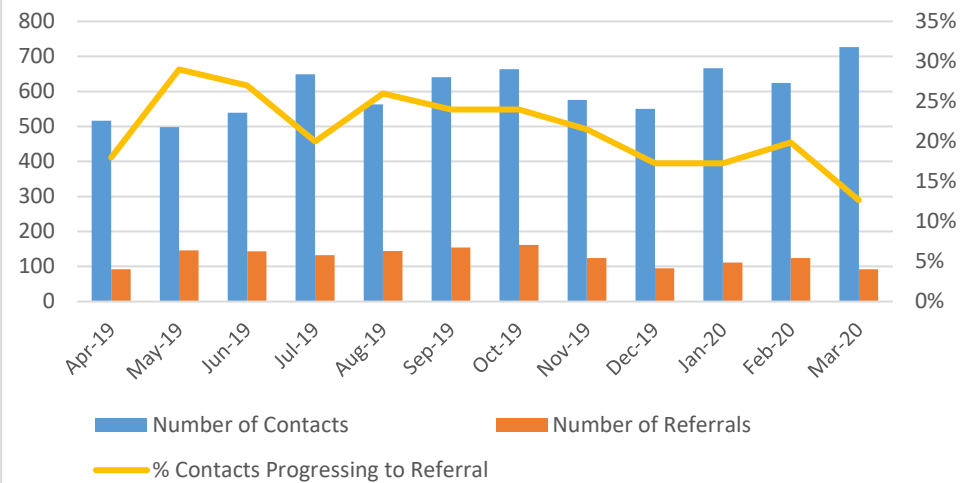


March 2020

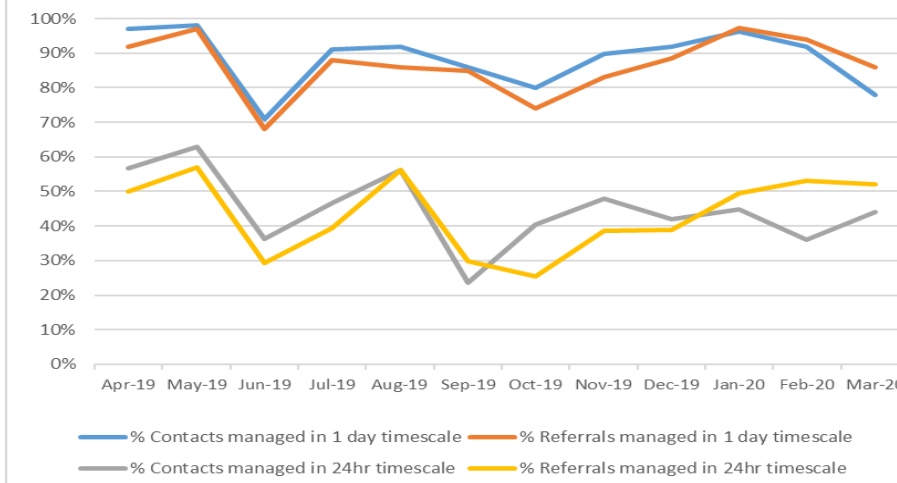
Referrals & Assessment

Contact & Referrals



Contacts and Referrals: In March, 13% of contacts progressed to referral. This is a 7% point decrease in progression from last month. The YTD figure is 21%.

Contacts & Referral Management



Contact & Referrals Management: The above graph shows the proportion of Contacts and Referrals which have been managed in 24hrs and 1 day timescales.

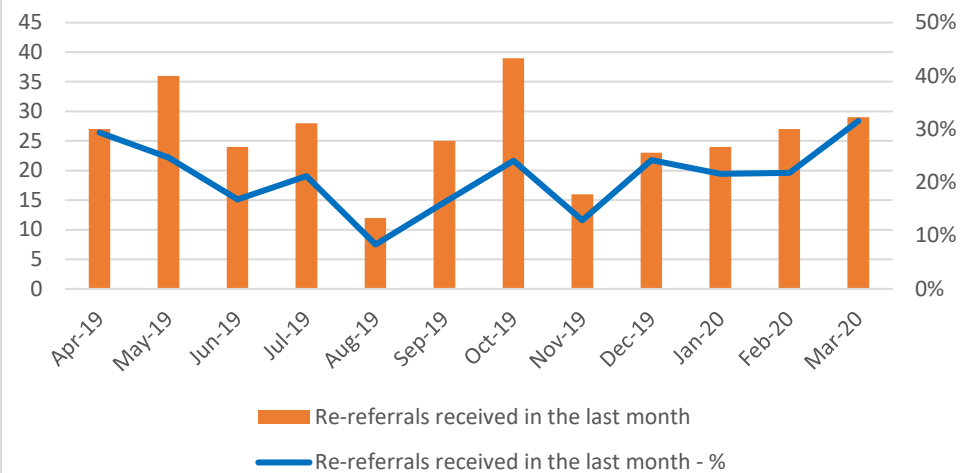
Contacts managed in 24hrs increased in March to 44% (from 36% in February). Referrals managed in 24hrs decreased slightly to 52% (from 53% in February). The year to date % for contacts is 88% and for referrals is 86% completed in 1 day and 44% for contacts and 43% for referrals completed in 24hrs.

Source of Contacts and Referrals	Total Contacts	% of Contacts	Total Referrals	% of Referrals	% of Contacts Progressed to Referral
Anonymous	9	1.24%	0	0.00%	0.00%
Education Services	1	0.14%	0	0.00%	0.00%
Health services - A&E (accident and emergency department)	34	4.68%	7	7.61%	20.59%
Health services - General Practitioner (GP)	5	0.69%	0	0.00%	0.00%
Health services - Health Visitor	3	0.41%	2	2.17%	66.67%
Health services - Other eg. hospice	5	0.69%	0	0.00%	0.00%
Health services - Other primary health	31	4.26%	4	4.35%	12.90%
Health services - School Nurse	2	0.28%	0	0.00%	0.00%
Individual - acquaintance eg. neighbours / child minders	1	0.14%	0	0.00%	0.00%
Individual - family member / relative / carer	16	2.20%	5	5.43%	31.25%
Individual - other Individuals e.g. strangers / MPs	2	0.28%	1	1.09%	50.00%
Individual - self	1	0.14%	0	0.00%	0.00%
LA services - social care, for example, from another local authority's adults social care	61	8.39%	23	25.00%	37.70%
Other - including children's centres, independent agency providers or voluntary	48	6.60%	6	6.52%	12.50%
Other Legal Agency - incl. courts, probation, immigration, CAFCASS or prison	43	5.91%	7	7.61%	16.28%
Police	418	57.50%	29	31.52%	6.94%
Schools	47	6.46%	8	8.70%	17.02%
Total	727		92		12.65%

Contact/Referral by agency: The table above shows the amount of Contacts and Referrals received during March.

As can be seen from this table, the majority of our activity continues to be driven by the Police.

Number of Re-referrals



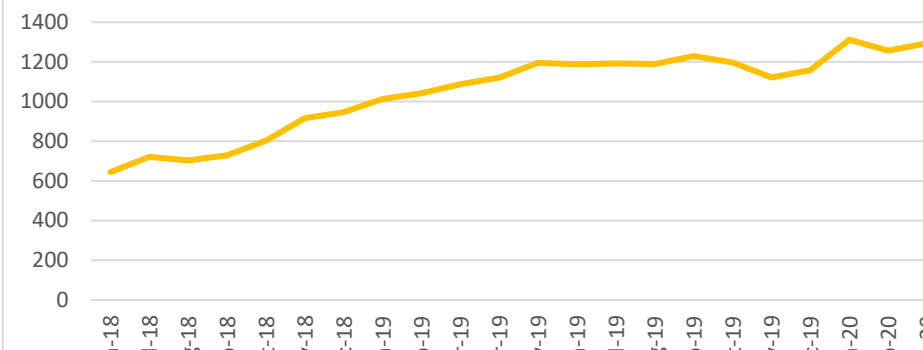
Percentage of Re-referrals: The re-referral rate is based on referrals on cases that have previously been open in the last 12 months. The proportion of re-referrals in March was 32%, which is a 10% point increase from February.

Re-referral % comparison							
Hfd March	Hfd YTD	England*	Stat Neigh*	West Mids*	Good+ Stat Neigh*	OfSted Good*	OfSted Out'ing*
32%	20%	21%	20%	22%	19%	19%	20%

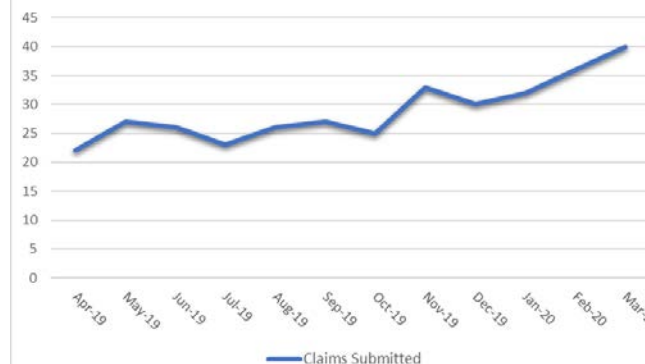
*2018/19 figures used for comparison (England, statistical neighbours, West Midlands & OfSted).

