December 2019

Referrals & Assessment

Contact & Referrals


Legend: Number of Contacts — Number of Referrals — % Contacts Progressing to Referral
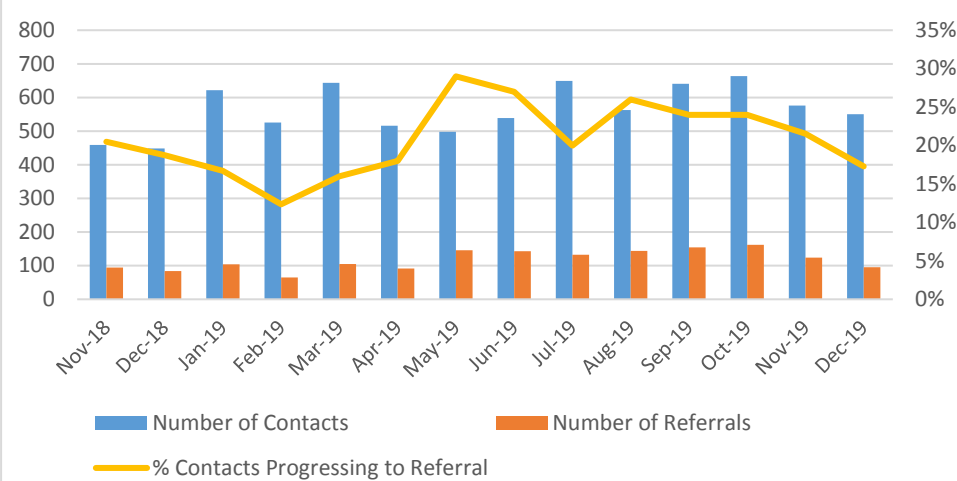
Contacts and Referrals: In December, 17% of contacts progressed to referral. This is a reduction from the % progression from last month and a smaller % compared to 1st October 2018 (21%), when the new contact and referral process was implemented.

Contacts & Referral Management

Legend: % Contacts managed in timescale — % Referrals managed in timescale
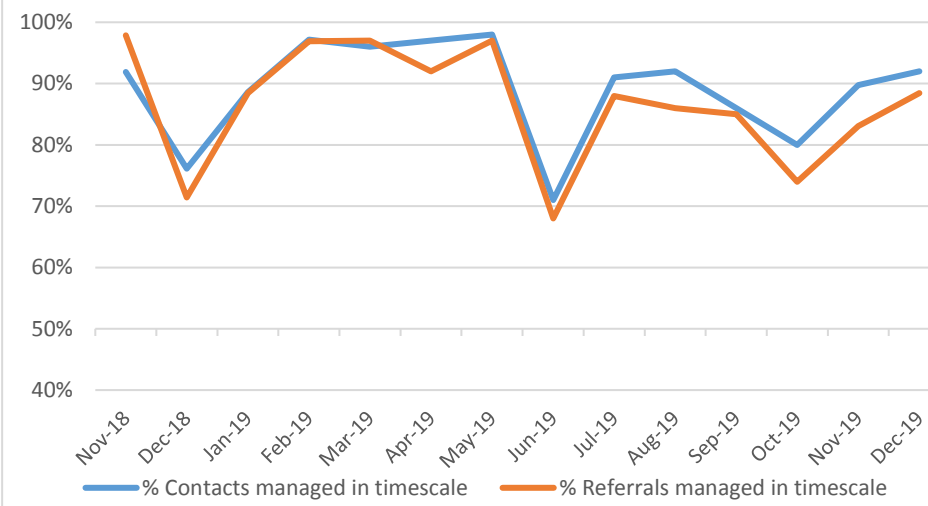
Contact & Referrals Management: The above graph shows the proportion of Contacts and Referrals which have been managed within the revised timescale of the next working day.

Contacts and referrals managed in timescales has increased in December. The year to date % for contacts is 88% and for referrals is 84%.

Source of Contacts and Referrals

Source of Contacts and Referrals	Total Contacts	% of Contacts	Total Referrals	% of Referrals	% of Contacts Progressed to Referral
Anonymous	2	0.36%	0	0.00%	0.00%
Education Services	1	0.18%	0	0.00%	0.00%
Health services - A&E (accident and emergency department)	11	2.00%	3	3.16%	27.27%
Health services - General Practitioner (GP)	10	1.82%	0	0.00%	0.00%
Health services - Health Visitor	5	0.91%	4	4.21%	80.00%
Health services - Other eg. hospice	2	0.36%	0	0.00%	0.00%
Health services - Other primary health	38	6.91%	13	13.68%	34.21%
Health services - School Nurse	2	0.36%	0	0.00%	0.00%
Housing – local authority housing or housing association	2	0.36%	0	0.00%	0.00%
Individual - acquaintance eg. neighbours / child minders	1	0.18%	0	0.00%	0.00%
Individual - family member / relative / carer	13	2.36%	2	2.11%	15.38%
Individual - other Individuals e.g. strangers / MPs	2	0.36%	0	0.00%	0.00%
LA services - social care, for example, from another local authority's adults social care	30	5.45%	12	12.63%	40.00%
Other - including children's centres, independent agency providers or voluntary	29	5.27%	6	6.32%	20.69%
Other Legal Agency - incl. courts, probation, immigration, CAFCASS or prison	22	4.00%	5	5.26%	22.73%
Police	317	57.64%	29	30.53%	9.15%
Schools	63	11.45%	21	22.11%	33.33%
Total	550		95		17.27%

Contact/Referral by agency: The table above shows the amount of Contacts and Referrals received during December.
As can be seen from this table, the majority of our activity continues to be driven by the Police.

Number of Re-referrals

Legend: Re-referrals received in the last month — Re-referrals received in the last month - %
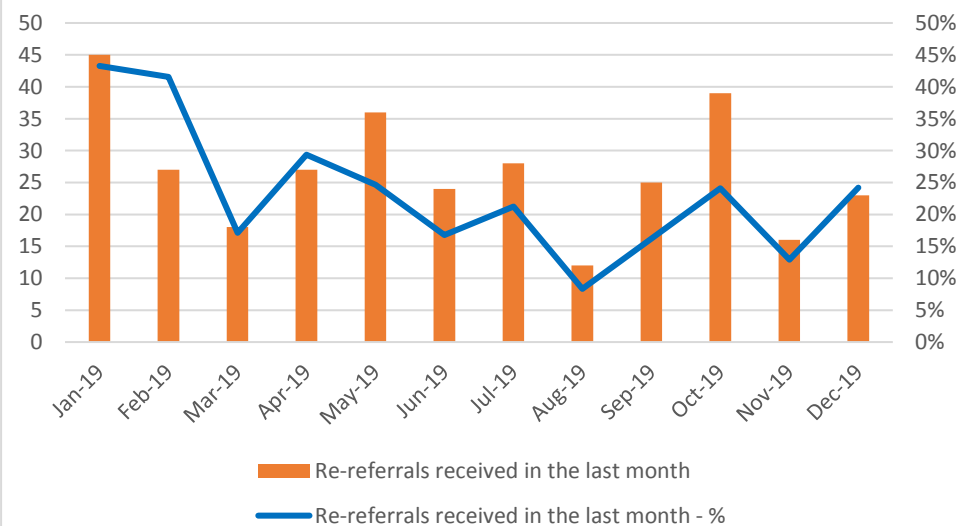
Percentage of Re-referrals: The re-referral rate is based on referrals on cases that have previously been open in the last 12 months. The proportion of re-referrals in December was 24%, which is an 11% point increase from November.

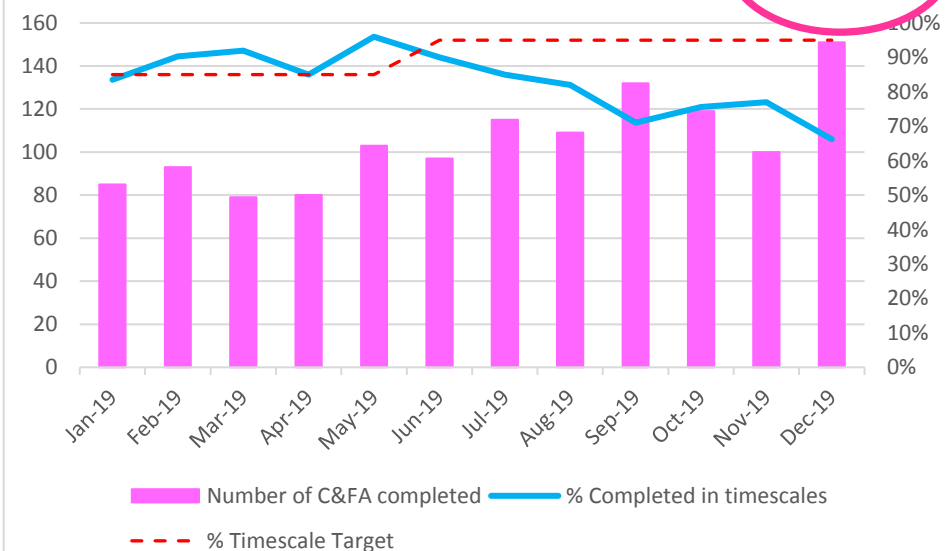| Re-referral % comparision							
Hfd Dec	Hfd YTD	England*	Stat Neigh*	West Mids*	Good Stat Neigh*	OfSted Good*	OfSted Out'ing*
24%	19%	22%	20%	25%	17%	20%	19%

*2017/18 figures used for comparison (England, statistical neighbours, West Midlands & OfSted).

