

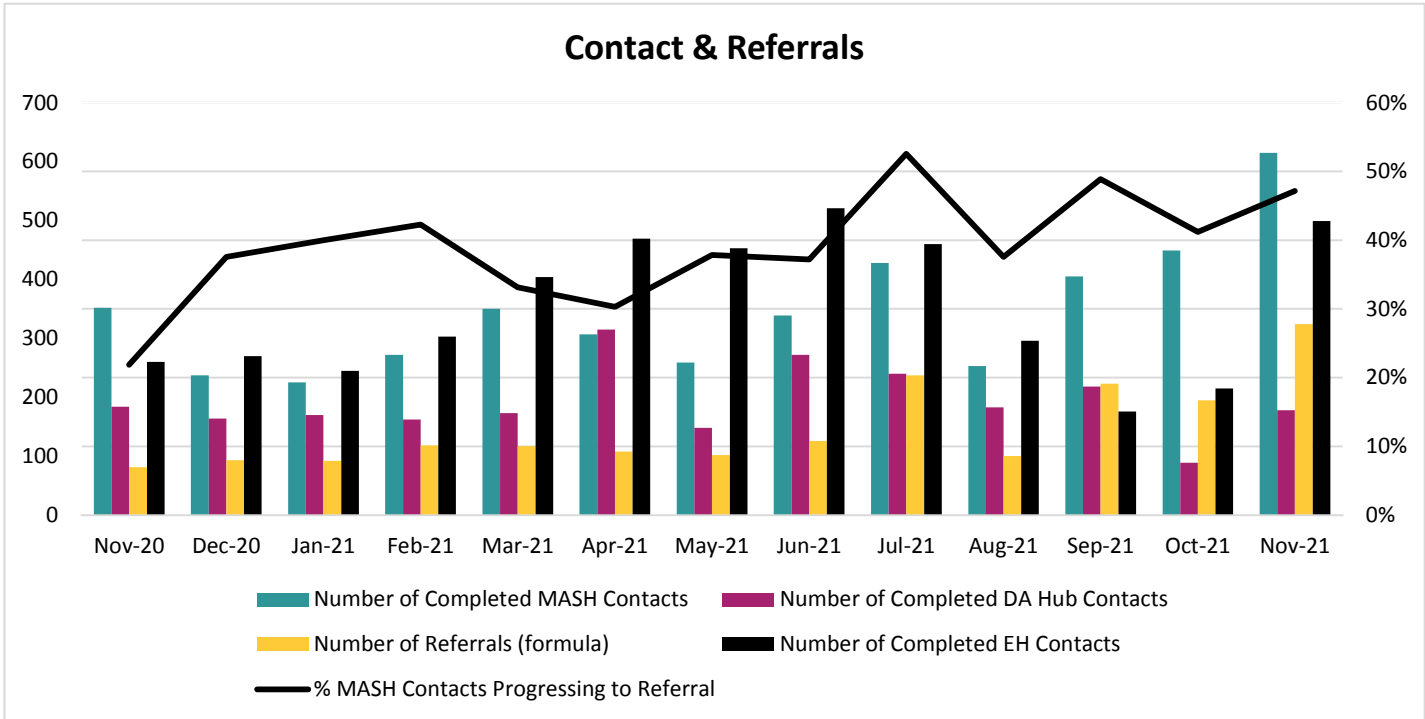


Safeguarding and Family Support Scorecard November 2021

Indicator	Herefordshire Data						Benchmarking (Rate or %) (*2020/2021)		
	End of Year March 2021	Current YTD	Previous Month	Current Month	Target	Direction of Current Month Compared to Target	SN	West Mids	England
Early Help contacts screened in 72hrs (%)	-	99%	98%	99%	-		-	-	-
MASH contacts screened in 24hrs (%)	86%	67%	45%	50%	95%	↓	-	-	-
DA Hub contacts screened in 48hrs (%)	94%	88%	73%	88%	95%	↓	-	-	-
Re-referrals (within the last 12 months) (%)	24%	8%	7%	2.5%	19%	↓	19.5%	19.4%	21.3%
Assessments completed in 45 working days (%)	89%	63%	45%	58%	95%	↓	86.7%	86.4%	87.6%
ICPCs completed in 15 working days (%)	89%	55%	68%	40%	95%	↓	87.9%	85%	83%
Children on a Child Protection Plan (rate per 10,000)	29	-	41	54	-		47.8	57.3	52.6
Children and Young People in Care (rate per 10,000)	88	-	96	96	-		60.2	85	67
Children with 3 or more placements (%)	10%	-	9%	9%	10%	↓	9.8%	8%	9%
U16 Children in placement for 2.5+ years in the same placement for 2+ years (%)	67%	-	67%	68%	70%	↓	72.2%	71%	70%
Care leavers age 19-21 in touch (%)	87%	-	93%	95%	92%**	↑	93.3%	92%	91%
Care leavers age 19-21 in suitable accommodation (%)*	84%	-	86%	87%	87%	↔	89.4%	87%	88%
Care leavers age 19-21 in EET (%)	57%	-	58%	56%	57%	↓	52.2%	50%	52%

**Care Leaver 19 -21 data now includes Carer Leavers who have returned home. This has increased the cohort number and reduced slightly the % figure

Contact and Referrals

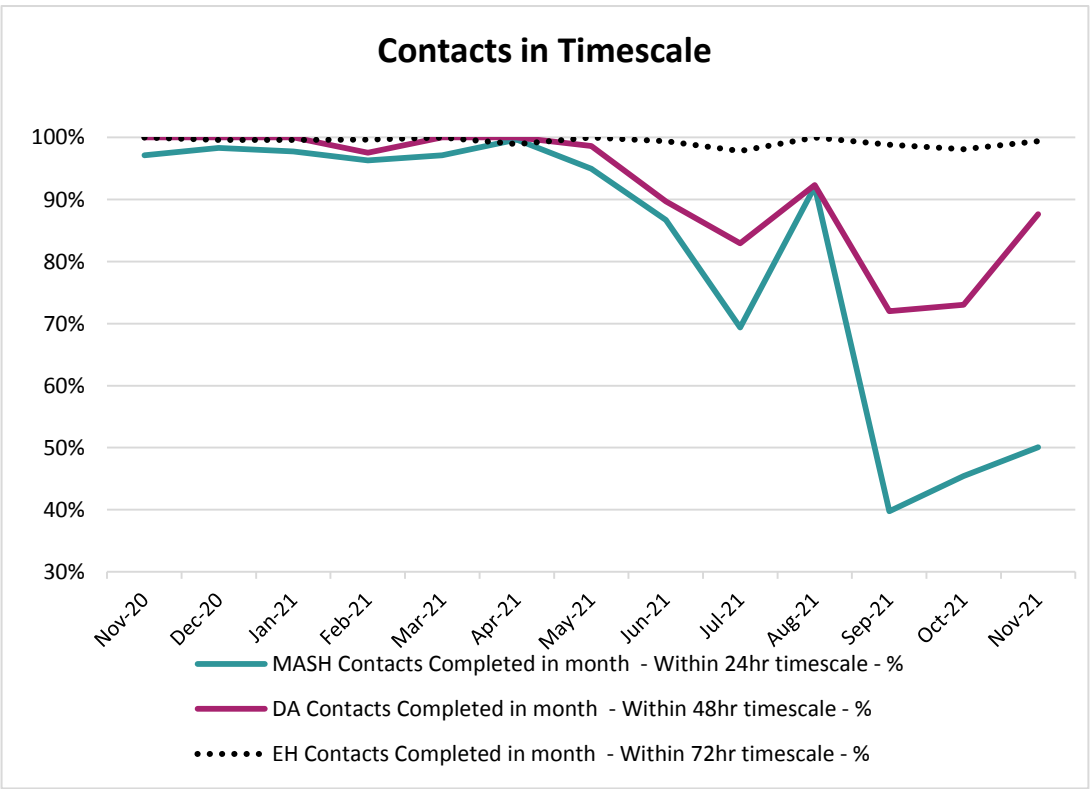


Performance Summary

- 1292 Contacts came into MASH. 615 remained in MASH, 178 went to the Domestic Abuse Hub and 449 were assessed by MASH before being directed to Early Help.
- 41% progressed in October. 47% of contacts progressed to referral in November. The YTD figure is 43%.
- 449 contacts completed in October. 615 contacts completed in November.