Early Help Interventions: As can be seen from the graph below, the number of cases open to Early Help has stabilised in the last few months.

Number of current Early Help Assessments (EHA)



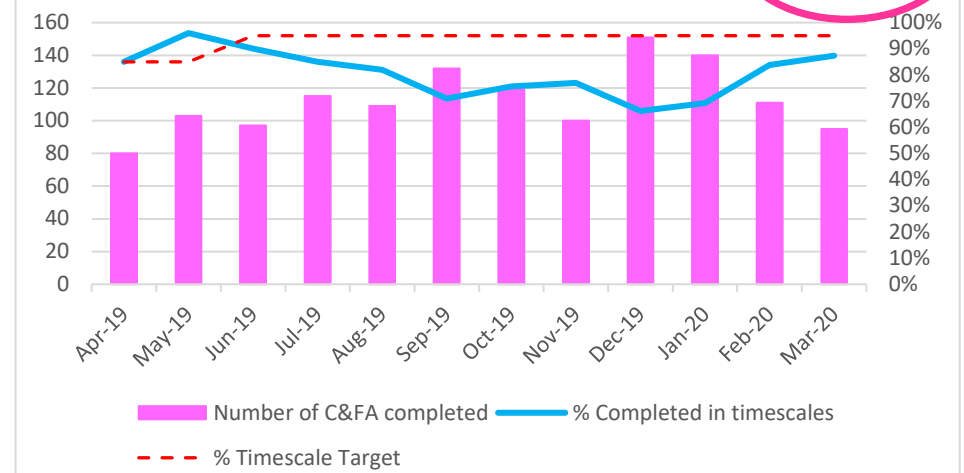
Families First PBR - Last 12 months



Families First

Over the last 12 months, there has been a steady increase in the number of claims submitted.

Child & Family Assessments



83 out 95 Assessments in time

Child & Family Assessments (CAFAs): In March, the number of CAFAs completed fell to 95. Of those assessments completed 87% met timescales, this is an increase compared to last month, but falls short of our 95% target. The YTD position is has now risen slightly to 80% (from 79% last month).

Assessments in timescale % comparison							
Hfd March	Hfd YTD	Eng*	Stat Neigh*	West Mids*	Good+ Stat Neigh*	OfSted Good*	OfSted Out'ing*
87%	80%	83%	79%	84%	81%	84%	87%

*2018/19 figures used for comparison (England, statistical neighbours, West Midlands & OfSted).

Incomplete Child & Family Assessments: As at the end of March, there were 156 assessments awaiting completion. The table below summarises where the incomplete assessments sit.

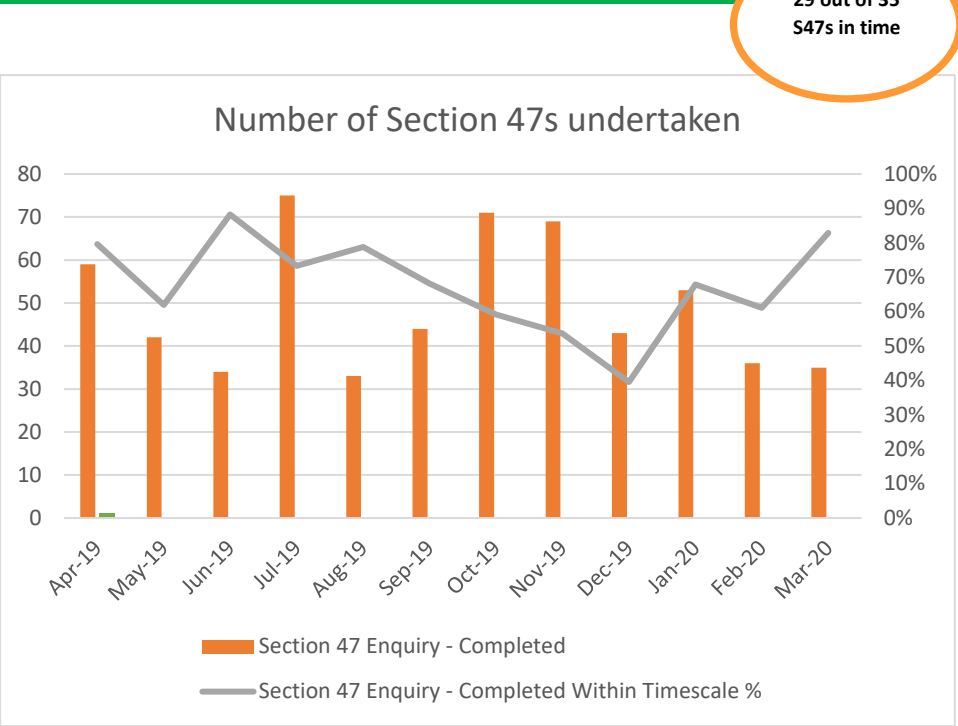
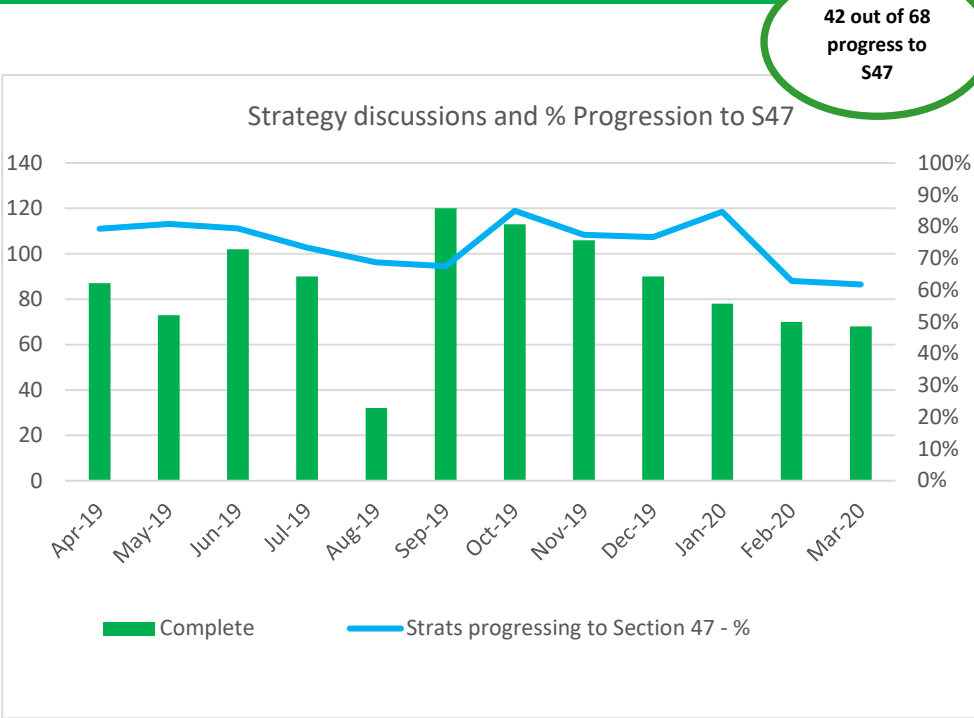
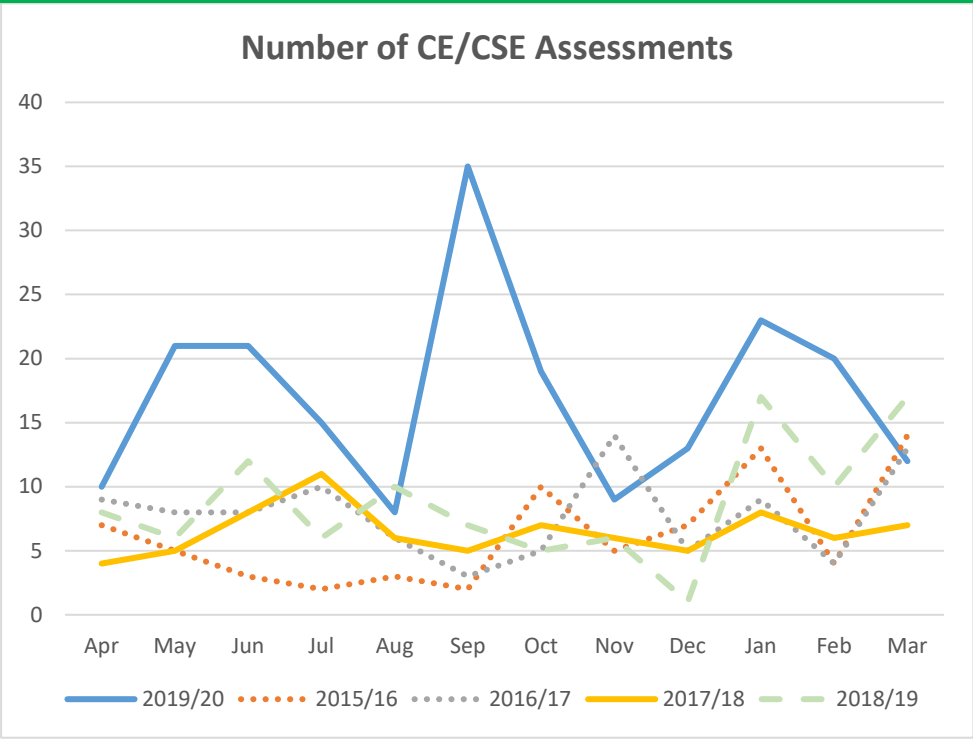
Team	Total Number awaiting completion	Number beyond 45 days
Assessment 1	49	0
Assessment 2	69	0
Assessment Team 3	17	0
CP & Court 1	2	2
CP & Court 2	6	1
CP & Court 3	4	4
CWD	8	0
Other	1	0
Total	156	7 (4%)

