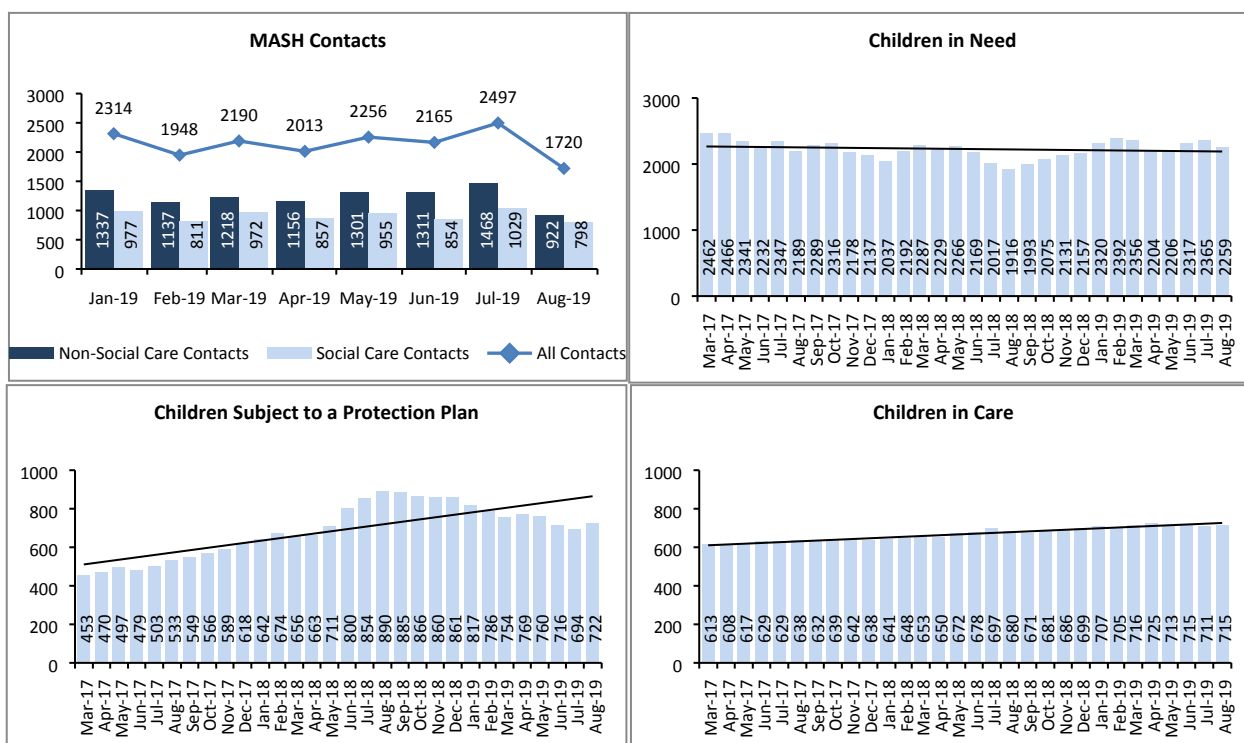


REPORT TITLE	Children's Services Performance Report
DATE OF MEETING	10th October 2019
REPORT AUTHORS	Kelly Headley, Performance and Improvement Manager Andy Dempsey, Director of Partnerships and Strategy
REASON FOR PRESENTING REPORT	<p>The purpose of this report is to provide Children's Services Leadership Team with an overview of performance against key metrics for August 2019. It highlights areas of good performance and the areas in which further improvement is needed. The report is intended as a high level summary of key activity from contact through to permanence to enable Senior Leadership to understand and address key drivers of/barriers to improved performance.</p> <p>Child level interventions (for missing visits etc) will continue to be actioned through the locality performance surgeries, with information available to Managers through daily web reporting. This report will also form the basis of reporting to Corporate Leadership, Improvement Board and Overview and Scrutiny Committee.</p>
REPORTING PERIOD	The data provided in this report represents a mature cut of performance data for August 2019 .
KEY MESSAGES	<ul style="list-style-type: none"> ★ Timeliness of decision making for contacts remains high ★ Timeliness of visits to Children in Need improved and is above target ★ Timeliness of S47 enquiries remains good ★ A high proportion of children have a CiN plan in place in a timely way ★ The significant majority of children in care have been seen within timescale and have an up-to-date assessment ★ A high proportion of care leavers have been in touch with their Social Worker in the last 6 months, have a Pathway Plan and live in suitable accommodation. More than half are in education, employment or training. ▲ Re-referrals remain high ▲ Timeliness of initial visits declined for the third month ▲ The percentage of assessments completed within timescale is improving but remains below target and assessments that close without a Social Care service are taking too long to complete ▲ Timeliness of visits to children subject to a child protection plan improved but remains below target ▲ Just over two-thirds of children in need had a timely review ▲ Volumes of Strategy Discussions and S47 enquiries remain high but fewer than half of enquiries proceeded to conference ▲ Timeliness of ICPCs has declined significantly over the last two months, timeliness of RCPCs is also below target ▲ There are growing numbers of children subject to a protection plan for more than 2 years and to a second or subsequent protection plan ▲ The proportion of children who have been spoken with following a missing episode continued to decline. ▲ There is continued instability of Social Workers for children ▲ The proportion of children for whom there were delays in recording CP visits and admissions to care reduced but further improvement is required ▲ Timeliness of IHAs has improved but remains a concern

Contents Page

Executive Summary	.....	3
Contact Activity		
• Contacts	.....	6
• Referrals	.....	8
• Single Assessments	.....	13
Early Help		
• Contacts	.....	16
• Advice, guidance and support	.....	17
• Delivery	.....	19
Children in Need		
• Children in Need	.....	21
Child Protection		
• Strategy Discussions	.....	24
• S47 Enquiries	.....	25
• Initial Child Protection Conferences	.....	26
• Children Subject to a Protection Plan	.....	28
Children in Care	.....	32
Children in Care Education	Break in Academic years	n/a
Children Leaving Care	.....	40
Missing and CSE	.....	43
Legal Proceedings	.....	45
Workforce		
• Caseload Levels	.....	47
• Inactivity	.....	48
• Delay in Allocating a Social Worker	48
• Case Supervision	50
• Social Worker Stability	51

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Executive Summary

Contact Activity and Assessment

Timeliness of initial and end-to-end decision making following contact continued to rise and are above target (95% and 96% respectively). Decisions for Red rated contacts is also high (95.2%).

The timeliness of initial visits to children declined for the third month, from 84% in May to 73%; this is below target (80%). Performance in Cheltenham, Gloucester and Cotswolds is impacting overall performance.

Re-referrals increased again in August (29%). Re-referrals in Cheltenham were particularly high and accounted for 41% of their referrals.

Timeliness of completion of Single Assessments continued on an improving trend (up from 72.3% in April to 81.1%). Performance is within tolerance of target (85%) and comparators. Performance in the Cotswolds continues to impact overall timeliness of assessments.

Early Help

Timeliness of decision making for contacts received directly by Early Help was high (95.3%).

Further understanding of the effectiveness of My Plan/+ held by Community Practitioner where the plan had been open for more than 12 months would be beneficial.

Community Practitioners hold a higher balance of My Plan+ than expected and receive additional support from an Early Help worker for only a low proportion of these plans.

More than a third of episodes continue to be closed and directed to other services/agencies to meet the child and families needs. Many of these are closed within the month.

One-fifth of children closing following the receipt of advice, guidance and support from an Early Help worker and 43% of children who had received direct work had their needs met or partially met.

Timeliness of initial visits appears to needs improvement; further investigation is being undertaken.

Support for children open to Social Care accounted for 24.9% of the work undertaken by Early Help workers.

Almost a third of children with an open Early Help episode have had a previous episode within the last 12 months.

Children in Need

Timeliness of visits for Children in Need improved in August and is above target, following a 3 month decline (85.5%). Performance in the Cotswolds remains significantly lower than in other localities (63%).

70% of Children in Need had a timely review of their plan.

Child Protection

The volume of Strategy Discussions decreased in August but remains 24% higher than the same time last year. Strategy Discussion timeliness is above target (82% against a target of 80%).

The volume of S47 Enquiries was also higher than the same time last year, up 41%. Timeliness remained good but has declined over the last two months from 91% to 83%. Fewer than half of enquiries proceeded to conference (41%).

Timeliness of Initial Child Protection Conferences declined for the second month, from 88.7% in June to 53.3%. This is below the phased improvement target (70%). Tewkesbury and Gloucester held a high proportion of the children whose conferences were delayed. Almost one-third of children who had an initial child protection conference in August were not made subject to a plan (31.7%).

Timeliness of completed review conferences declined in August to 88%; performance is below target.

For the first time in 12 months, the number of children subject to a protection plan increased, from 694 to 722.

The proportion of children subject to a protection plan who were seen within 10 working days improved in August and is within tolerance of target (86.3%). Performance in Stroud, Forest of Dean and the Cotswolds is below target.

The number of children subject to a protection plan for more than 2 years continues to increase (31 children).

The proportion of children being made subject to a second or subsequent plan increased for the third month, from 20% in May to 35% in August.

Children in Care

The majority of children in care have had a statutory visit within timescales (96%) and have an up-to-date assessment (90%).

Timeliness of completed reviews is high (98.4%), however, there are a significant number of reviews are overdue and it is not clear from recording whether these have taken place or not (109 children).

81% of children in care have an up to date Pathway Plan and an up-to-date health check, while 82% have an up-to-date dental check.

Timeliness of Initial Health Assessments improved in August (41%) but remains below the phased improvement target of 50%. This is a continued area of focus.

20.4% of children entering care over the last 12 months had been in care previously; we are an outlier compared to national readmission levels (12.7%).

Placement stability continues to decline with the number of children experiencing placement moves worse than target and comparators and decreases in the proportion of children in a long-term placement.

Delays in case recording relating to entry to care and child protection visits have both seen small improvements. Further and sustained improvement continues to be needed.

Children Leaving Care

We have been in touch with 99% of our care leavers in the last 6 months. We have seen 77% of our 16-21 year old care leavers in the last 2 months and 95% of our care leavers aged over 22 in the last 6 months.

93% of care leavers have an up-to-date Pathway Plan.

A high proportion of our care leavers across all age groups are in suitable accommodation (93%).

Over half of our care leavers across all age groups (54%) are in education, training or employment, including 52% of our 19-21 year olds.

Missing Children and Child Sexual Exploitation

The proportion of children that we spoke with follow missing episode continued to decline in August 53%, down from 72% in May.

A high proportion of the children who went missing in August were in care (51%).

Workforce

69% of our Social Workers have a caseload which meets our target of 18 children or fewer per fte. This is a declining position, down from 74% in May. 88.5% of our workers have a caseload of 22 children or fewer.

The vast majority of children were allocated a Social Worker in a timely way (98.9%) and there is activity taking place in a timely way for the 98.9% of children.

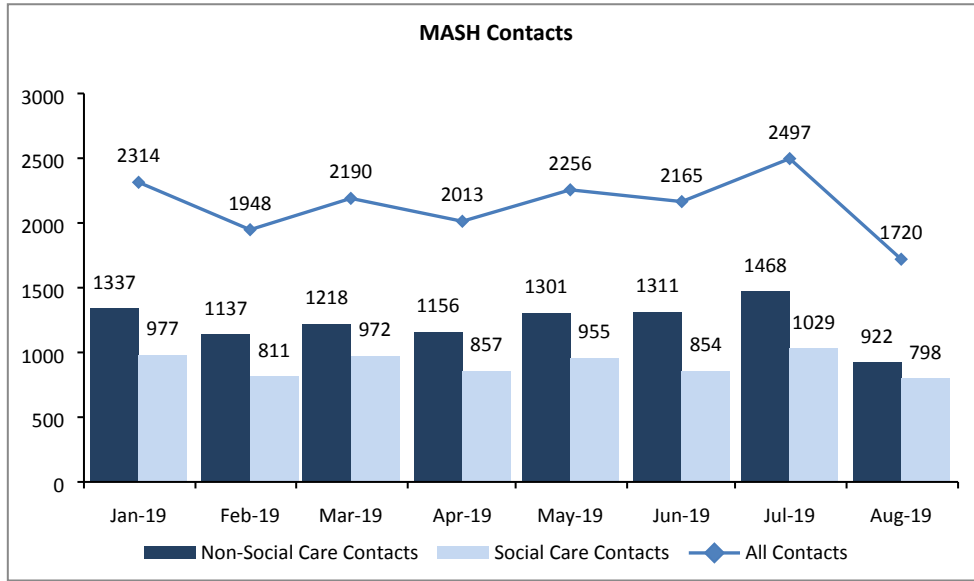
80% of children had fewer than 3 Social Workers in the last 6 months.

4.4% of children have had significant instability of Social Worker during their involvement with Social Care (181 children, 20 or more workers).

61% of our children in care have had fewer than 3 Social Workers in the last 12 months.

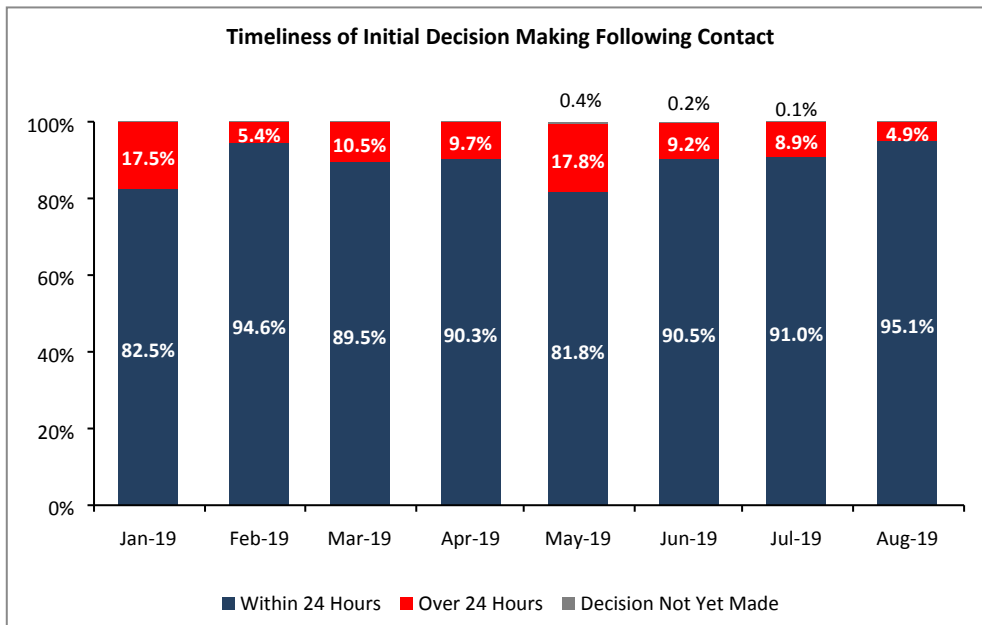
Contact Activity and Assessment

Contacts



1720 contacts were received by the MASH in August, this is significantly lower than recent months which may be expected due to schools being closed for the holidays but is also 29% lower than the same time last year (2421) contacts.

Note: There was an error that prevented one contact’s final outcome being captured and the initial RAG status was not entered for 1 contact.

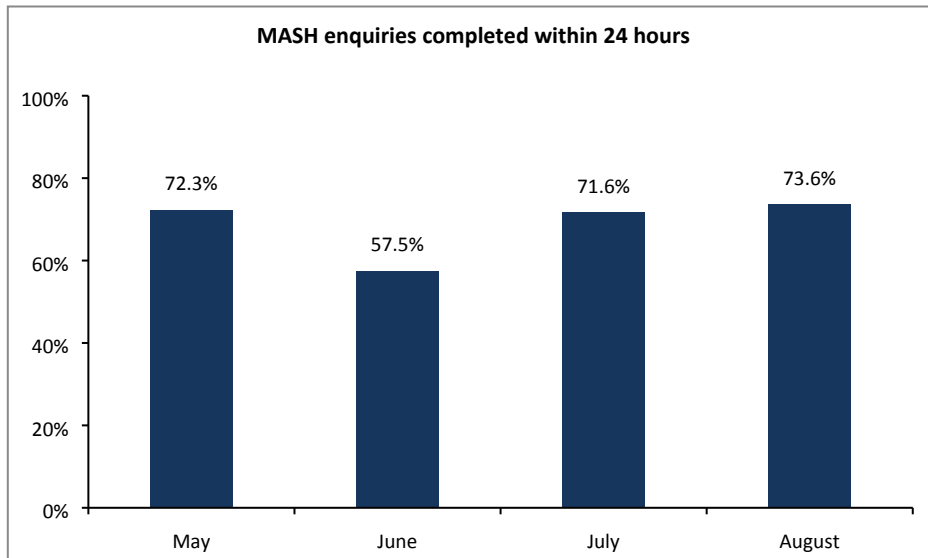


For 95.1% of contacts received in August, an initial decision was made within 24 hours. This is an increase from 91% in July and remains above the 90% target.

Initial decisions for 99.2% of contacts were made within 48 hours.

For 13 contacts, the time taken to make an initial decision exceeded 48 hours.

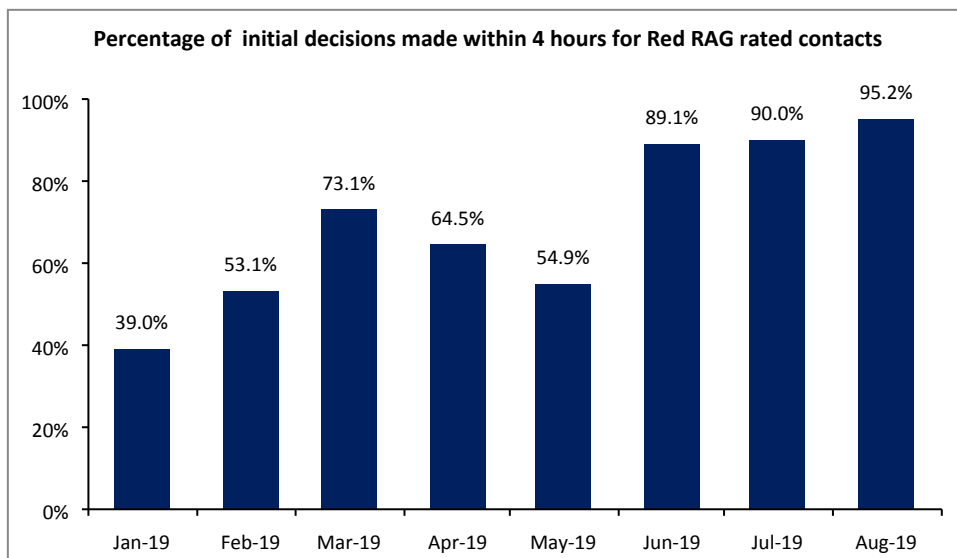
689 contacts progressed from initial decision to a MASH enquiry (40.1%), the proportion of contacts progressing to a MASH enquiry continues to increase (up from 21% in June).



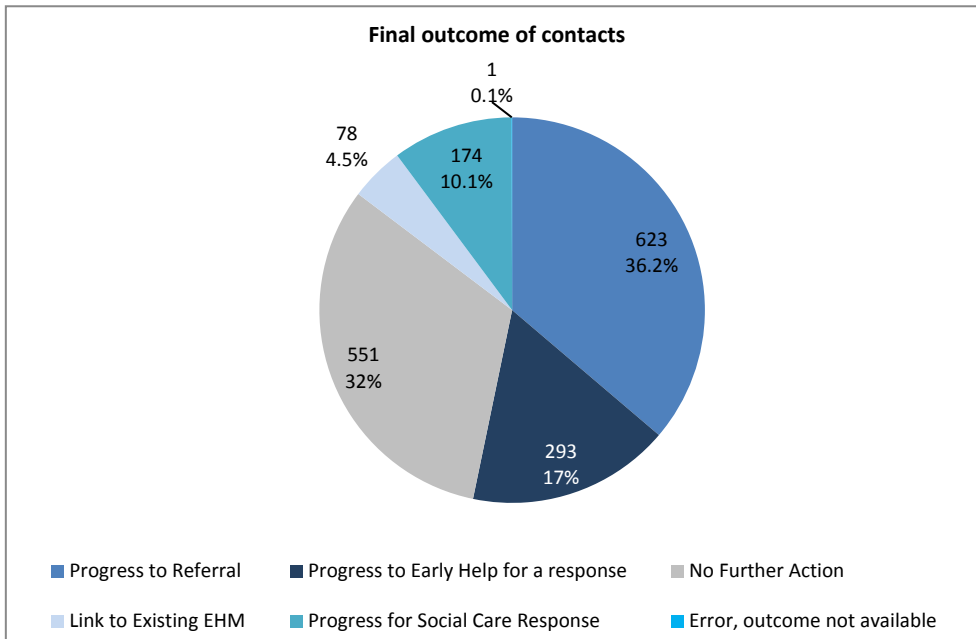
Decisions for 73.6% of contacts undergoing a MASH enquiry were made within 24 hours (507 of 689 contacts), a increase in percentage from 71.6% (544 contacts) last month. 97.4% contacts undergoing enquiry (671) had a decision made within 48 hours.

Enquiries for the remaining 18 contacts took 3 days which remains similar to the last few months.

Following an initial decision, and MASH enquiry where applicable, the final outcome for 96% of all contacts (1652) received in August was decided upon within 48 hours which is above target (95%).



It is our aim to make decisions quickly for children where clear risk is evident. The percentage of red rated contacts where an initial decision was made with 4 hours has increased for the last 3 months up to 95.2% in August. All red rated contacts in August had a final outcome within 8 working hours.

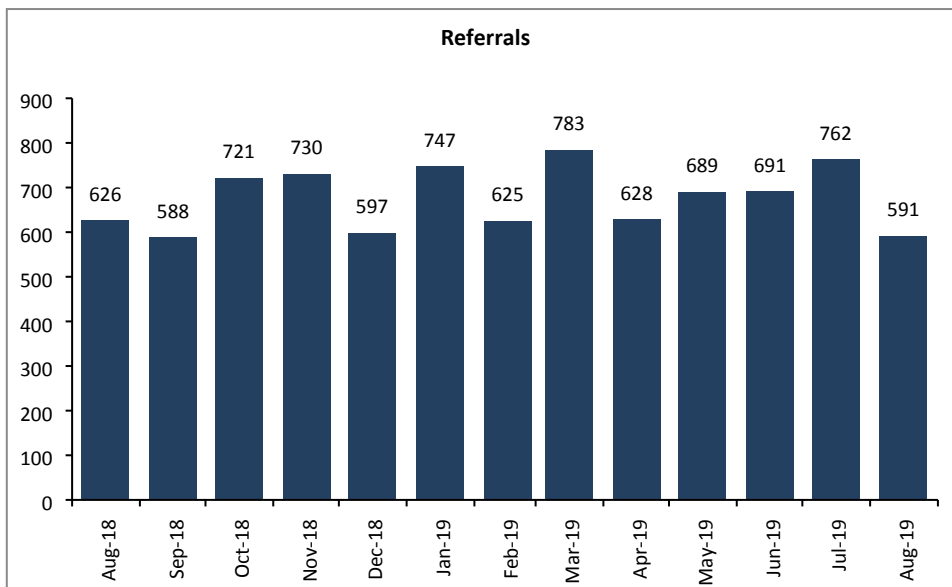


Just under a fifth of contacts progressed to Early Help for a response (17%, 293).

Just under one-third of contacts received by the MASH continue to result in No Further Action (32%, 551). However, this will encompass contacts where we gave advice and guidance.