Number of current Early Help Assessments (EHA)
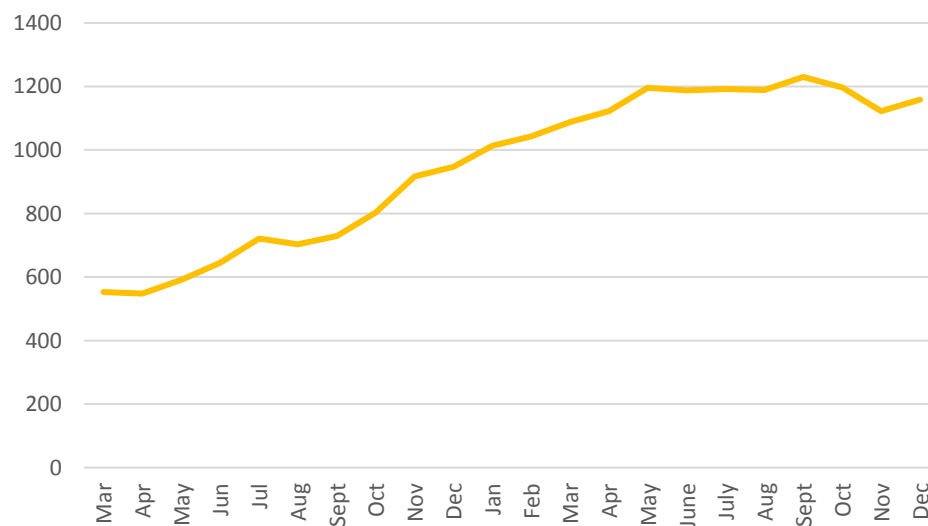
Early Help Interventions: As can be seen from the above graph, the number of cases open to Early Help is similar to the last few months.

Child & Family Assessments

100 out 151 Assessments in time

Legend: Number of C&FA completed — % Completed in timescales — % Timescale Target

Child & Family Assessments (CAFAs): In December, the number of CAFAs completed had a large increase. 66% of assessments completed met timescales, this is a decrease compared to last month, but falls short of our 95% target.
The YTD position is has now fallen to 80% (from 82% last month).

Assessments in timescale % comparision							
Hfd Dec	Hfd YTD	Eng*	Stat Neigh*	West Mids*	Good Stat Neigh*	OfSted Good*	OfSted Out'ing*
66%	80%	83%	78%	85%	86%	84%	86%

*2017/18 figures used for comparison (England, statistical neighbours, West Midlands & OfSted).

Incomplete Child & Family Assessments: As at the end of December, there were 224 assessments awaiting completion. The table below summarises where the incomplete assessments sit.
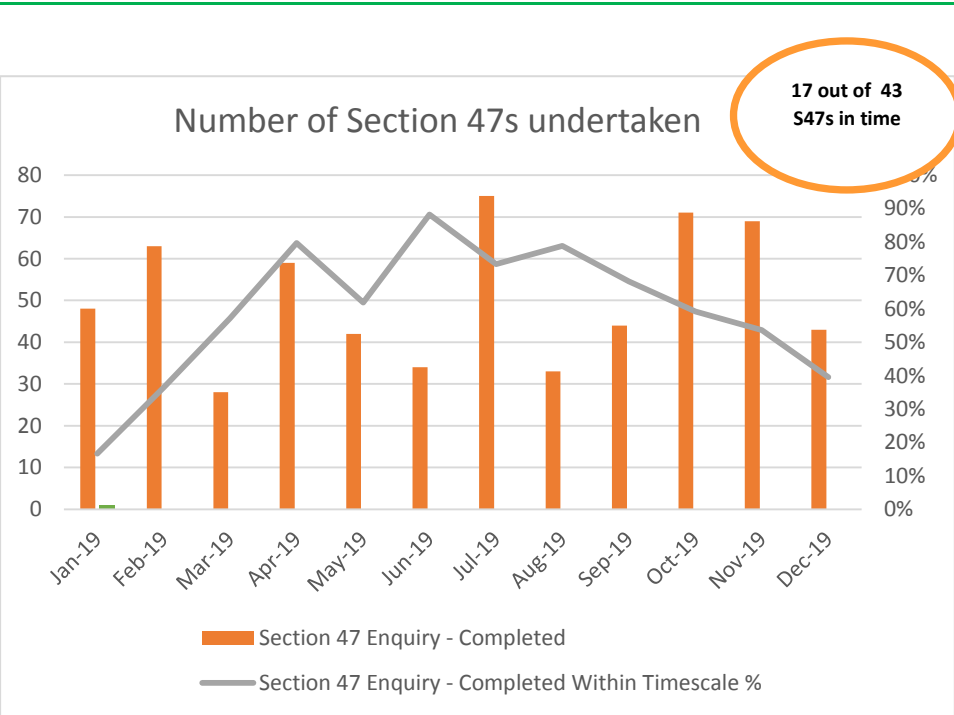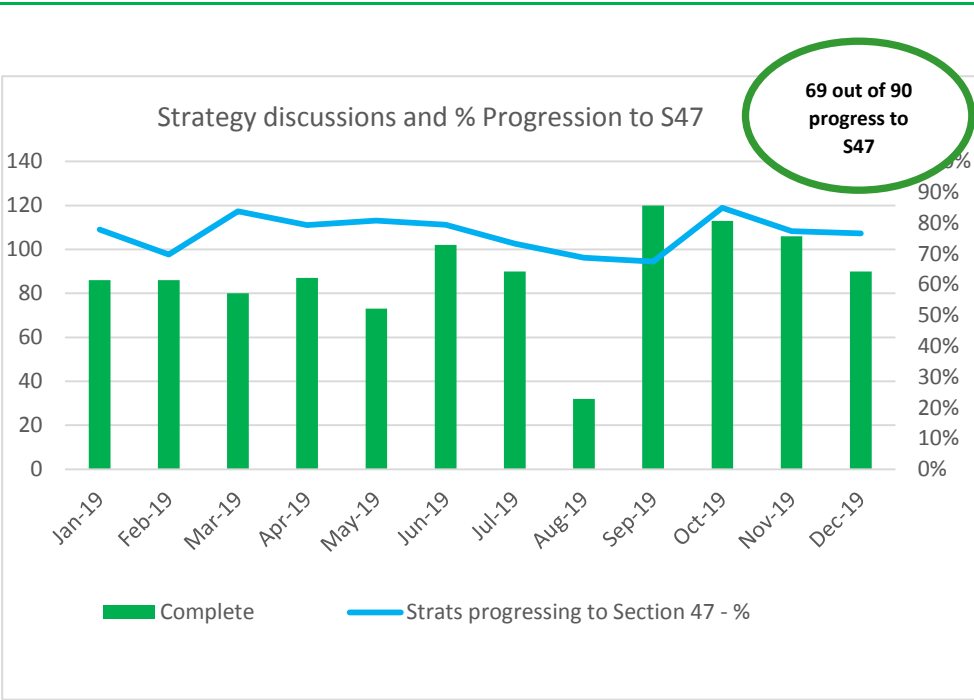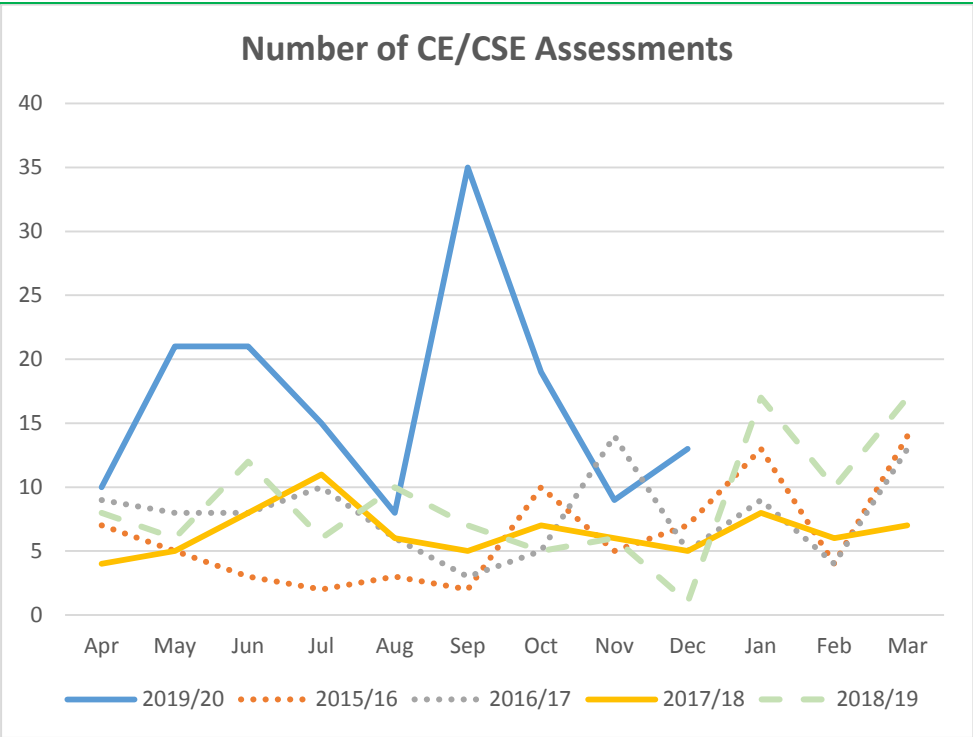
Team	Total Number awaiting completion	Number beyond 45 days
Assessment 1	85	7
Assessment 2	100	22
CP & Court 1	6	3
CP & Court 2	13	12
CP & Court 3	12	9
CWD	7	7
Other	1	1
Total	**224**	**61 (27%)**

Outcomes of Child & Family Assessment: The following shows the outcomes from the C&F assessments completed during the month. Typically, a strategy meeting is called from the contact/referral, rather than the end of the assessment.