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	1
	Continue with current plan	1
	Review Assessment Only	0
	Close Case	15
No-Strategy Meeting	CIN Plan	1
	Strat	0
	Continue with current plan	1
	Review Assessment Only	0
	Close Case	76

Of the assessments completed in March, it was identified that 62% of cases reported seeing the child within 3 days. This an increase in the level of performance from last month, February, which was 59%.

Team	Total Number completed (March)	Percentage in timescale	Percentage seen in 3 days
Assessment 1	34	100%	47%
Assessment 2	35	77%	66%
Assessment 3	22	95%	73%
CP & Court 1	-	-	-
CP &Court 2	-	-	-
CP & Court 3	3	0%	100%
CWD	1	100%	100%
MASH	-	-	-
Total all teams	95	87%	62%



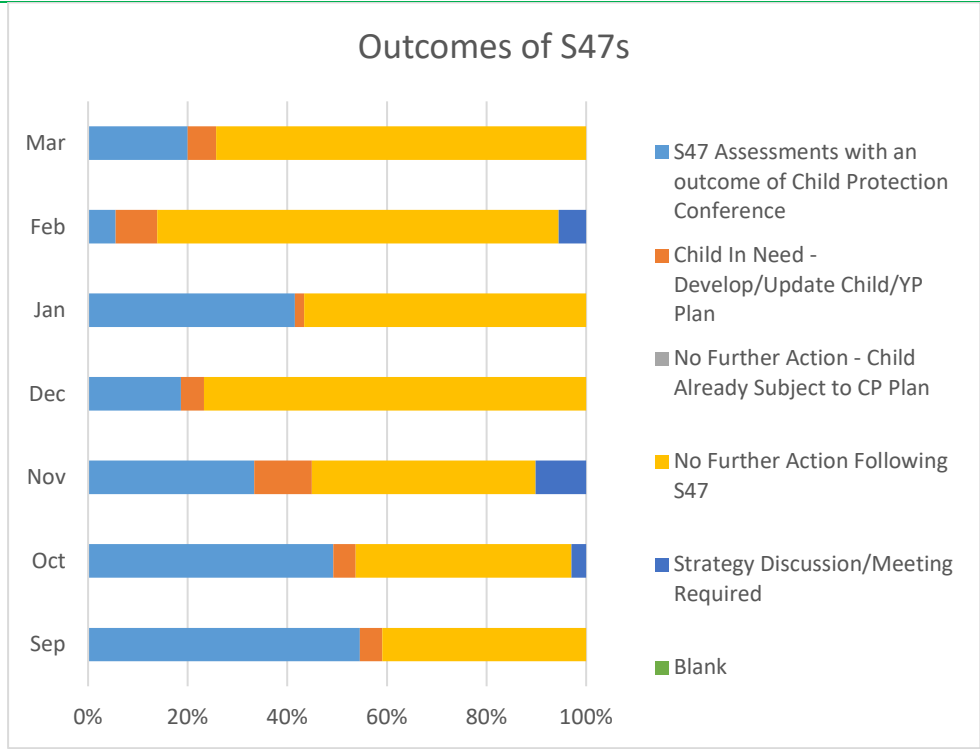
CE/CSE Assessments: During March, there were 12 CSE/CE assessments completed. The data for September 2019 – March 2020 is taken from both the old CSE step and the new CE step.

Strategy Discussions: During March, there was a small decrease in the number of Strategy Meetings undertaken. The progression of cases to Section 47 during the month also decreased slightly from February which was 63% to 62% in March.

Year to date figure is 76% progressing to Section 47.

Section 47s: There was a small decrease in the number of Section 47s completed in March, with 35 being completed.

Year to date figure is 67% of Section 47 in timescale.



Section 47 Outcomes:
The graph to the left shows the outcome of those Section 47s started in the period. In March, 74% of Section 47s were NFA'd. 20% were progressed to ICPC.

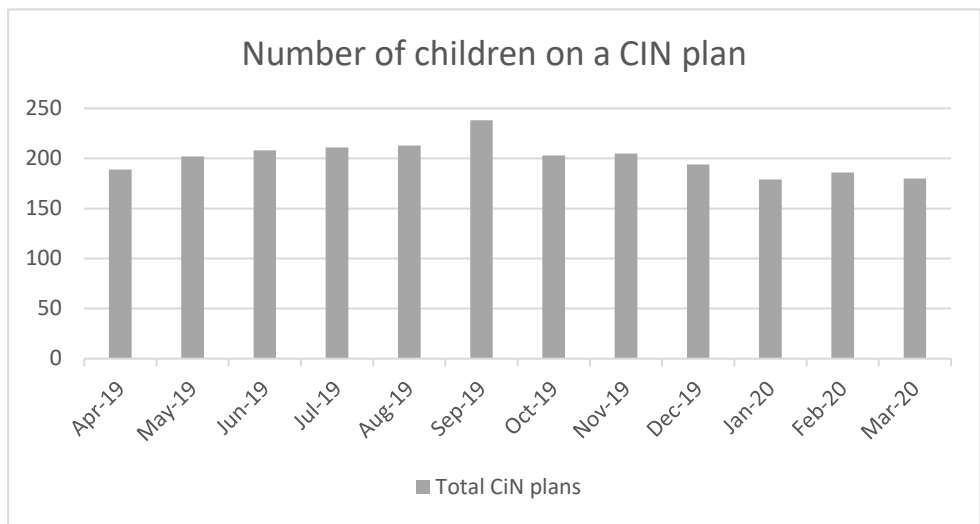
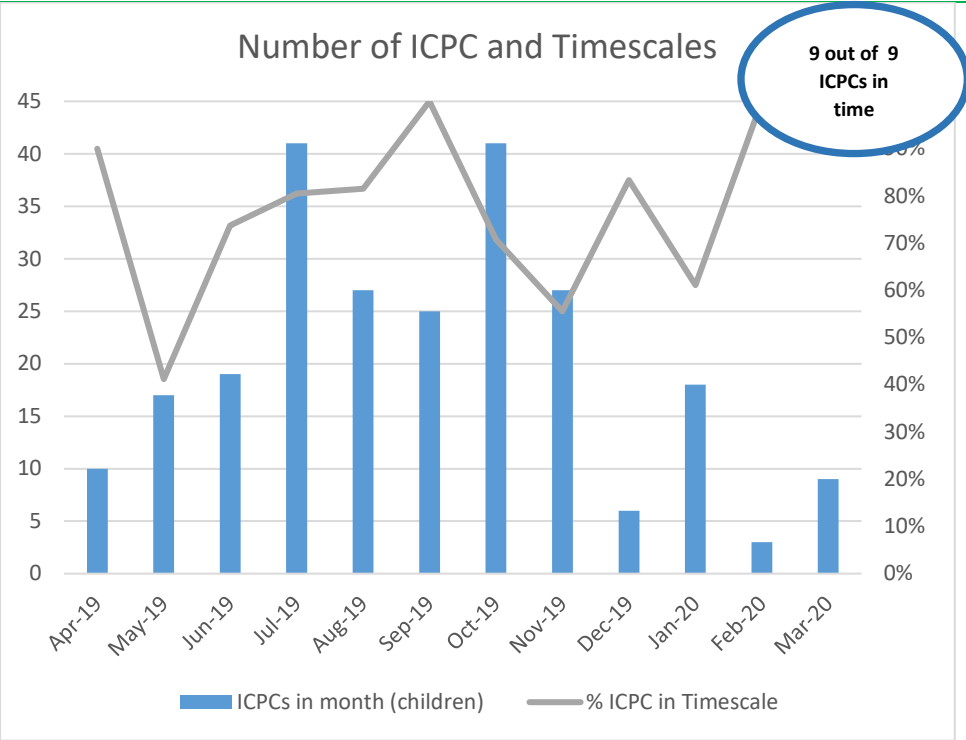
For the whole year to date 2019/2020, 55% have been NFA'd, 37% progressed to ICPC.