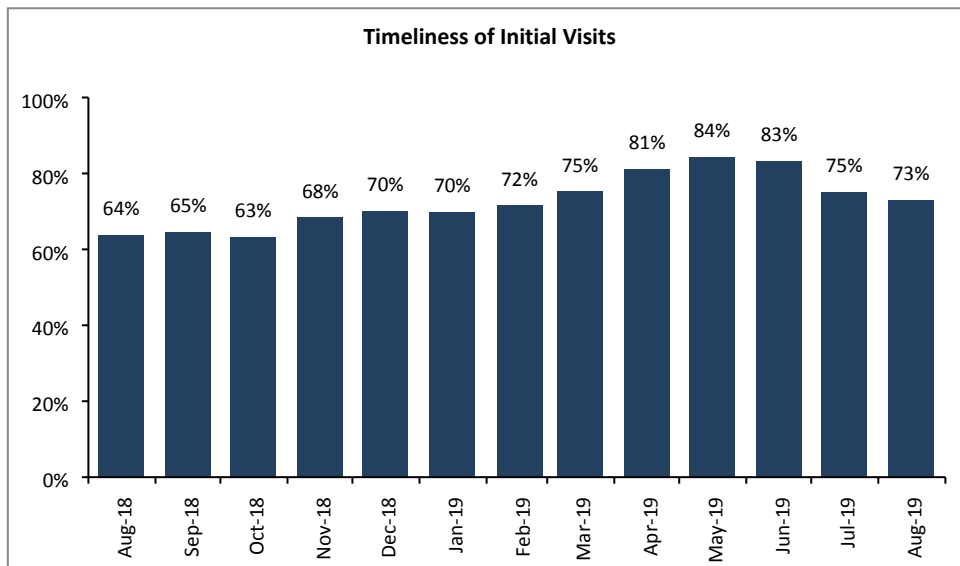
46.4% of contacts initially progressed to Social Care for a response (798). The outcome for 36.2% of these was to proceed to referral (623). This is a slightly higher proportion than June (32%) and July (30.5%). 32 referrals were subsequently closed by the MASH following Strategy Discussions, therefore 591 referrals progressed to assessment teams.

Referrals

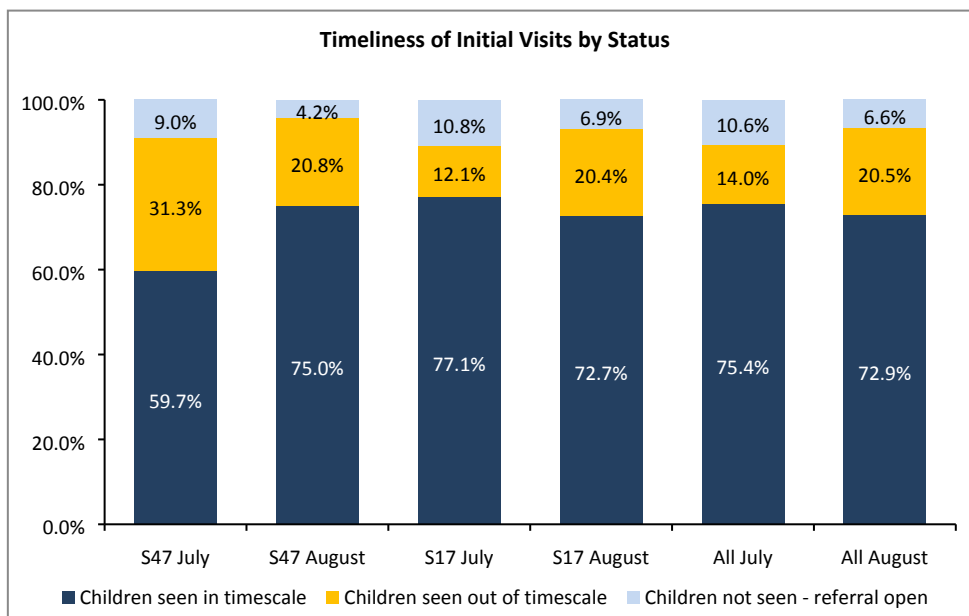


591 referrals were received in the Assessment teams in August.

103 referrals received in August were subsequently closed (17.4%). Of these, the outcome for 39 children was NFA (37.9%).



73% of children were seen in timescale following referral in August. Performance has declined over the last 3 months and remains below target (80%). This is a continued area of focus.



Initial visits for 20.5% of children were overdue (111 children) and 6.6% of children referred in August had not been seen at the time of reporting (36 children).

The proportion of children categorised as S47 and seen within timescale in August, increased to 75% from 59.7% in July.

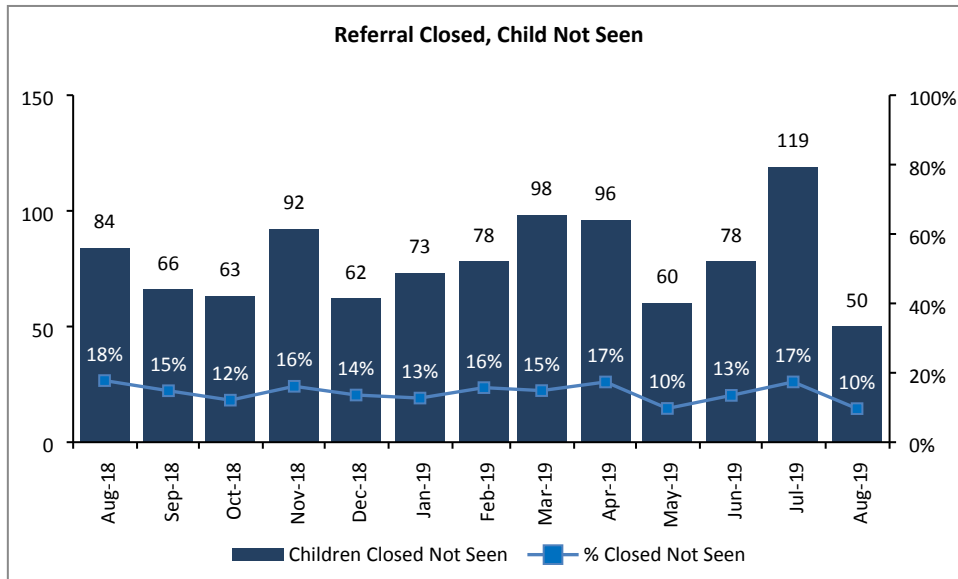
There was 1 child who was referred in June and 3 children who were referred in July whose referral remains open where a visit does not appear to have taken place.

In Time – June		In Time – July		In Time - August	
Stroud	88%	Tewkesbury	92%	Forest of Dean	83%
Tewkesbury	88%	Cotswolds	80%	Stroud	83%
Cheltenham	88%	Cheltenham	78%	Tewkesbury	79%
Cotswolds	85%	Forest of Dean	78%	Cheltenham	69%
Gloucester	79%	Stroud	74%	Gloucester	68%
Forest of Dean	75%	Gloucester	65%	Cotswolds	64%
Other	70%	Other	43%	Other	54%

Performance has improved in the Forest of Dean and Stroud (up to 83%) and both localities are now exceeding target.

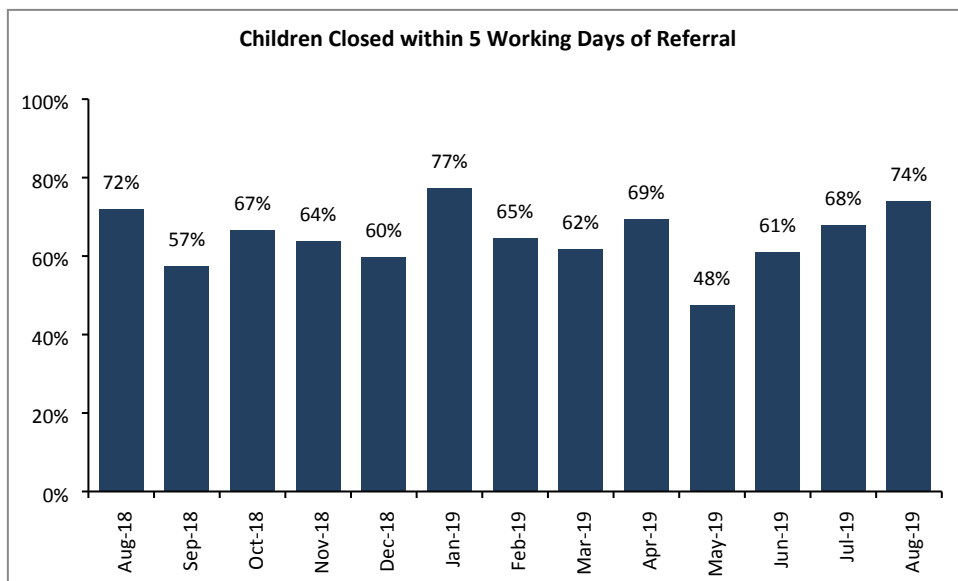
Cotswolds and Tewkesbury have seen the biggest decline in performance this month. Cotswolds down 16% points to 64% and Tewkesbury down 13% points to 79%.

Performance in Cheltenham, Gloucester and the Cotswolds is well below target and is impacting performance overall (69%, 68% and 64% respectively).



10% of children for whom MASH had decided that a referral and assessment were required had been closed within the month without the child being seen (50 children). This is a significant decrease compared with July, when 119 children had their referral closed without being seen (17%).

Cheltenham closed the highest number of referrals where the child was not seen (17 of the 49, 35%).



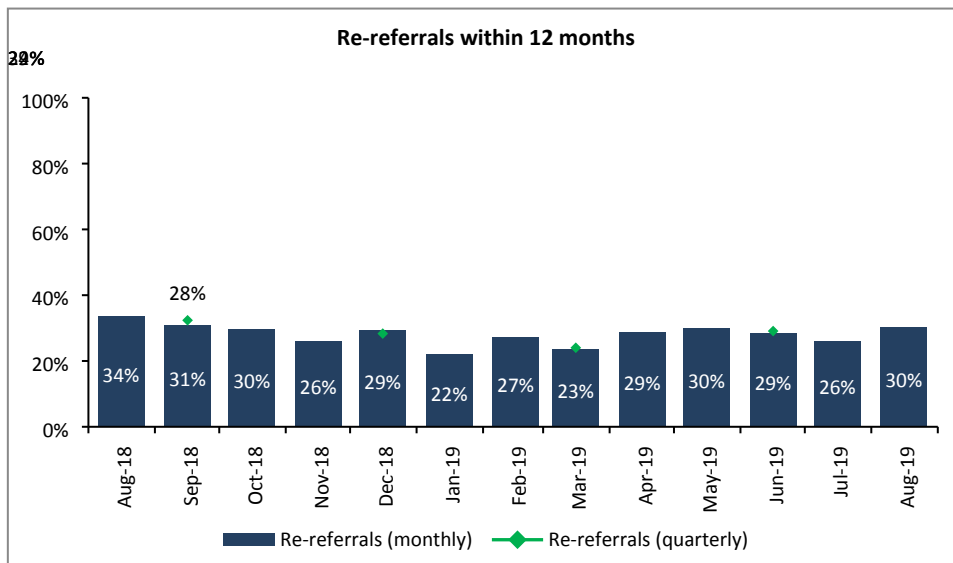
74% of the children closed without being seen following referral were closed within 5 working days (37 children). This continues an improving trend over the last 3 months.

Time elapsed before closure, child not seen

	Jun-19		Jul-19		Aug-19	
1-5 w.days	47	61%	80	68%	37	74%
6-10 w.days	16	21%	20	17%	5	10%
11-15 w.days	5	6%	2	2%	7	14%
16-20 w.days	3	4%	4	3%	1	2%
Over 20 w.days	6	8%	12	10%		

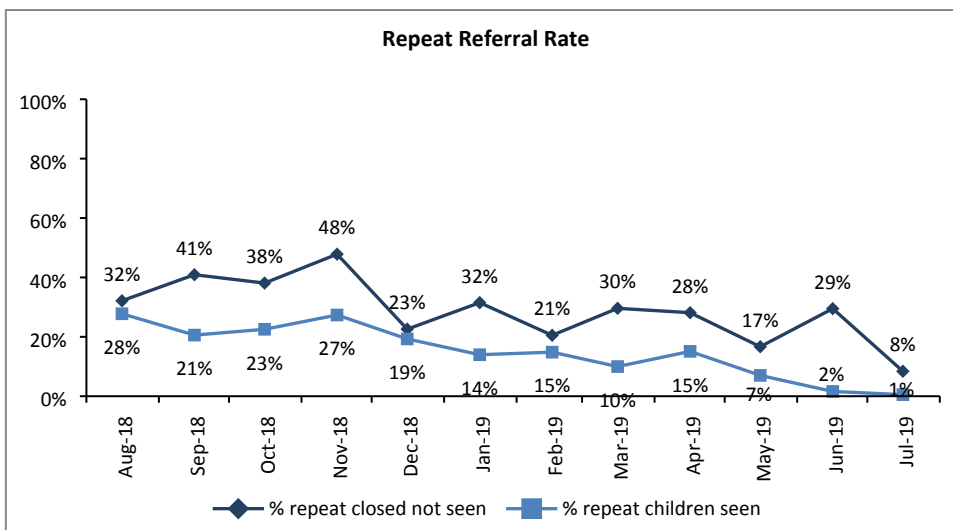
For 26% of children closed not seen in August, timeliness of decision needs to improve with 6-20 working days elapsing before closure (further closures are also likely to take place as is evident from referrals in June and July).

40 children referred in June and July were closed in August and early September without having been seen.



Following a dip in the re-referral rate in July, August has seen another increase in re-referrals, up to 30%. This is worse than target (25%).

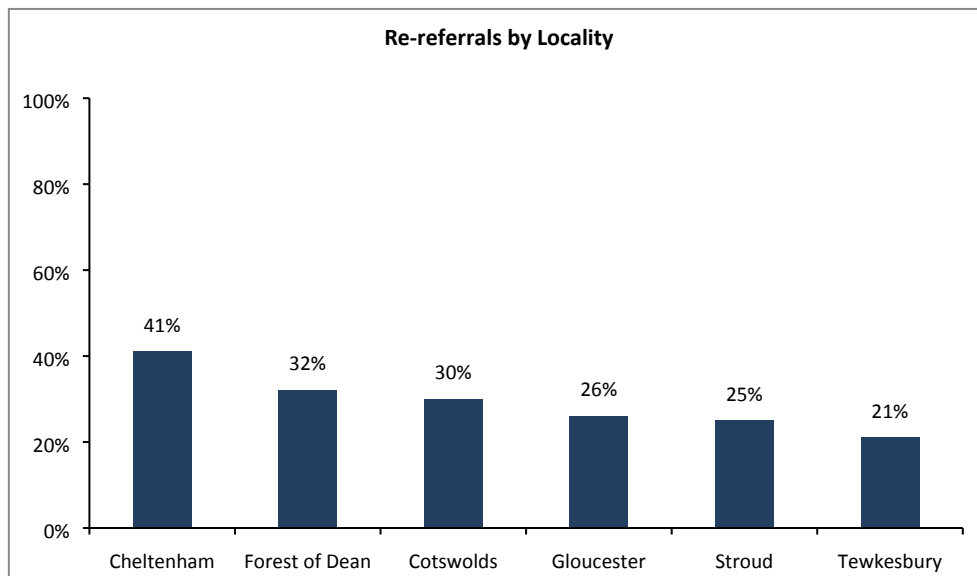
Of the 188 children who were re-referred in August, 48 children were subsequently closed (25.5% of re-referrals). 32 of these children were closed without being seen (17% of re-referrals).



There continues to be a higher proportion of children whose referral was closed without the child being seen and subsequently re-referred, compared to those children who had an initial visit.

The re-referral rate in June for those children who were not seen and their referral closed (29%) was at the highest point since November (48%). This is compared to 2% of repeat referrals for children who were seen.

The re-referral rates tend to tail off the more recent the month of referral as less time has elapsed during which they may have come back in. However, 8% of children whose referral was closed without them being seen in July have already been re-referred in August (10 children). This compares with 1%, 5 children where the child had an initial visit in July.



In August, re-referrals were highest for Cheltenham (41%), followed by Forest of Dean (32%) and Cotswolds (30%).

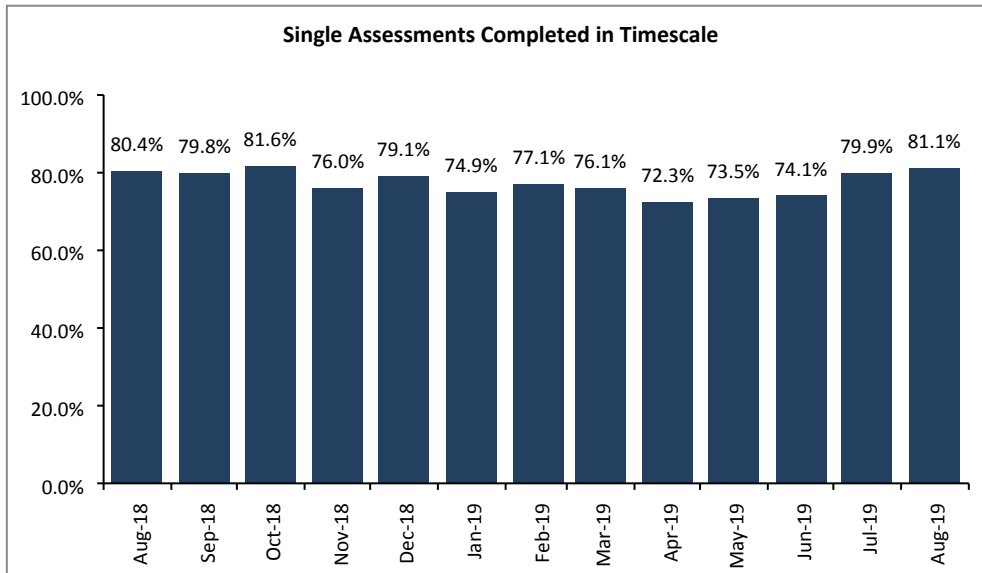
Following the performance surgery in August, work is underway with the Head of Service and Team Managers in Cheltenham to look at the re-referral rate and reasons for children being referred back into the service within 12 months.

Single Assessments

There were 758 assessments completed in August.

Number of Single Assessments Completed

Aug 18	Sep 18	Oct 18	Nov 18	Dec 18	Jan 19	Feb 19	Mar 19	Apr 19	May 19	Jun 19	Jul 19	Aug 19
821	516	659	751	669	666	619	858	792	743	703	775	758

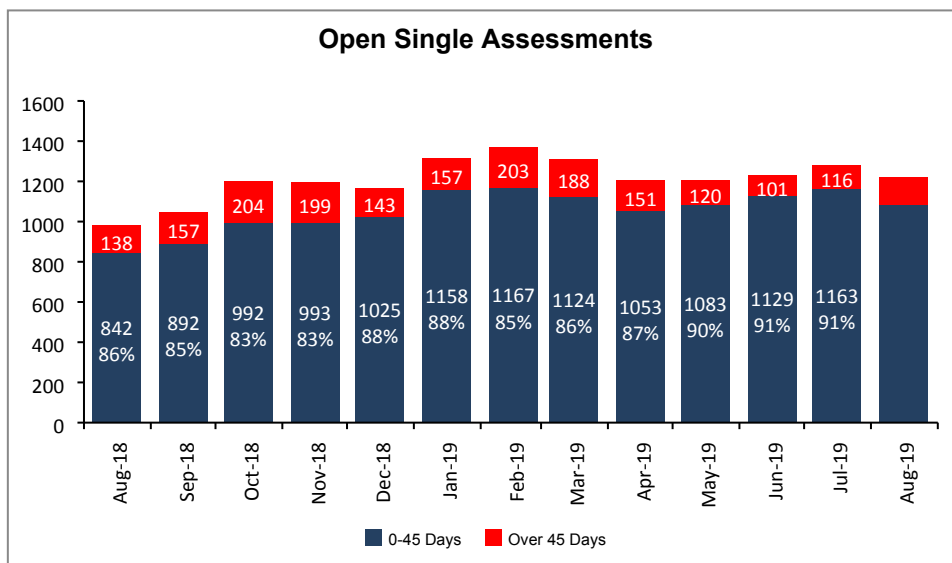


Good/Outstanding LAs (Mar 18): 84.8%

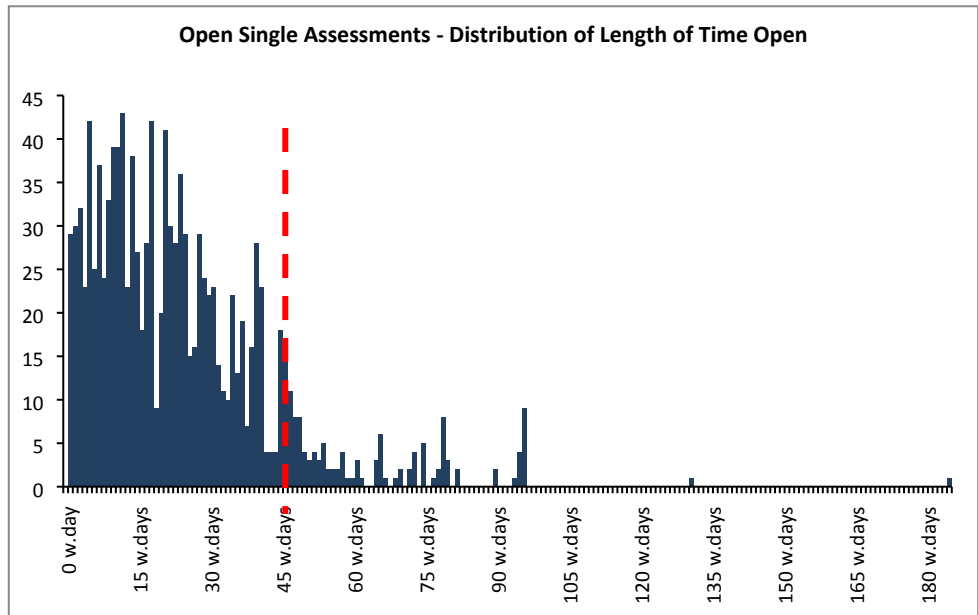
Peer Group (Mar 18): 83.6%

81.1% of assessments were completed within 45 working days. This is an increasing trend since April (up from 72.3%). Performance is now within tolerance of target (85%) and of good/outstanding authorities (84.8%) and our peer group (83.6%).

Assessments completed in August were overdue for 143 children (18.9%).



There were 1222 assessments open at the end of August; 1087 assessments remain within timescale. The proportion of ongoing assessments that are within timescale has declined slightly this month to 89%.



Ongoing assessments for 135 children are overdue (11%). This has increased since July when 116 assessments were overdue.

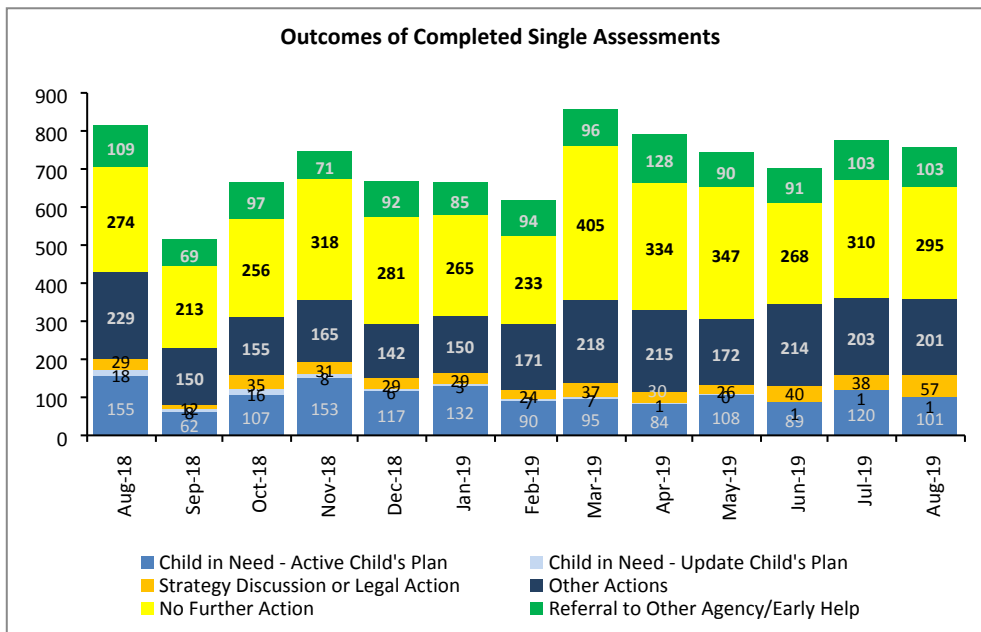
Assessments for 18 children have been ongoing for more than 90 working days. Cotswolds hold the majority of the significantly overdue open assessments (15 children).

