

# Children's Social Care Performance Quarter Three 2018/2019

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# Improvement since November 2018 update

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- Legal planning and public law outline (PLO) process embedded.
- Permanency planning process embedded.
- All children and young people looked after have care plans and annual health assessments scheduled.
- Review of impact carers and foster carers' allowances.
- Recruiting social work staff , including five additional Graduate Entry Training Scheme (GETS) students who are newly qualified.

# Improvement since November 2018 update

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- Implemented training for Early Help Lead Professionals.
- Strengthening Families Programme now highly performing.
- Participation continues to be a strength with evidence of impact on improvements in social work practice, service development and outcomes for children.
- Transformation Programme established with investment by the Council in developing new more effective ways of delivering social work.
- Recruiting volunteers to work across the service.

# Improvement since November 2018 update

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## Transformation Programme established.

- Family multi-agency approach – building on family intervention team success recruiting child mental health workers in Resilience Around Families Team (RAFT) and working with You Trust and domestic abuse workers.
- Agile working implementing new ways of working, including procurement of new Integrated Children’s System (ICS).
- Developing the Isle of Wight and Hampshire approach – focus on building resilience in the workforce, families and communities – toolkit.

# Improvements embedded

- Ofsted rating of 'good'
- Safe 'Front Door'-MASH
- Revised thresholds-embedded
- Adoption of Hampshire sound safeguarding policy/ practices
- Unblocking the system-effective case management
- Bringing staff on improvement journey
- Consistency and quality-outcomes
- Robust Management grip
- Partnership/integrated working
- Early Help embedded, Family Centres seen as national model of good practice
- Strong joint working with Youth Offending Team (YOT)
- Public Law Outline (PLO) process embedded
- Local Offer for Care Leavers in place
- Permanency planning embedded
- Participation strategy and action plan
- Corporate Parenting Board is a strength

# Improvements embedded

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- Child Safeguarding and Assessment Team (CAST) approach has reduced transitions.
- Social Worker Personal Assistant (SWPA) role embedded-CAST, Disabled Children's Team (DCT) and Children in Care (CiC).
- Family Intervention Team (FIT) approach incorporated with RAFT.
- Integrated Children's Commissioning Unit and Board established under the auspices of the Children's Trust.

# Improvements embedded

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- Volunteers-Family Support, Return from Missing, YOT.
- Resilience Around Families Team (RAFT).
- Reunification.
- New marketing campaign Fostering and Adoption.
- Quality Matters, Improvement Framework.
- New supervision guidance.
- Local Offer for Care Leavers published.

# Performance

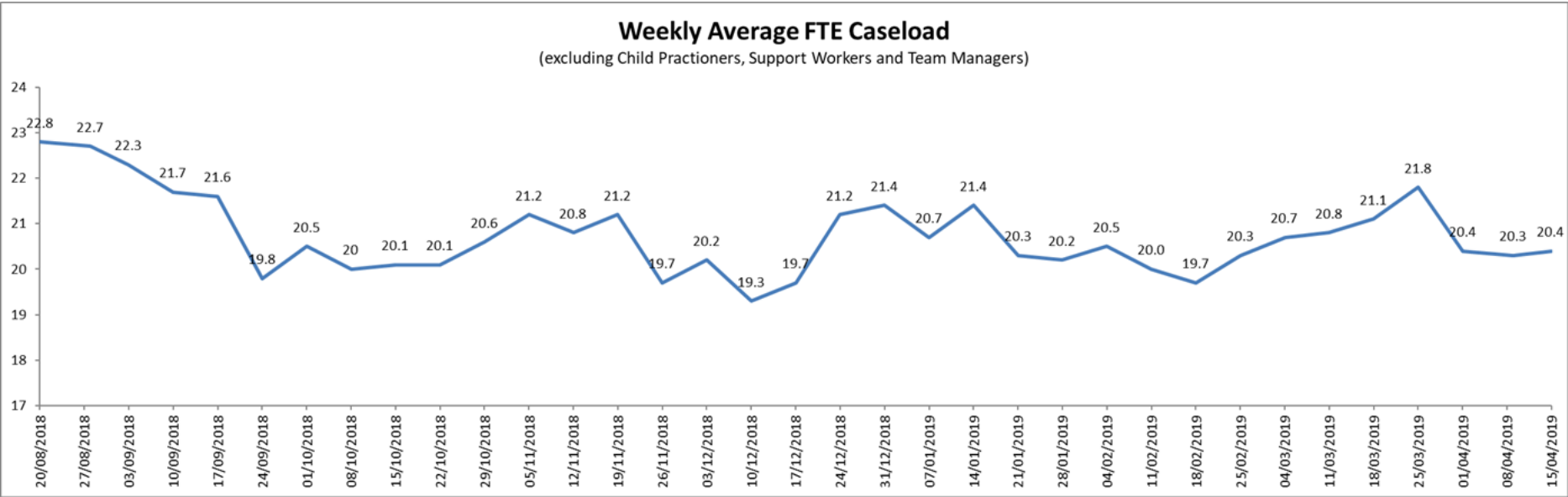
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Recruitment continues to be a strength.