Service Summary

- Highest number of contacts into MASH over the previous 12 months.
- The MASH are being impacted by the levels of demand into the service.



Performance Summary

- 59% of contacts into MASH/DA hub were managed in timescale.
- 50% managed in 24hrs for the MASH Contacts
- 88% managed in 48hrs for the DA Hub Contacts
- 99% managed in 72hrs for Early Help Hub Contacts.

Service Summary

- The MASH was not fully staffed until the 19th November. This impacted on the ability to completcontacts in timescale. Timeliness in December has increased and will be reflected in December's monthly reporting. The collation of MASH data during November had been calculated with the MASH and DA hub separately; this was a error as any contacts within the DA hub would have already been progressed through the MASH; thus the data should have been presented together and not separately

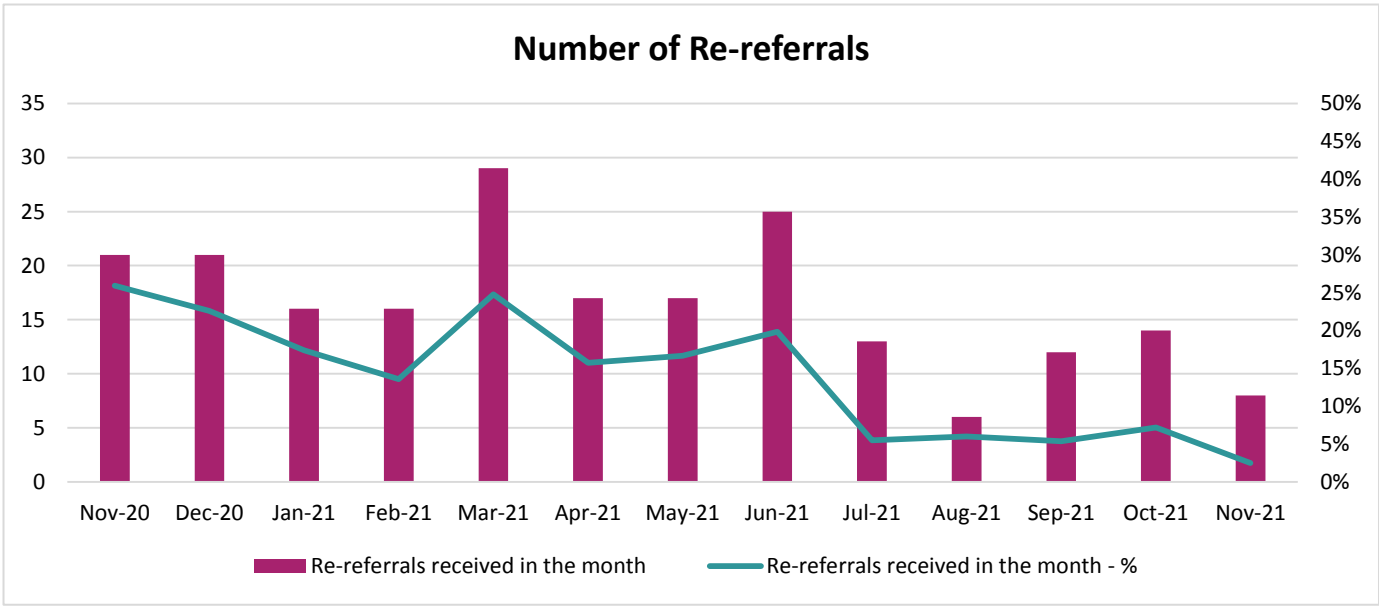
Source of Contacts and Referrals	Early Help Contacts	% of EH Contact s	MASH Contacts	% of MASH Contacts	Total Referrals	% of Referrals	% of Contacts Progressed to Referral*
Anonymous	2	0%	0	0%	0	0%	n/a
EDUCATION SERVICES	7	1%	12	2%	7	2%	58%
HEALTH SERVICES – A&E (emergency department)	18	4%	14	2%	4	1%	29%
HEALTH SERVICES – GP	7	1%	16	3%	8	3%	50%
HEALTH SERVICES – health visitor	0	0%	3	0%	1	0%	33%
HEALTH SERVICES – other (for example hospice)	17	3%	17	3%	8	3%	47%
HEALTH SERVICES – other primary health services	11	2%	51	8%	23	8%	45%
HEALTH SERVICES – school nurse	0	0%	6	1%	6	2%	100%
HOUSING - local authority housing or housing association	2	0%	1	0%	0	0%	n/a
INDIVIDUAL – acquaintance (including neighbours and child minders)	0	0%	3	0%	0	0%	0%
INDIVIDUAL – family member, relative or carer	26	5%	37	6%	20	7%	54%
INDIVIDUAL – other (including strangers or MPs)	0	0%	0	0%	0	0%	n/a
Individual - self	24	5%	1	0%	1	0%	n/a
LA SERVICES – external for example from another local authorities adults social care services	5	1%	18	3%	11	4%	61%
LA SERVICES – other internal (department other than social care in local authorities, for example youth offending (excluding housing))	3	1%	8	1%	3	1%	38%
LA SERVICES – social care for example adults social care services	148	30%	63	10%	40	14%	63%
OTHER – including children’s centres, independent agency providers or voluntary organisations	4	1%	19	3%	9	3%	47%
OTHER LEGAL AGENCY – including courts, probation, immigration, CAFCASS or prison	0	0%	25	4%	14	5%	56%
POLICE	215	43%	214	35%	49	17%	23%
SCHOOLS	10	2%	107	17%	86	30%	80%
Total	499		615		290		

Performance Summary

- 35% of the activity into MASH came from the Police.
- The Early Help Hub received the majority of contacts (via MASH) from the Police and Local Authority Services.

Service Summary

-


Performance Summary

- Re-referrals were 2.5%, which is a 4.7% point decrease from last month which was 7.2%.
- Year to date figure is 8%

Service Summary

- The fall in re-referrals requires exploration around how this data is being collated in relation to legacy cases coming through. At this stage this data is not reliable.

Benchmarking Details

Re-referral % comparison (C1.12)							
Hfd November	Hfd YTD	England*	Stat Neigh*	West Mids*	Good+ Stat Neigh*	OfSted Good*	OfSted Out'ing*
2.5%	10.6%	21.3%	19.5%	19.4%	15%	19.6%	20.5%

*2020/21 figures used for comparison (England, statistical neighbours, West Midlands & OfSted)

Contact (Completed contacts not progressing to referral)
We are reviewing report to include Next Action types for contacts – data to follow.