The longest open assessment has been ongoing for 185 working days and is with the TACS team. This assessment is now 140 days overdue and needs to be addressed.

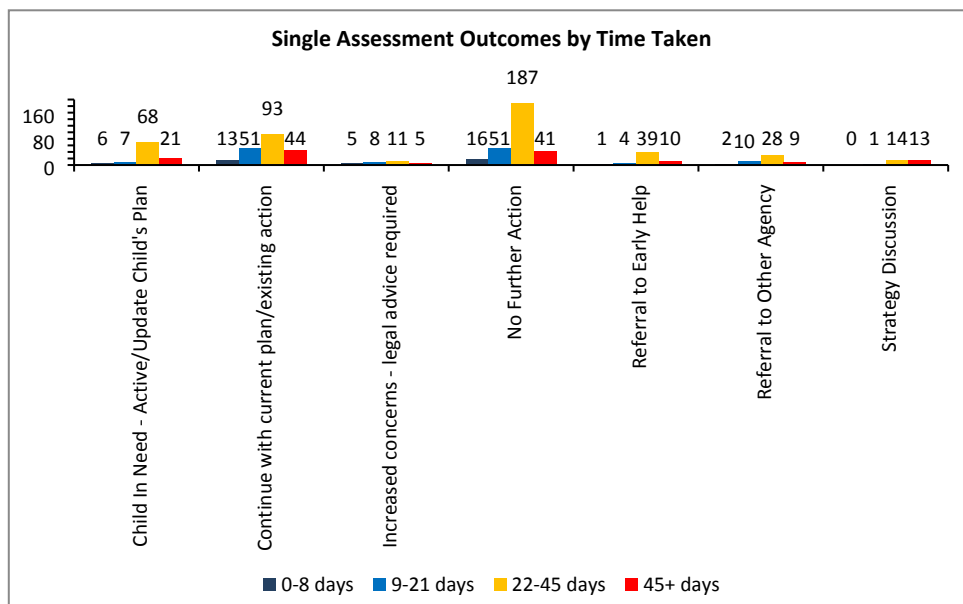
Open Assessments					
In Time - June		In Time - July		In Time - August	
Stroud	99%	Cheltenham	98%	Stroud	96%
Cheltenham	97%	Forest of Dean	95%	Cheltenham	96%
Gloucester	93%	Tewkesbury	94%	Tewkesbury	93%
Tewkesbury	91%	Stroud	94%	Forest of Dean	88%
Cotswolds	86%	Gloucester	92%	Gloucester	86%
Forest of Dean	86%	Other Teams	88%	Other Teams	80%
Other Teams	80%	Cotswolds	74%	Cotswolds	66%

Timeliness of open assessments for the majority of localities is above target.

Performance in the Cotswolds has continued to decline over the last two months, down from 86% in June to 66% in August and remains significantly below target (85%).



39% of completed assessments (295 of 758) resulted in No Further Action. This is similar to last month (310, 40%). 'Other' assessment outcomes remained the same, accounting for 26% of completed assessments (201).



For the 344 children (45.4%) where the outcome of the completed assessment did not lead to the provision of a Social Care or Early Help service in August, 265 assessments took 22 working days or more to complete (77%).

The next largest category of assessments taking 22 w.days or more, was for children already subject to a plan whose circumstances the Social Worker should be familiar with through their day to day work (137 children).

Early Help and Targeted Support

Note: This area of performance data is currently subject to review, report development continues in order to expand the range of areas of performance that we have sight of. Performance surgeries have recently begun in order to understand what this information is telling us and to address any data quality issues.

Contacts

	Contact received via MASH	Contact Direct to Early Help	Total
Link to existing Early Help episode	78	19	97 (14.1%)
Progress to Early Help episode	293	140	433 (62.8%)
No further action		159	159 (23.1%)
	371	318	689

Early Help received 689 contacts in August, 371 via the MASH and 318 direct into the service.

Of these, 23.1% were closed NFA (159 contacts).

34% of the contacts received via MASH underwent a MASH Enquiry before progressing to Early Help (126 of the 371 contacts)

A new episode was opened for 63% of contacts in August (433 of 689) and related to 425 children/212 families. One contact, where the outcome was Link to Existing Episode, had not been linked to an episode or had a new episode opened.

Timeliness of decision making for contacts received direct into the Early Help service

0-24 Hrs	240	75.5%
1-2 w.days	55	17.3%
3 w.days	8	2.5%
4 w.days	7	2.2%
5 w.days	1	0.3%
Over 1 week	7	2.2%
Total	318	

For the 318 contacts received directly by Early Help, decisions for 95.3% were made within timescale which remains the same as last month.

Decisions for 15 children took longer than timescale (3 w.days) in August (4.7%).

Children receiving advice, guidance and support or direct work from Early Help in Gloucestershire

Advice, Guidance and Support	Episode	My Plan/+	No. of Children
Children with a CiN/CP plan open Social Care (L4 Intervention)			876
• Additional support from Community Practitioner	✓		197
• Additional support from an Early Help worker	✓		679
Children with a My Plan/+ open to a Community Practitioner			1975
• No additional support	✓	✓	1675
• Additional support from Early Help worker	✓	✓	300
Children and families receiving advice, guidance and support from an Early Help Worker	✓		893
Total	2069	1975	3744
Delivery	Episode	My Plan/+	No. of Children
Need for direct work being determined	✓		500
Children with a My Plan/+ open to an EH Worker – Direct Work	✓	✓	355
Total	626*	299	855

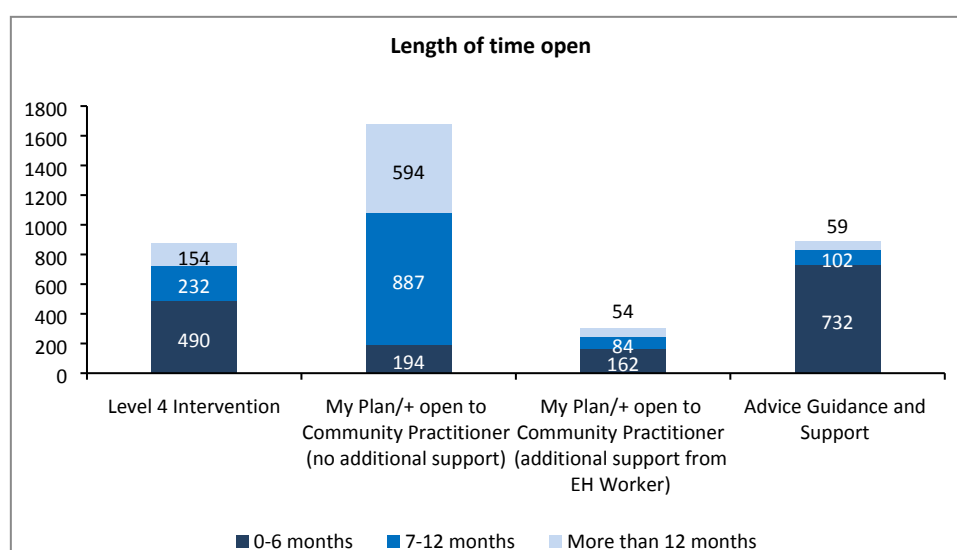
Note: *Delivery - where a My Plan/+ is open to an EH Worker and direct work is being undertaken, an episode should also be open as well as a plan. For 126 children with a My Plan+, an episode has not been opened. This will be raised through the performance surgery.

Advice, Guidance and Support

At the end of August there were 3744 children who were receiving advice, guidance or support from Early Help.

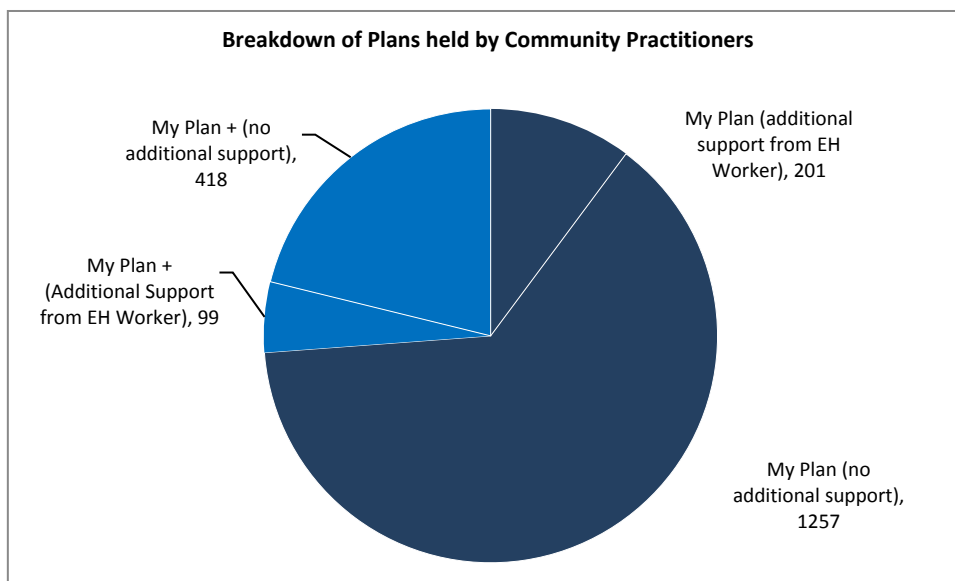
876 children were open to Social Care and receiving additional support from Early Help. Support for 679 children was provided by an Early Help worker (77.5%), while 197 children open to Social Care received additional support from a Community Practitioner (22.5%).

Early Help workers were supporting or delivering direct work for 2727 children at the end of August. Support for children open to Social Care equated to 24.9% of their workload (679 children).



Of the 1975 children with an open My Plan/+ held by a Community Practitioner, 82% had been open for more than 6 months (1619 children). 648 of these children have been open for longer than 12 months (35%).

The majority of plans open for more than 12 months are ones where the Community Practitioner is responsible for the plan and is receiving no additional support (594 children). It would be useful to understand from community partners whether active work that is making a difference is taking place for these children.



A My Plan indicates early intervention, so we would expect to see a high number of these held by Community Practitioners (1458, 93.9% of My Plans) compared to Early Help workers (95, 6.1%).

Of the plans held by Community Practitioners, early intervention work (My Plans) should form the greater proportion of the Early Help work they undertaken. Community Practitioners held 1458 My Plans at the end of August, equating to 74% of their plans.

The majority of children with a My Plan led by a Community Practitioner are within an education setting (94%).

Where a My Plan+ is held by a Community Practitioner, we would expect there to be greater levels of advice, guidance and support provided by an Early Help Worker. However, only 99 of the 517 children who have a My Plan+ are receiving additional support from an Early Help worker (19%).

Closed Episodes	No. of Children	Percentage
Needs to be met by other agency/service	120	35.9%
Non-engagement or consent withdrawn	118	35.4%
Needs met/partially met	73	21.9%
Risk escalated/safeguarding concern	20	6.0%
Moved out of County	2	0.6%
Died	1	0.3%
Total	334	100%

334 episodes where children were receiving advice, guidance or support closed in August.

The highest proportion of closures continued to be where other agencies/services were to meet the needs of these children (120 children, 35.9%).

Over one-third of closures were due to withdrawal of consent or non-engagement (35.4%, 118 children).

In 21.9% of cases, the needs of the child and family had been met or partially met (73 children).

For 20 children the risk level had increased so were escalated to Social Care (6%). The majority of these children were open and closed within the same month. This needs further investigation to understand whether a referral to social care would have been more appropriate.

Delivery

At the end of August Early Help workers were determining whether direct work was required for 500 children. All children should receive an initial visit within 10 working days of their episode start date.

304 children had an initial visit; 49 of these were within timescale (16%). For 253 children, their initial visit was overdue (84%).

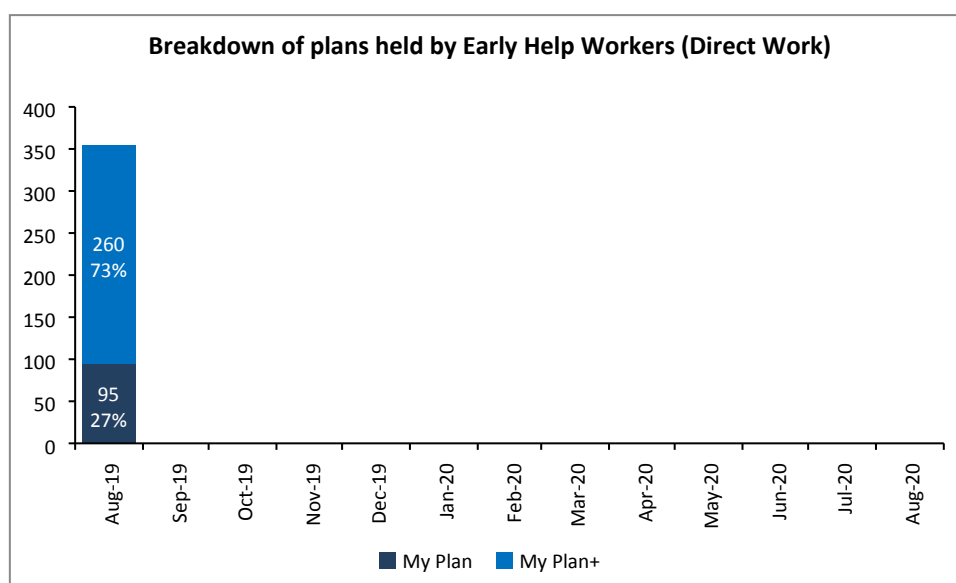
196 children had not received an initial visit at the end of August (39%). Of these, visits are overdue for 160 children.

355 children had a My Plan/+ held by an Early Help Worker.

Note: For the 126 children with a plan but no episode there is no recording available to understand whether these children have had an initial visit.

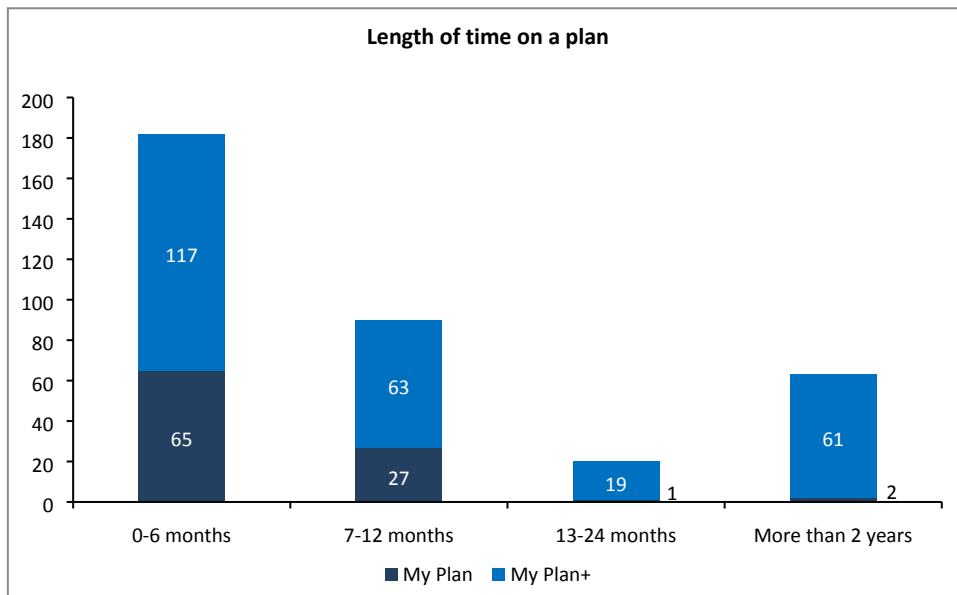
Of the remaining 229 children, 166 had received an initial visit (72%). However, all but 3 of these took more than 10 working days (99%). There are 63 children who have not received an initial visit, with the exception of 1 child, these visits are all overdue.

This is being reviewed within the Family support teams in performance surgeries to understand whether this is due to recording issues or due to delayed allocation of children into teams.



A My Plan+ indicates the need for a higher level of support and intervention, so we would expect to see a high number of these held by Early Help Workers (260) compared to Community Practitioners. However, Community Practitioners are responsible for 517 My Plan+ (66.5% of My Plan +), while Early Help workers hold 260 (33.5% of My Plan+).

Of the plans held by Early Help workers, the majority should be a My Plan+ based on the higher level of support provided through the service's direct work. 73% of plans held by Early Help workers are a My Plan+ (260 children).



51% of children had been on a plan for 6 months or less (182 children: 65 My Plans and 117 My Plan+).

There are 63 children who had been on a plan for more than 2 years (18%); the majority of these have a My Plan+. 59 of these children are allocated to the Early Help Disabled Children’s team.

Note: For the 126 children with a Plan but no episode there is no recording available to understand whether these children have previously been open to an early help service.

Of the 729 children with an open episode where the need for work is being determined or direct work is taking place, 389 (53%) children have had a previous episode of which 201 (28%) children have had a previous episode in the last 12 months.

Closed Episodes - Delivery	No. of Children	Percentage
Needs met or partially met	64	43.2%
Needs to be met by other agency/service	46	31.1%
Non-engagement or consent withdrawn	32	21.6%
Child moved out of County	4	2.7%
Risk escalated / safeguarding concern	2	1.4%
Grand Total	148	100.0%

148 children who had received direct work were closed in August.

The highest proportion of closures were due to needs having been met or partially met by the work undertaken by Early Help workers (43.2%, 64 children).

A further 46 children went on to have remaining needs met by other agencies/services (31.1%).

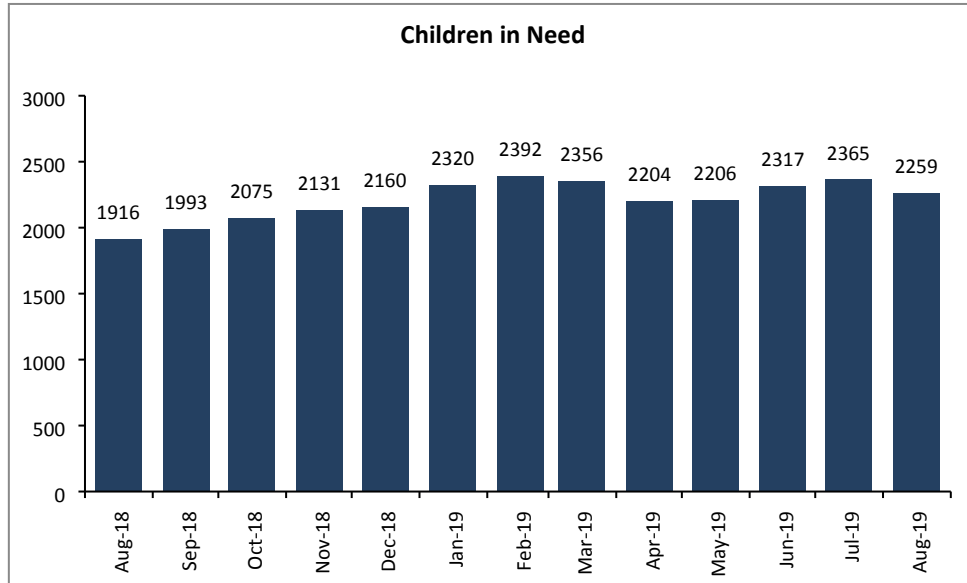
In 42 cases, consent was withdrawn or there was non-engagement from the child or family (21.6%).

For 2 children, the risk level had increased so were escalated.

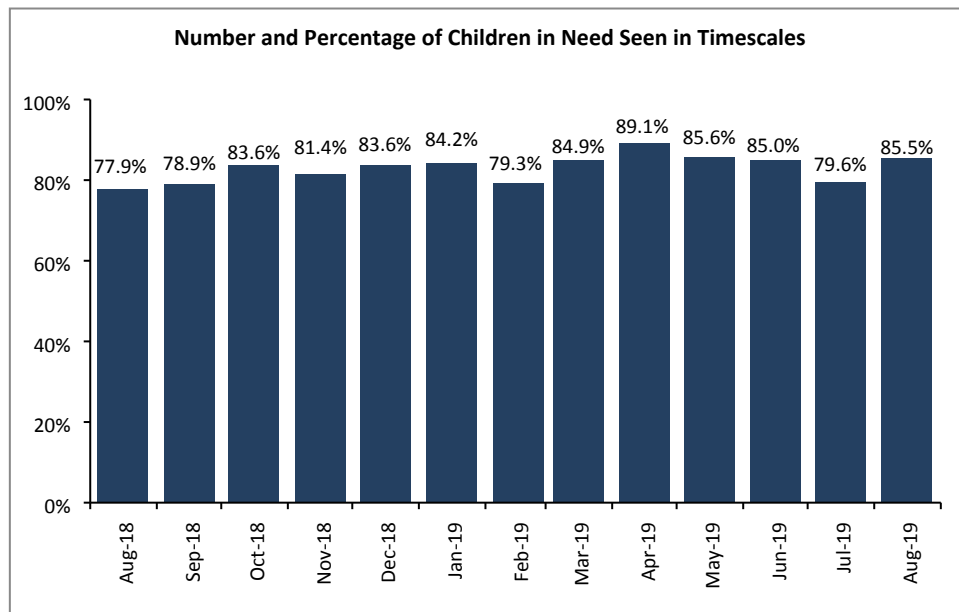
Note: Further development is underway to enable reporting on:

- Assessment timeliness
- Step Up

Children in Need



There were 2259 Children in Need at the end of August, 17.9% higher than the same time last year. Social Workers continue to report at performance surgeries that there is a backlog in closing cases where a child is no longer in need.



Timeliness of seeing children has increased to 85.5% following a dip in July. Performance is above target (85%).

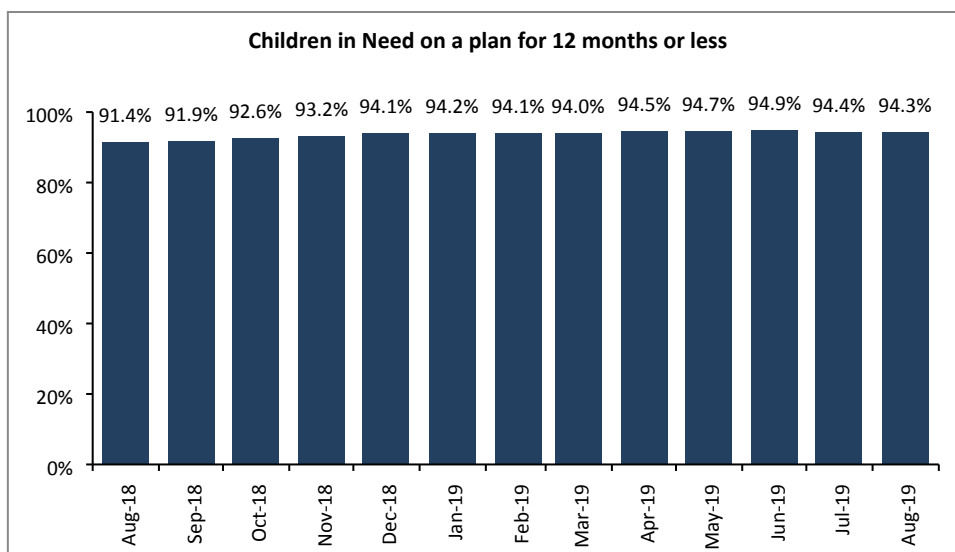
There were 327 children who had not been seen within timescales (14.5%). 31 children do not appear to have been seen for 3 or more months.