Initial Child Protection Conferences: In March, performance around ICPC timescales was 100% for the second consecutive month. All 9 ICPCs this month were held in timescale.

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

ICPCs in timescale % comparison							
Hfd March	Hfd YTD	Eng*	Stat Neigh*	West Mids*	Good+ Stat Neigh*	Ofsted Good*	Ofsted Out'ing *
100%	75%	79%	75%	83%	79%	82%	84%

*2018/19 figures used for comparison (England, statistical neighbours, West Midlands & Ofsted).



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 186 in February to 180 in march.

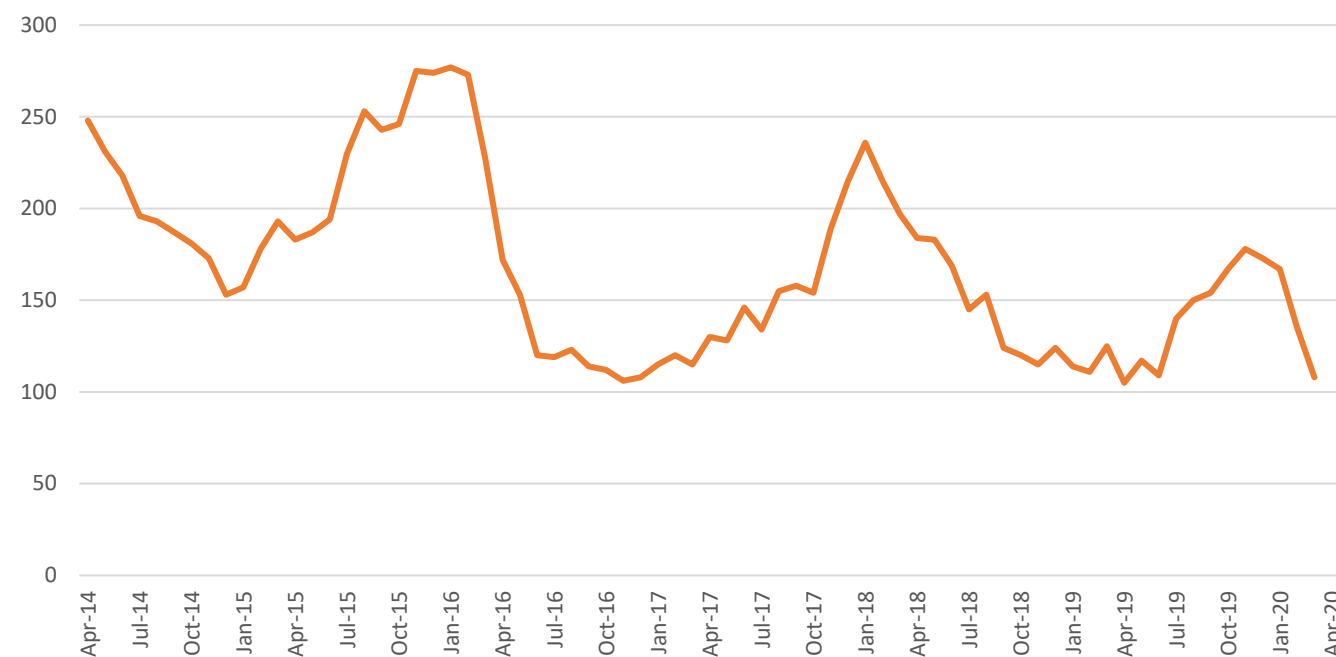
The table to the right splits the current number of children identified as CIN, between those with an incoming plan and those with an incomplete plan.

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

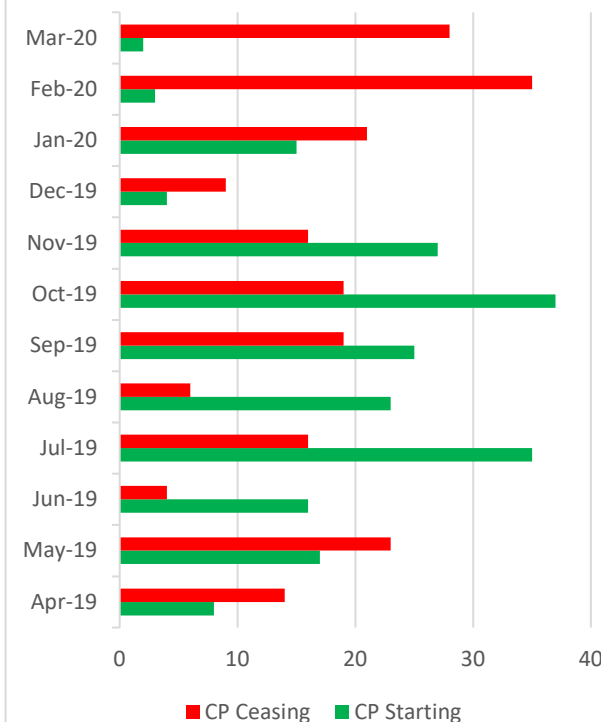
	CIN Plans		Total known CIN
	Incoming/ Proposed	Started/ Complete	
Total	48	142	180
Assessment 1	3	14	17
Assessment 2	7	19	26
Assessment Team 3	2	1	3
CP & Court 1	6	28	34
CP & Court 2	16	12	28
CP & Court 3	5	6	11
LAC Team 1	0	1	1
LAC Team 2	0	2	2
CWD	8	56	64
16+	1	3	4

Child Protection Plans

Number CPP in period



CP Starting & Ceasing in month



Current CP at Month End:

108

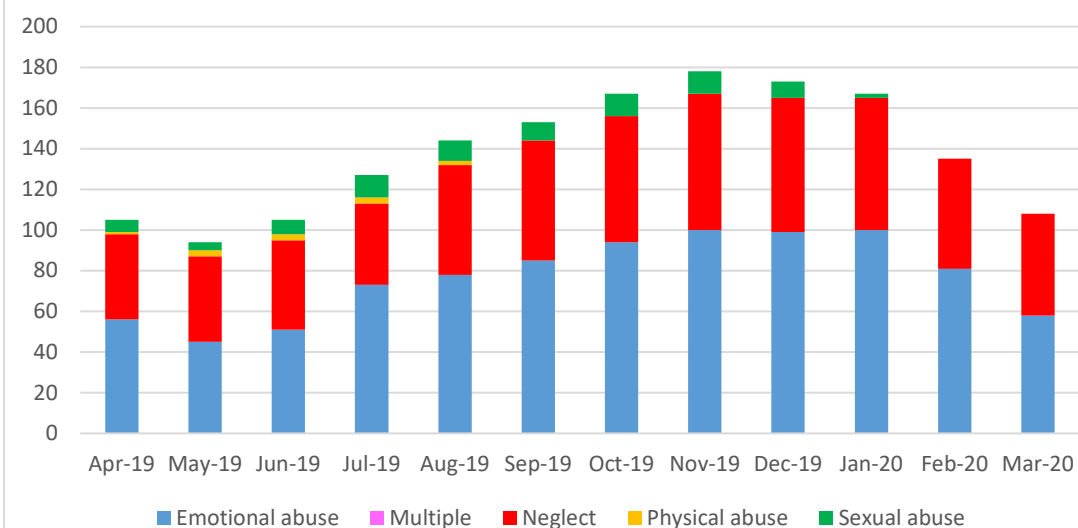
Number of children subject to Child Protection Plans: The number of children subject to a Child Protection Plan during March has fallen significantly compared to the last month. 26 CP plans ceased in March due to no longer meeting thresholds and 2 became Looked After.

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 *
30	44	43	47	45	45	29

*2018/19 figures used for comparison (England, statistical neighbours, West Midlands & OfSted).

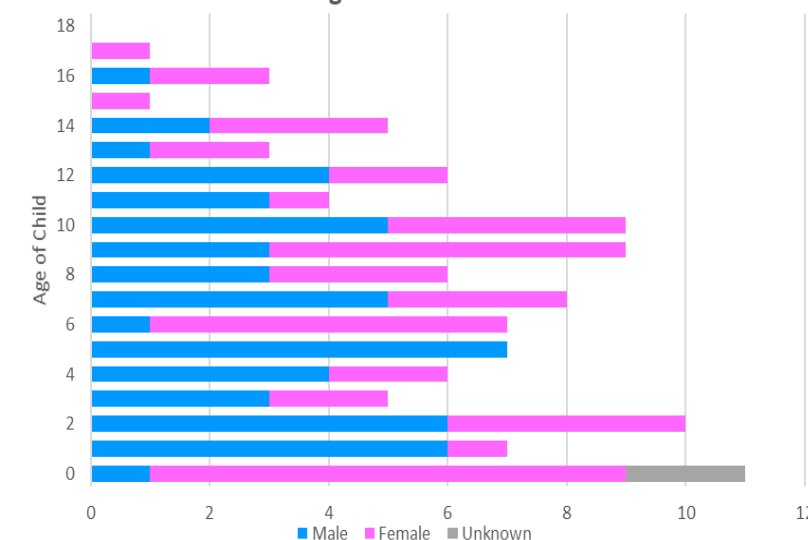
CP Plan Category



	Oct 19	Nov 19	Dec 19	Jan-20	Feb-20	Mar-20
Emotional	94 (56%)	100 (56%)	99 (57%)	100 (60%)	81 (60%)	58 (54%)
Neglect	62 (37%)	67 (38%)	66 (38%)	65 (39%)	54 (40%)	50 (46%)
Physical	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0
Sexual	11 (7%)	11 (6%)	8 (5%)	2 (1%)	0 (0%)	0

