2017 | Quarterly | Red | Green | Up to date |  |
| <p>COMMENTS: This is the latest available cohort for First Time Entrants (FTE). It looks at the percentage reduction in the number of FTE in the Jul 16 - Jun 17 time period (91 FTE) against the Apr 08 - Mar 09 baseline (632 FTE). Northumberland FTE rate is well below the North East rate and the England rate.</p> | | | | | | | | | | | |
| 13 | Rate of proven re-offending by young offenders | Number | 39.2 | 48 | 50 | Jul 2017 | Quarterly | Red | Red | Up to date |  |
| <p>COMMENTS: The Ministry of Justice (MoJ) have changed the way the reoffending rates are measured, using a smaller three month cohort rather than a 12 month cohort. Reoffending (aka Recidivism) is still tracked over 12 months for the cohort. The smaller cohort number will result in greater variance in the reoffending rates. The latest data available is the Oct 15 - Dec 15 cohort and shows a reoffending rate of 50% where 26 young people from a cohort of 52 have reoffended. Early indications show the next quarter cohort will be well within target. ACTIONS: In order to improve the performance of current cohorts, the YOT is using the live tracking tool to prompt remedial action when young people show signs of reoffending or actually reoffend.</p> | | | | | | | | | | | |
| 14 | Use of custody | Number per 1000 | 0.22 | 0.2 | 0.22 | Oct 2017 | Quarterly | Green | Red | Up to date |  |
| <p>COMMENTS: Underlying data: 6 custodial sentences given to young people aged 17 years or under during 2017, from a population of 27,129 - taking this measure just outside the local target. Northumberland has historically had very low custody numbers and has performed well against regional and national benchmarking. ACTIONS: Continue to provide high quality of work in relation to court reports. bail/remand and the supervision of community orders.</p> | | | | | | | | | | | |
| 15 | % of Young Offenders living in suitable accommodation | % | 98 | 90 | 100 | Oct 2017 | Quarterly | Green | Green | Up to date |  |
| <p>COMMENTS: Underlying data: all young people from a cohort of 25 were in suitable accommodation at the end of their intervention in the period October to December 2017</p> | | | | | | | | | | | |
| 16 | % of children's care leavers living in suitable accommodation | % | 86 | 95 | 94 | Oct 2017 | Quarterly | Green | Red | Up to date |  |
| <p>COMMENTS: Underlying data: 49 care leavers were living in suitable accommodation out of a total cohort of 52. There has been ongoing work to ensure that the recording of each young person's accommodation status is accurate and up to date throughout the year (not just around the young person's birthday as required by the Department for Education). ACTIONS: Staying Put arrangements are now used when appropriate and supported by the local authority. Young people reaching the age of 17/18 years who can't remain in their placements are referred to the accommodation panel to access appropriate supported accommodation. Care leavers are given a priority status through homefinder when they are applying for their own tenancies. Social workers support young people reaching the age of 18 years to apply for housing prior to turning 18 years so they can move on to their own tenancy. For care leavers who are highly vulnerable (eg those with substance misuse issues and at risk of custody), there are moving on properties which can be accessed with bespoke support packages specific to their needs until such a time when risks reduce and the young person can move on. They are then supported to apply for appropriate alternative accommodation. Many care leavers wish to return to the care of family members once they reach the age of 17/18. Social workers will assess this prior to the young person returning home and put in place appropriate supports for the family. All care leavers are provided with a setting up home allowance to ensure they have all the necessary items for their home (washer, cooker, bed etc).</p> | | | | | | | | | | | |

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| 17 | % Young Offenders engagement in suitable education, employment or training (ETE) | % | 53 | 68 | 80 | Dec 2017 | Monthly | Green | Green | Up to date | |
|----|---|---|----|----|----|----------|---------|-------|-------|------------|--|

COMMENTS: Underlying data: From a small cohort of 5 children, 4 were in full time education, training or employment at the end of their intervention (80%) in December 2017. As cohorts for this measure are small, the data can vary significantly per month.

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|----|--|--------|-----|-----|-----|----------|---------|-----|-----|------------|--|
| 18 | Average no. of Early Help Assessments initiated per month | Number | 117 | 115 | 100 | Dec 2017 | Monthly | Red | Red | Up to date | |
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COMMENTS: Underlying data: 1195 EHAs were initiated over the previous 12 months. Numbers of EHAs continue to fluctuate on a monthly basis quite often linked to school holidays.
 ACTIONS: There are a number of actions planned to continue to drive up the number of EHAs. A new EHA/Lead professional training programme has been launched from September to support the undertaking of EHAs. Also the New Early Help Family Work Teams are becoming more embedded and with that increasing the number of EHAs they complete. The Early Help Strategy 2014-17 is being reviewed and as part of that we are asking for feedback about the EHA documentation to establish whether this is a barrier to completion. Lastly, through the Early Help sub group of the local safeguarding children board, partners have been challenged about the volume of EHAs they are initiating based on data that is broken down to service level, and are being held to account.

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| 19 | No. of Supported Families identified (from January 2015 until March 2020 through the expanded programme) | Number | 949 | 1351 | 1588 | Dec 2017 | Monthly | Green | Green | Up to date | |
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COMMENTS: The amount of identified families increased in December 2017 due to a need to identify more families before submitting a claim in December 2017. Supporting Families were able to over identify new families that met the Supporting Families criteria, hence the rise in identified families.

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| 20 | Supporting Families cases where there has been significant and sustained progress or continuous employment | Number | 68 | 300 | 274 | Oct 2017 | Quarterly | Green | Red | Up to date | |
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COMMENTS: Two Payment By Results (PBR) claims have been made in this period (Oct 17 & Dec 17). 148 families were claimed for in Oct 17 (The target was 150). 126 families were claimed for in Dec 17 (The target was 150).
 ACTIONS: The Supporting Families team frequently reviews the process to identify what went well and what could be improved during PBR Claims. Recent improvements included identifying those families that had been ineligible in previous claim populations and checking those reasons first before carrying out a complete assessment.