In Time - June		In Time - July		In Time - August	
Stroud	92%	Stroud	89%	Tewkesbury	95%
Cotswolds	88%	Cheltenham	86%	Cheltenham	94%
Cheltenham	87%	Tewkesbury	86%	Gloucester	87%
Tewkesbury	87%	Other	82%	FoD	85%
FoD	82%	FoD	76%	Stroud	83%
Gloucester	81%	Gloucester	75%	Other	81%
Other	80%	Cotswolds	64%	Cotswolds	63%

The majority of localities are performing above target.

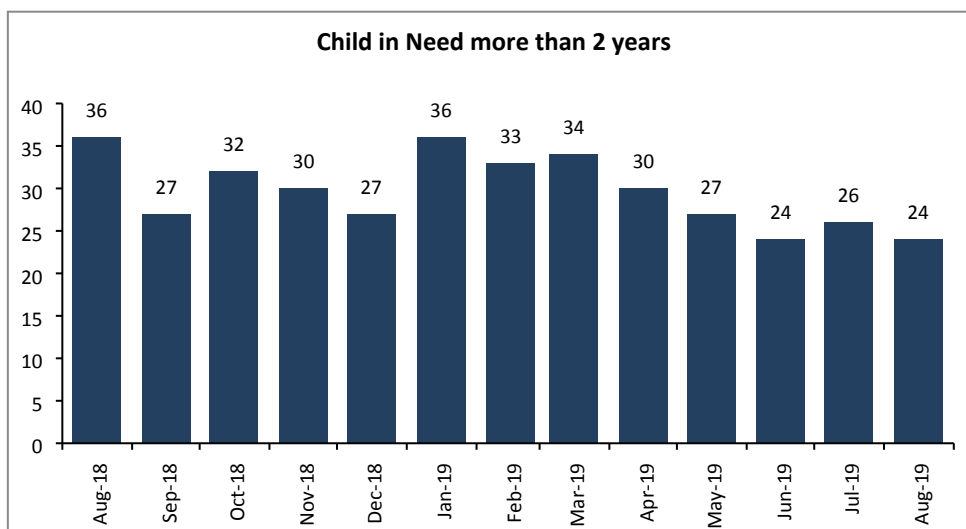
Stroud's performance declined 9% points in August from 92% to 83%.

Performance in the Cotswolds remained significantly lower than the other localities and target (63%). Cotswolds held 78 children who had not been seen within timescales, equating to 24% of the children not seen in a timely way in August.

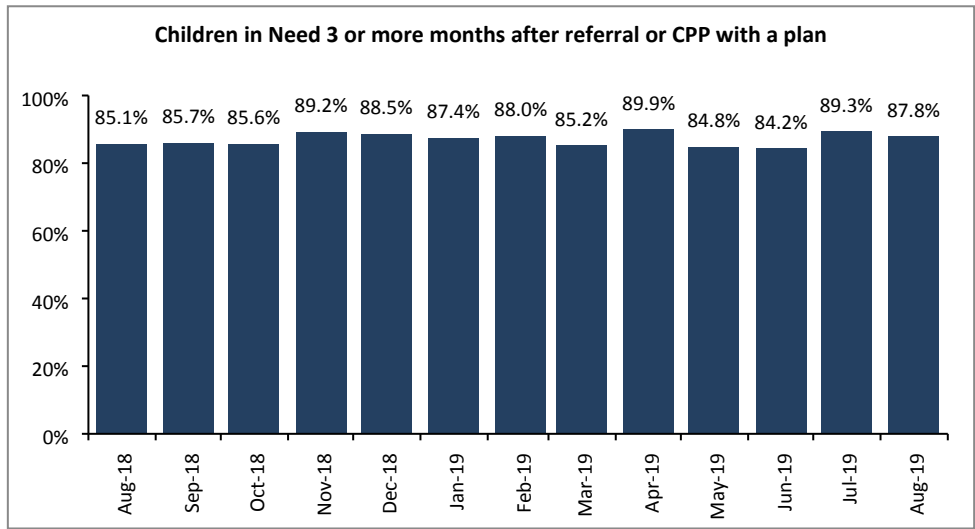


The majority of Children in Need had been categorised as CiN for 12 months or less (2130, 94.3%).

5.7% of children had been categorised as CiN for more than 12 months (129).



The number of children who have been on a plan for more than 2 years remains low at 24 children.



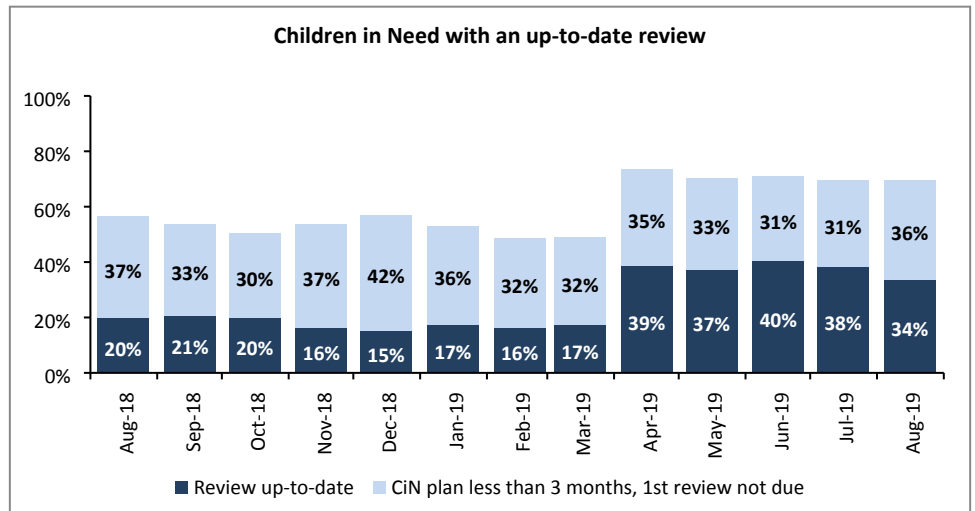
There are 1223 children who had been categorised as a Child in Need for 3 or more months following referral or since stepping down from a child protection plan. Of these, 1074 have a CiN plan in place (87.8%).

149 children did not have a CiN plan in place in a timely way (12.2%) at the end of August.

Completion of assessments in a timely way continues to be the main factor affecting the implementation of a timely CiN plan. Assessments for 95 children (64%) had been completed by the Social Worker and were in the QA or plan development stage. Assessments for 43 children were ongoing and awaiting completion by the Social worker (29%). The majority of these were allocated to Gloucester (39 children, 28%) and Forest of Dean (25 children, 18%)

There were 4 children for whom an assessment has not been started (3%).

There were 7 children that have stepped down from a protection plan (5%) who do not have a CiN plan recorded.



There were 1298 Children in Need with a plan at the end of August. 70% of these children had had a review in a timely way or were not yet due a review (905 children).

13% of those children who had had a Child in Need plan for 3 or more months had not had a review of their plan (172 children). A high proportion of these children were held by Gloucester (37%, 64 of 172 children).

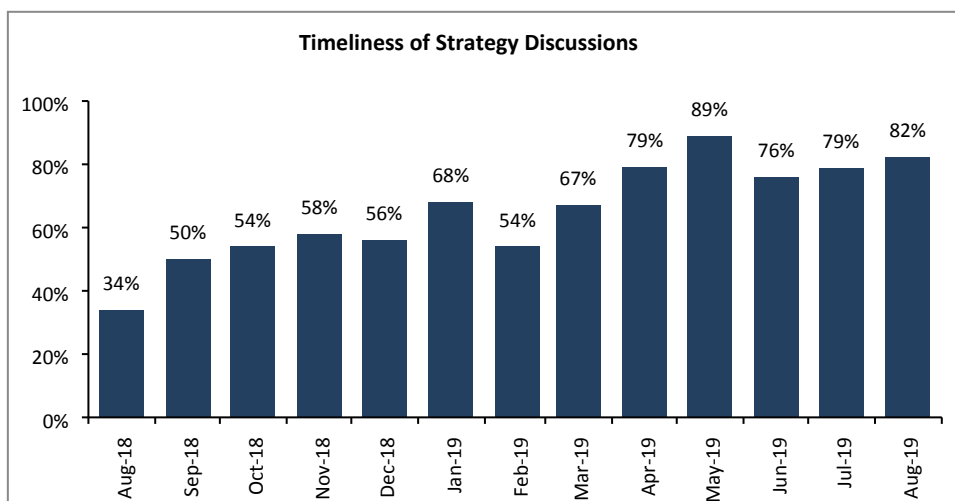
17% of Children in Need with a plan had had at least one review but were overdue their next review (221 children). Gloucester also held the highest proportion of overdue reviews (27%, 59 children) followed by Cheltenham (19%, 42 children).

Child Protection

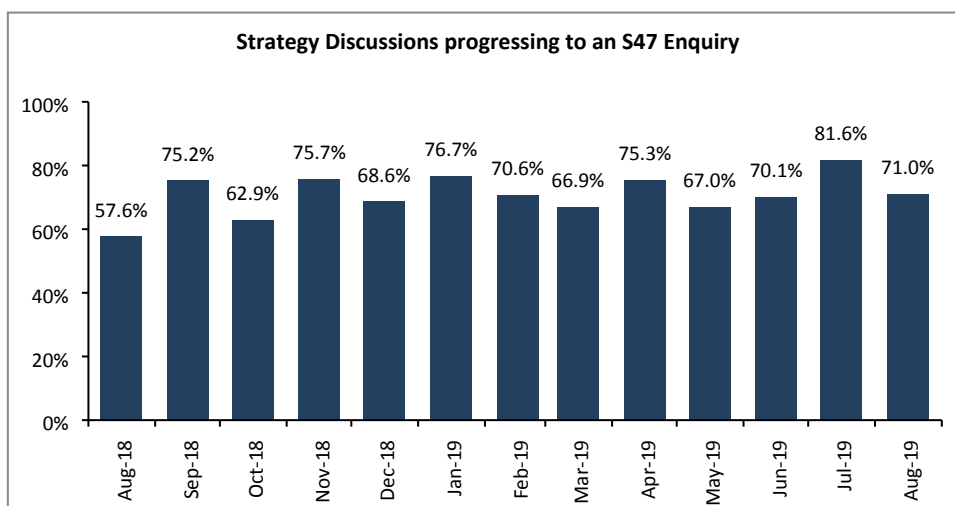
Strategy Discussions



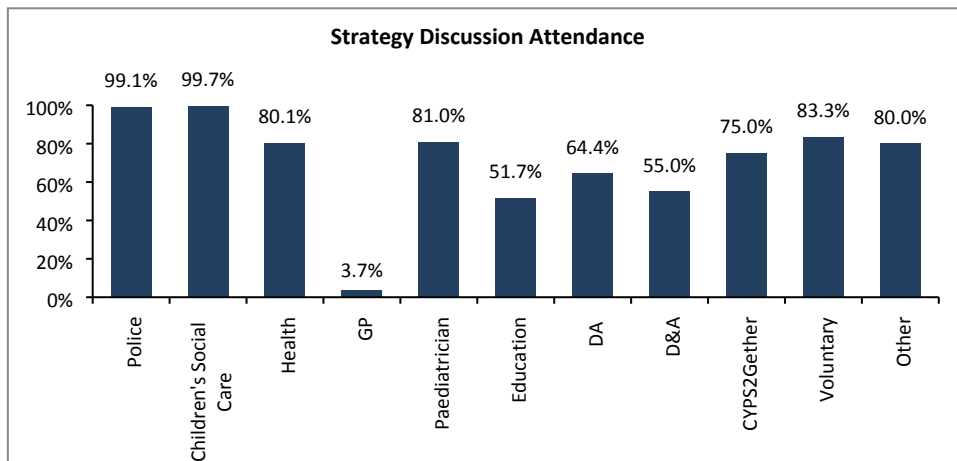
Strategy Discussions took place for 335 children in August. The volume of Strategy Discussions remains around 24% higher than at the same time last year.



82% of initial Strategy Discussions were held in a timely way in July; this is the second month where a small improvement has been seen and performance is above target (80%).



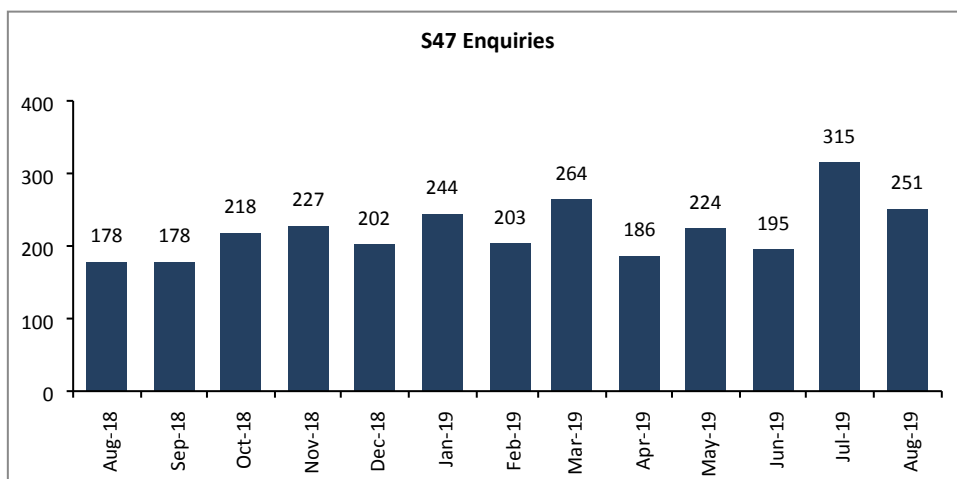
71% of Strategy Discussions progressed to an S47 Enquiry (238).



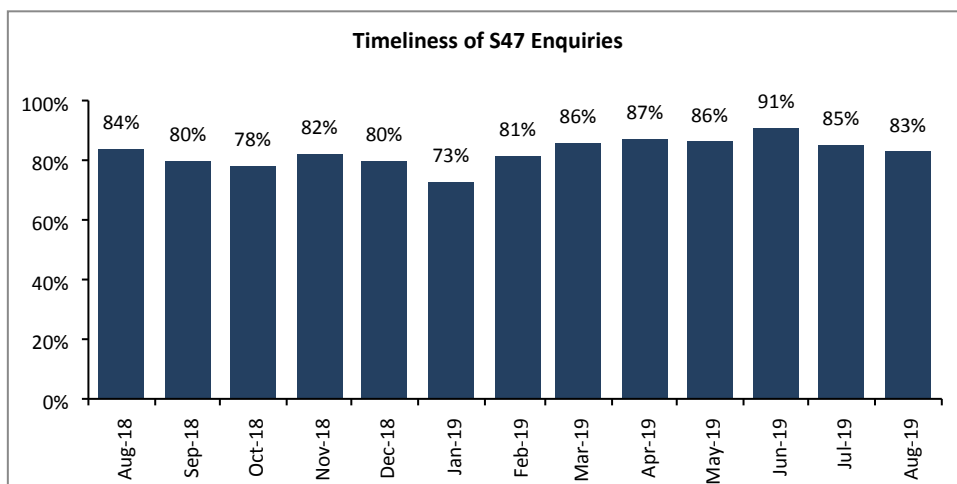
Attendance at Strategy Discussions is broadly positive.

There were 58 Strategy Discussions that don't appear to have benefitted from Health participation. GPs are involved in the lowest proportion of Strategy Discussions to which they are invited (3.7%). There were also 49 Strategy Discussions to which no Health partners appear to have been invited. Health participation in Strategy Discussions is one element of a review being undertaken by MASH partners.

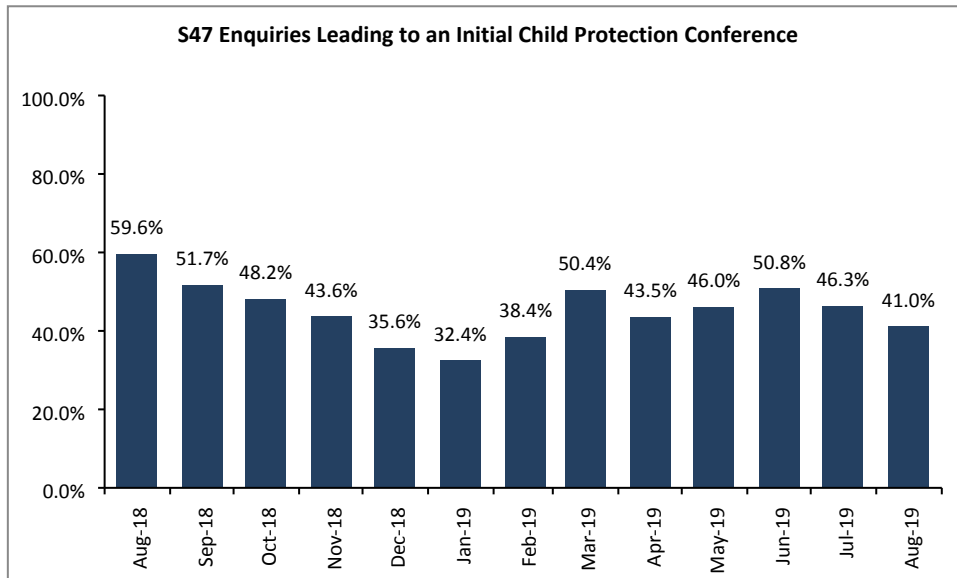
S47 Enquiries



S47 Enquiries were completed for 251 children in August. While the volume of S47 Enquiries has reduced compared with last month, it is still 41% higher than the same time last year.

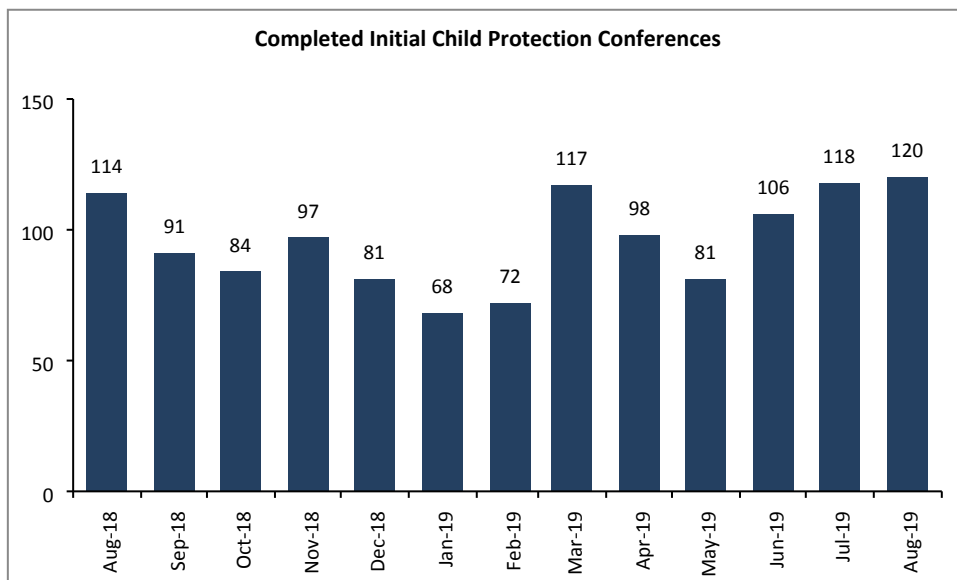


83% of S47 Enquiries completed in August were within timescale. Performance has declined slightly for the second month, down from 91% in June.

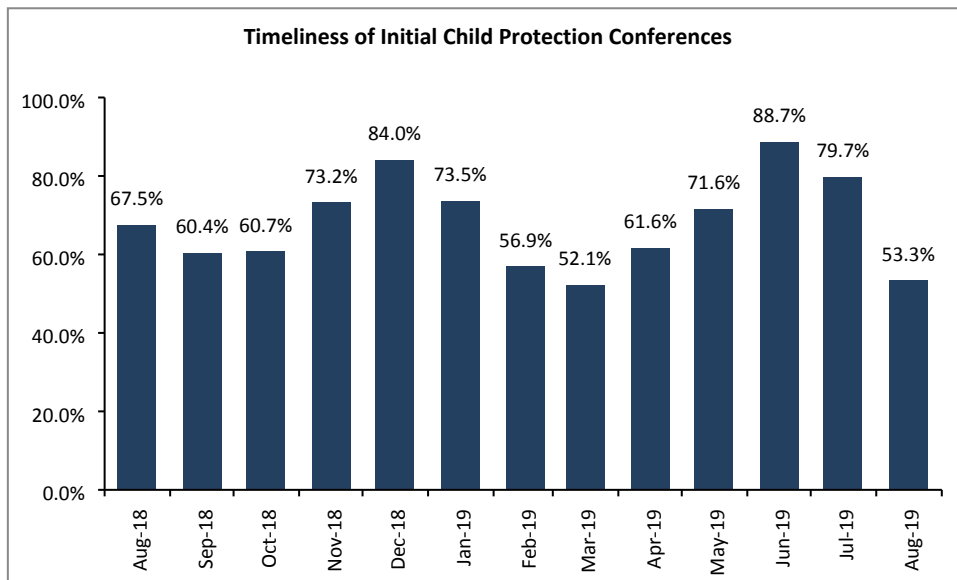


41% of children undergoing S47 Enquiries progressed to an initial child protection conference (103 children). This is similar to Good/Outstanding LAs.

Initial Child Protection Conferences



There were 120 initial child protection conferences in August, this is similar to July (118) and the same time last year (114).



Good/Outstanding LAs (Mar 18): 81.8%

Peer Group (Mar 2018): 76.4%

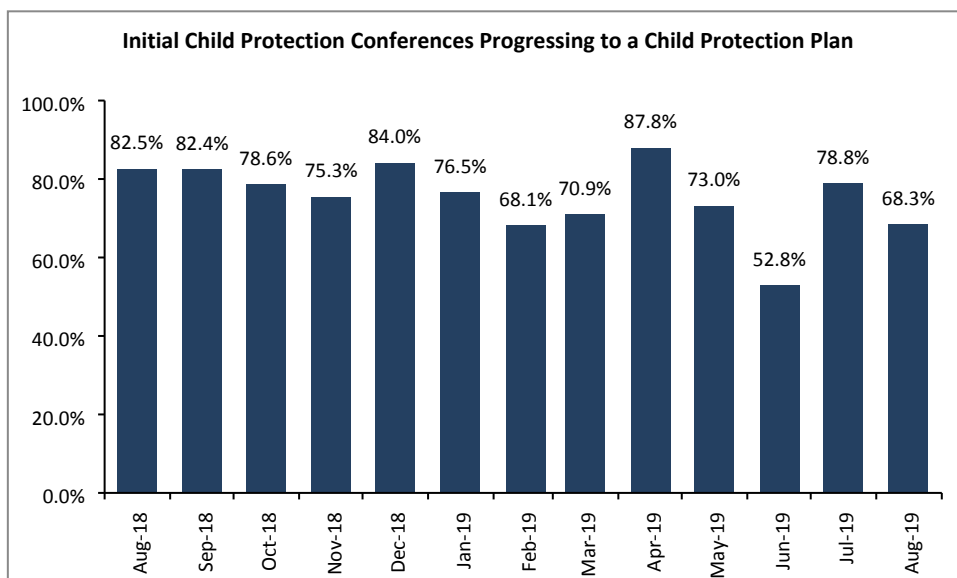


Timeliness of initial child protection conferences has dropped steeply over the last two months from 88.7% in June to 53.3% in August (64 of 120 conferences). Performance is below the phased improvement target (70%), peer group comparators and Good/Outstanding LAs.

Of the 56 conferences that were overdue, 46% were completed within 20 working days and 71% within 25 working days. 16 conferences took more than 5 weeks and up to 8 weeks to convene.