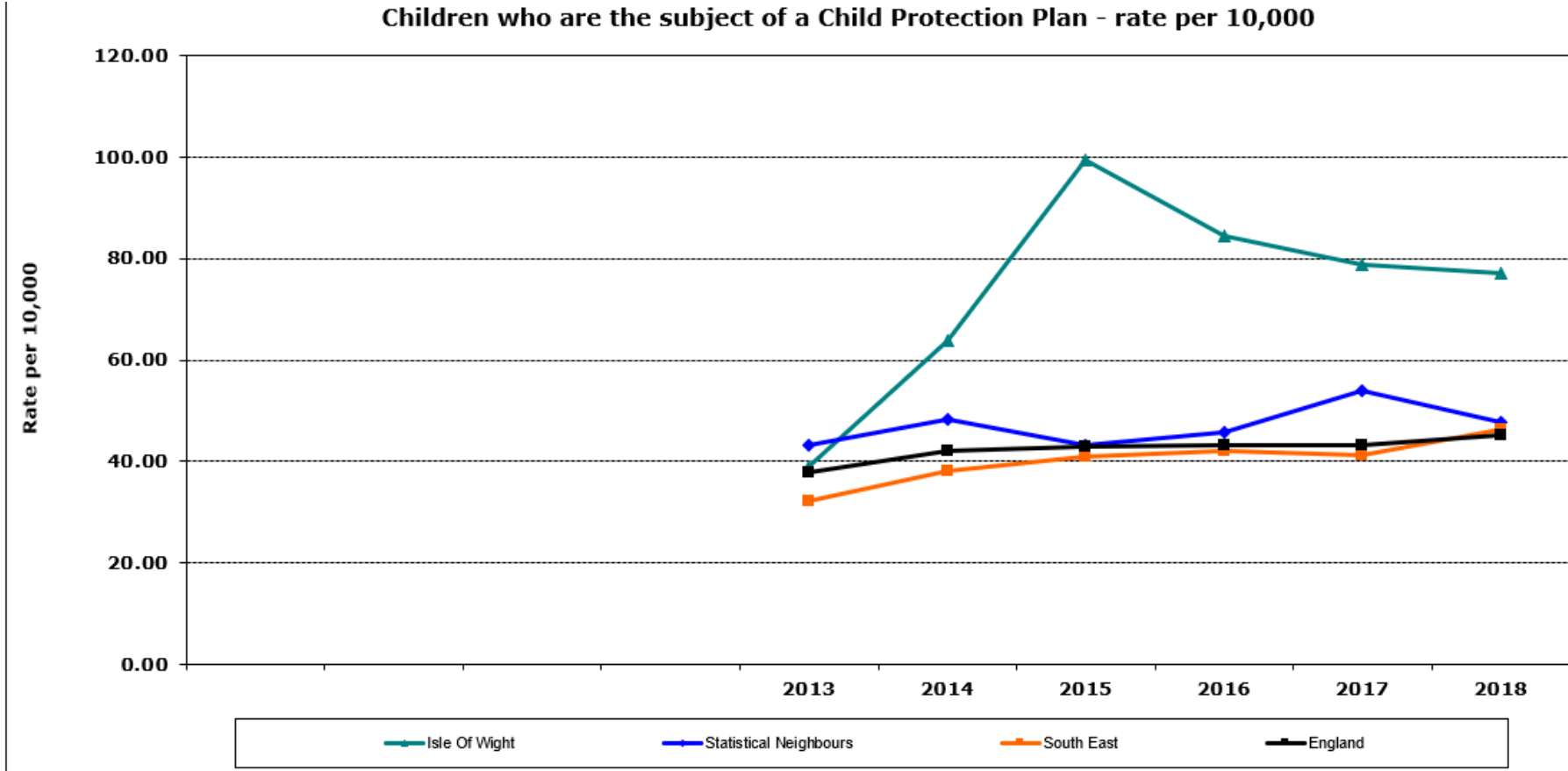
The use of agency social workers continues to be under the target maximum of 10% of the workforce.