Performance Summary

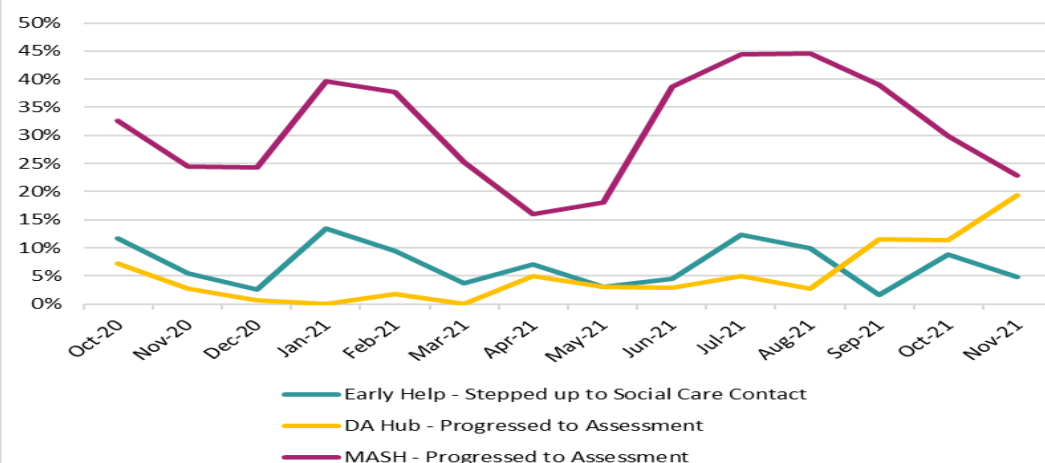
- This table show the reason contacts did not progress. There are some data mismatches recorded where the forms indicate the contact was a referral but the next action was Contact Not Progressing to referral

Service Summary

-

Early Help

Police Contacts Progressing to Assessment or Being Stepped Up From Early Help



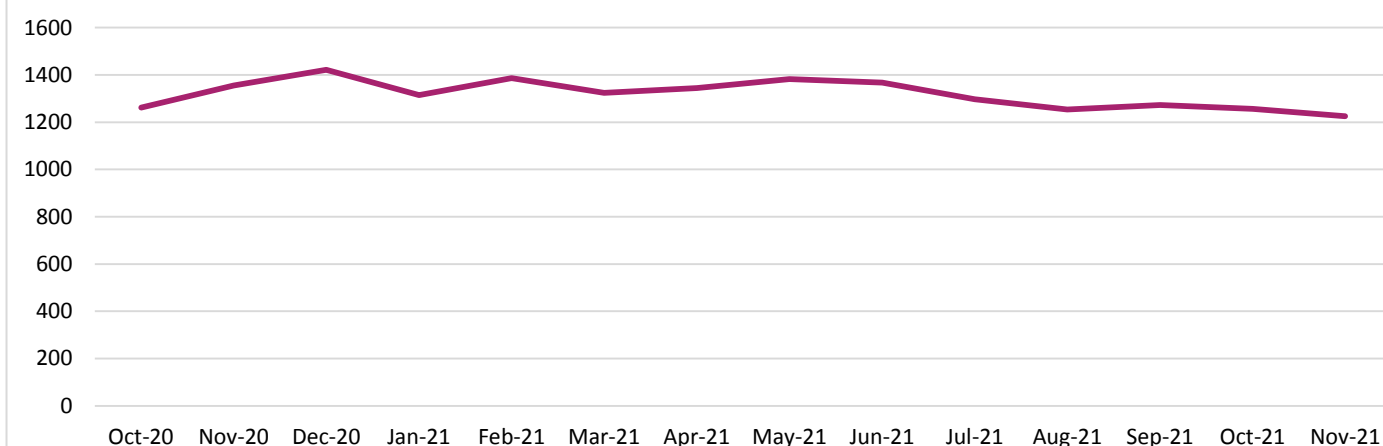
Performance Summary

- In November, 49 (23%) Police contacts into MASH were progressed. Of those that did not progress, 57 (34%) were referred to Early Help and 108 (40%) either did not meet threshold, were provided information, were signposted elsewhere or no consent was gained.

Service Summary

- The Early Help Police link is to start sitting with the Early Help Hub in MASH to improve communication especially around going back to the Police for correct contact details for the family.

Number of current Early Help Assessments (EHA)



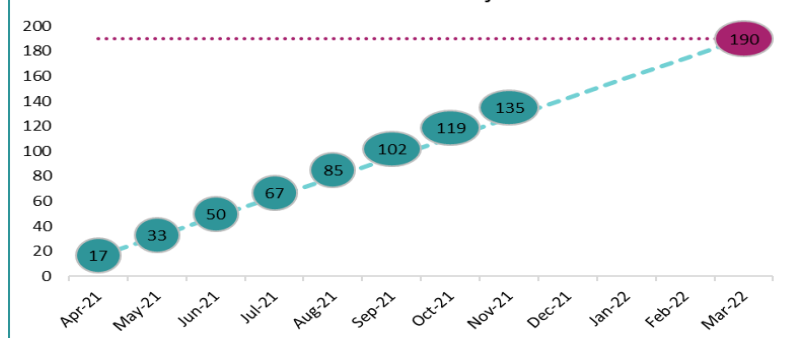
Performance Summary

- Number of Early Help Assessments: As can be seen from the graph, the number of cases open to Early Help remains stable. There have only been small fluctuations over the last 12 months.

Service Summary

- The number of EHA's in November 2021 are similar to those in November 2020, they historically dip during school holiday periods, as schools are the main instigators of EHA's.

2021 - 22 Actual and Projected PBR



Performance Summary

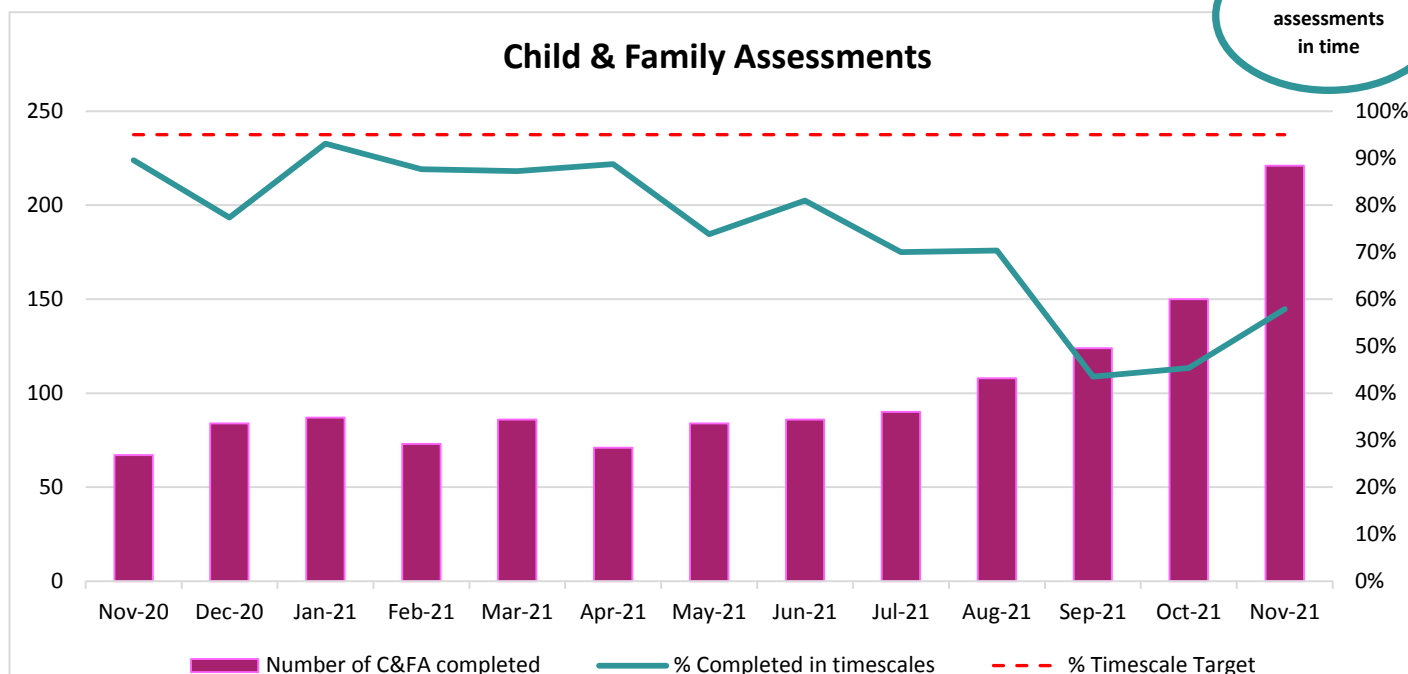
- At the end of November 2021 - 135 payment by results claims have been made.