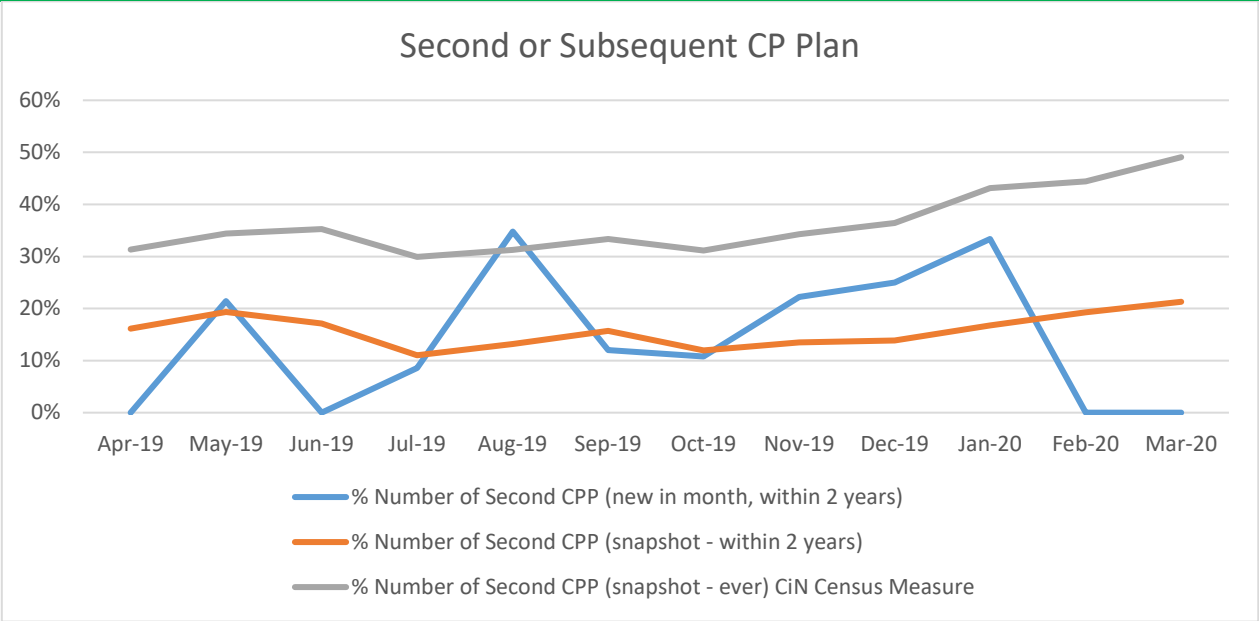
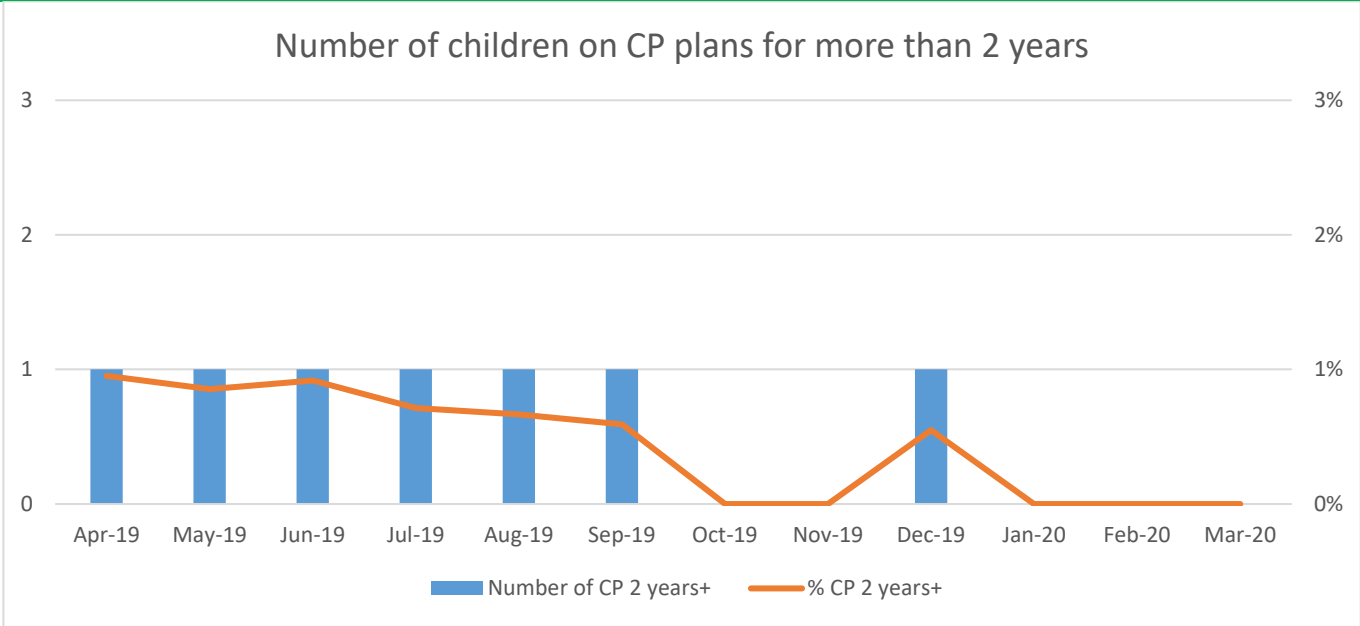
The above table gives the categories of CP plans as at the last day of the month

Age of current CP



Reason for Child Protection Plans: During March, 58 children were identified as having a plan in relation to emotional abuse, 50 for neglect, 0 for sexual abuse and 0 for physical abuse.

Child Protection Plans



Child Protection Plans open for 2 or more years: In March, there was 0 children that had been on a plan for over 2 years.

CP 2+ years (for those currently CP)							
Hfd March	Hfd YTD	England*	Stat Neigh*	West Mids*	Good+ Stat Neigh*	OfSted Good*	OfSted Out'ing*
0	2	2	3	1			

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

Second and Subsequent Child Protection Plan: Of the 2 children becoming CP during March, 0 of them had been subject to a plan in the last 2 years. Of the 108 children that had a CP plan during March, 23 (21%) had been subject to a plan within 2 years of the start of their current plan (49% had been on a plan at any stage prior to the current plan)