# Performance - Caseloads



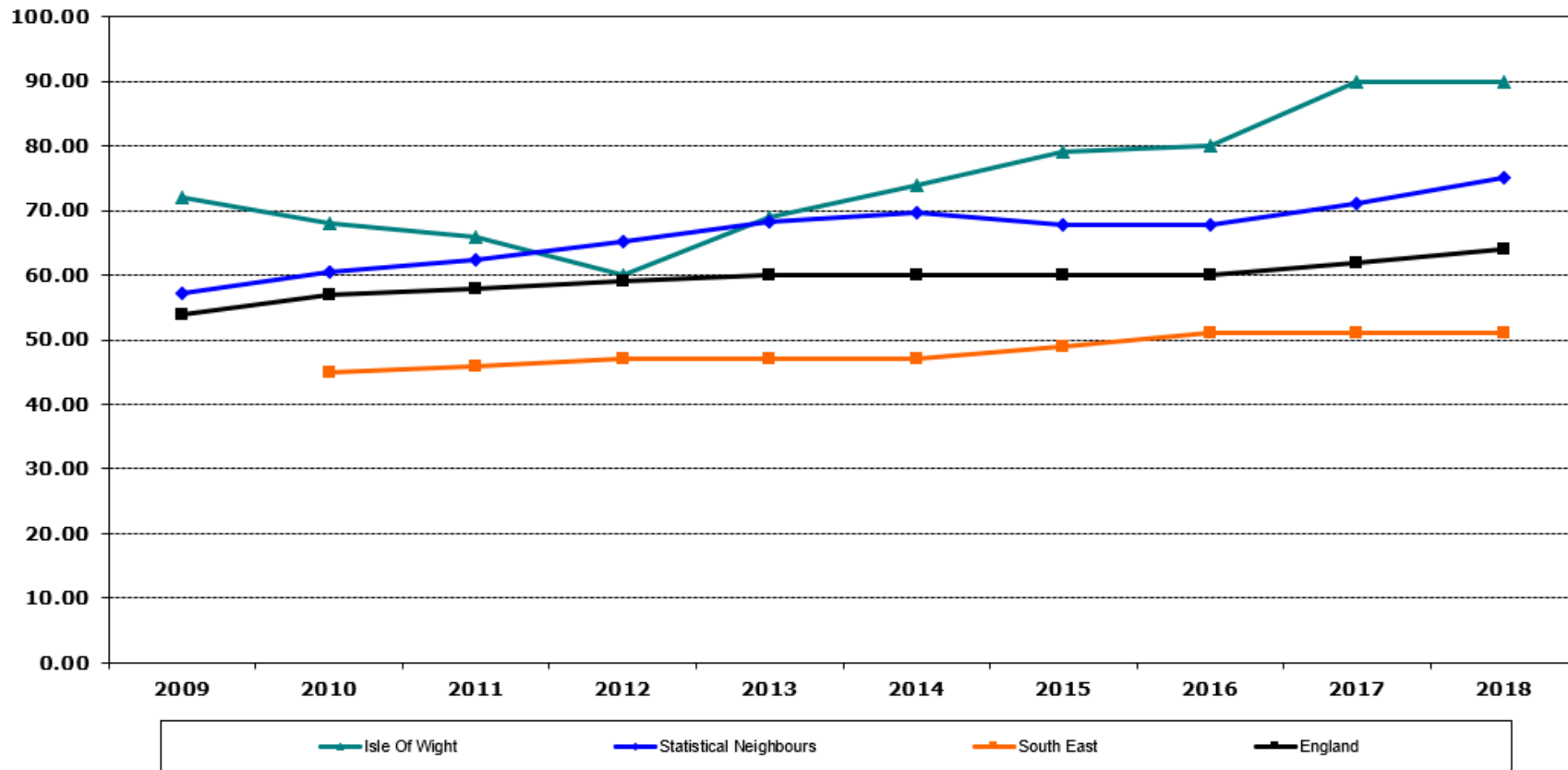
# Performance – Child Protection Plan numbers