Half of the conferences that were overdue were delayed due to Social Worker availability (28 conferences, 50%).

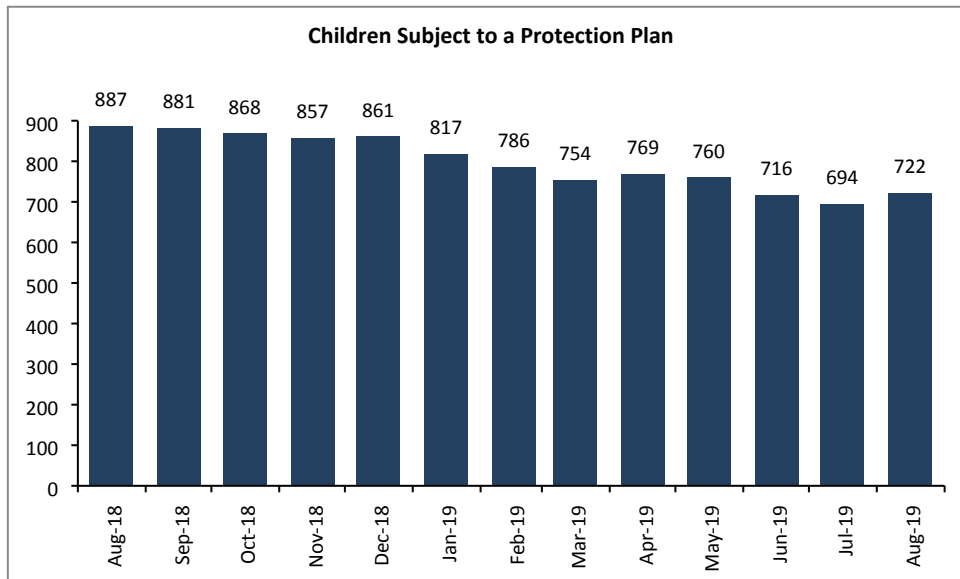
Tewkesbury held 34% of the children where a conference was overdue, while Gloucester held 23%.



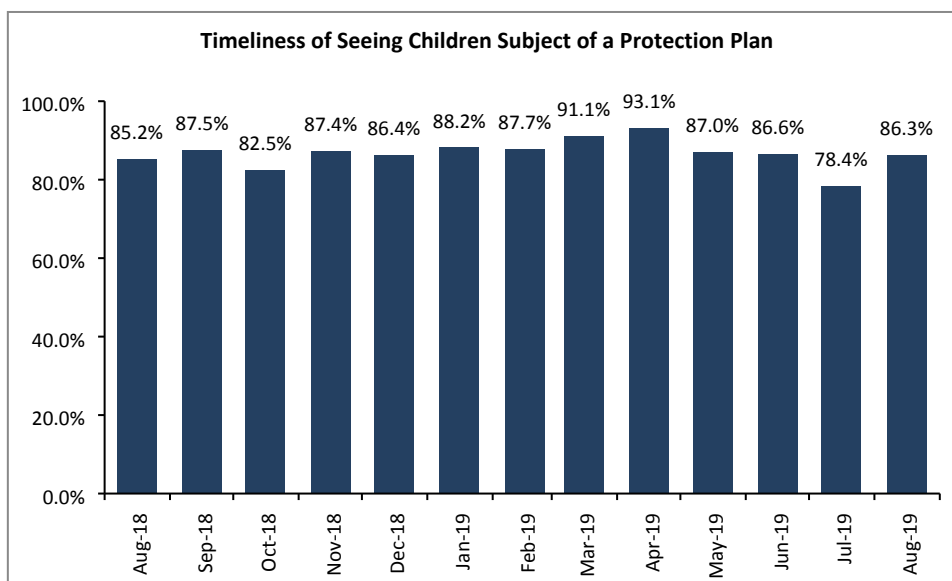
In 68.3% of initial child protection conferences the child was made subject of a protection plan (82 children).

Almost one-third of children underwent a conference and did not proceed to a plan (38 children, 31.7%). Half of these children were held by Tewkesbury 19 children, 50%).

Children Subject to a Protection Plan



For the first time in 12 months, there has been an increase in the number of children subject to a child protection plan, rising from 694 in July to 722 in August (up 4%).



Timeliness of seeing children subject to a protection plan improved in August, following a three month decline, up from 78.4% in July to 86.3%. Performance is within tolerance of target.

99 children had not been seen within the local standard timescale at the end of August (13.7%).

The majority of children had been seen within 20 working days (95.8%).

30 children had not been seen within 20 working days (4.2%). The longest two children had not been seen was just over than 8 weeks (43 working days).

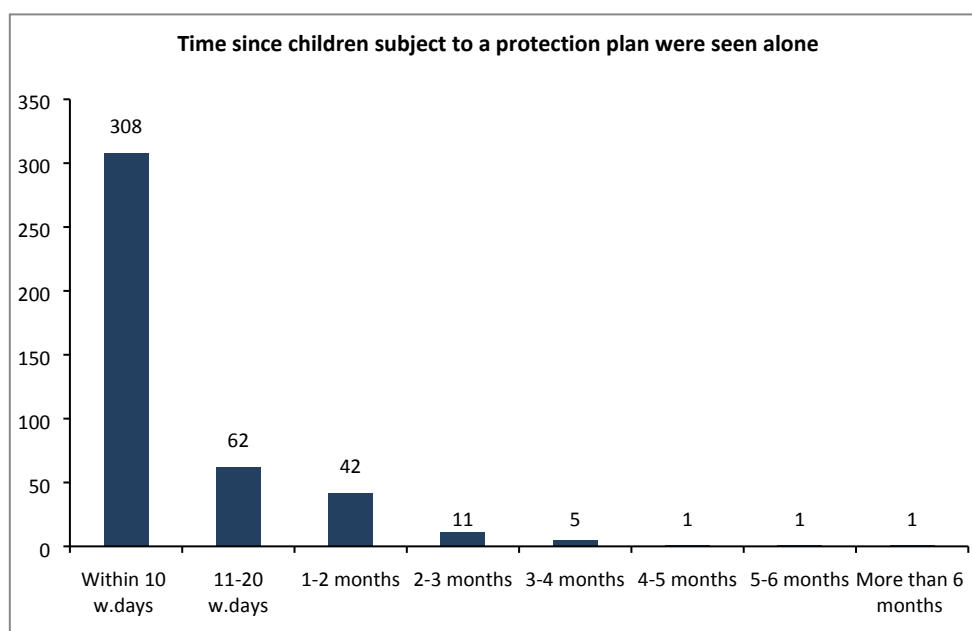
There were delays in case recording for 10.4% of children subject to a protection plan following their latest visit.

In Time - June		In Time - July		In Time - August	
Cheltenham	99%	Other	100%	Other	100%
Cotswolds	93%	Tewkesbury	93%	Tewkesbury	91%
Stroud	93%	Gloucester	84%	Cheltenham	90%
Tewkesbury	85%	Stroud	83%	Gloucester	90%
Other	83%	Cheltenham	80%	Stroud	82%
Gloucester	82%	FoD	77%	FoD	78%
FoD	79%	Cotswolds	69%	Cotswolds	75%

Timeliness remained high in Tewkesbury in August (91%) and improved in Cheltenham and Gloucester (90% up from 80% and 84% respectively).

Performance in Stroud and the FoD remained similar to last month and is below target.

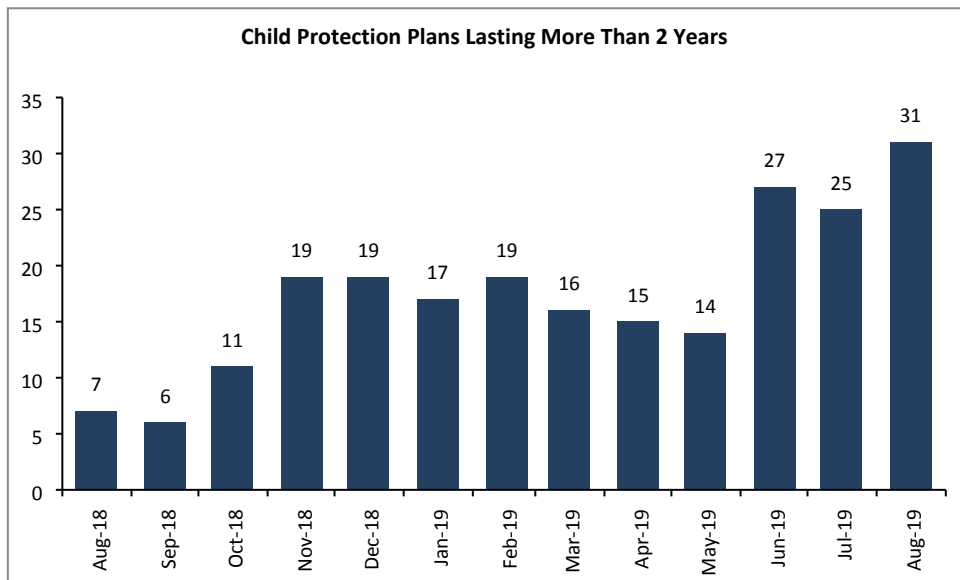
While Cotswolds timeliness is still under target, their performance improved from 69% to 75% of children seen in timescale in August.



Of the 431 children subject to a protection plan aged 5 and over at the end of August, 71.5% were seen alone during the last 10 working days (308 children). 86% of children had been seen alone within the last 20 working days.

There were 61 children who had not been seen alone for more than a month (14%), with a very small number of children not seen alone for several months.

A reducing proportion of children have been subject to a child protection plan for less than 1 year (74%, 534 children). This relates to the high numbers of children being made subject to a protection plan which peaked in August 2018 and who are now entering their second year on a plan.



Gloucestershire: 4.3%

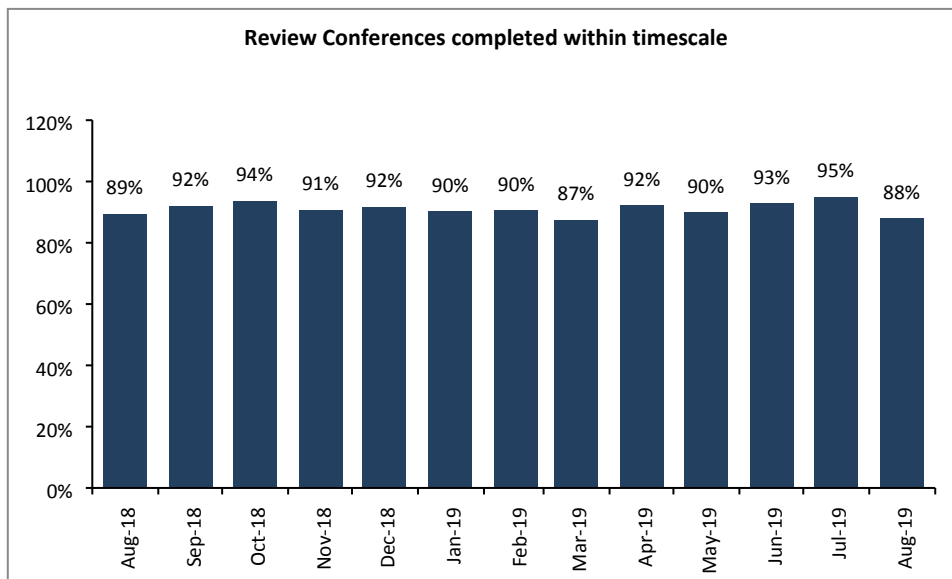
Good/Outstanding LAs (Mar 18): 2.6%

Peer Group (Mar 2018): 3.3%



4.3% of children had been subject to their plan for more than two years in July (31 children). This is higher than in Good and Outstanding LAs and our Peer Group comparators.

The longest period that children have been subject to a plan is currently 36 months for 3 children.

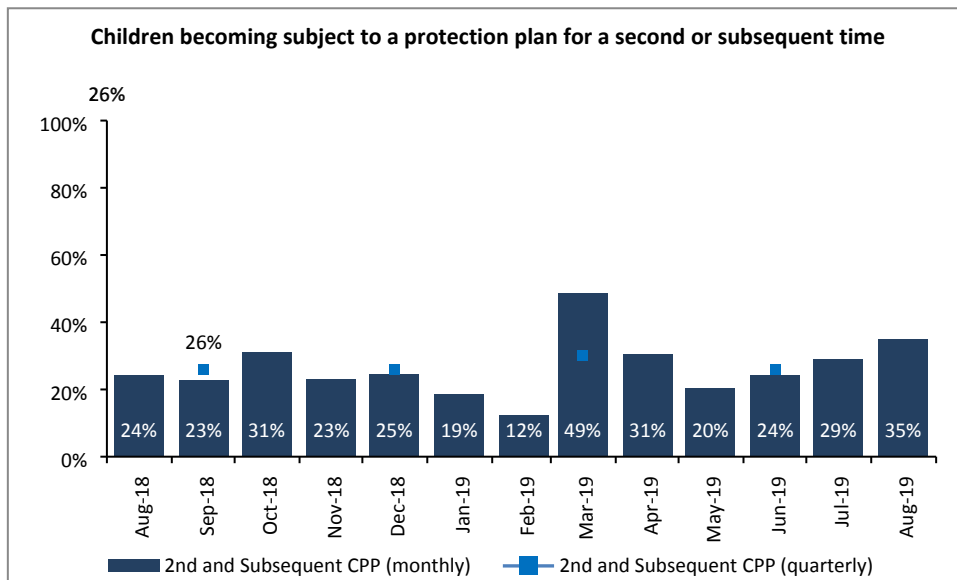


Good/Outstanding LAs (Mar 18): 92.4%

Peer Group (Mar 2018): 87.3 %



The timeliness of review conferences declined in August down from 95% to 88% and is below target (95%).



The proportion of children subject to a second or subsequent protection plan has increased for the third month, from 20% to 35%. This is significantly worse than target (25%).

Overall 31.2% of children subject to a protection plan had a previous plan(s).

	% subject to a 2 nd /sub plan overall	% made subject to a 2 nd /sub plan in August
FoD	37%	11%
Tewkesbury	34%	29%
Gloucester	32%	58%
Cheltenham	31%	21%
Stroud	25%	50%
Cotswolds	15%	13%

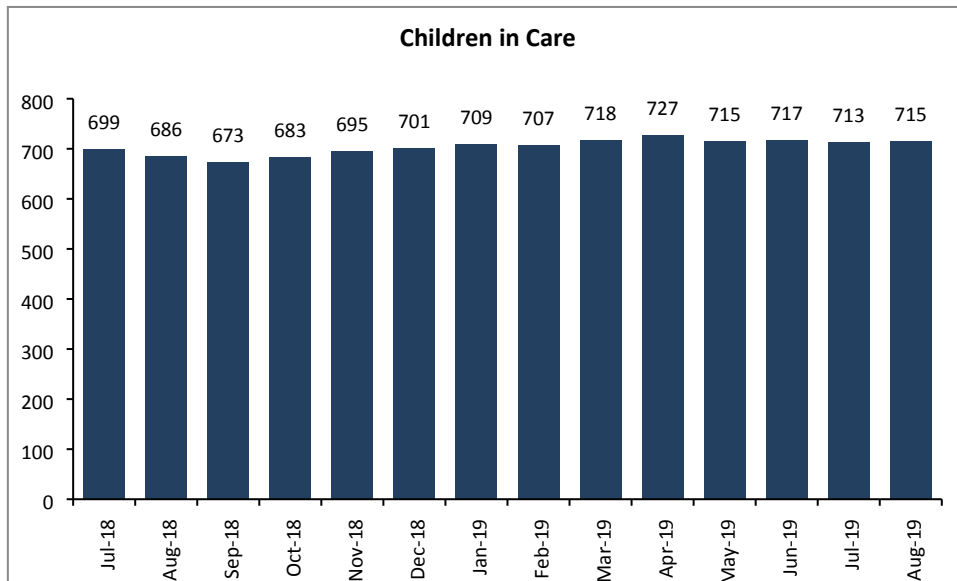
The increase in children made subject to a second or subsequent plan relates high proportions of children returning to plans in Gloucester (58%) and Stroud (50%) in August.

Overall, four localities are worse than target in relation to the proportion of children held who are subject to a second or subsequent plan. Repeat plans are particularly high in the FoD (37%) and Tewkesbury (34%).

The Cotswolds and Stroud had the lowest proportion of children who have returned to a plan (15% and 25% respectively) and were the only localities performing better than target (25%).

At the end of August there were 14 children subject to a 4th protection plan and 1 child subject to a 5th plan. 7 of these children are aged 5-9 years, 7 are 10-14 years and 1 child is over 15.

Children in Care

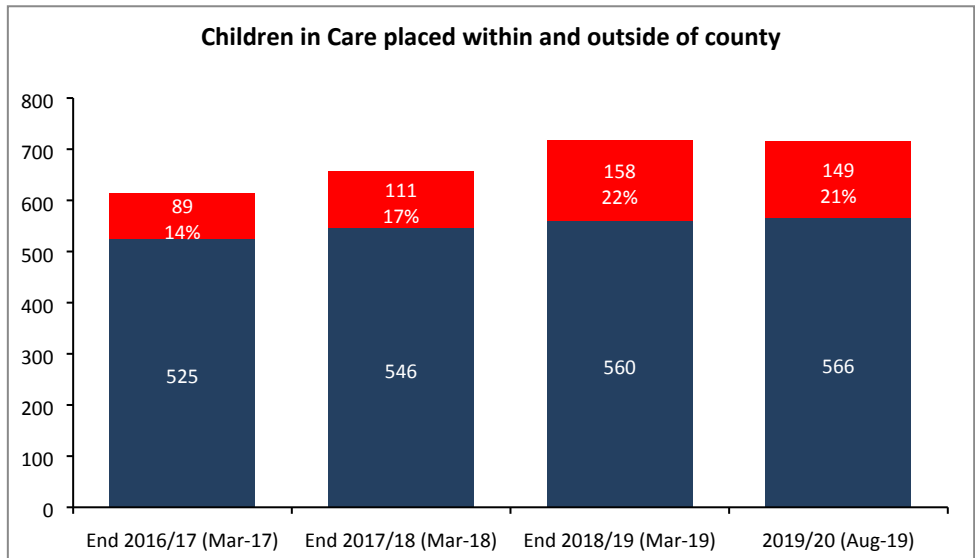


The number of children in care has remained similar for the last four months. 715 children were in care at the end of August.

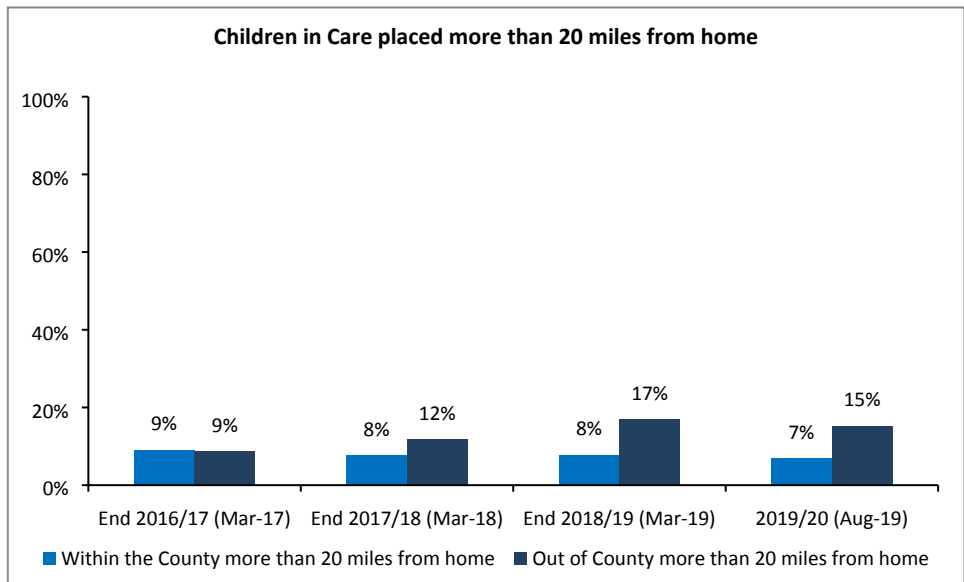
For those children where an admission in August had been recorded, updates to case records were delayed for 68% of children before the case management system reflected the child's change in status, the legal care status and location. This is a reduction compared with July (80%) although this will need to continue to improve to demonstrate sustained change.

Start Date of S20 Status	Number of children	Percentage
2019	107	49%
2018	61	28%
2017	24	11%
2016	17	8%
2015	4	2%
2014	3	1%
2009	4	2%
	220	

30.8% of children in our care are accommodated under a Section 20 arrangement (220); this is above target (28%). We are an outlier compared with the national average (19%, March 2018) and South West regional authorities where the proportion of children accommodated under a Section 20 arrangement ranges from 12%- 23.3% (March 2018).



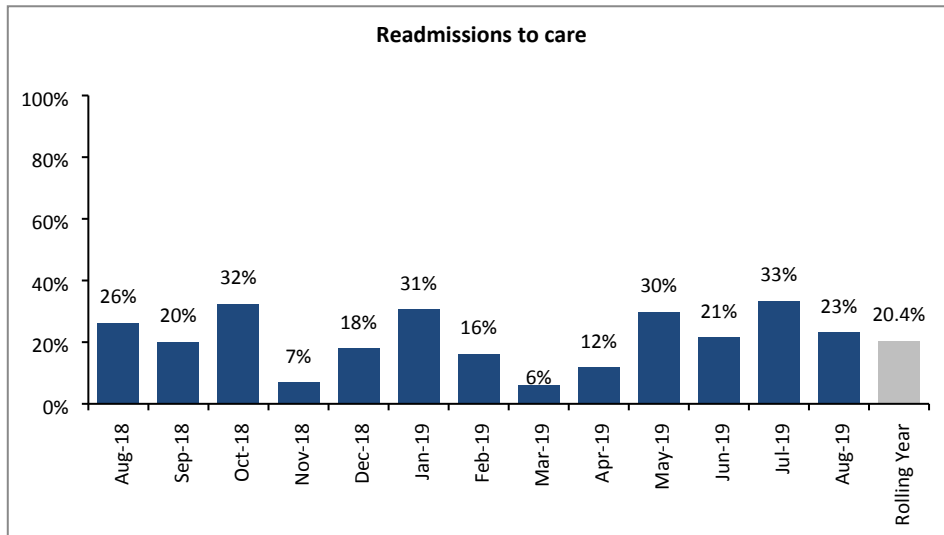
Just over one-fifth of our children in care were placed out of County at the end of August (149 children, 21%).



Just over a fifth of children in care were living in placements more than 20 miles from their home at the end of August (22%, 157 children).

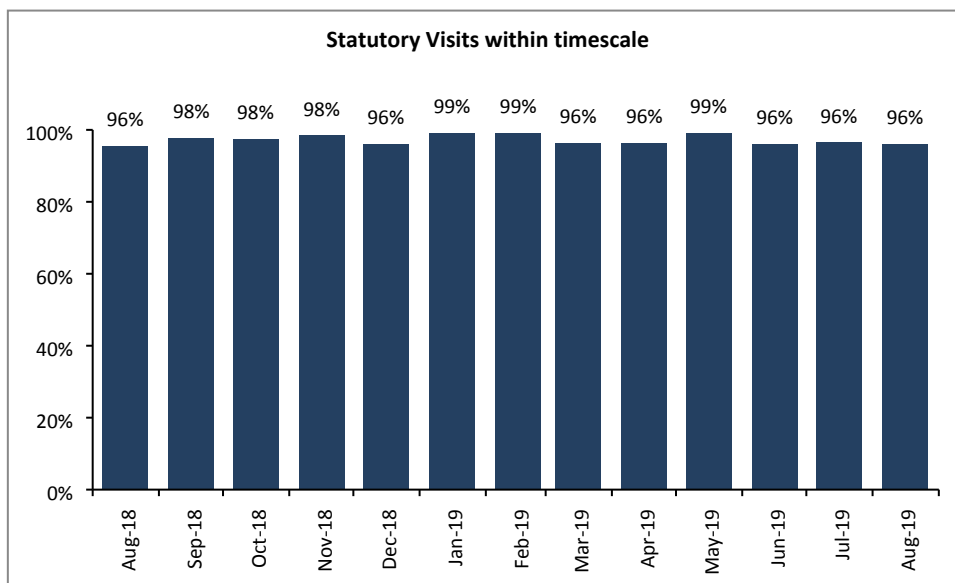
108 of these children were in out of County placements (15%); this is in line with England (15%) and better than our peer group (17.9%) and the South West (18%).