Referral Outcome	Assessment Outcome	
Strategy Meeting	CIN Plan	9
	Review Assessment Only	3
	Close Case	24
No-Strategy Meeting	CIN Plan	13
	Strat	2
	Review Assessment Only	3
	Close Case	97

Of the assessments completed in December, it was identified that 71% of cases reported seeing the child within 3 days. This a decrease in the level of performance from last month, November which was 80%.

Team	Total Number completed (December)	Percentage in timescale	Percentage seen in 3 days
Assessment 1	70	73%	54%
Assessment 2	69	65%	87%
CP & Court 1	2	0%	100%
CP &Court 2	2	50%	100%
CP & Court 3	-	-	-
CWD	5	0%	80%
16+	-	-	-
Total all teams		**66%**	**71%**

Number of CE/CSE Assessments

Strategy discussions and % Progression to S47

69 out of 90 progress to S47

Number of Section 47s undertaken

17 out of 43 S47s in time

CE/CSE Assessments: During December, there were 13 CSE/CE assessments completed. The data for September, October, November and December is taken from both the old CSE step and the new CE step.
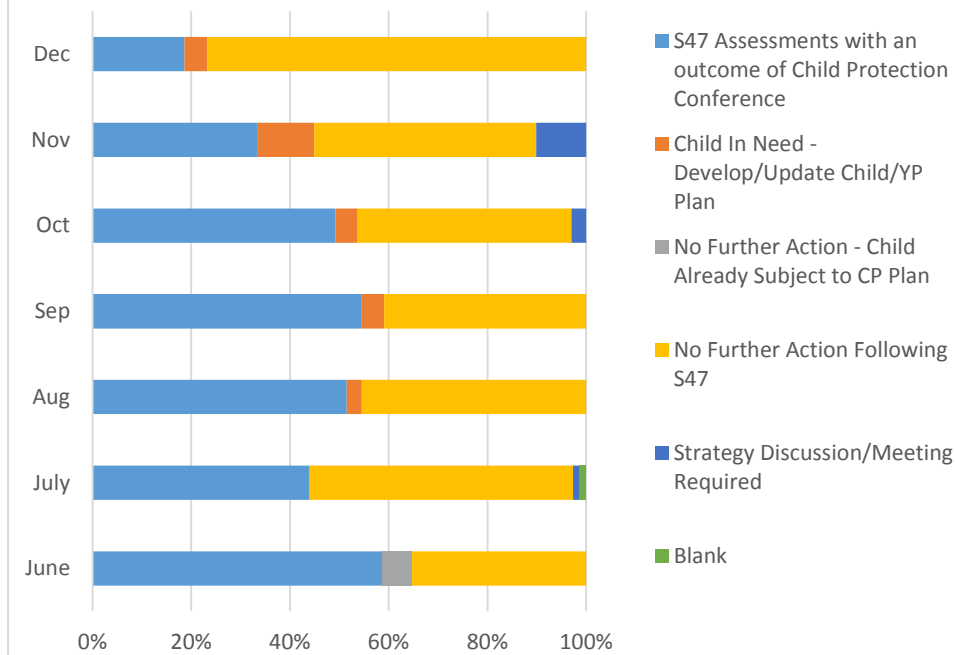
Strategy Discussions: During December, there was a decrease in the number of Strategy Meetings undertaken. The progression of cases to Section 47 during the month was the same as Novembere at 77%.

Year to date figure is 77% progressing to Section 47.

Section 47s: There was a large decrease in the number of Section 47s completed in December, with 43 being completed.

Last year, we had a very high rate of Section 47's compared to national averages, and were also above the WM average, albeit WM authorities had some significant outliers (both high and low).

Outcomes of S47s

Legend:
- S47 Assessments with an outcome of Child Protection Conference
- Child In Need - Develop/Update Child/YP Plan
- No Further Action - Child Already Subject to CP Plan
- No Further Action Following S47
- Strategy Discussion/Meeting Required
- Blank

Section 47 Outcomes:
The graph to the left shows the outcome of those Section 47s started in the period. In December, 77% of Section 47s were NFA'd. 19% were progressed to ICPC.

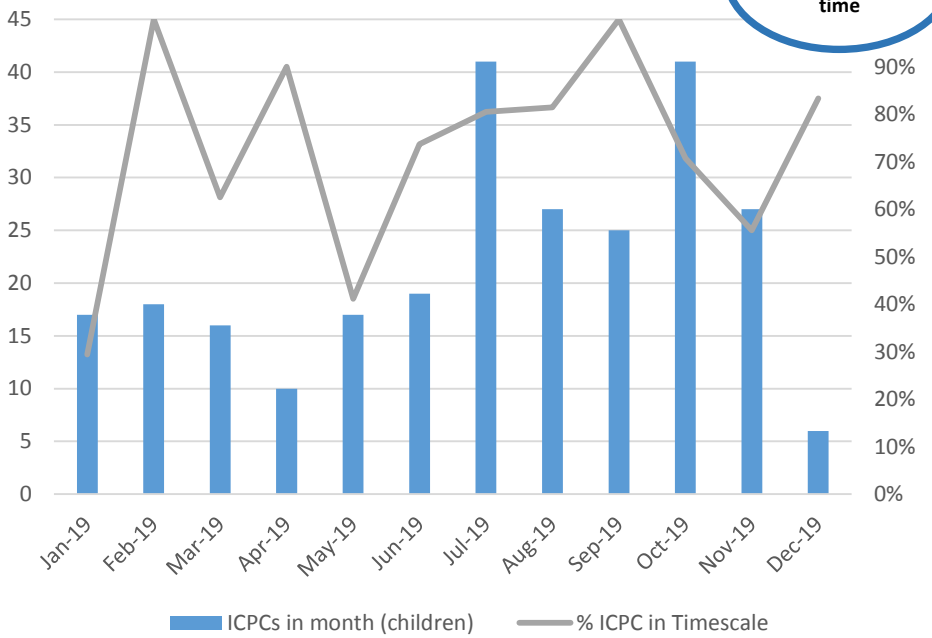For the whole year to date 2019/2020, 51% have been NFA'd, 40% progressed to ICPC.

Initial Child Protection Conferences: In December, performance around ICPC timescales improved. There were 6 ICPCs this month and 83% were held in timescale compared to 56% last month.

The year to date figure is 75% ICPC in timescale.

| ICPCs in timescale % comparision							
Hfd Dec	**Hfd YTD**	**Eng***	**Stat Neigh***	**West Mids***	**Good Stat Neigh***	**OfSted Good***	**OfSted Out'ing ***
83%	**75%**	**77%**	**79%**	**77%**		**82%**	**76%**

*2017/18 figures used for comparison (England, statistical neighbours, West Midlands & OfSted).

Number of ICPC and Timescales

5 out of 6 ICPCs in time

Legend:
- ICPCs in month (children)
- % ICPC in Timescale

Number of children on a CIN plan

Legend:
- Total CiN plans
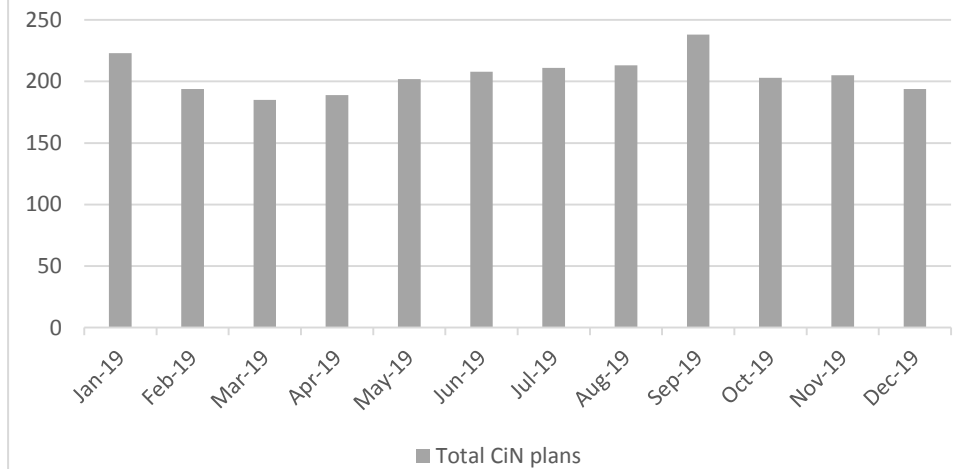
Number of children on a CIN Plan: The graph to the left shows the number of children on a CIN Plan

There has been a small decrease in the numbers of children on a CIN plan during the last month from 205 in November to 194 in December.