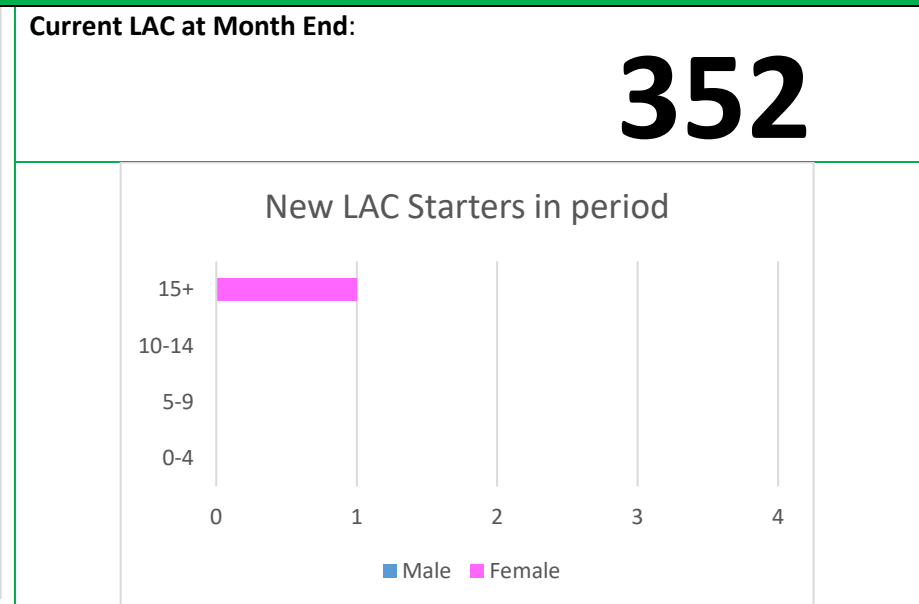
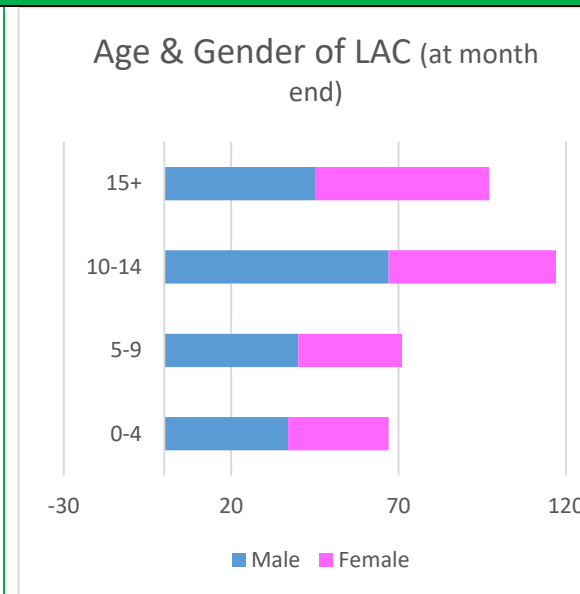
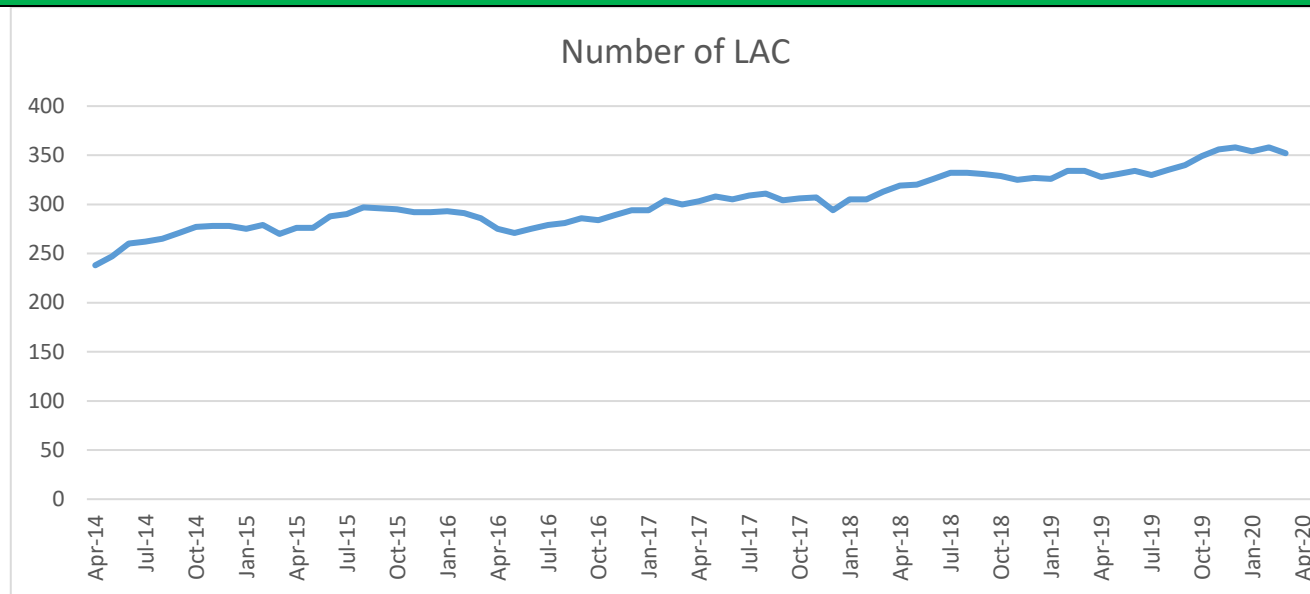
The graph above has now been changed to give the percentage of cases which become CP in month which have previously been subject to a plan in the previous 2 years (blue line) and the percentage of cases that were CP at the end of the month that had been subject to a plan within 2 years of the start of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

CP 2 nd and subsequent						
Hfd March	England	Stat Neigh	West Mids*	Good+ Stat Neigh*	OfSted Good*	OfSted Out'ing*
21%	-	-	11%			

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

Female Genital Mutilation: In March 2020 no cases of FGM have been identified.

Looked After Children



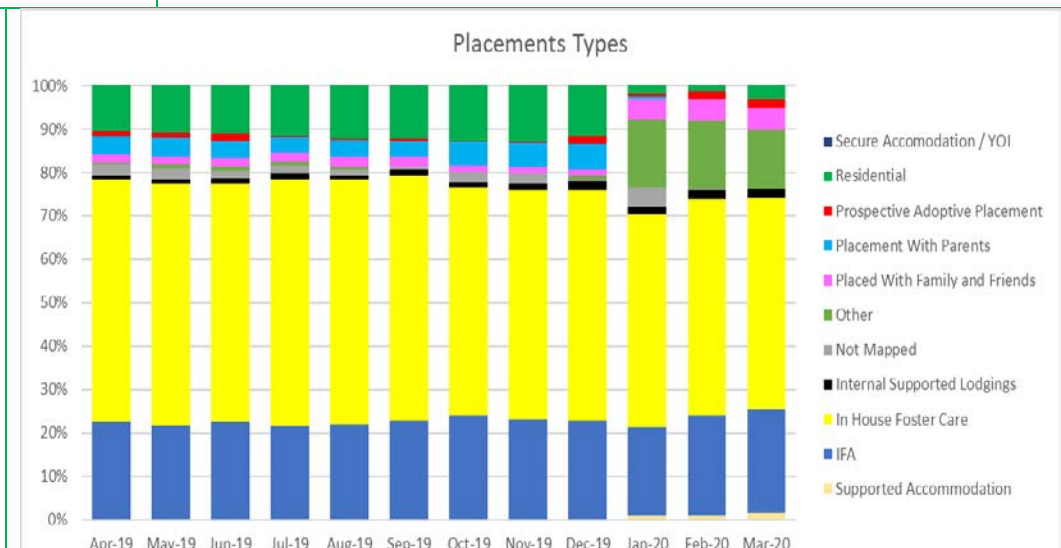
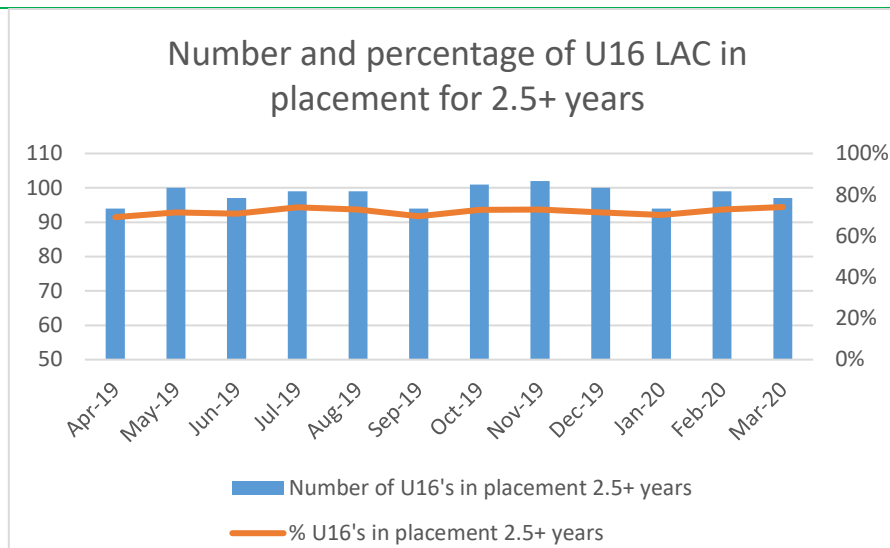
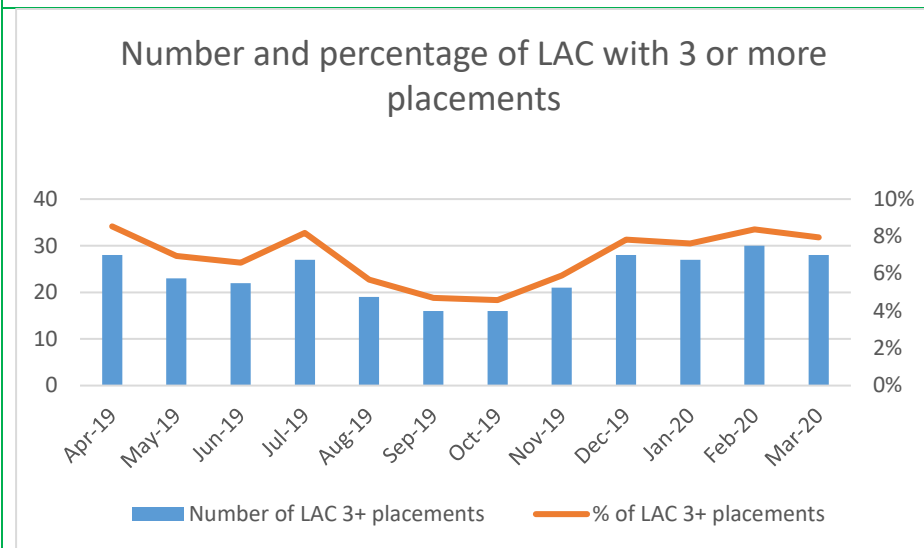
LAC Numbers: As at the end of March, the number of Looked After Children was 352.