For 49 children, their placement was within Gloucestershire but more than 20 miles from their home (7%).



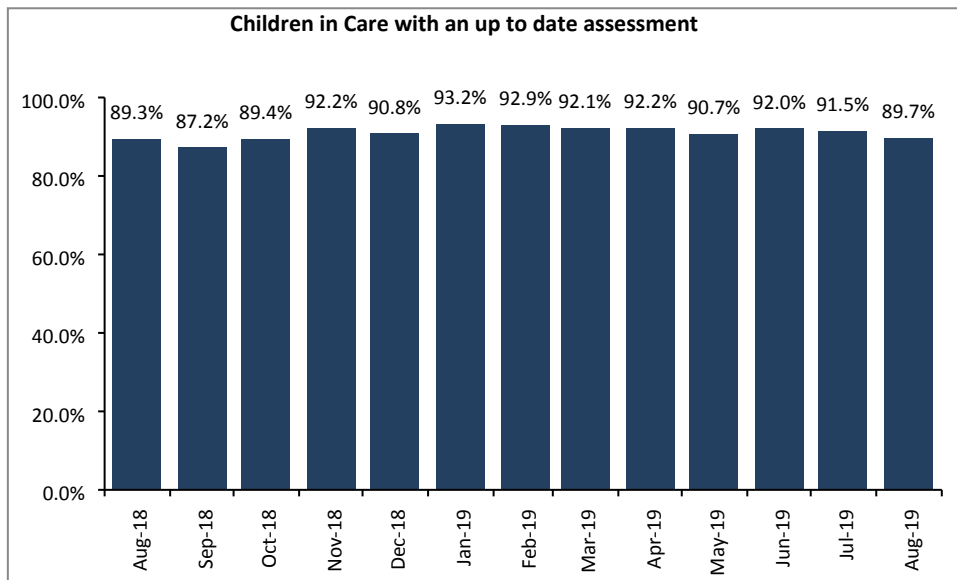
The proportion of children who are readmitted to care fluctuates month to month. In August, 23% of admissions were readmissions (6 children).

Over the last 12 months, 20.4% of admissions were for children who had been in care previously. This makes us an outlier compared to the national rate (12.7%).



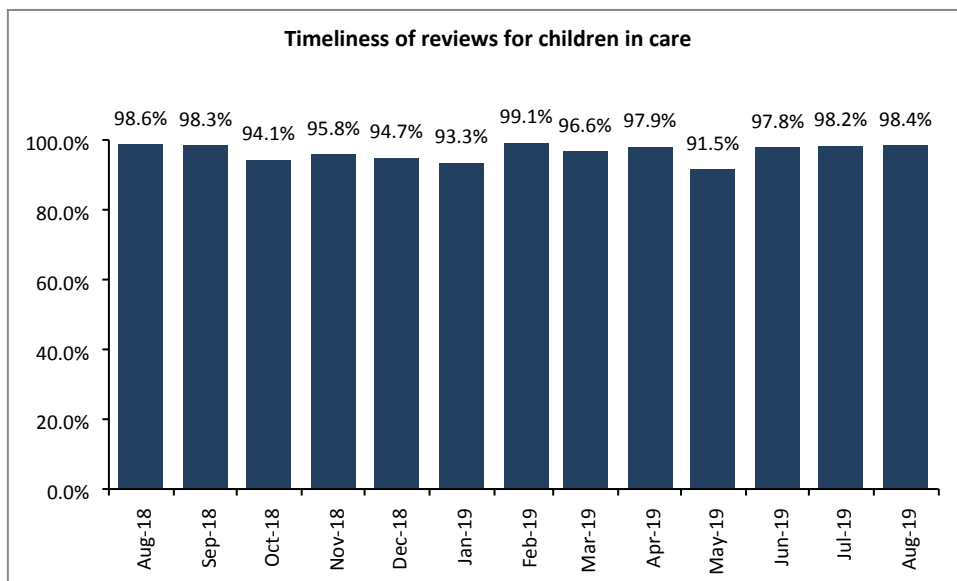
The vast majority of children in care had an up to date Statutory Visit at the end of August (96%); this is above target (95%).

29 children were overdue a visit.



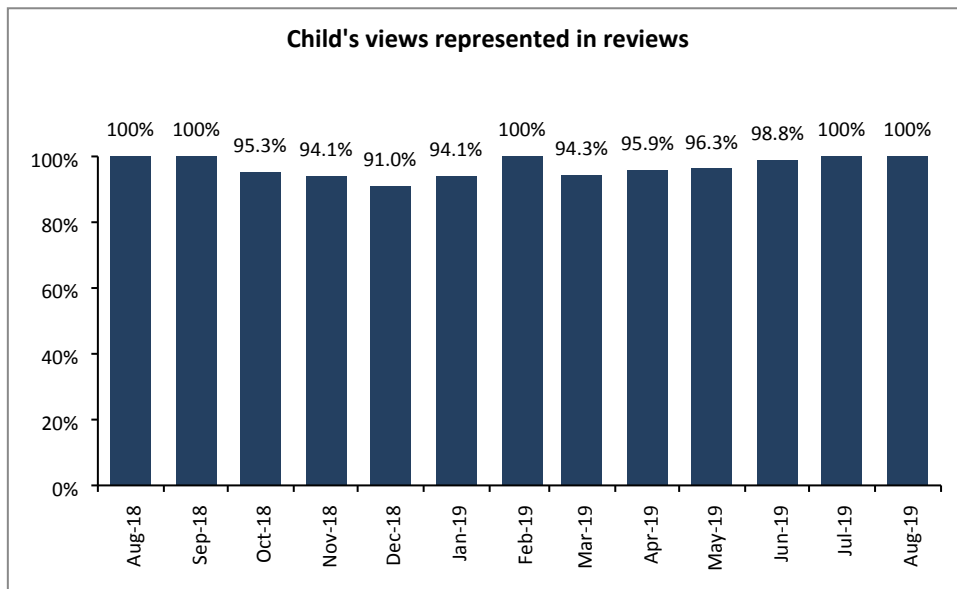
89.7% of children in Care had an up to date assessment at the end of August (583 children), this has reduced slightly for the second month, from 92% in June. This is below the target of 95%.

There are 67 children in care whose assessment was overdue.



Reviews for 61 children in care were undertaken in August. The majority of these were completed within timescale (98.4%, 60 children).

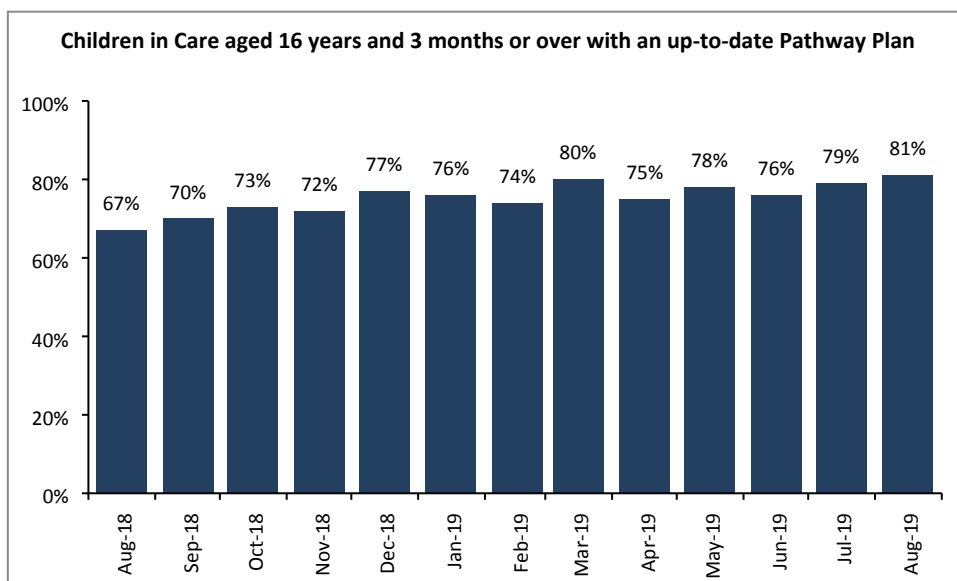
There were a further 51 reviews that were planned to be undertaken in August and 58 reviews that were planned to take place prior to August, It is unclear whether these have taken place as yet.



Note: Graph excludes children aged under 4 and young people who have a Pathway Plan as participation in their review is not captured.

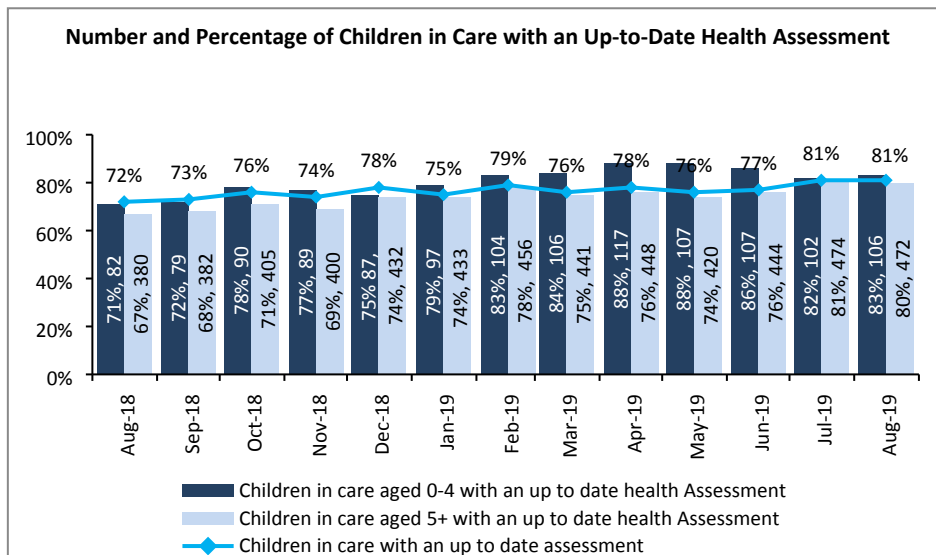
30 children had their views represented in their review either by attending or via an Advocate, IRO or other media (100%).

Participation cannot be recorded for all reviews as the form for young people on a Pathway Plan do not allow this information to be captured. These young people equate to the 21% of reviews (13) in August.



Pathway planning has continued to follow a broadly improving trend.

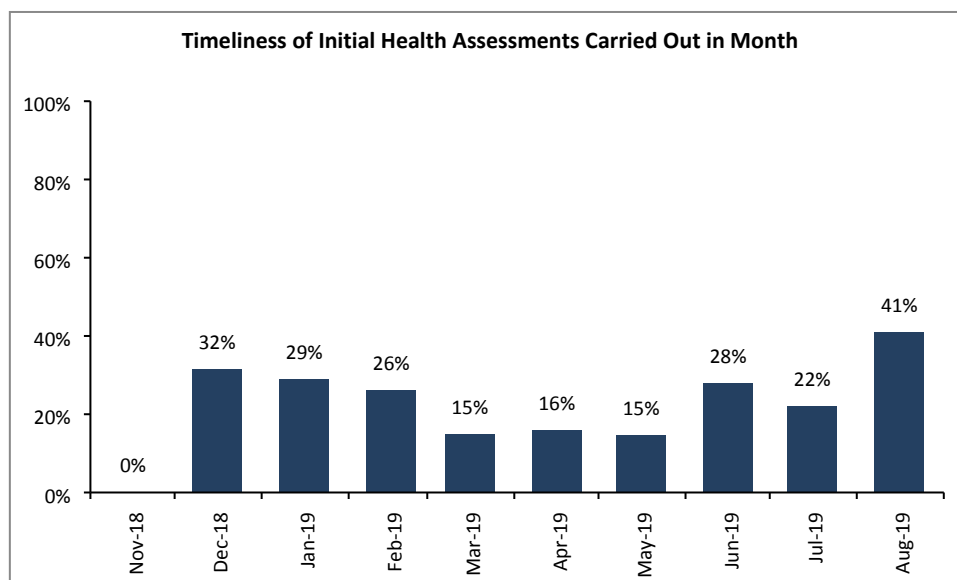
81% of children in care aged 16 years and 3 months or over had a Pathway Plan in place that was up to date at the end of August (133 children); this is above target (75%).



81% of children in care had an up-to-date health assessment; performance remains the same as last month and is within tolerance of target (83%).

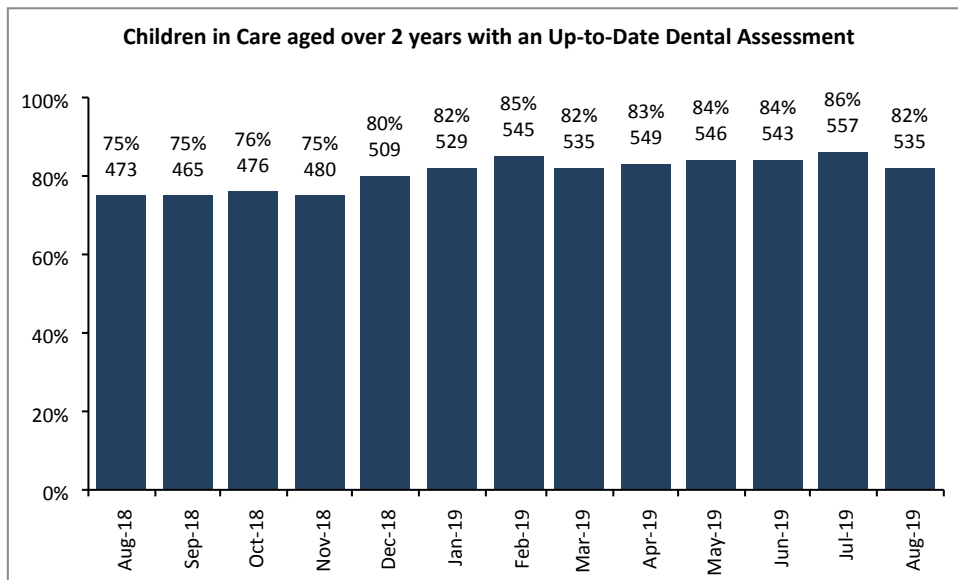
83% (106) of Children under 5 had an up to date health assessment. 80% (472) of children aged 5 and over had an up-to-date health assessment. This is an improvement for the under 5 age group although it remains below performance in June (86%).

A health assessment for 19% children in care (137) was overdue at the end of July. For 23% of these children their Initial Health Assessment was overdue (32). For the remaining children (77%), their Review Health Assessment was overdue.



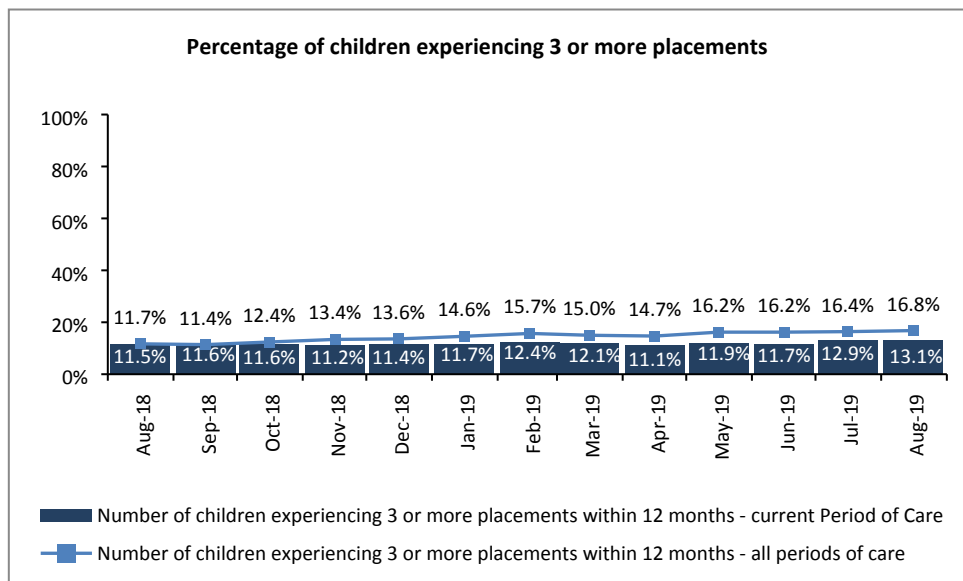
22 children in care received an Initial Health Assessment in August, 41% of these were within timescales (9). There are however 2 Initial Health Assessments planned for August which have yet to be recorded as completed, these were planned to take place on a date out of timescales so would reduce the percentage down to 37.5%. While performance improved in August, it remains below the phased improvement target (50%).

At the end of July, there were 16 children who had been in care for more than 20 days for whom no Initial Health Assessment had been recorded.



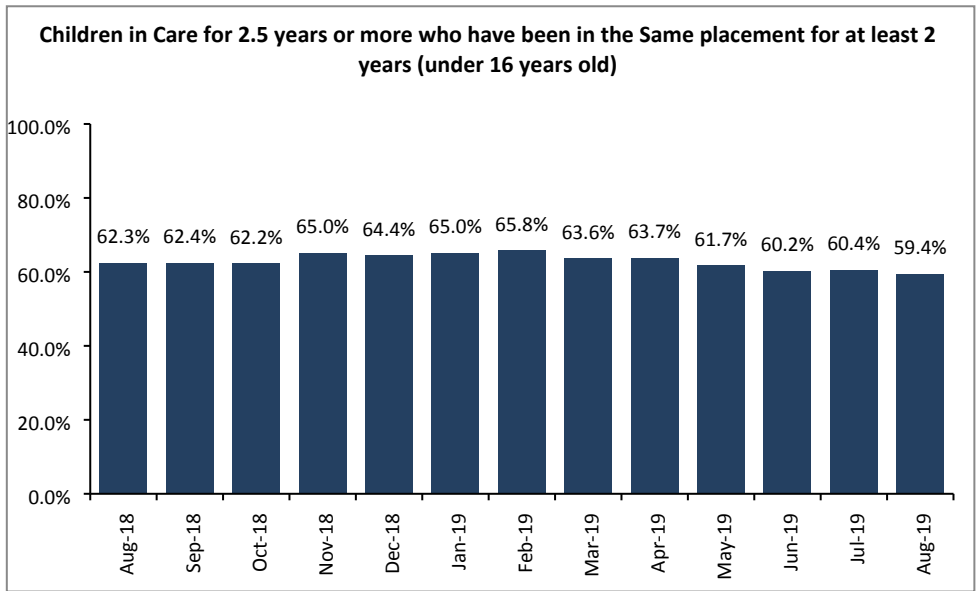
Following an increasing trend between March and July, the percentage of children with an up to date dental assessment has declined to 82% in August, from 86% last month. This is within tolerance of the target (85%).

There are 115 children whose dental check is overdue (18%).



The proportion of children in care experiencing 3 or more placement changes within 12 months during their current period of care continued to increase from 12.9% to 13.1% at the end of August.

The proportion of children experiencing 3 or more placement moves within 12 months across all periods of care, has increased marginally from 16.4% to 16.8% in August. This is above target (13%). This is also higher than our peer group (11.0%) and good/outstanding LAs (13.7%).



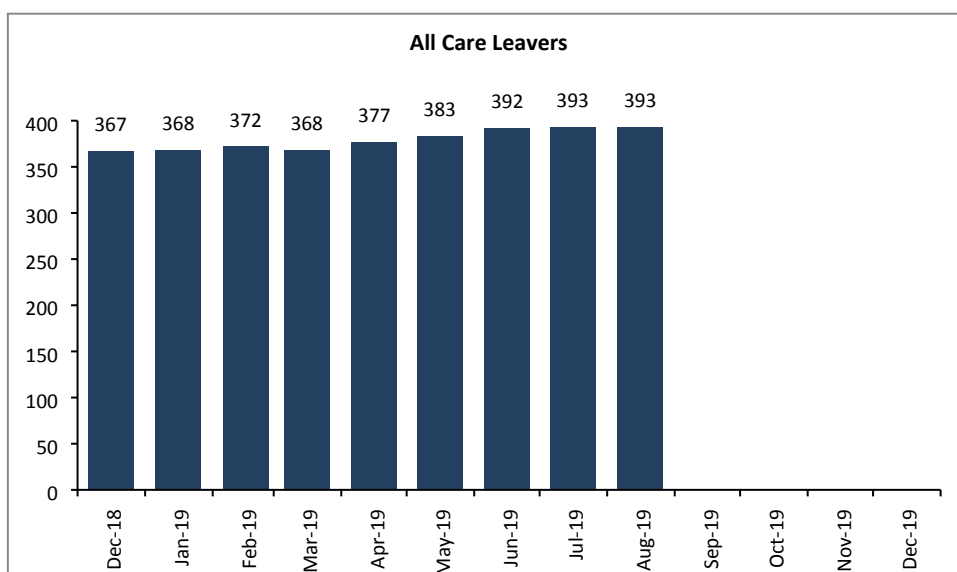
Good/Outstanding LAs (Mar 18): 70.5%

Peer Group (Mar 2018): 71.7%

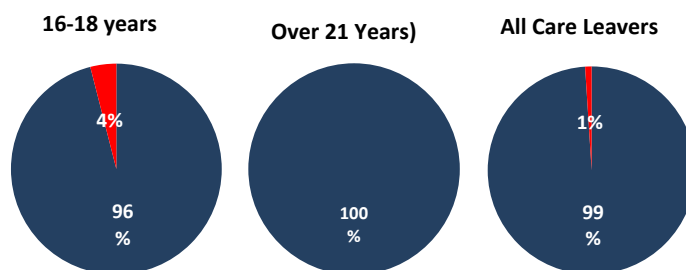
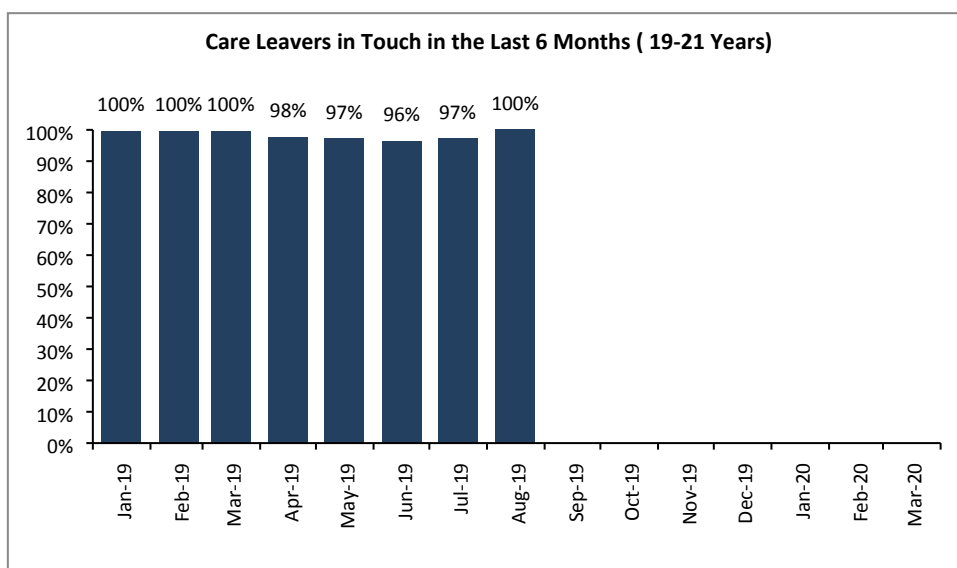


Long-term placement stability continues to follow a declining trend. 59.4% of children in care had long-term stability in their placement at the end of August compared to 65.8% in February. This is below target (65%) and our peer group (71.7%) and Good or Outstanding LAs (70.5%).