The table to the right splits the current number of children identified as CIN, between those with an incoming plan and those with an incomplete plan.

The current numbers at the end of December of CIN are broken down as follows

	CIN Plans		Total known CIN
	Incoming/ Proposed	Started/ Complete	
Total	**38**	**152**	**206**
Assessment 1	7	5	**12**
Assessment 2	11	12	**23**
CP & Court 1	2	36	**38**
CP & Court 2	4	14	**18**
CP & Court 3	2	26	**28**
LAC Team 2	0	1	**1**
CWD	11	51	**62**
16+	1	7	**8**
Unallocated	0	0	**0**

Child Protection Plans

Number CPP in period
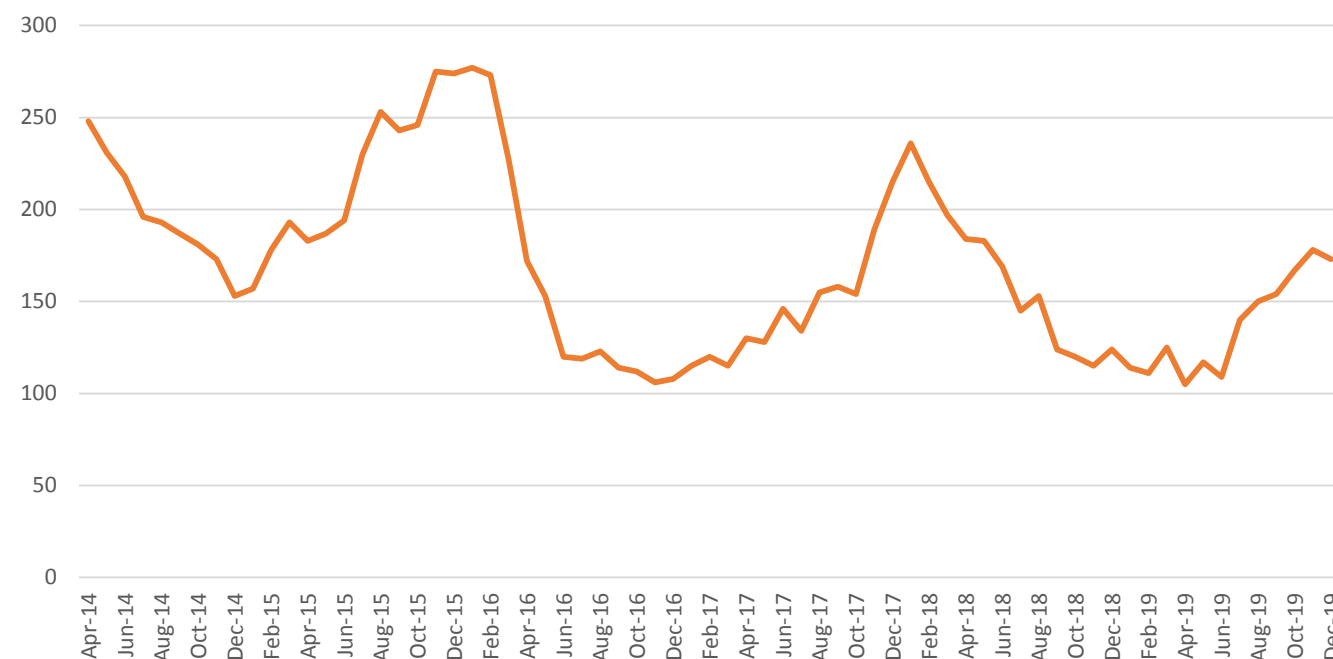
CP Starting & Ceasing in month

■ CP Ceasing ■ CP Starting
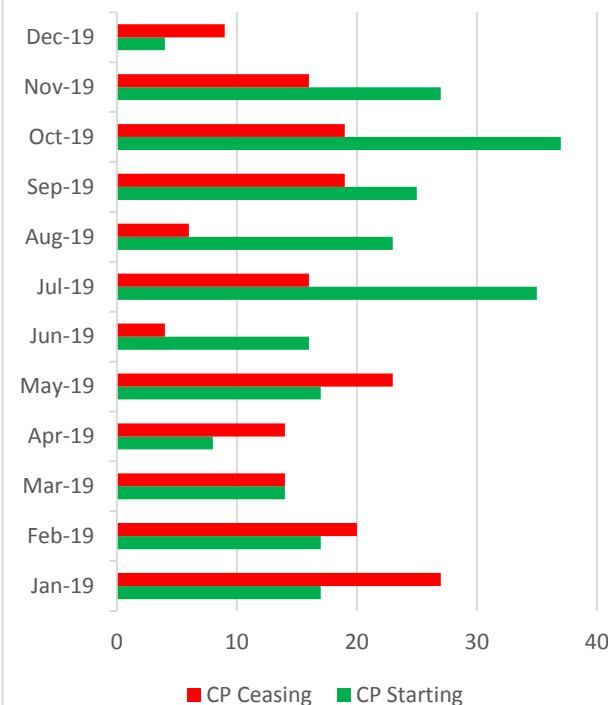
Current CP at Month End:

173

Number of children subject to Child Protection Plans: The number of children subject to a Child Protection Plan during December has fallen compared to the last month. 7 CP plans ceased in December due to no longer meeting thresholds, 1 became LAC and 1 turned 18.

The graph to the immediate left illustrates the numbers of children starting and ceasing CP plans in each month. The age and gender profile is on the graph below.

CP Rate (per 10,000)						
Hfdshire current	**Eng***	**Stat Neigh***	**West Mids***	**Good Stat Neigh***	**OfSted Good***	**OfSted Out'ing ***
48	**45**	**38**	**50**	**54**	**33**	**34**

*2017/18 figures used for comparison (England, statistical neighbours, West Midlands & OfSted).

CP Plan Category

■ Emotional abuse ■ Multiple ■ Neglect ■ Physical abuse ■ Sexual abuse
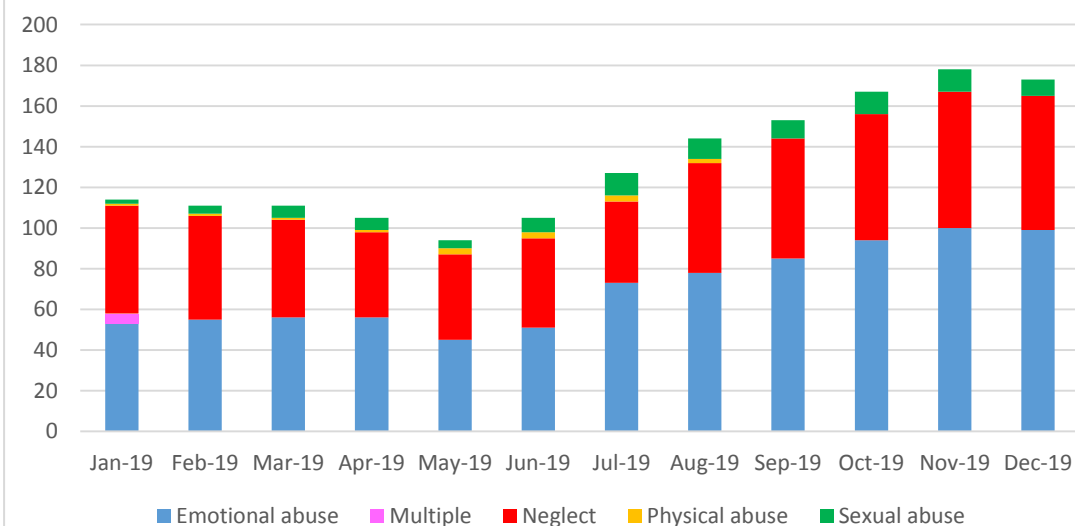
	July 19	**Aug 19**	**Sep 19**	**Oct 19**	**Nov 19**	**Dec 19**
Emotional	73(57%)	78 (54%)	85 (56%)	94 (56%)	100 (56%)	99 (57%)
Multiple	0(0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Neglect	40(31%)	54 (38%)	59 (39%)	62 (37%)	67 (38%)	66 (38%)
Physical	3(2%)	2 (1%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Sexual	11(9%)	10 (7%)	9 (6%)	11 (7%)	11 (6%)	8 (5%)