Service Summary

- The number of Payment by Results continue to be on track to meet the annual target of 190. All consistently pass the internal auditor before being sent to Department for Levelling Up, Housing & Communities. The total money available for PbR's this financial year is £152,000 total claimed to date £108,000.

Assessments

Child & Family Assessments



Performance Summary

- 221 Assessment completed in November compared to 150 in October.
- 58% of assessments were completed in timescale (from 45% in October)
- Year to date is 63% in timescale
- 76% of children were seen in 5 days of the assessment start date.

Service Summary

- At least twice the number of assessments were completed in November compared to every month in the year up to and including August 2021.
- The Assessment service has been working hard to progress cases through and this is starting to be reflected in the % completed in timescales with an improvement from last month of 13% point increase.

Benchmarking Data

Assessments in timescale % comparison (C2.27)							
Hfd November	Hfd YTD	Eng*	Stat Neigh*	West Mids*	Good+ Stat Neigh*	OfSted Good*	OfSted Out'ing*
58%	81.9%	87%	86%	86%	89.8%	90.7%	90.4%

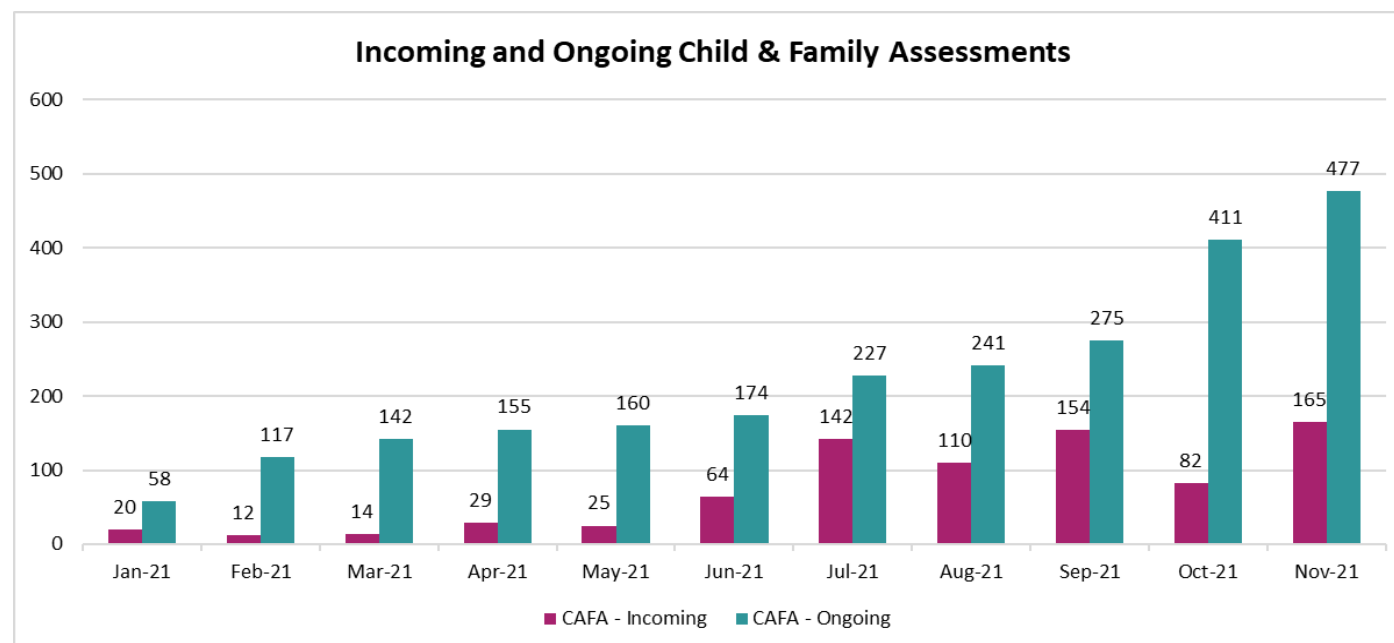
*2020/21 figures used for comparison (England, statistical neighbours, West Midlands & OfSted)

Assessments	May	June	July	Aug	Sept	Oct	Nov	Year to Date
Completed in time %	74%	81%	70%	70%	44%	45%	58%	63%
Child seen in 3 days (or 5 days from October 2021)	90%	87%	78%	75%	22%	42%	76%	67%*

*this figure includes both 'child seen in 3 days' to September and 'child seen in 5 days' from October 2021

Assessment Outcome	Number and %* of total assessments
CIN Plan	77 (35%)
Continue with Current Plan	30 (14%)
Decision to Seek Accommodation	1 (1%)
Strategy Meeting	31 (14%)
Refer to Adult service	1 (1%)
Close Case	81 (37%)

Incoming and Ongoing Child & Family Assessments



Performance Summary

- There are 477 incomplete assessments
- There are 165 incoming assessments that have not been started

Service Summary

- Despite an increase in completed assessment (double the number completed per month up to August) there are still 477 ongoing assessment in the service.
- Many of these have now been moved to the CIN service for progression as many of these were historical incomplete assessments. These are now being completed through the project