Care Leavers

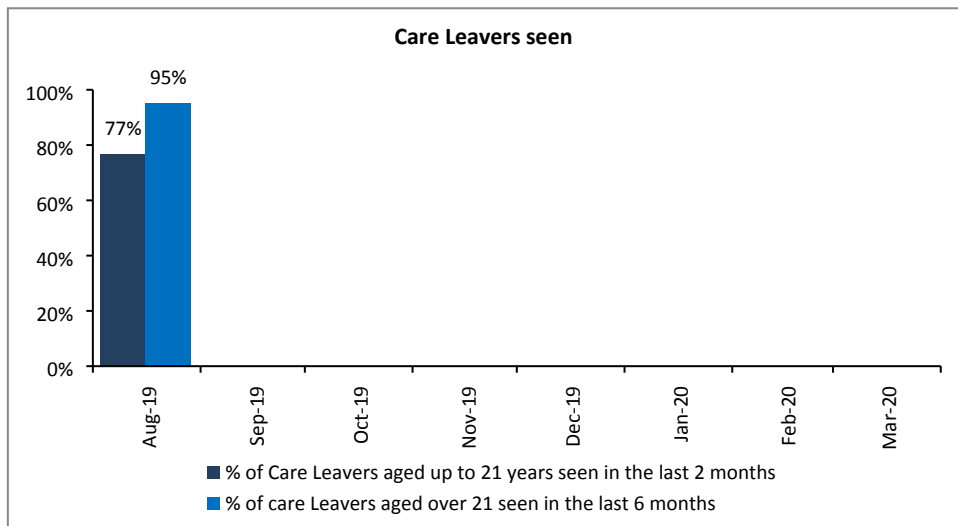


We had 393 care leavers at the end of August. This includes 11 young people under the age of 18.



We have been in touch with 100% of Care Leavers aged 19-21 and with 99% of all Care Leavers overall. Performance for both of these groups has increased since last month.

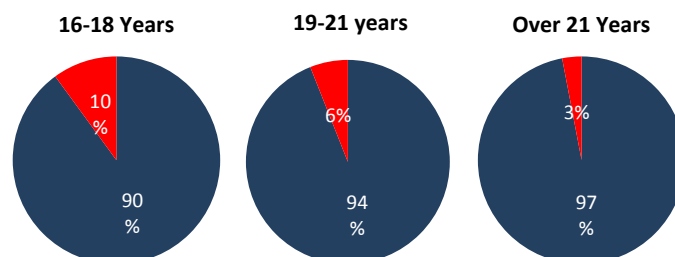
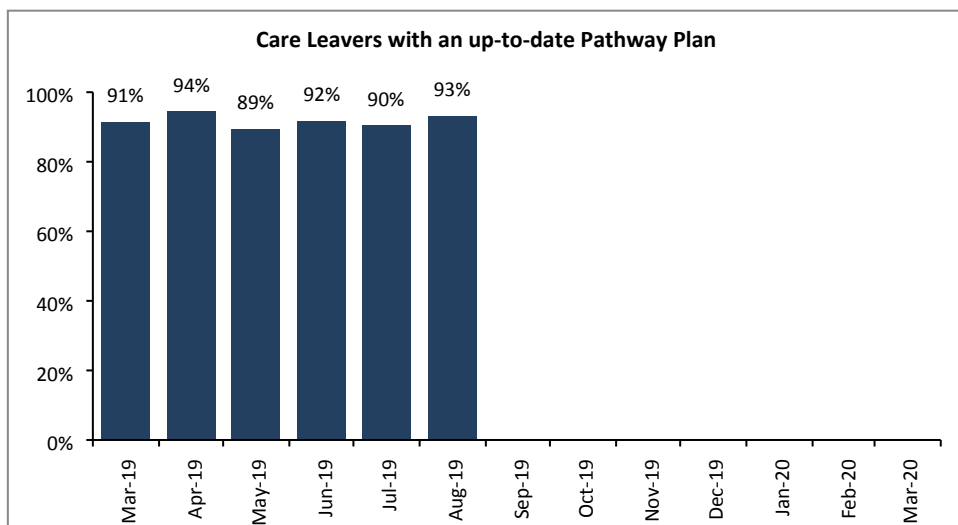
There were 5 young people aged 16-18 years who we had not been in contact with in the last 6 months. For 4 of the young people, there is no record of us having been in contact at all. This is an improvement from July (18 young people).



We have an increased duty to see our younger care leavers more regularly (up to the age of 21).

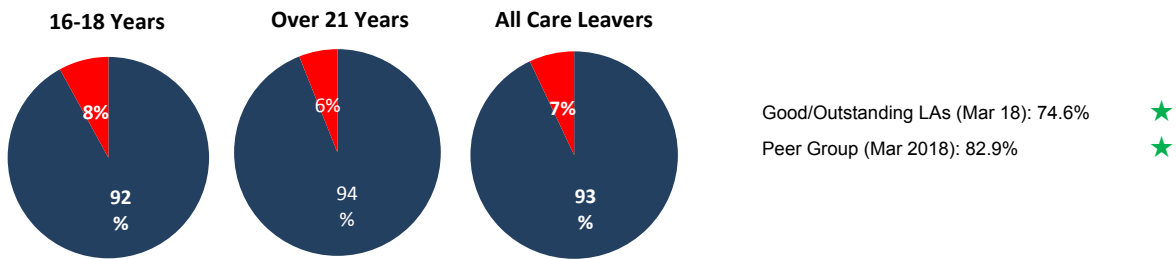
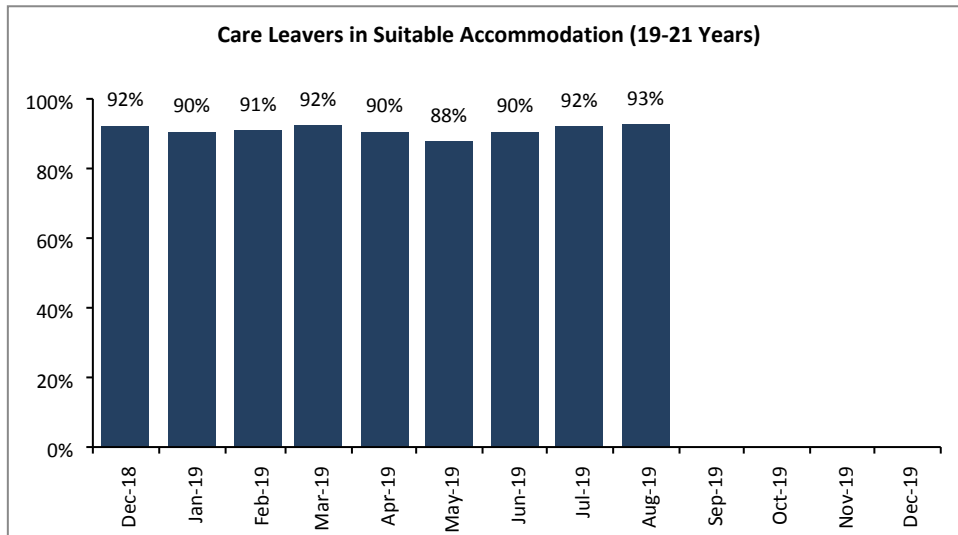
77% of Care Leavers aged up to 21 years had been seen within the last 2 months at the end of August (251 Care Leavers). There were 77 care leavers who had not been seen within this timescale, 6 of whom were last recorded as seen between April and November 2018.

95% of Care Leavers aged over 21 (57) had been seen within the last 6 months or had returned to request Care leaver support within the last month but not yet seen (2 Care Leavers). There were 3 Care Leavers who had not been seen within the last 6 months who were last seen in early 2019.



The majority of Care Leavers had a Pathway Plan in place at the end of August (93%), up from 90% in July.

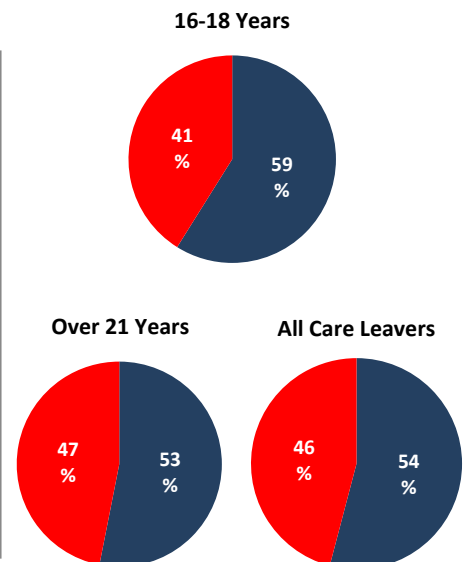
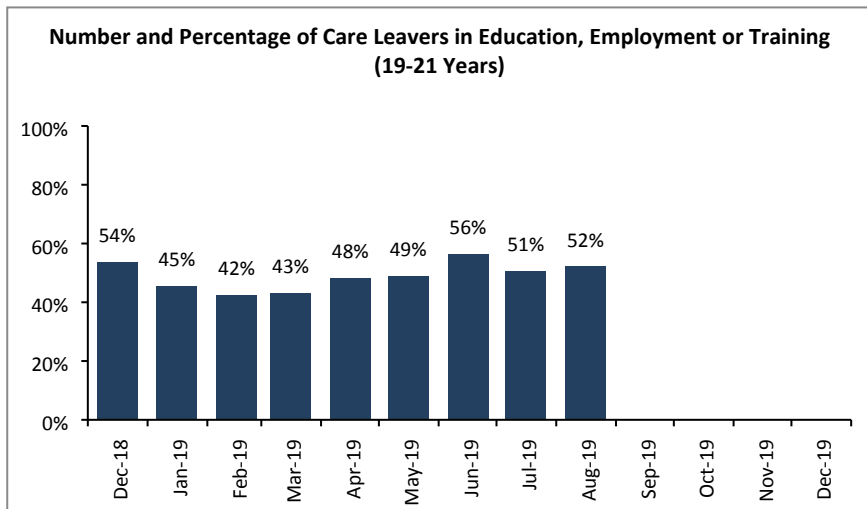
There are 27 care leavers who do not have a Pathway Plan or whose plan is overdue review; the highest proportion of these are in the 16-18 years age group (12 Care Leavers). Of the 27 Care Leavers the majority are held by the 11-25 teams Stroud (8), Cheltenham (7) Gloucester North (5).



The majority of care leavers aged 19-21 years were living in suitable accommodation (93%, 201 of 217 young people). This remains above our peer group (82.9%).

Overall, 93% of care leavers (all ages) were living in suitable accommodation, this has been on an improving trend, up from 86% in May.

There were 25 care leavers (all ages) living in homes that had been classified as unsuitable. In addition to 16 19-21 year olds there were 5 Care Leavers aged 16-18 and 4 Care Leavers aged over 21. 4 of these young people were homeless.

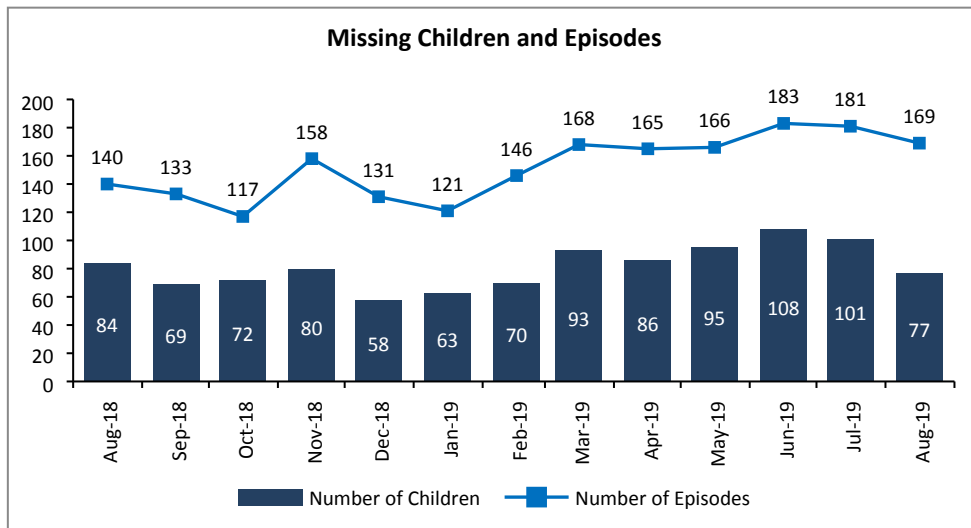


52% of 19-21 year olds are in education, employment or training. This remains lower than the 56% seen in June; this may be related to the break between academic years in August.

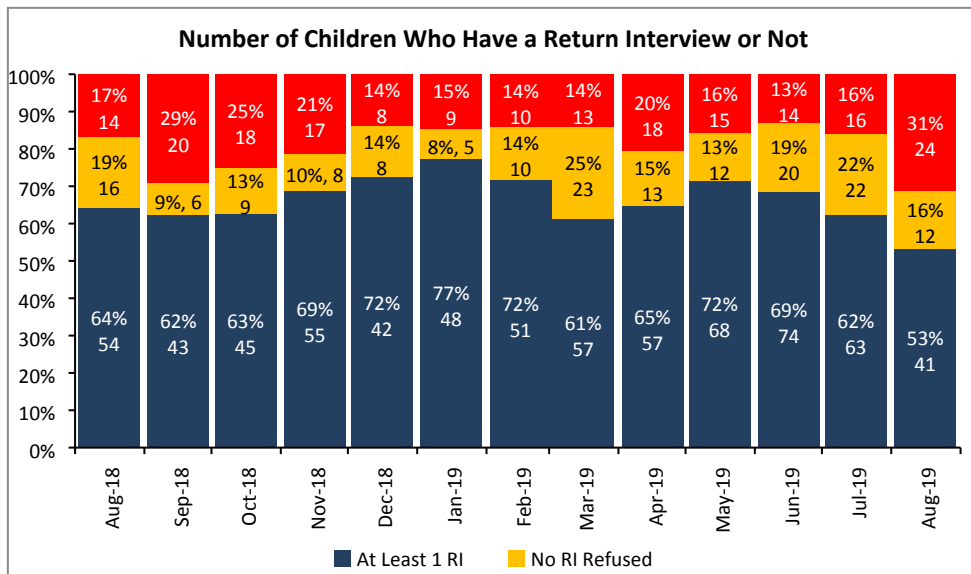
Just over half of our care leavers across all age groups are in education, employment or training, 54% overall.

Missing Children and Child Sexual Exploitation

Missing Children

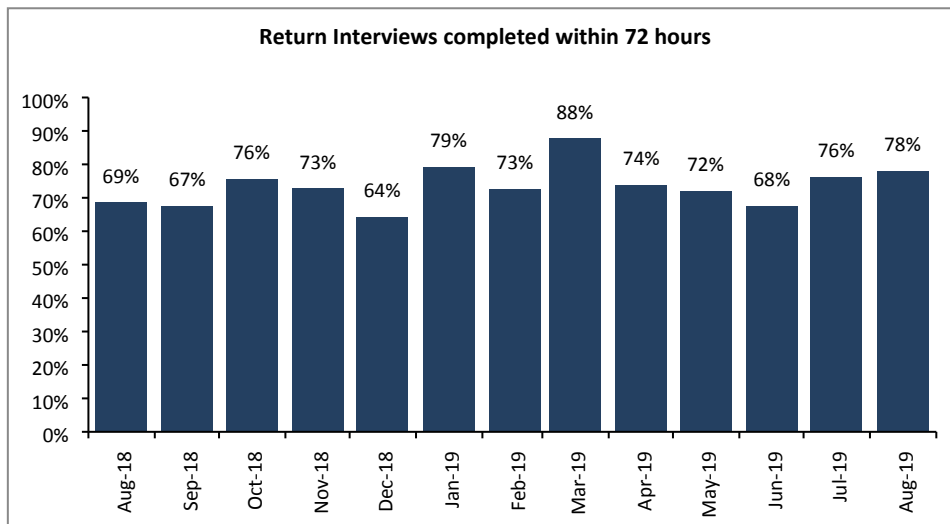


77 children went missing in August. This is lower than the number of missing children at the same time last year but a 21% increase in the number of episodes.



53% of children who had a missing episode(s) in August, had a return interview (41 of 77 children). Performance has continued to decline for the third month and is below the phased improvement target (65%). The decrease in performance is not isolated to a specific team or service area and is widespread across the county.

85% of children who had had at least one return interview, had been spoken to following their most recent episode of missing (35 of 41 children).



78% of conversations with children following a missing episode were timely (32 children). Performance has improved for a second month and is above target (75%), however this is against a lower volume of return interviews.

	Number of Children	Number of Episodes
Total	77	169
Children in Care	39, 51%	108, 64%
Under 12's missing more than 4 hours	0	0
Missing overnight for more than 8 hours	35, 45%	55, 33%

45% of the children who went missing in August were missing overnight for more than 8 hours (35 children).

51% of the children who went missing in August were children in care (39 children). 25 of these were missing overnight for more than 8 hours.

125 children in care have had a missing episode during the last 12 months. This equates to 17.5% of children in care. The majority of these children are placed within Gloucestershire (15.4%).

This is above our peer group (10.6%) and Good/Outstanding Authorities (12.3%).

Child Sexual Exploitation

There were 54 children for whom a Child Sexual Exploitation screening tool was completed in August.

	Number of Children	Percentage
Mild	28	52%
Moderate	15	28%
Significant	11	20%

29 of the 54 children (53%) who were deemed at risk of CSE in August had previously been identified as at risk of CSE and preventative work was taking place; 18 of these children remained rated at moderate or significant risk of CSE.

Legal Proceedings

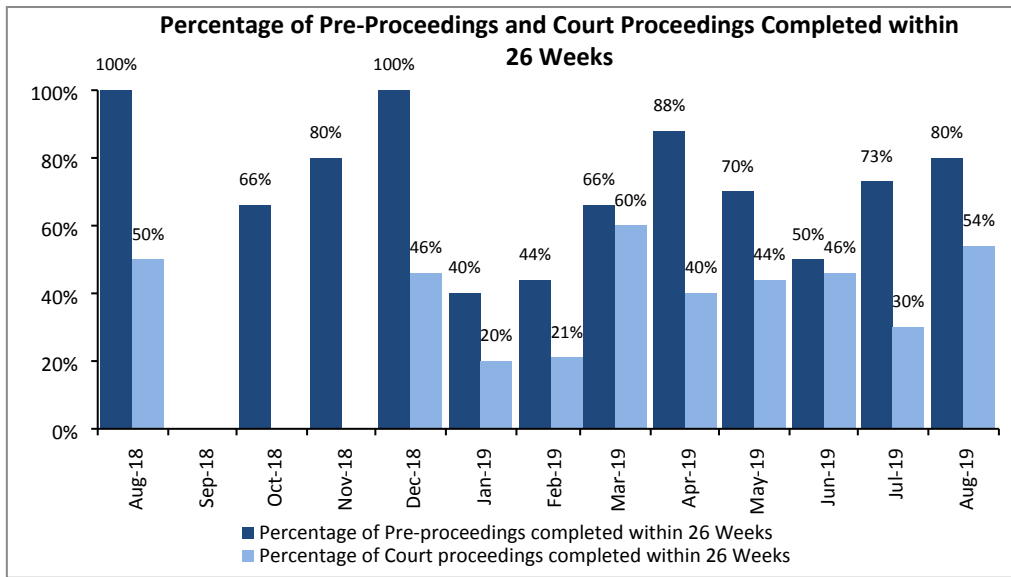
Pre-proceedings represented 44% of the Legal caseload at the end of August: 70 cases for 102 children.

79% of ongoing pre-proceedings cases were within timescale (55 cases for 79 children).

There were 15 pre-proceedings cases that were overdue with the longest having been ongoing for 68 weeks. Just under half of the overdue pre-proceedings were in Gloucester (7 cases).

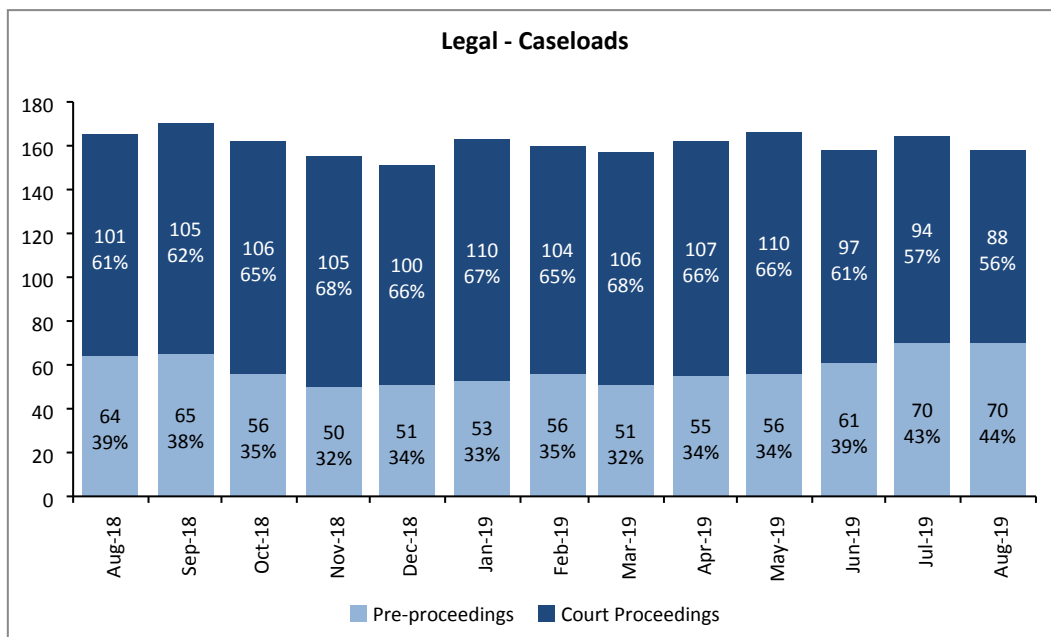
Court work accounted for 56% of the Legal caseload, with 88 cases currently in court for 150 children.

50% of ongoing court cases were within timescale (44 cases for 68 children).



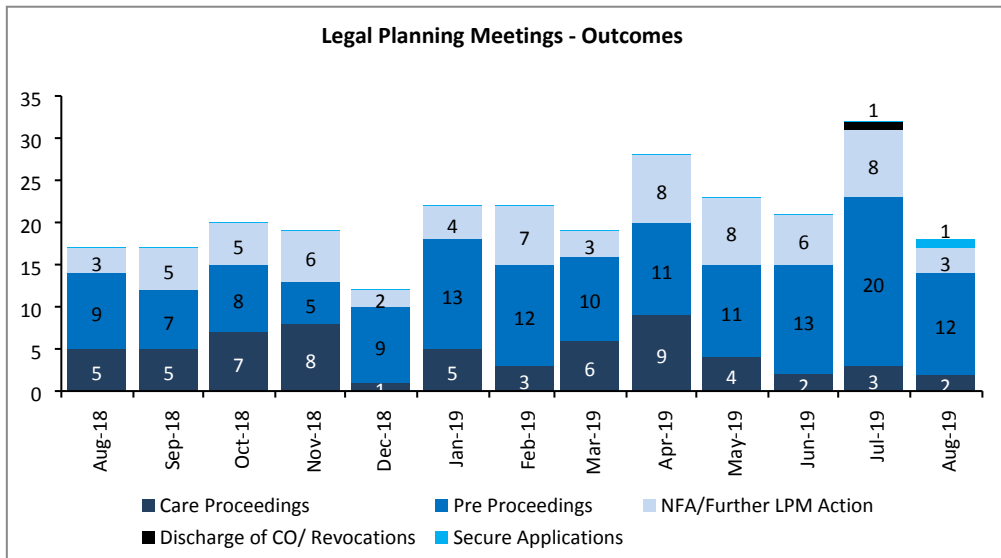
10 Pre-proceedings and 13 court cases were concluded in August.