# Performance – Children in Care rate (CiC)

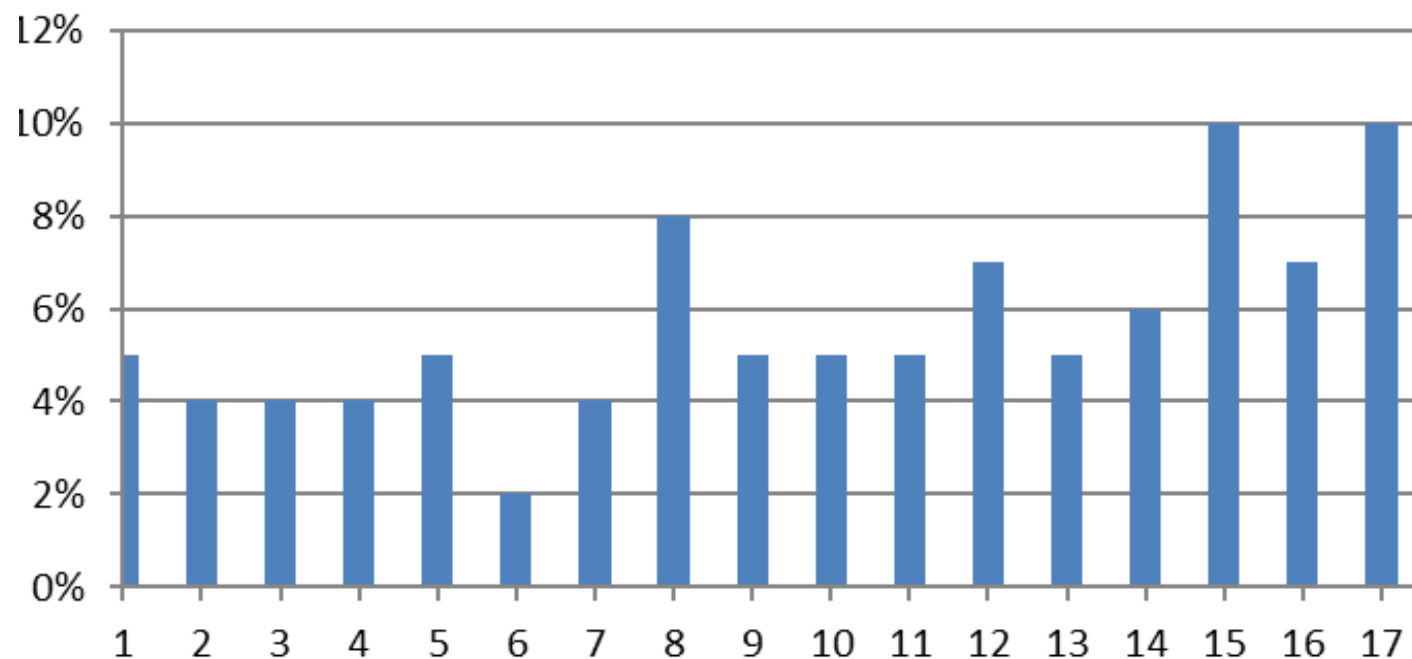
Extrapolated from the mean calculation.