LAC Rate (per 10,000)						
Herefordshire March	England*	Stat Neigh*	West Mids*	Good+ Stat Neigh*	OfSted Good*	OfSted Out'ing*
98	65	54	82	55	66	48

*2018/19 figures used for comparison (England, statistical neighbours, West Midlands & OfSted).

New LAC in Period: During March one 15+ year old child became LAC.

LAC Cessations: Six children ceased LAC in March: Four went under an SGO arrangement, one had a child arrangement order granted and one returned home.



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. March has stayed the same as February which was at 8%.

% 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%	10%	10%	10%	12%

*2018/19 figures used for comparison (England, statistical neighbours, West Midlands & OfSted).

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.

% LAC 2.5+ yrs in same placement						
Hfdshire current	Eng*	Stat Neigh*	West Mids*	Good+ Stat Neigh*	OfSted Good*	OfSted Out'ing *
74%	69%	67%	68%	72%	69%	68%

*2018/19 figures used for comparison (England, statistical neighbours, West Midlands & OfSted).

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 there was a reduction in the proportion of placements with family and friends and an increase of in-house placement but the last 3 months, there has been an increase in friends and family placements.

Care Leavers

	Aged 19	Aged 20	Aged 21	Total
Cohort	31	38	33	102
LA in Touch	30 (97%)	31 (82%)	26 (77%)	87 (85%)
In Suitable Accommodation	28 (90%)	31 (82%)	26 (77%)	85 (83%)
In Education, Employment or Training	16 (52%)	16 (42%)	12 (36%)	44 (43%)

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*
85%	89%	91%	90%	92%	89%	87%
% Care Leavers aged 19-21 In Suitable Accommodation						
Hfdshire current	Eng*	Stat Neigh*	West Mids*	Good+ Stat Neigh*	OfSted Good*	OfSted Out'ing*
83%	85%	86%	85%	87%	87%	85%
% 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*
43%	52%	53%	51%	57%	55%	55%

*2018/19 figures used for comparison (England, statistical neighbours West Midlands & OfSted).

Fostering & Adoption

Fostering

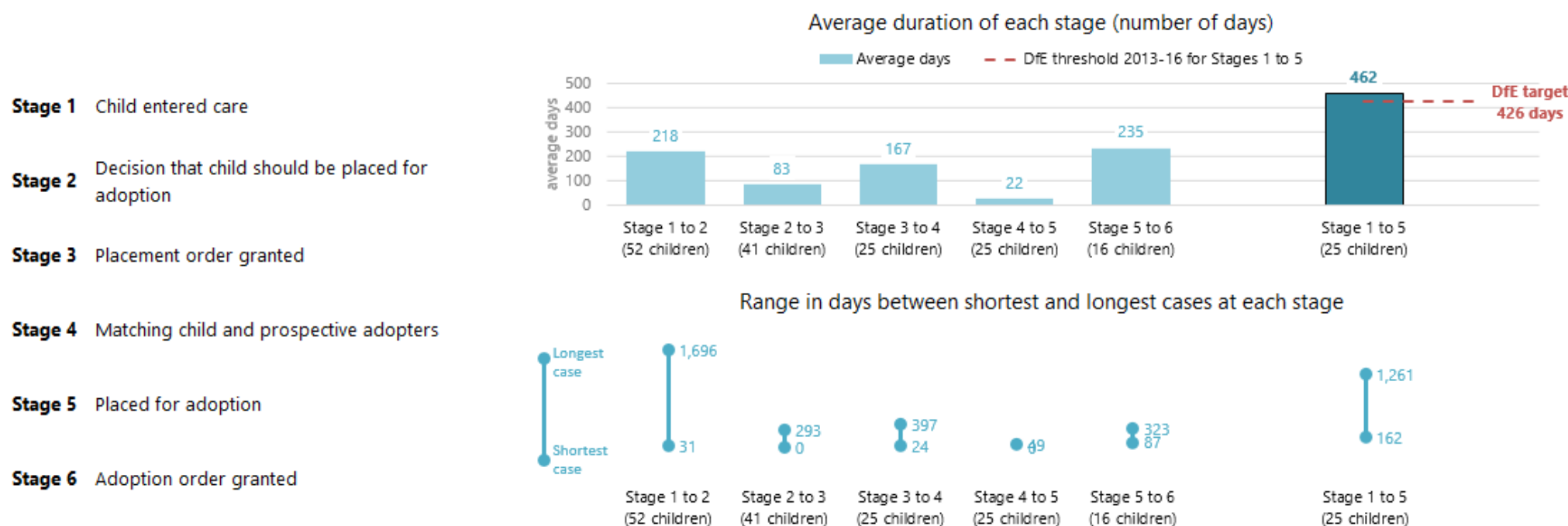
This remains an early view of the data, which needs further cleansing work.

	September 2019		October 2019		November 2019		December 2019		January 2020		February 2020		March 2020	
	Nights	Percentage	Nights	Percentage	Nights	Percentage	Nights	Percentage	Nights	Percentage	Nights	Percentage	Nights	Percentage
In-House	5620	56%	5674	53%	5495	51%	5754	54%	5802	54%	5484	53%	5774	53%
IFA	2222	22%	2459	23%	2365	22%	2393	22%	2427	23%	2327	23%	2638	24%
Residential	1084	11%	1159	11%	1186	11%	1194	11%	1132	11%	1024	10%	1086	10%
Other	1315	12%	1481	14%	1621	14%	1642	13%	1710	12%	1607	14%	1470	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.

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 @ 30/03/2020

							No Complete Supervision Step - New in last 30 days		Within 1 Month	Within 1 - 2 Month	Within 2 - 3 Months	Within 3 Months
Team	Within 1 Month	Within 1 - 2 Months	Within 2 - 3 Months	4 - 6 Months	More than 6 Months	No Complete Supervision Step		Grand Total				
16+ Team	47	12	2	8	3			72	65%	17%	3%	85%
Assessment Team 1	6	4		2		5	11	17	35%	24%	0%	59%
Assessment Team 2	6	2	1	2		4		26	23%	8%	4%	35%
Assessment Team 3	3							3	100%	0%	0%	100%
Child Protection & Court Team 1	39	32	3	5				79	49%	41%	4%	94%
Child Protection & Court Team 2	25	29	18	14		6		92	27%	32%	20%	78%
Child Protection & Court Team 3	44	13	1	9	2	4	1	74	59%	18%	1%	78%
Children and Young People's LAC Team 1	63	14	5	6				88	72%	16%	6%	93%
Children and Young People's LAC Team 2	67	21	10	3				101	66%	21%	10%	97%
Children with Disabilities	42	38	10	8	2	1		101	42%	38%	10%	89%
Grand Total	342	165	50	57	7	20	12	653	52%	25%	8%	85%

85% of cases have a supervision within the last 3 months.

78% of CIN cases have supervisions within the last 3 months.

83% of CP cases have supervisions within the last 3 months.

90% of LAC cases have supervisions within the last 3 months.

							No Complete Supervision Step - New in last 30 days		Within 1 Month	Within 1 - 2 Month	Within 2 - 3 Months	Within 3 Months
CiN/CP/LAC	Within 1 Month	Within 1 - 2 Months	Within 2 - 3 Months	4 - 6 Months	More than 6 Months	No Complete Supervision Step		Grand Total				
CIN	72	58	18	19	2	10	11	190	38%	31%	9%	78%
CPP	49	33	10	9		9		111	44%	30%	9%	83%
LAC	220	74	22	29	5	1		351	63%	21%	6%	90%
LAC & CPP	1							1	100%	0%	0%	100%
Grand Total	342	165	50	57	7	20	12	653	52%	25%	8%	85%

Worker Supervision

Operational Teams	% completed in month (target 90%+) (10% below target is Amber)	% completed in month (target 90%+) (10% below target is Amber)
	February	March
	End Month	End Month
LAC2	100	100
Early Help (Nicky Turvey)	100	100
HOS (MASH, Assessment Teams)	100	100
Head of Additional Needs	100	100
MASH	100	100
LAC Support	100	100
Assessment 1	100	100
LAC1	100	100
CP/Court 1	100	100
Head of Fieldwork	100	100
Assessment Team 3	100	100
16+	93	100
Head of LAC	83	100
Assessment 2	75	100
Fostering	74	94
Principal IRO	88	89
CP/Court 3	86	88
CWD	92	67
CP/Court 2	71	67
Head of S&R	0	60
Early Permanence	0	50
Assessment Family Support	from March 20	25
Social Care Family Support	0	0
Principal Social Worker	0	0