The above table gives the categories of CP plans as at the last day of the month

Age of current CP

■ Male ■ Female ■ Unknown
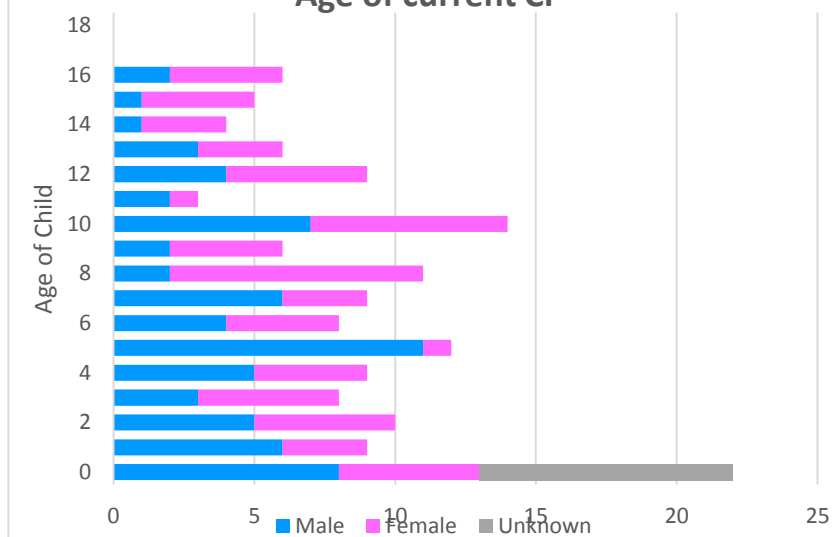
Reason for Child Protection Plans: During December, 99 children were identified as having a plan in relation to emotional abuse, 66 for neglect, 8 for sexual abuse and 0 for physical abuse.
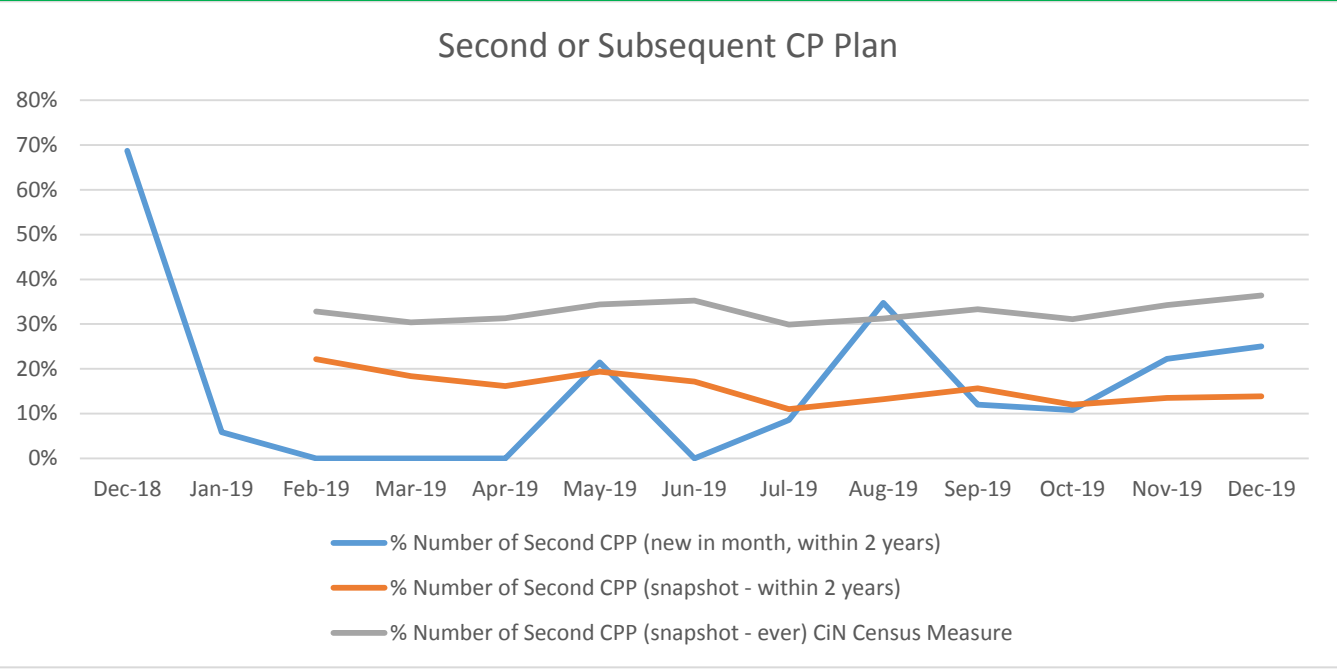
Child Protection Plans

Number of children on CP plans for more than 2 years

Legend: ■ Number of CP 2 years+   ── % CP 2 years+

Second or Subsequent CP Plan

Legend:
── % Number of Second CPP (new in month, within 2 years)
── % Number of Second CPP (snapshot - within 2 years)
── % Number of Second CPP (snapshot - ever) CiN Census Measure

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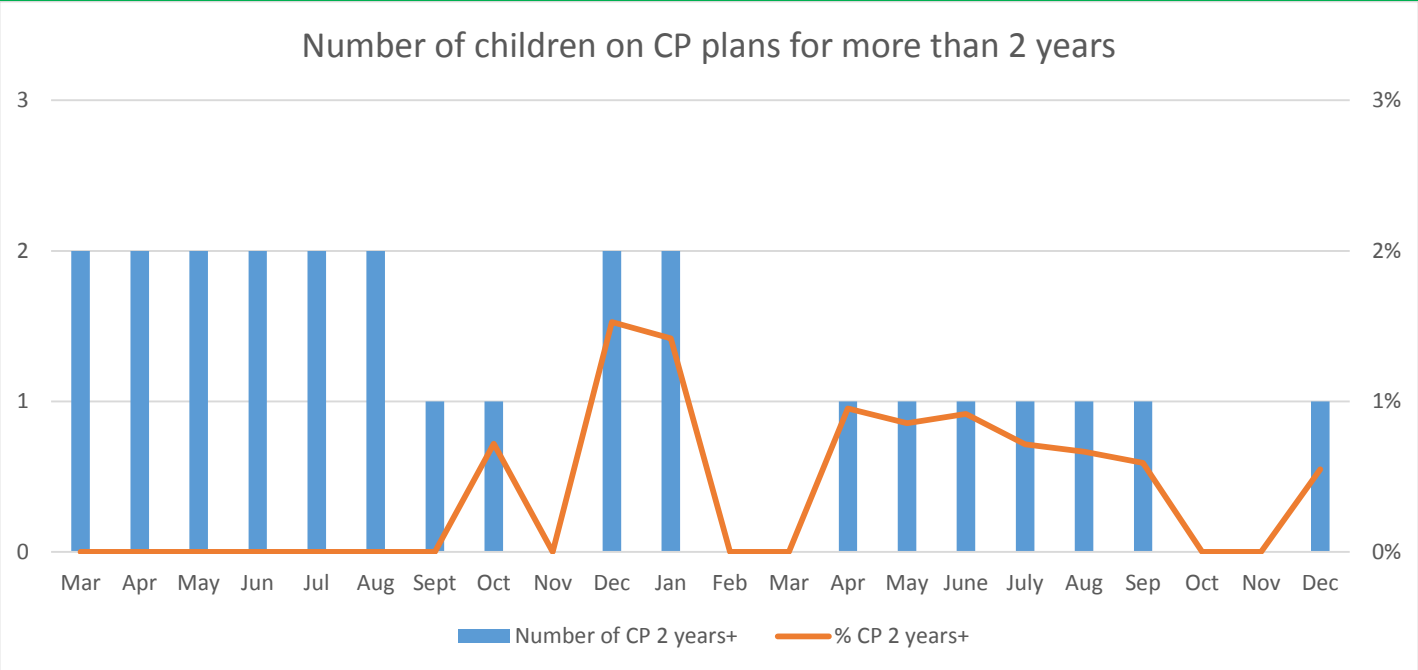
Child Protection Plans open for 2 or more years: In December, there was 1 child that had been on a plan for over 2 years.

CP 2+ years (for those currently CP)							
Hfd December	**Hfd YTD**	**England***	**Stat Neigh***	**West Mids***	**Good Stat Neigh***	**OfSted Good***	**OfSted Out'ing***
1	1	2	3	1			

*2017/18 figures used for comparison (England, statistical neighbours,West Midlands & OfSted).

Second and Subsequent Child Protection Plan: Of the 4 children becoming CP during December, 1 of these had been subject to a plan in the last 2 years. Of the 182 children that had a CP plan during December, 24 (14%) had been subject to a plan within 2 years of the start of their current plan (36% had been on a plan at any stage prior to the current plan)

The graph above has now been changed to give the percentage of cases which become CP in month which have previously been subject to a plan in the previous 2 years (blue line) and the percentage of cases that were CP at the end of the month that had been subject to a plan within 2 years of the start of their current plan.

CP 2nd and subsequent						
Hfd December	**England**	**Stat Neigh**	**West Mids***	**Good Stat Neigh***	**OfSted Good***	**OfSted Out'ing***
14%	-	-	11%			

*2017/18 figures used for comparison (England, statistical neighbours, West Midlands & OfSted).

Female Genital Mutilation: In December 2019 no cases of FGM have been identified.