## Children looked after rate, per 10,000 children aged under 18



# Performance – CiC age profile

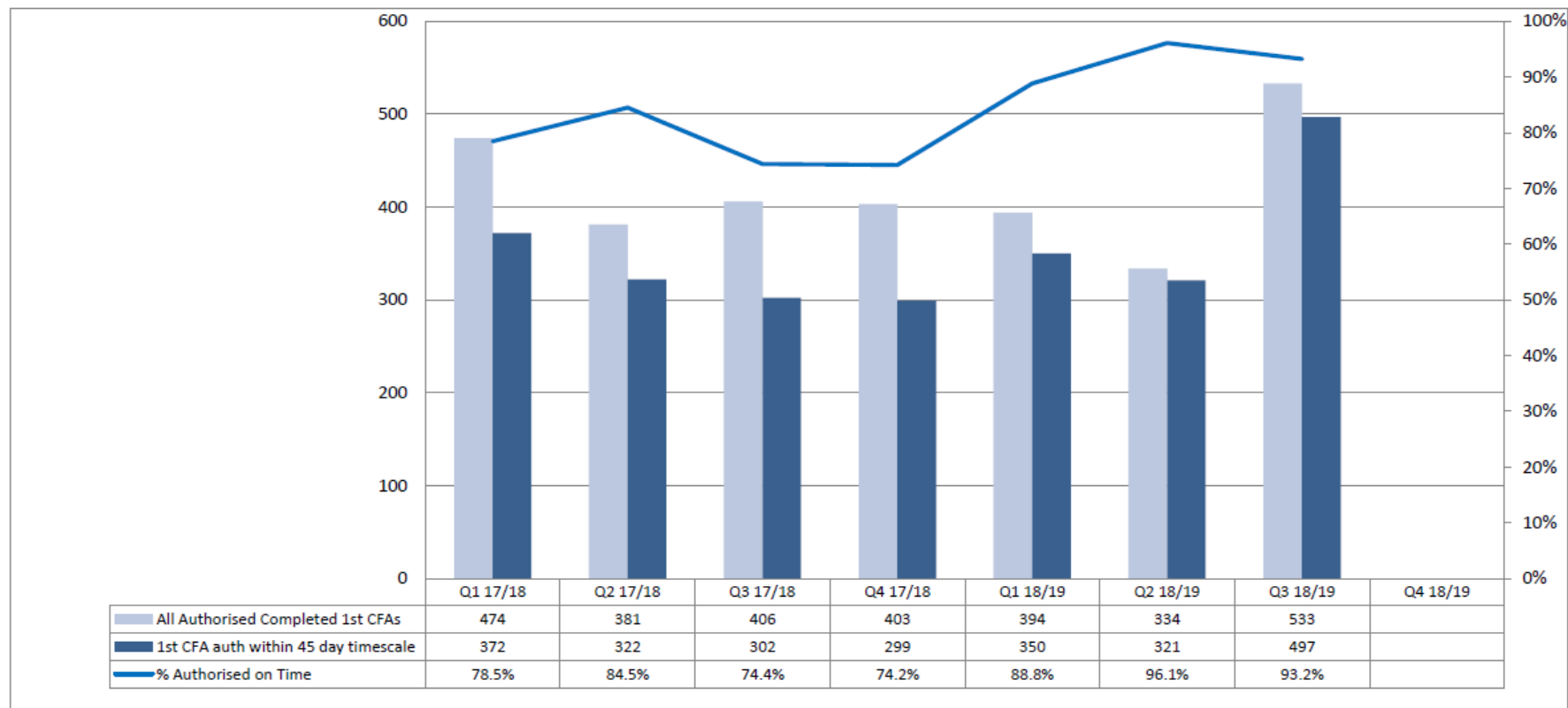
Isle of Wight % of children in care by age as a total of the children in care cohort November 2018



# Performance - Timely Response

Measure :