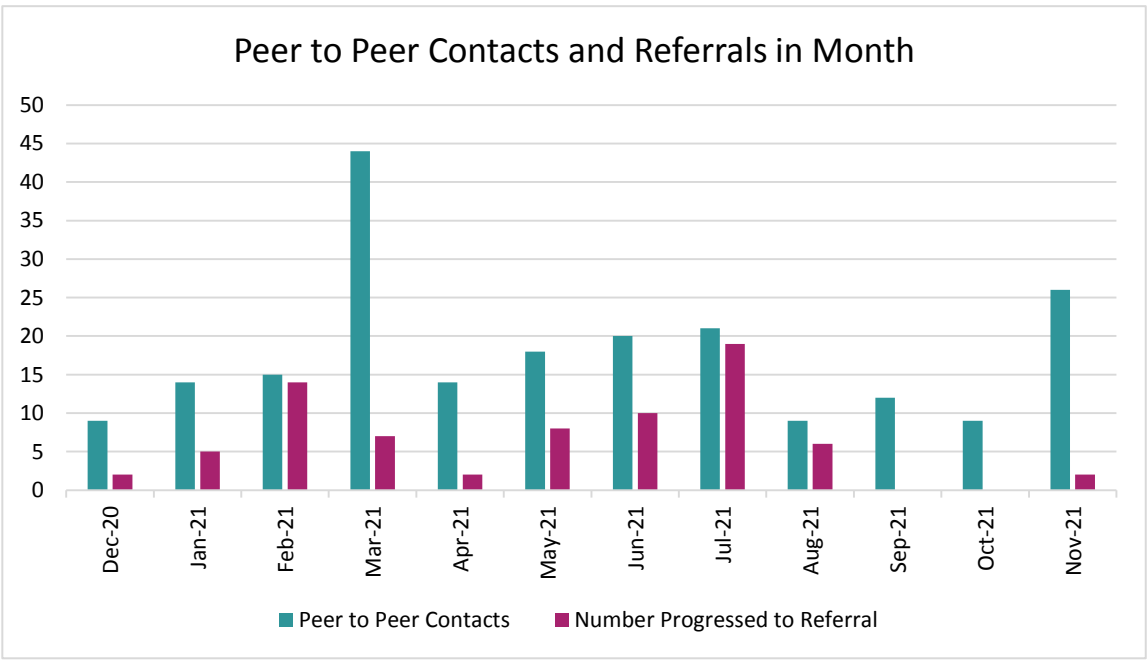
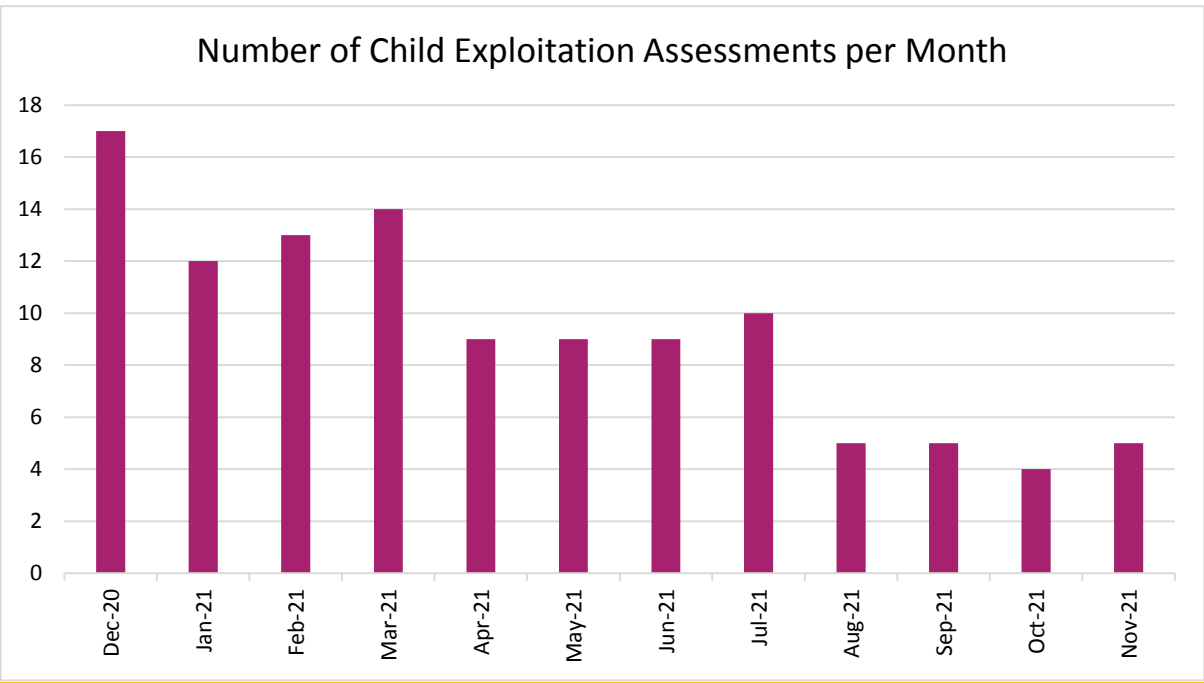
Action Resulting from Case Closure:

Closed Case from:	Closed Case Next Actions	Number and %* of total closed cases
Assessment with a Strategy Meeting	Early Help	13 (14%)
	Family Support	0 (0%)
	Other Agencies	8 (9%)
	No Further Action	7 (8%)
Assessments with No-Strategy Meeting	Early Help	6 (7%)
	Family Support	0 (0%)
	Other Agencies	8 (9%)
	No Further Action	49 (54%)

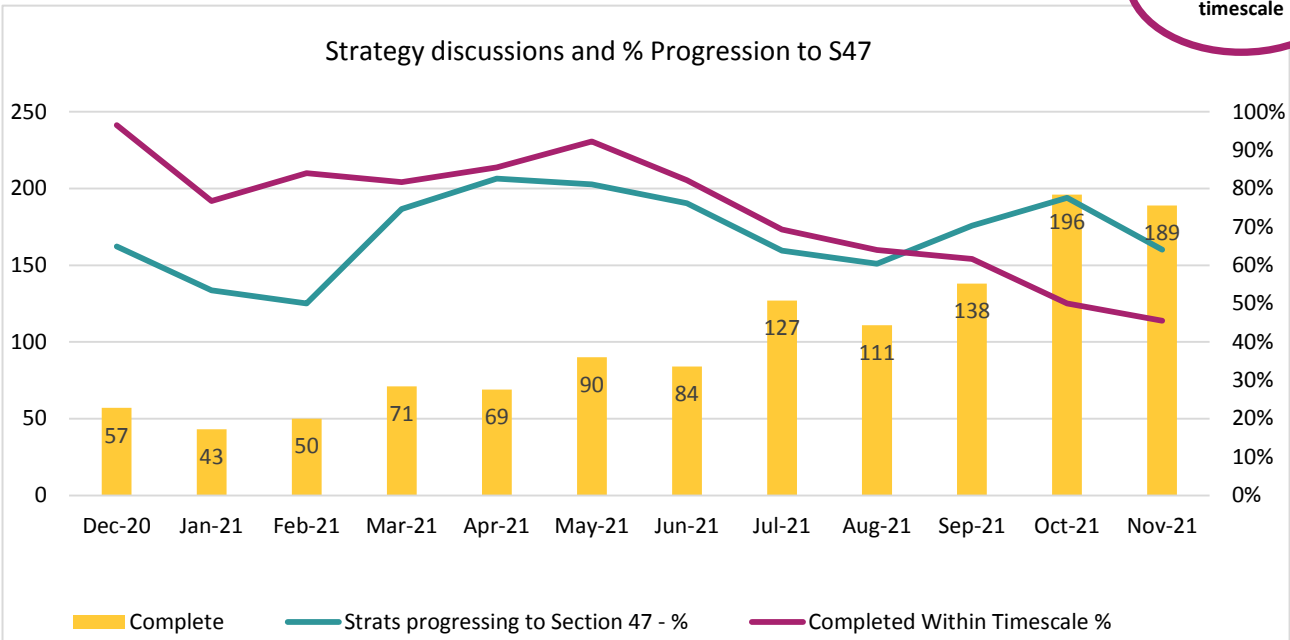
Performance Summary

- 37% of assessments ended in closed case
- 62% of closed cases resulted in no further support from the service