Number of LAC

Age & Gender of LAC (at month end)

■ Male ■ Female
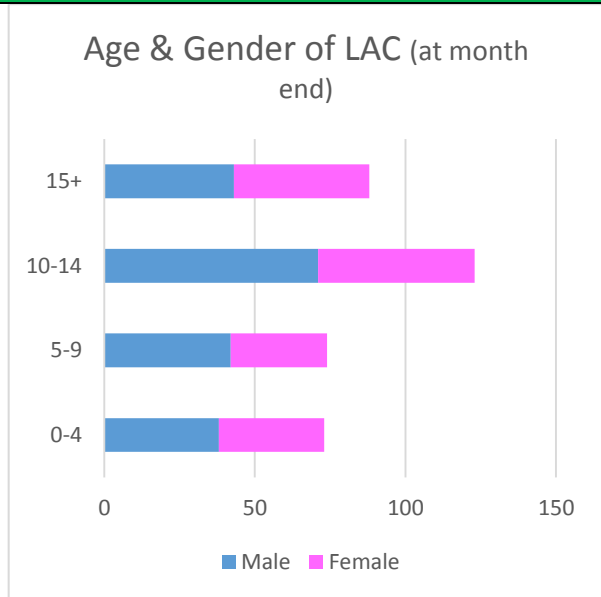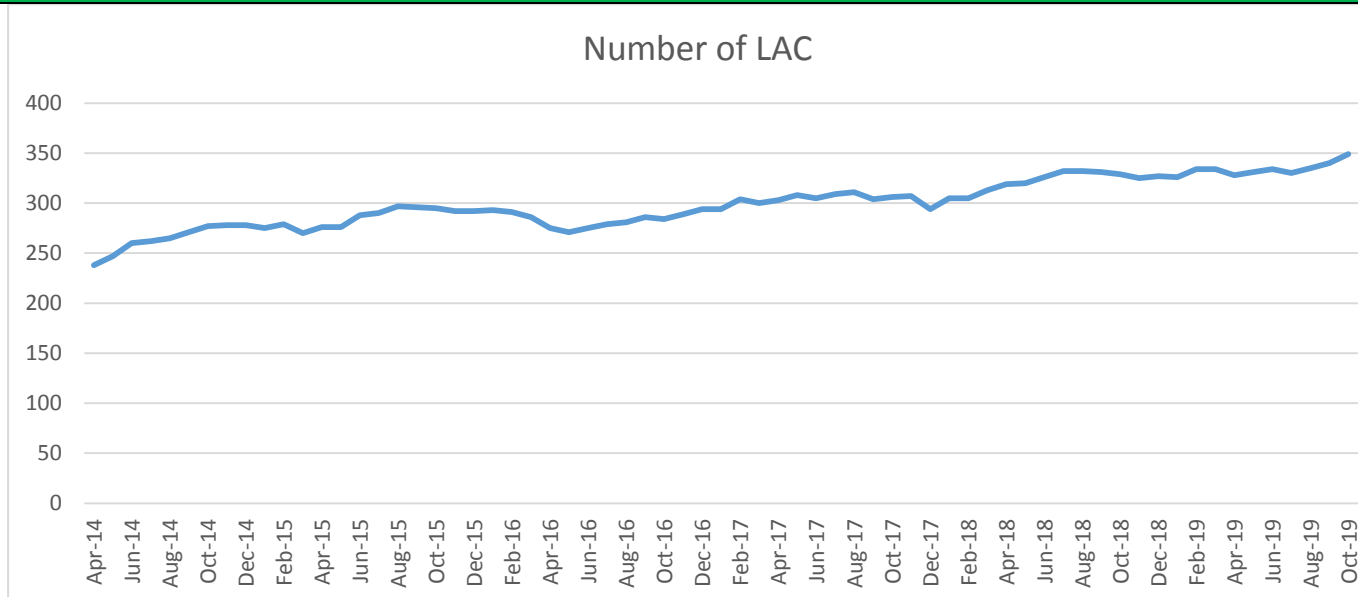
Current LAC at Month End:

358

New LAC Starters in Period
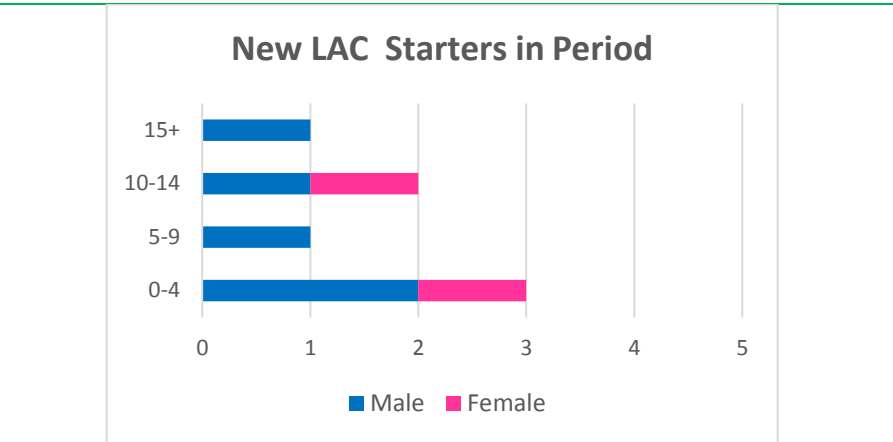

■ Male ■ Female

LAC Numbers: As at the end of December, the number of Looked After Children was 358.

LAC Rate (per 10,000)						
Herefordshire December	**England***	**Stat Neigh***	**West Mids***	**Good Stat Neigh***	**OfSted Good***	**OfSted Out'ing***
99	64	53	78	50	52	46

*2017/18 figures used for comparison (England, statistical neighbours, West Midlands & OfSted).
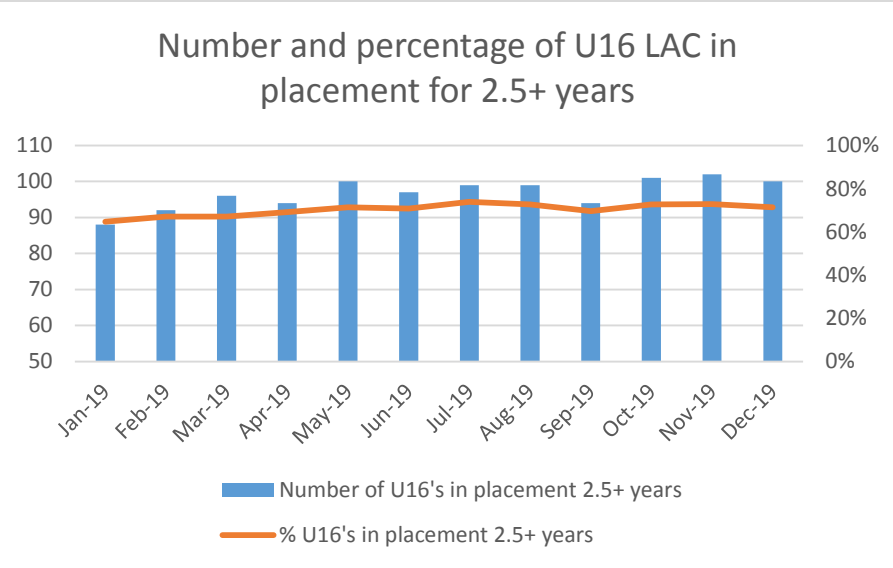
New LAC in Period: During December 5 children became LAC, four aged 4 or younger and one aged 15+.

LAC Cessations: Three children ceased LAC in December: One because they had moved into independent/supported living, one to return home and one for another eason.

Number and percentage of LAC with 3 or more placements

■ Number of LAC 3+ placements — % of LAC 3+ placements

Number and percentage of U16 LAC in placement for 2.5+ years

■ Number of U16's in placement 2.5+ years — % U16's in placement 2.5+ years

Placements Types

■ Secure Accomodation / YOI
■ Residential
■ Prospective Adoptive Placement
■ Placement With Parents
■ Placed With Family and Friends
■ Other
■ Not Mapped
■ Internal Supported Lodgings
■ In House Foster Care
■ IFA
■ Supported Accommodation

Number of LACs with 3 or more placements: The number of children who have been subject to 3 or more placements has seen small fluctuations over the last few months. December has risen since November which was at 6%.
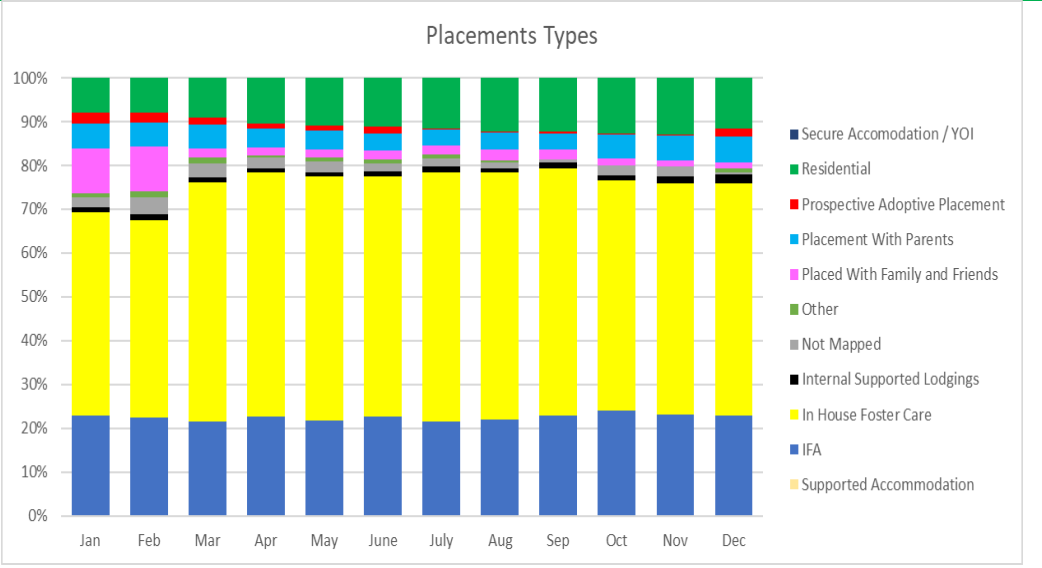
LACs in the same placement for 2.5+ years: The number of children who have remained in placement for 2.5+ years has been reasonably constant over the last 6 months.