N14.1i C&F assessments within timescales

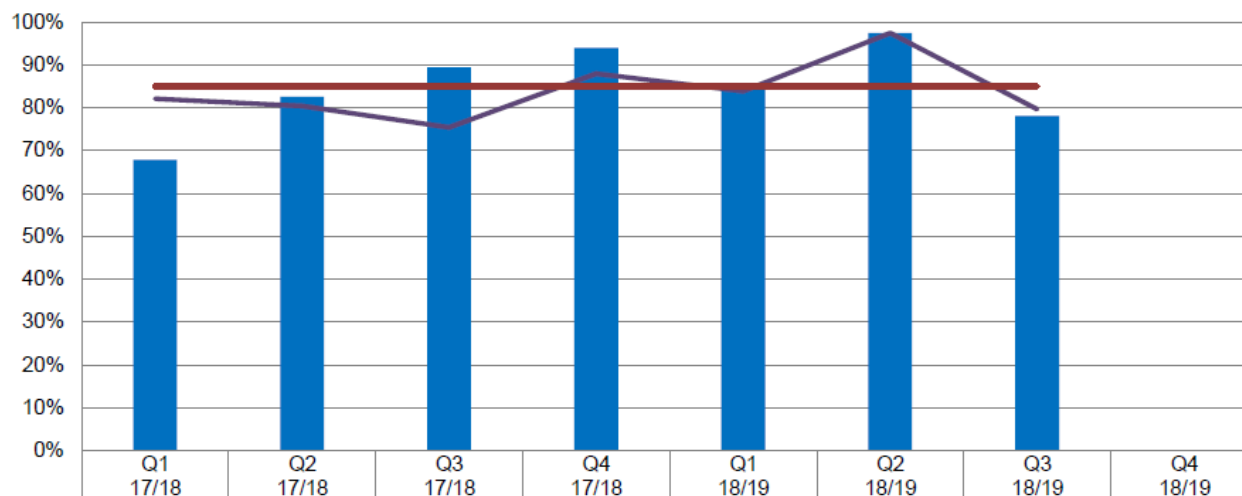


C&F is a Child and Family Assessment

# Performance - Timely Response

Measure :

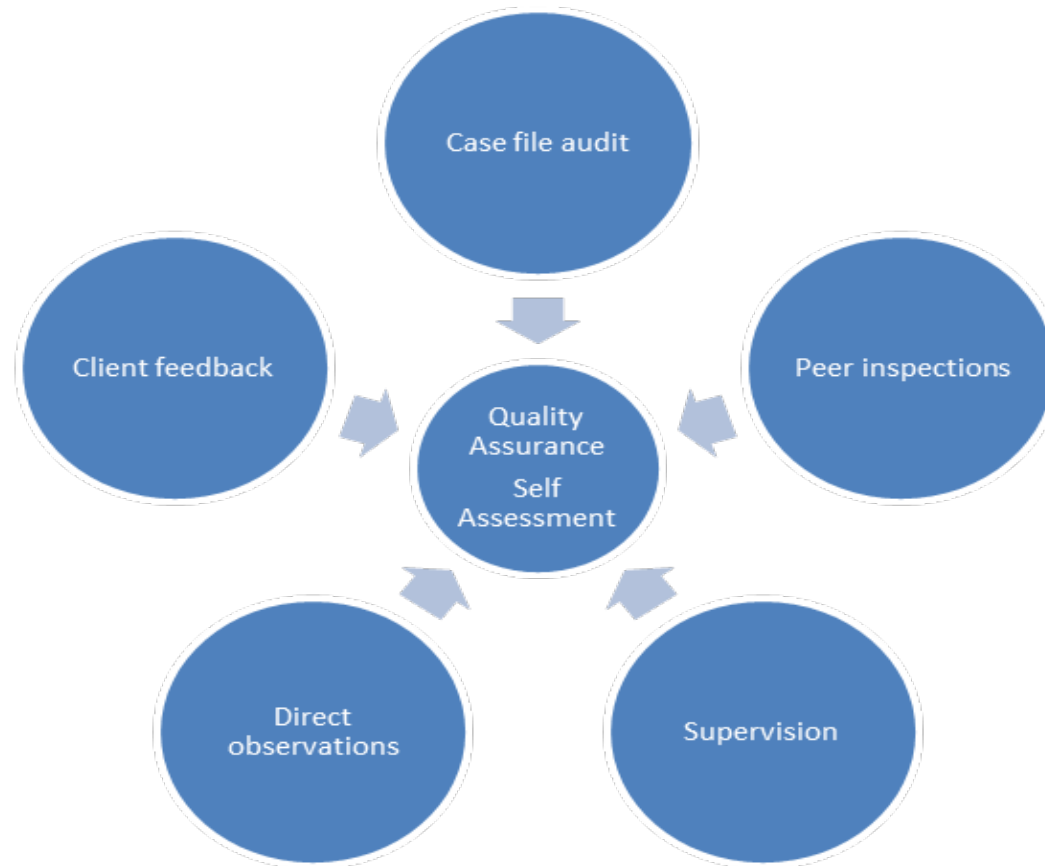
% of ICPC within 15 days of strategy meeting-plus % of ICPC where decision is CPP