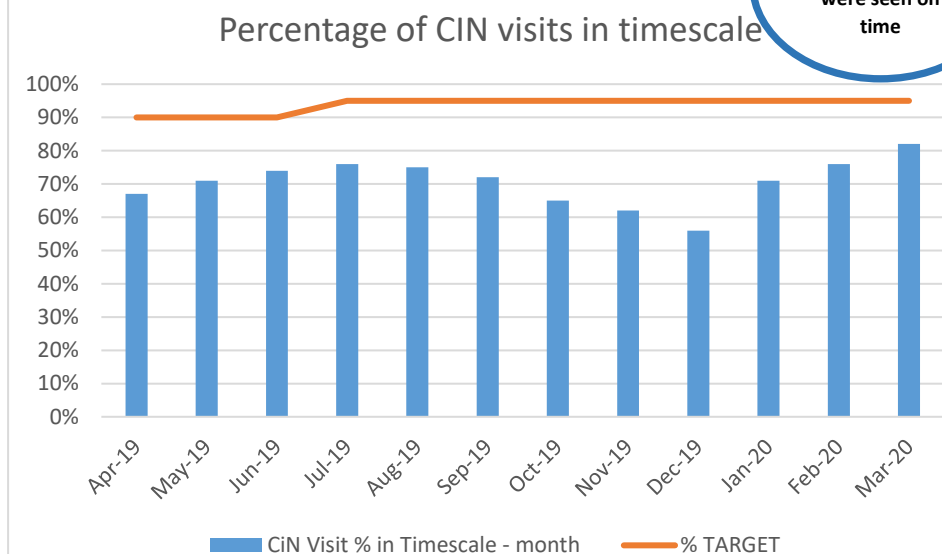
End of March 2020

Service Area	Feb-20	Mar-20	Trend	Monthly Total Trend
All Teams	82%	84%	↑	
Operational Teams total	77%	80%	↑	
Business Support total	100%	100%	-	

Business Support Teams	% completed in month (target 90%+) (10% below target is Amber)	% completed in month (target 90%+) (10% below target is Amber)
	February	March
	End Month	End Month
Head of Business Support	100	100
Placements	100	100
Business Support Team Leaders	100	100
Business Support 1	100	100

CP, LAC, and CIN Visits

112 children
out of 137
were seen on
time



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

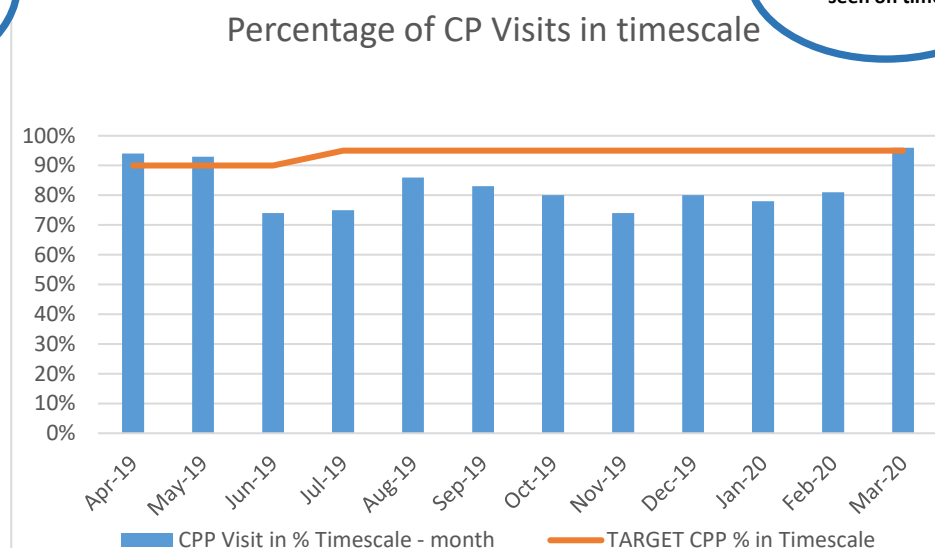
At the end of March 82% of CIN Visits were completed in timescale. Year to date is 70% and is below 95% target.

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

Team	Allocated CIN Cases	% in timescale
Assessment 1	10	80%
Assessment 2	12	100%
CP Court 1	27	100%
CP Court 2	16	94%
CP Court 3	7	86%
CWD	59	66%
LAC Team 2	2	100%
16 +	4	75%
TOTAL	137	82%

*This data has come from 30th March Weekly Visits Report. The number of allocated cases do not match the actual number of CiN cases due to new CiN cases not requiring a visit in the month and ceased cases that have had a visit.

106 children out
of 111 were
seen on time



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

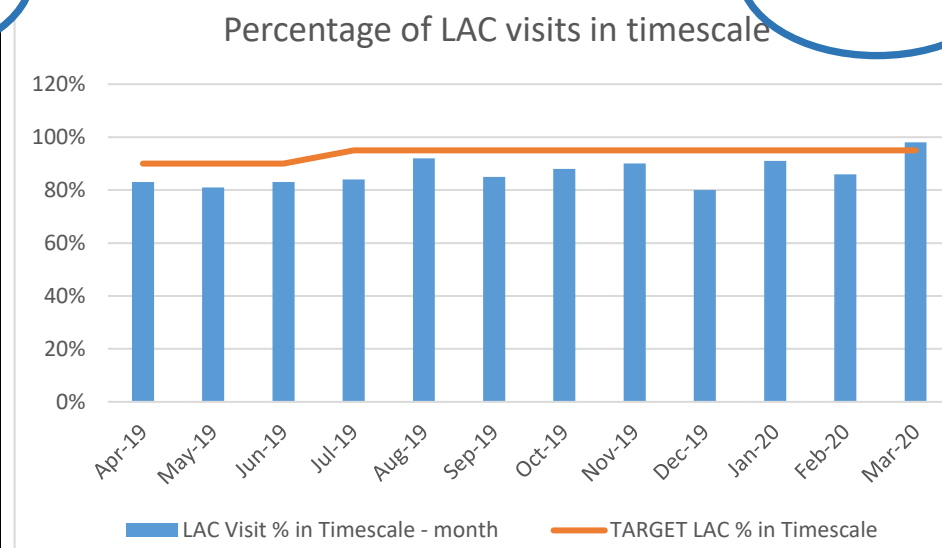
At the end of March, 96% of CP Visits were completed in timescale. Year to date is 82% and is below 95% target.

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

Team	Allocated CP Cases	% in timescale
CP Court 1	28	100%
CP Court 2	48	96%
CP Court 3	32	91%
LAC 2	1	100%
16 +	2	100%
TOTAL	111	96%

*This data has come from 30th March Weekly Visits Report. The number of allocated cases do not match the actual number of CP cases due to new CP cases not requiring a visit in the month and ceased cases that have had a visit.

344 children out
of 352 were
seen on time



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

At the end of March, 98% of LAC Visits were completed in timescale. Year to date is 87% and is below 95% target.

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

Team	Allocated LAC Cases	% in timescale
CP Court 1	17	100%
CP Court 2	16	94%
CP Court 3	30	100%
LAC 1	87	100%
LAC 2	98	99%
16 +	67	97%
CWD	36	89%
TOTAL	352	98%

*This data has come from 30th March Weekly Visits Report. The number of allocated cases do not match the actual number of LAC cases due to new LAC cases not requiring a visit in the month and ceased cases that have had a visit

Caseload and Worker Allocations

30/03/2020	Team	Number of All Workers Holding Cases in Team	Team Workers as per Establishment (FTE) (Only Caseholders) (includes SW MP and Senior	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	Number of SW Worker Role Holding Cases in Team	Number of SW Worker Role holding more than 20 Cases (or pro	Percentage of qualified social workers holding more than 20 cases (SW on zero caseload not included in	Maximum cases held by qualified social worker (workers with 0 caseload are not
Click on team to go to page	16+ Team Allocated worker	3	7	77	3	11	7	0	0%	18
	16+ Team PA	8	8	143	13	13	n/a	n/a	n/a	
	16+ Virtual Worker	n/a	n/a	38	n/a	n/a	n/a	n/a	n/a	
	Assessment Team 1	6	6.9	78	13	11	6	1	17%	19
	Assessment Team 2	4	7	66	17	3	4	0	0%	20
	Assessment Team 3	2	7	20	10	tbc	2	0	0%	15
	Child Protection & Court Team 1	5	7	82	16	12	5	1	20%	21
	Child Protection & Court Team 2	9	8	100	11	13	7	1	14%	21
	Child Protection & Court Team 3	7	8	87	12	11	6	0	0%	20
	Children With Disabilities (CSW only)	7	6.1	111	16	16	6	3	50%	23
	Children and Young People's LAC Team 1	8	7	90	11	11	6	1	17%	21
	Children and Young People's LAC Team 2	6	6	101	17	17	4	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 March:

Team	% qualified social workers holding more than 20 cases
16+	0%
Assessment Team 1	17% *
Assessment Team 2	0%
Assessment Team 3	0%
CP Court Team 1	20%
CP Court Team 2	14%
CP Court Team 3	0%
Children With Disabilities	50%
Looked After Team 1	17%
Looked After Team 2	0%

*A part time social worker is holding 14 cases when the maximum FTE is 12 cases. This account for the 1 worker holding more than 20 cases (even though no workers are holding 20 cases or more).