Current LAC Placements: Distribution of LAC placement types had shifted a little during the last 6 months, with an increasing proportion of children placed with family and friends which was balanced by an overall reduction in in-house foster care. However, March - December shows that there has been a reduction in the proportion of placements with family and friends and an increase of in-house placement. There is still a small number of unmapped placements this month.

% LAC with 3 or more placements in last 12 months						
Hfdshire current	**Eng***	**Stat Neigh***	**West Mids***	**Good Stat Neigh***	**OfSted Good***	**OfSted Out'ing***
8%	10%	11%	11%	10%	11%	11%

% LAC 2.5+ yrs in same placement						
Hfdshire current	**Eng***	**Stat Neigh***	**West Mids***	**Good Stat Neigh***	**OfSted Good***	**OfSted Out'ing***
71%	70%	71%	68%	67%	72%	72%

*2017/18 figures used for comparison (England, statistical neighbours, West Midlands & OfSted).

	Aged 19	Aged 20	Aged 21	Total
Cohort	40 (down 1)	36 (up 2)	34 (no change)	110 (up 1)
LA in Touch	85%	83%	68%	79%
In Suitable Accommodation	75%	83%	64%	77%
In Education, Employment or Training	48%	50%	24%	42%

The information shows the proportion of Care Leavers, between 19 and 21 that are in touch in EET or in suitable accommodation.

% Care Leavers aged 19-21 In Touch						
Hfdshire current	Eng*	Stat Neigh*	West Mids*	Good Stat Neigh*	OfSted Good*	OfSted Out'ing*
79%	88%	88%	90%	84%	91%	86%

% Care Leavers aged 19-21 In Suitable Accommodation						
Hfdshire current	Eng*	Stat Neigh*	West Mids*	Good Stat Neigh*	OfSted Good*	OfSted Out'ing*
77%	84%	86%	84%	83%	89%	81%

% Care Leavers aged 19-21 in Emploment, Education or Training						
Hfdshire current	Eng*	Stat Neigh*	West Mids*	Good Stat Neigh*	OfSted Good*	OfSted Out'ing*
42%	51%	52%	50%	50%	61%	56%

*2017/18 figures used for comparison (England, statistical neighbours West Midlands & OfSted).
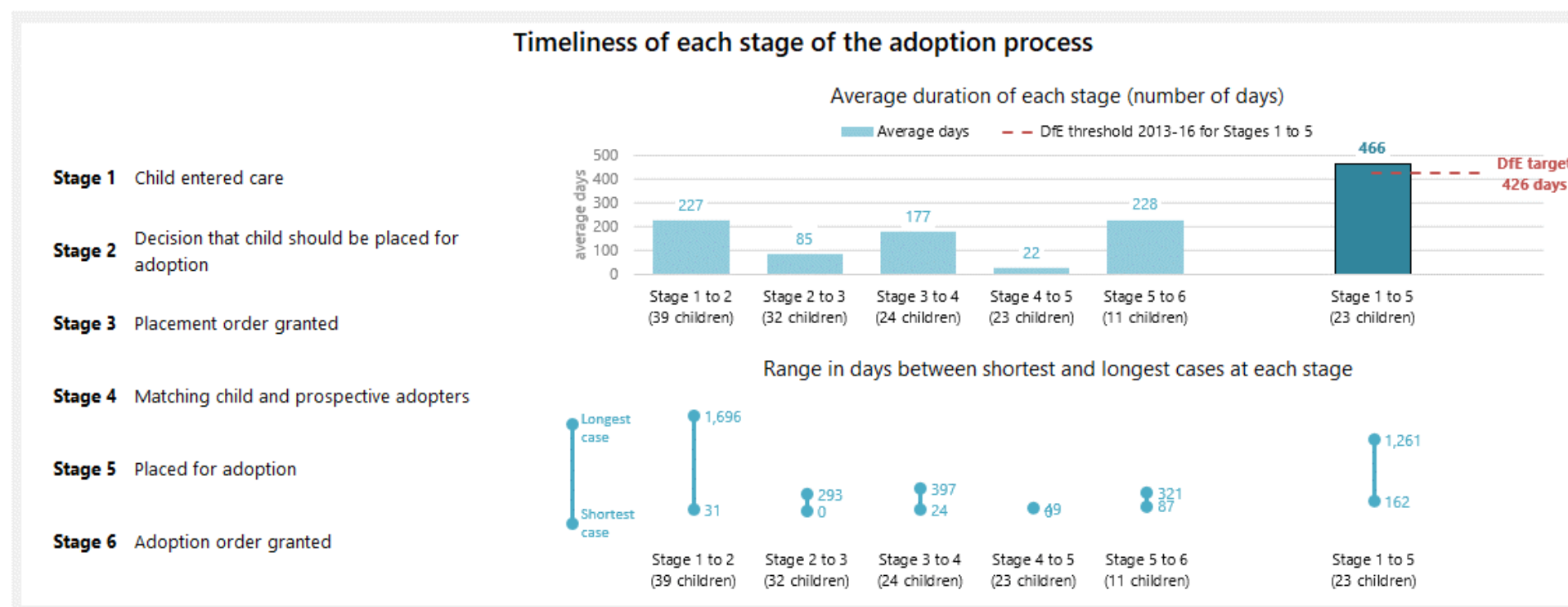
Fostering & Adoption

Fostering

This is remains an early view of the data, which needs further cleansing work.

	June 2019		July 2019		August 2019		September 2019		October 2019		November 2019		December 2019	
	Nights	Percentage	Nights	Percentage	Nights	Percentage	Nights	Percentage	Nights	Percentage	Nights	Percentage	Nights	Percentage
In-House	5522	71%	5731	56%	5750	56%	5620	56%	5674	53%	5495	51%	5754	54%
IFA	2070	27%	2070	21%	2183	21%	2222	22%	2459	23%	2365	22%	2393	22%
Residential	62	1%	1036	10%	1055	10%	1084	11%	1159	11%	1186	11%	1194	11%
Other	0	0%	1357	13%	1315	13%	1315	12%	1481	14%	1621	14%	1642	13%

Adoption

The following information is lifted from Annex A, based on children adopted, waiting to be adopted, or having an adoption decision reversed in the last 12 months. There has been next to no change in the reported average times in the graph below compared to last month.

Stage 1 Child entered care

Stage 2 Decision that child should be placed for adoption

Stage 3 Placement order granted

Stage 4 Matching child and prospective adopters

Stage 5 Placed for adoption

Stage 6 Adoption order granted

Timeliness of each stage of the adoption process

Weekly Action Plan Metrics:

The following information is taken from the most recent weekly metrics.

Case Supervisions @ 06/01/2020

Row Labels	Within 3 Months	4 - 6 Months	More than 6 Months	No Complete Supervision Step	No Complete Supervision Step - New in last 30 days	Grand Total	Within 3 Months
16+ Team	42	19	5			66	64%
Assessment Team 1	14			3	3	20	70%
Assessment Team 2	26			1	3	30	87%
Child Protection & Court Team 1	100			5		105	95%
Child Protection & Court Team 2	82	3	1	14		100	82%
Child Protection & Court Team 3	87	1	11	1		100	87%
Children and Young People's LAC Team 1	99	7				106	93%
Children and Young People's LAC Team 2	91	1	1			93	98%
Children with Disabilities	96	3		2	1	102	94%
Grand Total	637	34	18	26	7	722	88%

88% of cases have a supervision within the last 3 months.

92% of CIN cases have supervisions within the last 3 months.

86% of CP cases have supervisions within the last 3 months.

87% of LAC cases have supervisions within the last 3 months.