No. of Children with an ICPC	56	92	57	50	62	40	64	
No. in Time	38	76	51	47	53	39	50	
<span style="color: blue;">■</span> % of children with an ICPC within 15 days of strategy meetings	68%	83%	89%	94%	85%	98%	78%	
<span style="color: purple;">—</span> % of ICPC where decision is CPP	82%	80%	75%	88%	84%	98%	80%	
<span style="color: red;">—</span> Target (18/19)	85%	85%	85%	85%	85%	85%	85%	

ICPC is an initial child protection conference

# Windows into Practice- Quality Matters



# Areas for continued improvement

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- Increasing placement choice-including number of foster carers.
  - Establishing the Regional Adoption Agency.
  - Enhancing consistency of analysis in assessments.
  - Chronologies, improving quality and impact.
  - Health of children in care, assessments and use of health information including mental health.
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# Areas for continued improvement

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- Education attendance and attainment for children in care.
- Continued focus on recruitment and retention.
- Increase evidence of reflective supervision.
- Four Ofsted recommendations and Quality Improvement Plan.

# Areas for improvement - Ofsted

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**The quality and oversight of children subject to pre-proceedings plans and the accessibility and clarity of letters before proceedings.**

- There has been a reduction in children within the PLO and also the number who have been in PLO longer than six months (only two with a clear rationale in place as to why).
- A new PLO tracker tool has been implemented and performance management through supervision, Performance Action Group (PAG) and County PAG. Exemplars provided to all teams.

# Areas improvement - Ofsted

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## The response to 16- and 17-year-olds who are homeless.

- A revised protocol and leaflet have been drafted and a workforce development day has been organised for mid-May 2019 to include children's social care and housing services on Southwark compliance.
- Furthermore, a windows into practice week is planned for Southwark cases and performance management through supervision, PAG and County PAG.
- Southwark compliance training with children's social care and Housing developed.

# Areas for improvement - Ofsted

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**The sufficiency of suitable housing to meet the needs of all care leavers who wish or need to live on the island.**

- The current sufficiency duty and action plan has informed the tender for supported accommodation called Pathways to Independent Adulthood.
- The invitation to tender will be advertised mid May with young people involved in the specification and evaluation of tenders.
- A housing specialist personal advisor is being recruited to the care leavers team.

# Areas for improvement - Ofsted

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**The recording of reflective discussion and actions to progress plans in case supervision records.**

Good practice examples identified in outstanding local authorities and a Research in Practice conference on reflective supervision attended by the principle social worker and workforce development lead.

A new case record supervision template is being drafted and the principle social worker has organised to deliver workshops for team managers on reflective supervision.

# Conclusion

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- Multiple layers of management oversight-robust management grip.
  - Increased focus on quality of practice and services as well as performance Key Performance Indicators (KPI's).
  - Culture change for transformation.
  - Annual self-evaluation and annual conversation. We know ourselves, know what is working, agile where improvements required, we know the next steps to improve.
  - We are in a continuous readiness state for inspection and ambitious to be outstanding.
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