Service Summary



86 out of 189 in timescale

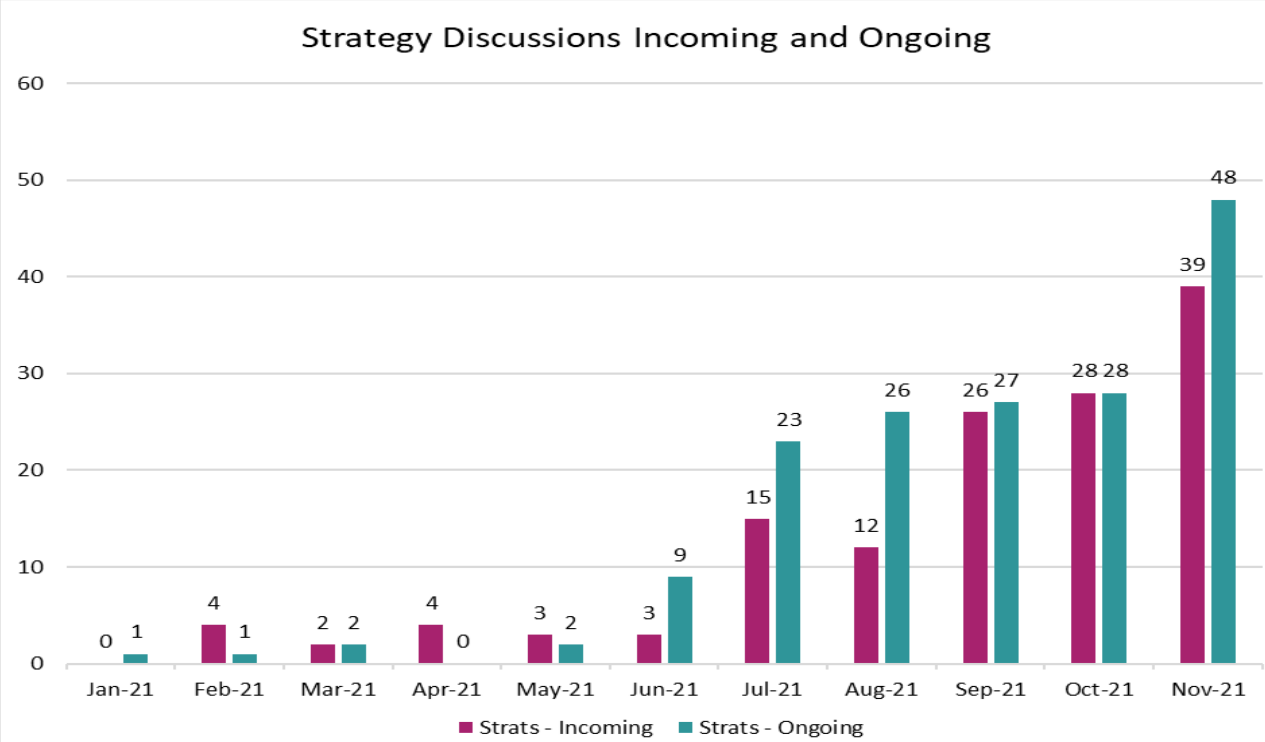


Performance Summary

- 46% of strategy discussions were completed in time
- Year to date is 64% completed in time
- 64% of strategy discussions progressed to S47 (78% in October)
- Year to date 71% of strategy discussions progressed to S47
- There were 48 incomplete strategies at the end of the month
- There were 39 incoming strategy discussion to be started in Mosaic.