80% of pre-proceedings and 54% of court cases were completed within the 26 week timescale (8 and 7 cases respectively).



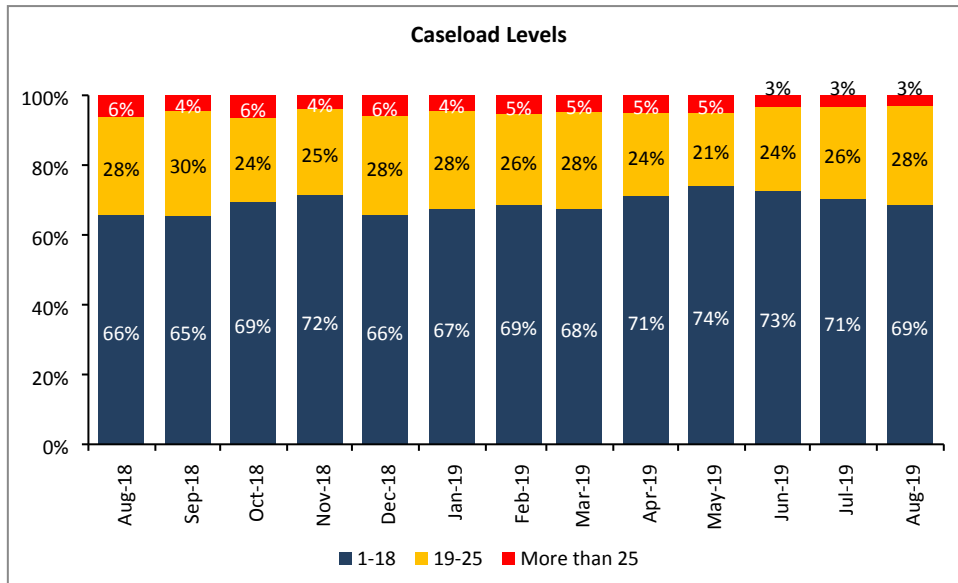
Since March, the balance of caseloads has been changing with pre-proceedings work increasing from 32% of the caseload to 44%.

We aim for each Solicitor to have a caseload of 8 cases. The average caseload per Solicitor at the end of August was 13 cases.



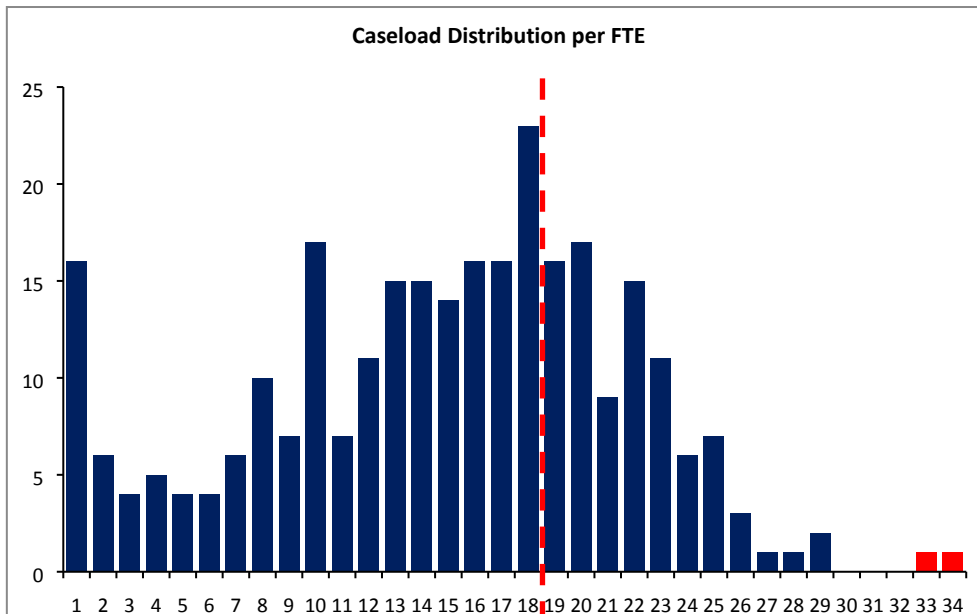
There were 18 Legal Planning Meetings in August. 17% resulted in no further action or required further work and a subsequent LPM to determine whether there were sufficient grounds to proceed (3 LPMs).

Workforce



There were 4069 children open to Social Care at the end of August. Although the volume of children open to Social Care has decreased this month (4146 in July), it still remains higher than 12 months ago (up 6.4%).

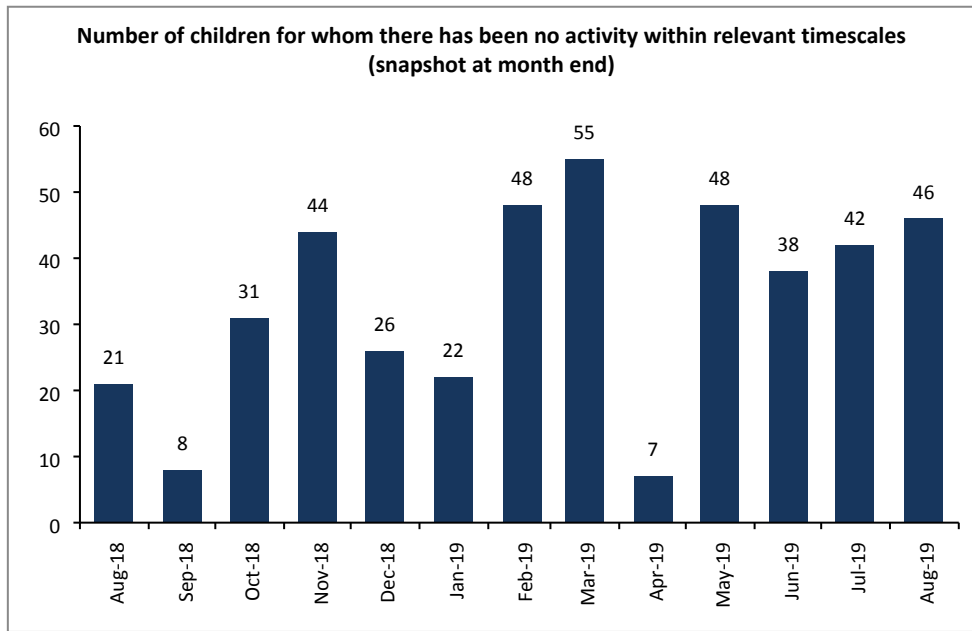
Children's Services is committed to achieving a caseload level for Social Workers of 18 children or fewer per fte. In August, 196 workers (69%) were responsible for 18 children or fewer per fte. This has decreased over the last 3 months from 74% in May.



Almost one-third of workers continue to have higher caseloads (90 workers, 31%). The growth in workers holding higher caseloads is in the 19-25 caseload level group, with the majority of workers holding 22 children or fewer per fte (88.5%).

At the end of August, there were two workers with a caseload exceeding 30 children per fte. One worker is recorded as working 20 hours per week with responsibility for 18 children (fte 33 children). The other worker is full time and has the responsibility of 34 children.

Inactivity for Children



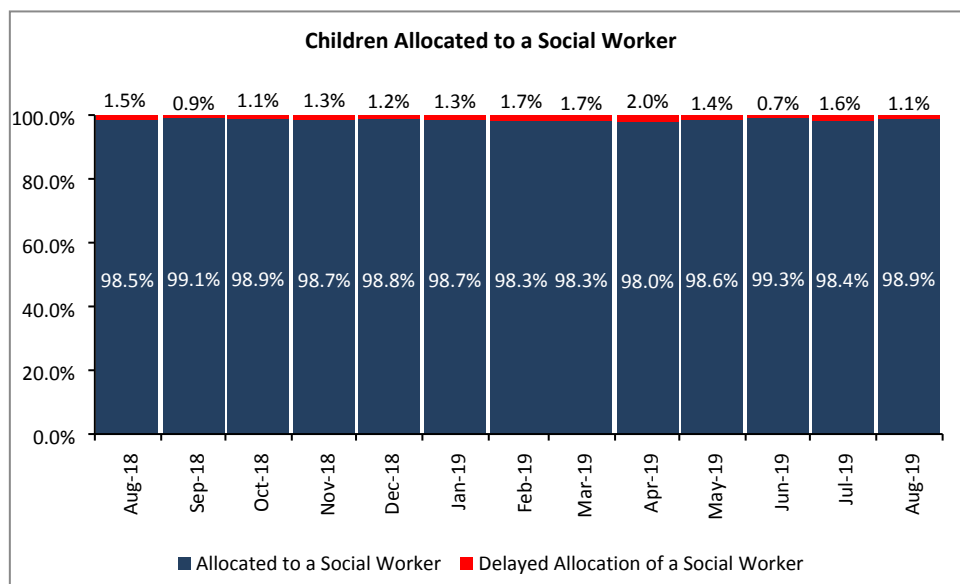
There is activity within relevant timescales for the vast majority of children (98.9%, 4023).

There were 46 children for whom there had been no activity within relevant timescales at the end of August.

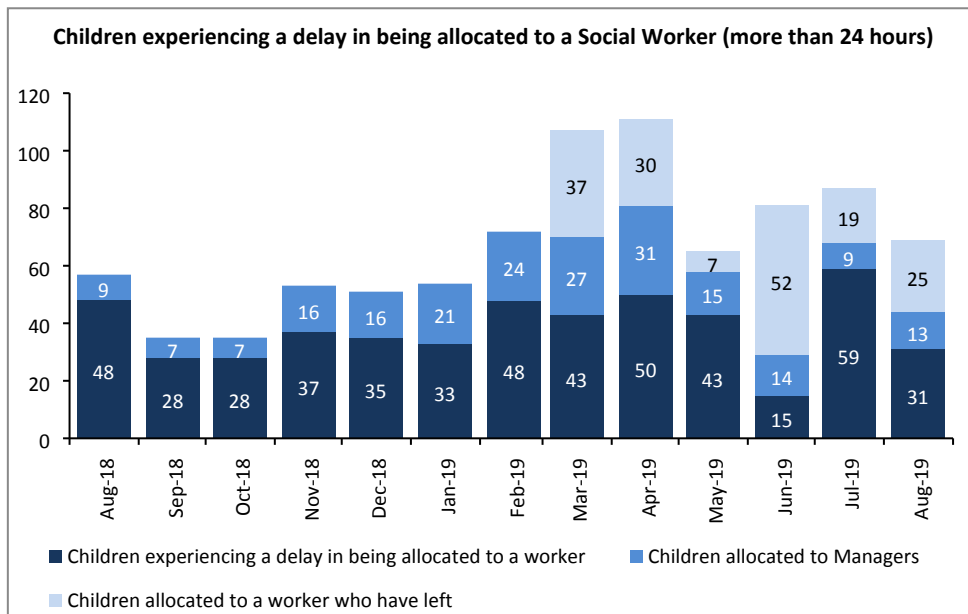
28 of the children are Care Leavers or held by the Permanency Teams, whilst 13 children are held by CAT/Safeguarding Teams; the majority of these are held by the Cotswolds (10 children).

The remaining 3 children are held by other teams (TACS and DCYPS). The longest period of inactivity for a child is currently 24 weeks with the TACS Team.

Children where there is a delay allocating a worker or who are allocated to a Manager



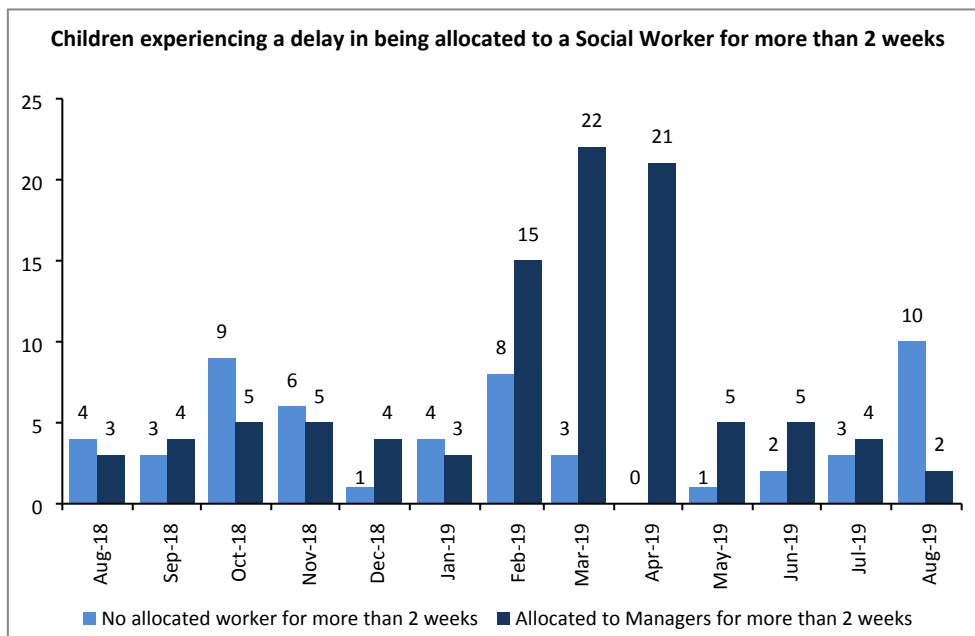
The overall majority of children have an allocated Social Worker (98.9%).



At the end of August, the number of children experiencing a delay in being allocated to a Social Worker had decreased to 44, down from 68 children at the end of July. Performance in this area continues to fluctuate on a monthly basis

There were also 3 workers who left in August to whom children are still allocated. This means that another 25 children had no allocated worker, taking the total number of children who did not have an allocated worker to 69.

Of the 10 children allocated to a Manager, 6 were held by Managers in the MASH as part of the Strategy Discussion process.



The number of children who had no allocated worker or were allocated to a Manager for more than 2 weeks has increased slightly from last month but remains low (12 children) compared to the peaks between February and April (23, 25 and 21 children respectively).

Case Supervision

A case supervision should take place for each child based on the standards detailed in the Supervision Policy and be recorded on the child's record within 1 working day. The policy states that all children should be discussed within 5 days of allocation or transfer and then every 4-8 weeks or every 3 months (short breaks and adoption support, no other concerns), depending on the status of the child.

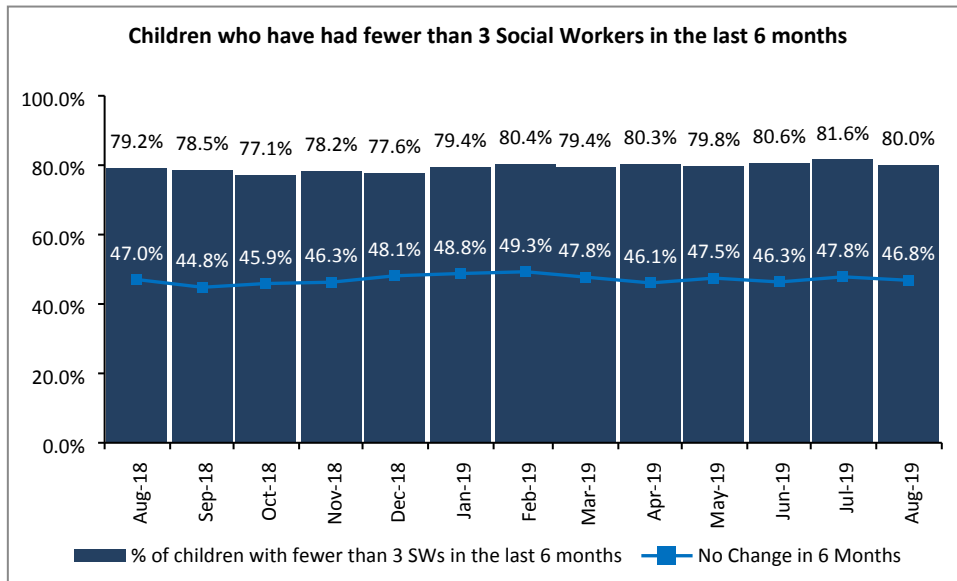
	Within 2 Months	More than 2 months	No supervision recorded
Gloucester South 11-25	92%	5%	3%
Stroud 11-25	45%	46%	9%
Gloucester North 11-25	39%	58%	4%
Tewkesbury	32%	17%	52%
Stroud	31%	7%	63%
Cotswolds	28%	32%	40%
Cheltenham	26%	26%	48%
Cheltenham 11-25	7%	40%	53%
Other	2%	58%	40%
Under 11s	1%	24%	76%
FoD		30%	70%
Gloucester		13%	87%
Unallocated			100%

At the end of August, of the 4063 children who receive Children's Social Care services, 815 (20.1%) had a case file supervision recorded on their file in the correct way in the last 8 weeks.

For some teams, it is evident that case supervisions are taking place for children although timeliness of these is a concern in a high proportion of cases. However, it is clear that the supervision form is not being used consistently by Team Managers and for children held by those teams, there is a lack of oversight and assurance that supervision is happening regularly.

Feedback from some teams indicates that they may continue to be recording supervisions as a case note and therefore reported performance is not reflective of activity for children. Work is in progress to ensure that all teams are recording supervisions using the form.

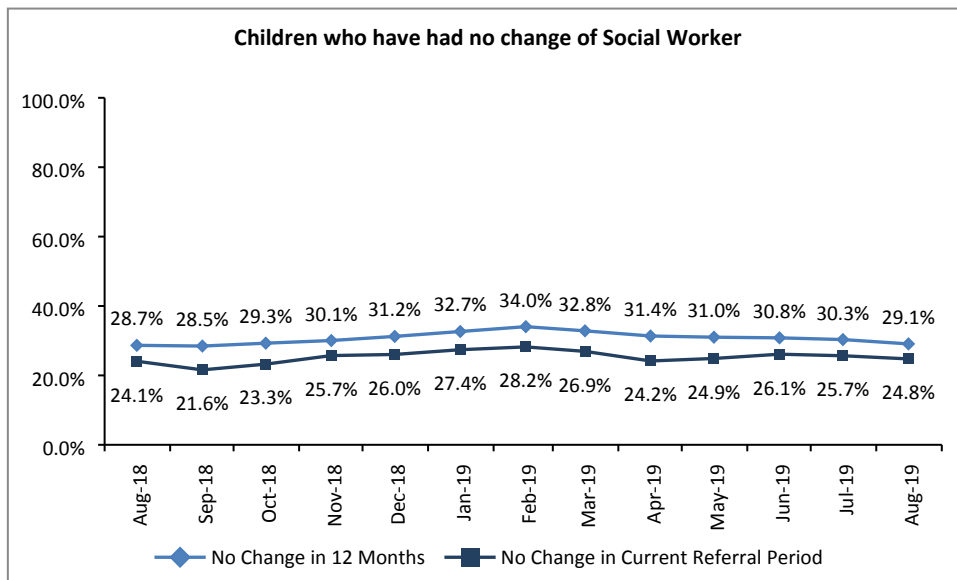
Social Worker Stability



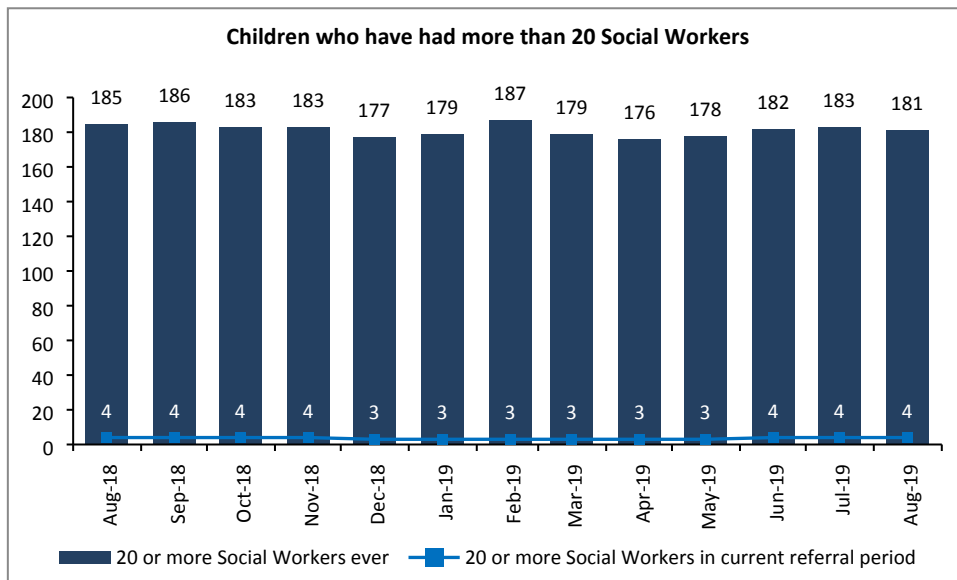
Note: Improvements have been made to reporting to ensure that all changes for the child are fully sighted e.g. allocation to the same worker where one or more workers has been the allocated worker to the child in the interim.

80% of children had fewer than 3 Social Workers in the last 6 months; this has remained broadly static over the last year. Almost half of children have retained the same worker during this time (46.8%).

814 children had experienced instability of Social Worker during the last 6 months (20%).



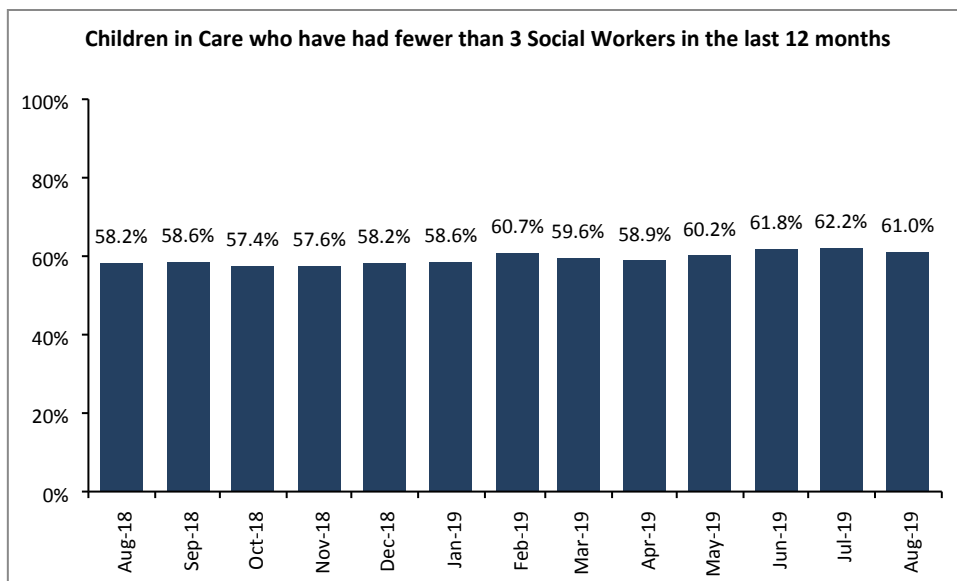
Just under a third of children had the same Social worker for the last 12 months (29.1%). While a quarter of children had had the same worker throughout their current referral 24.8%.



183 children had more than 20 Social Workers during their involvement with Social Care (4.4%) (including where the same worker has been allocated to the child twice where there have been other workers allocated in between allocation periods).

4 children have had more than 30 Social Workers during their involvement with Social Care.

4 young people have had 20 or more Social Workers during their current referral.



61.0% of our children in care have had fewer than 3 Social Workers in the last 12 months; this is slightly lower than other LAs which have been rated as inadequate by Ofsted where around 2 in 3 children have fewer than 3 Social Workers in 12 months.

53 of the children who have had 20 or more Social Workers during their involvement with us are children in care (7.4% of children in care overall).