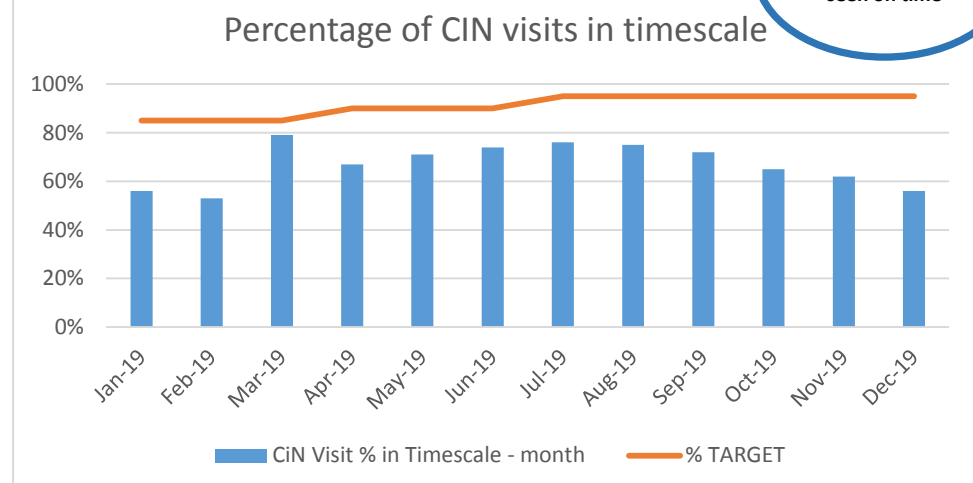| Row Labels	Within 3 Months	4 - 6 Months	More than 6 Months	No Complete Supervision Step	No Complete Supervision Step - New in last 30 days	Grand Total	Within 3 Months
CIN	179	4	1	6	4	194	92%
CPP	147	2	2	18	1	170	86%
LAC	309	28	15	2	2	356	87%
LAC & CPP	2					2	100%
Grand Total	637	34	18	26	7	722	88%

Worker Supervision

Operational Teams	% completed in month (target 90%+) (10% below target is Amber)	% completed in month (target 90%+) (10% below target is Amber)	% completed in month (target 90%+) (10% below target is Amber)
	October	November	December
	End Month	End Month	End Month
LAC2	100	100	100
Head of LAC	83	100	100
Early Help (Nicky Turvey)	100	100	100
LAC1	100	100	100
Assessment 2	100	100	100
Head of Additional Needs	0	100	100
LAC Support	50	94	100
MASH	0	80	100
Head of S&R	60	75	100
Principal Social Worker	0	75	100
CP/Court 3	86	100	83
CP/Court 1	100	100	83
Assessment 1	20	50	71
CP/Court 2	100	83	71
Social Care Family Support	100	80	63
Principal IRO	100	100	50
16+	31	50	46
Head of Fieldwork	80	100	40
Fostering	74	84	33
CWD	92	83	0
Early Permanence	100	0	0
HOS (MASH, Assement Teams)	33	100	0

During December, 69% of operational staff's supervision was undertaken (86% end November) and 33% of the business support staff was undertaken (67% end November) – this gives an overall position of 62%, which was is an increase from November (82%).

Business Support Teams	% completed in month (target 90%+) (10% below target is Amber)	% completed in month (target 90%+) (10% below target is Amber)	% completed in month (target 90%+) (10% below target is Amber)
	October	November	December
	End Month	End Month	End Month
Head of Business Support	100	100	100
Business Support Team Leaders	100	63	32
Business Support 1	100	50	0
Placements	80	80	0

CP, LAC, and CIN Visits

79 children out of 140 were seen on time

133 children out of 167 were seen on time

287 children out of 358 were seen on time

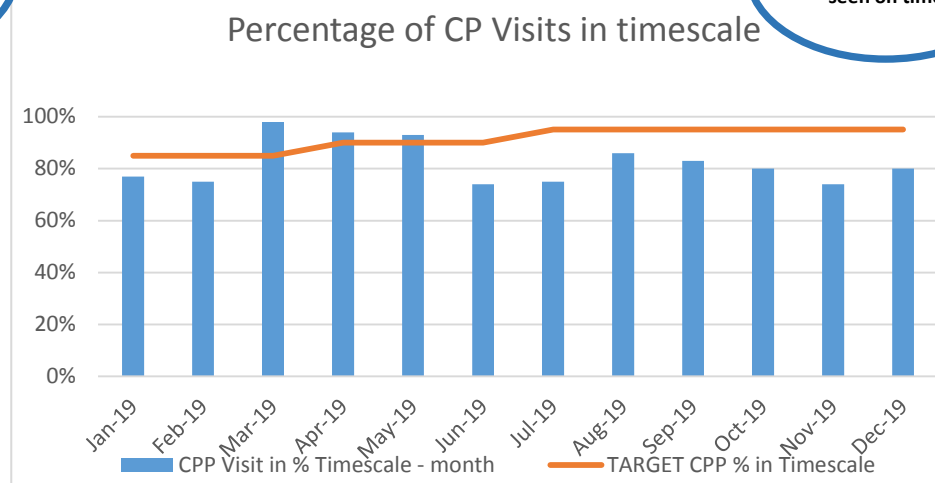The above chart shows CIN Visits completed in timescale as at the last week of each month.

At the end of December 56% of CIN Visits were completed in timescale.
Year to date is 69% and is below 95% target.

The following table gives a summarised team position at the end of December.

Team	Allocated CIN Cases	% in timescale
Assessment 1	0	-
Assessment 2	11	36%
CP Court 1	28	57%
CP Court 2	15	73%
CP Court 3	26	50%
CWD	52	60%
16 +	8	50%
TOTAL	**140**	**56%**

*This data has come from 6th January Weekly Visits Report

The above chart shows CP Visits completed in timescale as at the last week of each month
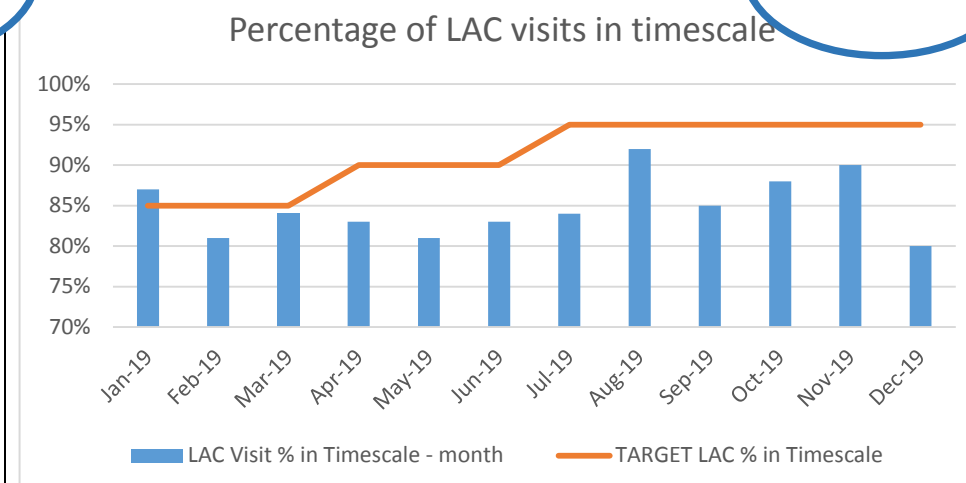
At the end of December, 80% of CP Visits were completed in timescale.
Year to date is 82% and is below 95% target.

The following table gives a summarised team position at the end of December.

Team	Allocated CP Cases	% in timescale
CP Court 1	47	85%
CP Court 2	70	86%
CP Court 3	43	63%
LAC 2	1	100%
CWD	1	100%
16 +	2	50%
TOTAL	**167**	**80%**

*This data has come from 6th January Weekly Visits Report

The above chart shows LAC Visits completed in timescale as at the last week of each month

At the end of December, 80% of LAC Visits were completed in timescale.
Year to date is 85% and is below 95% target.

The following table gives a summarised team position at the end of December.

Team	Allocated LAC Cases	% in timescale
Assessment Team 1	1	100%
CP Court 1	18	84%
CP Court 2	13	62%
CP Court 3	29	41%
LAC 1	106	93%
LAC 2	91	89%
16 +	56	71%
CWD	39	69%
TOTAL	**358**	**90%**

*This data has come from 6th January Weekly Visits Report

Caseload and Worker Allocations

07/01/2020	Team	Number of All Workers Holding Cases in Team	Team Workers as per Establishment (FTE) (Only Caseholders)	Number of Cases by team	Average Caseload per team based on workers holding cases	Average Caseload Per Team – based on all FTE of the team Establishment	Number of SW Worker Role Holding Cases in Team	Number of SW Worker Role holding more than 20 Cases for pro rata	Percentage of qualified social workers holding more than 20 cases (SW on zero caseload not included in	Maximim cases held by qualified social worker (workers with 0 caseload are not included in
	16+ Team	5	5	71	14	14	4	0	0%	19
	16+ Team PA	9	8	162	18	20	n/a	n/a	n/a	
	16+ Virtual Worker	n/a	n/a	137	n/a	n/a	n/a	n/a	n/a	
	Assessment Team 1	7	7.18	105	15	15	5	1	20%	20
	Assessment Team 2	6	5	131	22	26	5	5	100%	25
	Child Protection & Court Team 1	6	6	114	19	19	5	1	20%	27
	Child Protection & Court Team 2	6	6	111	19	19	5	1	20%	22
	Child Protection & Court Team 3	5	6	106	21	18	5	3	60%	25
	Children With Disabilities (CSW only)	7	6.1	108	15	15	6	3	50%	22
	Children and Young People's LAC Team 1	7	7	110	16	16	5	2	40%	24
	Children and Young People's LAC Team 2	5	4	92	18	18	3	0	0%	20

The table to the left reflects the number of qualified social workers within each team which are holding *more than* 20 cases. Also provided is the maximum number of cases held by a worker in the teams.

At the end of December: 16+ Team and LAC Team 2 have no SW holding more than 20 cases. Assessment Team 1, CP Court Teams 1 and CP Court Team 2 have 20%. Children With Disabilities Team have 50%. CP Court Team 3 has 60% and Assessment Team 1 has 100% of their SW holding more than 20 cases.