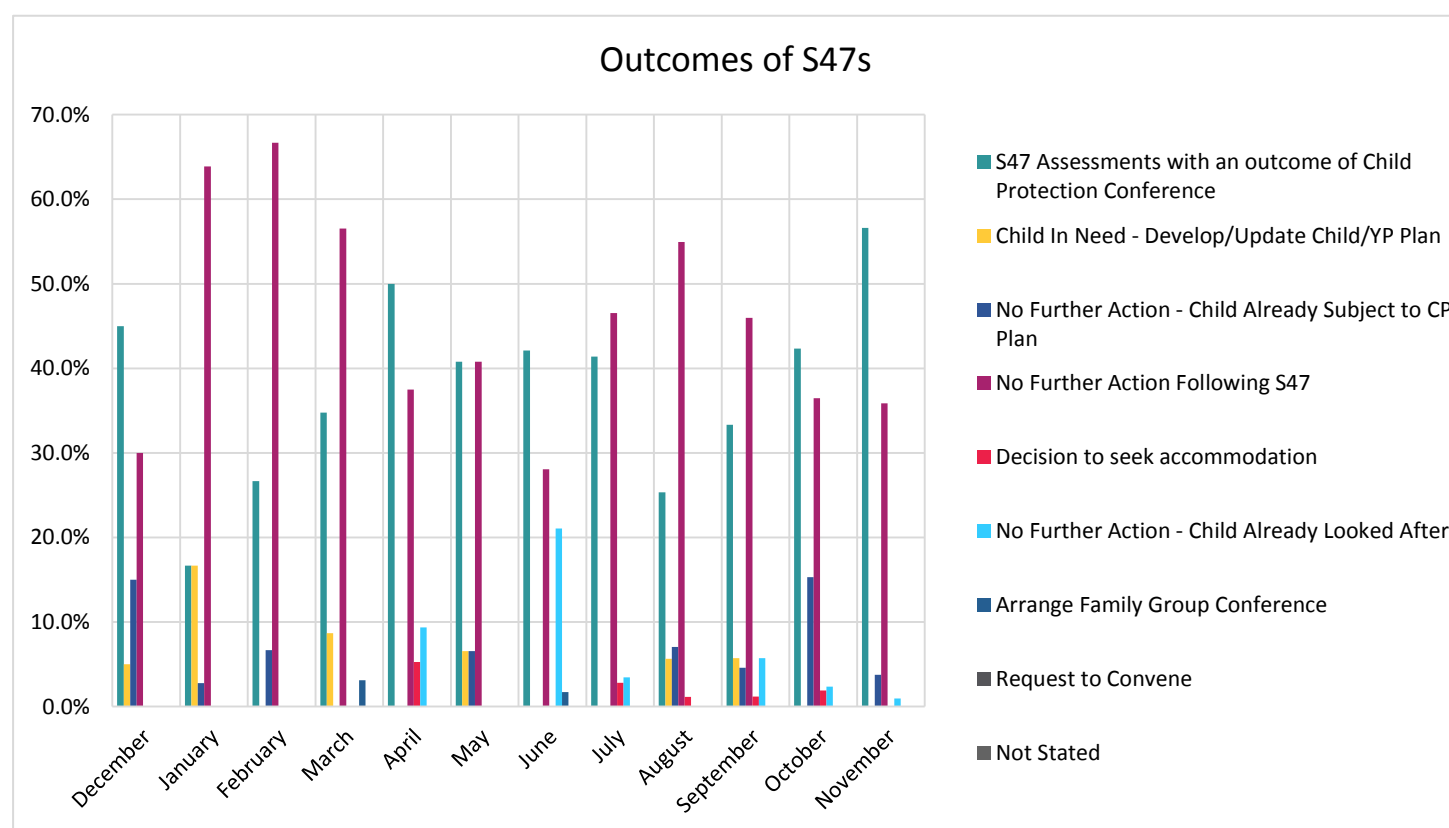
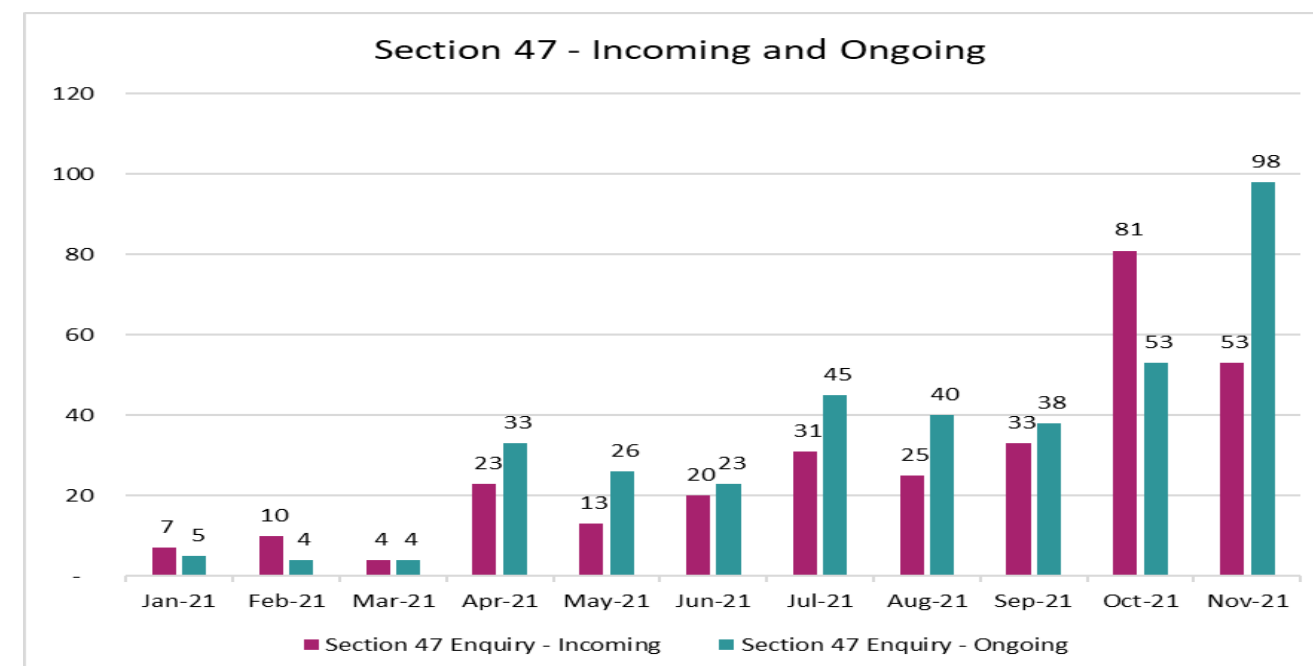
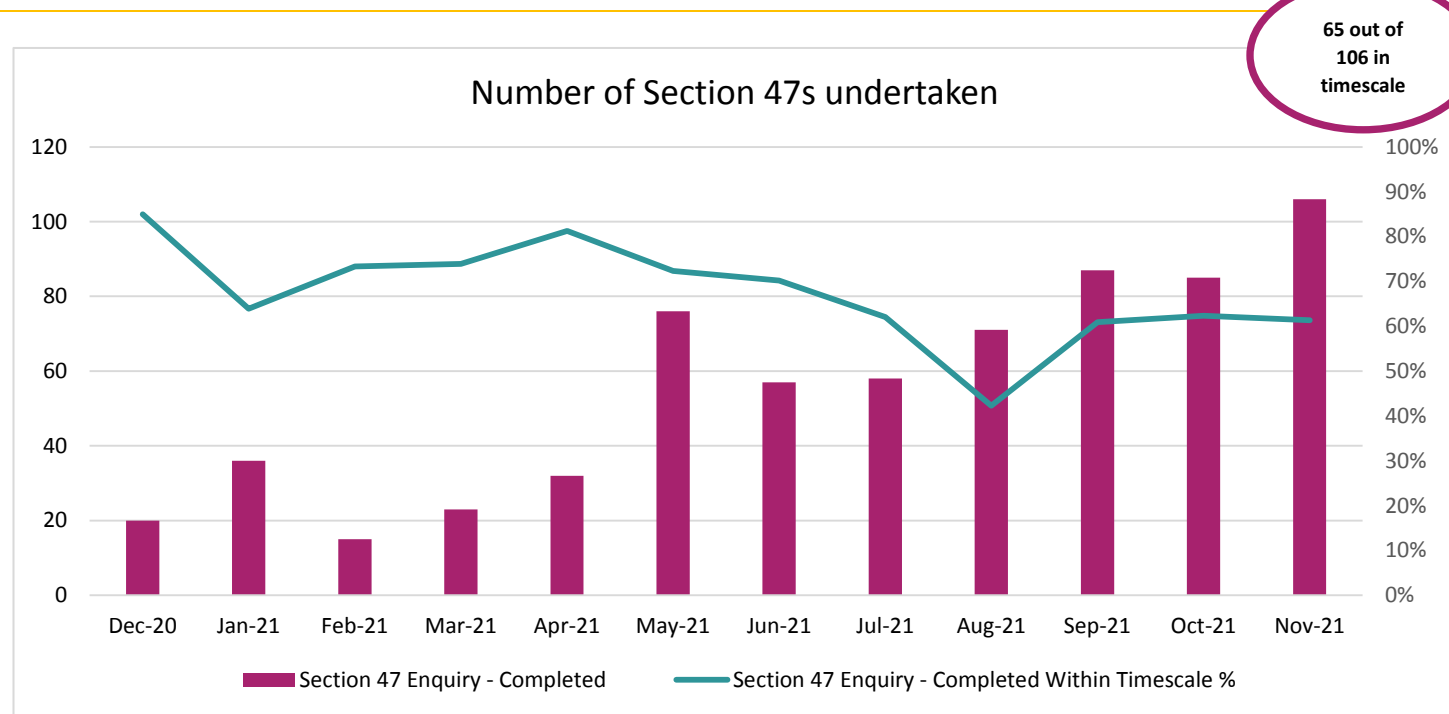
Service Summary

- Given the demand for strategy discussions remains high capacity to chair and review minutes is, at times, challenging and therefore impacting performance. The feedback from service managers is that generally strategy meetings take place in timescale however it is reviewing the minutes and completing the forms in Mosaic which is often completed outside of timescale.
- Capacity from the police to convene has impacted on meeetings being held in timescale.
- It had been identified that some managers were convening multiple strategy meeting on the same case. Since the end of November this practise have ceased unless there are exceptional circumstances and agreed by Head of Service.



Strategy Discussions	May	June	July	Aug	Sept	Oct	Nov	Year to Date
Completed in time %	92%	82%	69%	64%	62%	50%	46%	64%
Progression to S47	81%	76%	64%	60%	70%	78%	64%	71%

Section 47s



Performance Summary

- 61% of S47s were completed in time
- Year to date: 63% of S47s were completed in time
- 57% of S47s progressed to ICPC
- 36% of S47s resulted in no further action
- There were 98 incomplete S47 at the end of the month
- There were 53 incoming S47 to be started in Mosaic.

Service Summary

- November 2020: 39 S47s were completed. November 2021: 106 were completed. This would indicate a change in practice. We anticipate that this will continue for the next couple of months. In addition, with recent high profile cases from other parts of the country, we anticipate that there will be increased demand into the service due increased referral levels are anticipated to continue.
- There has been an impact of low staffing levels and high vacancies upon performance within the assessment service due to increased pressure upon workers with a high risk in referral and assessment rates.

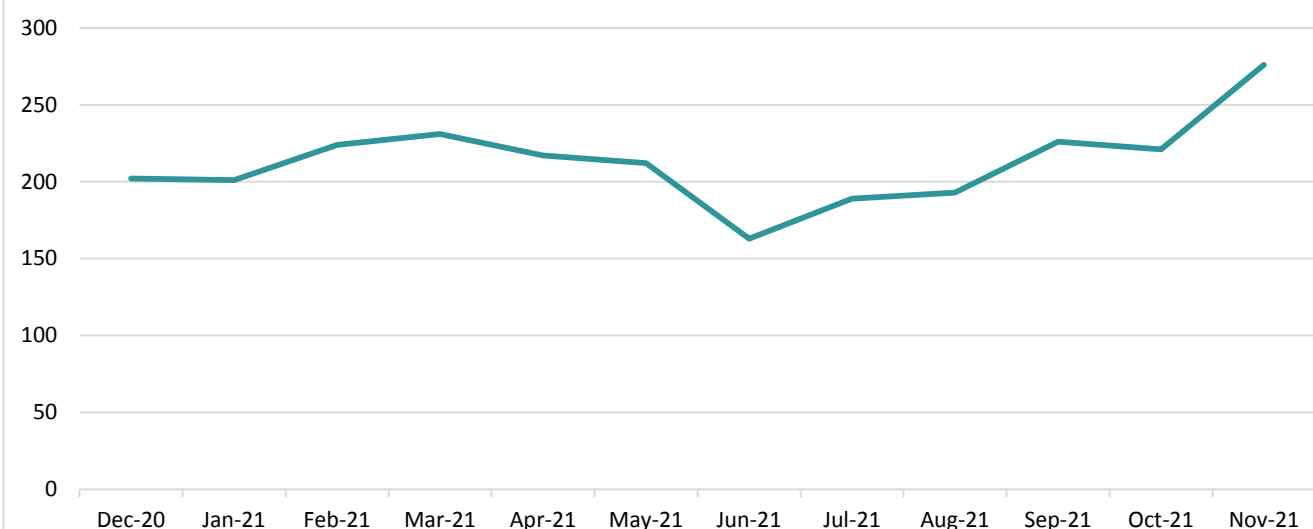
Benchmarking Data (*Source Benchmarking Tool V3.20 – 2020/21)

Section 47s in the year as a rate per 10,000 comparison (C4.02A)							
Hfd Rate (YTD)	Herefordshire*	Eng*	Stat Neigh*	West Mids*	Good+ Stat Neigh*	Ofsted Good*	Ofsted Out'ing*
159	107.7	164.4	139.5	178.3	139.5	177.3	126.8

(C4.18) Conversion rate of Section 47 enquiries in the year to ICPCs in the year			
Hfd Rate (YTD)	Eng*	Stat Neigh*	West Mids*
45.4%	36.5%	39.3%	35.6%

Children In Need

Number of children on a Child in Need plan



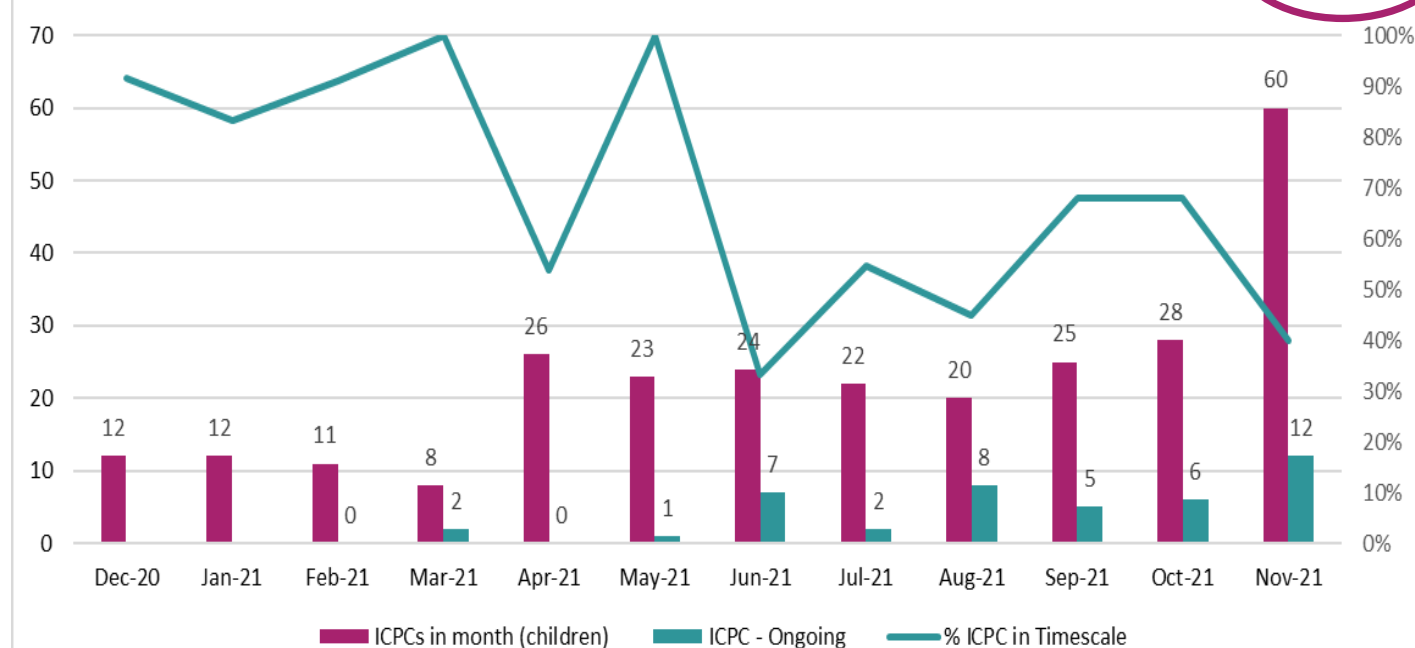
Performance Summary

- At the end of November, there were 276 children on a Child in Need Plan

Service Summary

- We anticipated the increase in the number of children on a child in need plan due to a focus on completing workflow that had not been progressed. With increased demand at the front door, we expect the number of children on a Child in Need Plan will continue to rise.
- The Child in Need Teams are reviewing all the Child in Need cases so this may help to stabilise the number of Children in Need, however, the more appropriate application of thresholds has meant that there is likely to be an increase in children in need around cases that previously would have been sent to EH or closed. This will level out over time as legacy cases begin to lessen and confidence around thresholds increases.

Number of ICPC and Timescales



24 out of 60 in timescale

The year to date figure is 61% ICPC in timescale.

Performance Summary

- 40% of ICPCs were held in timescales
- Year to date is 55%
- 86% of RCPC were held in timescale
- There were 12 incomplete ICPCs at the end of the month.

Service Summary

- Salwa

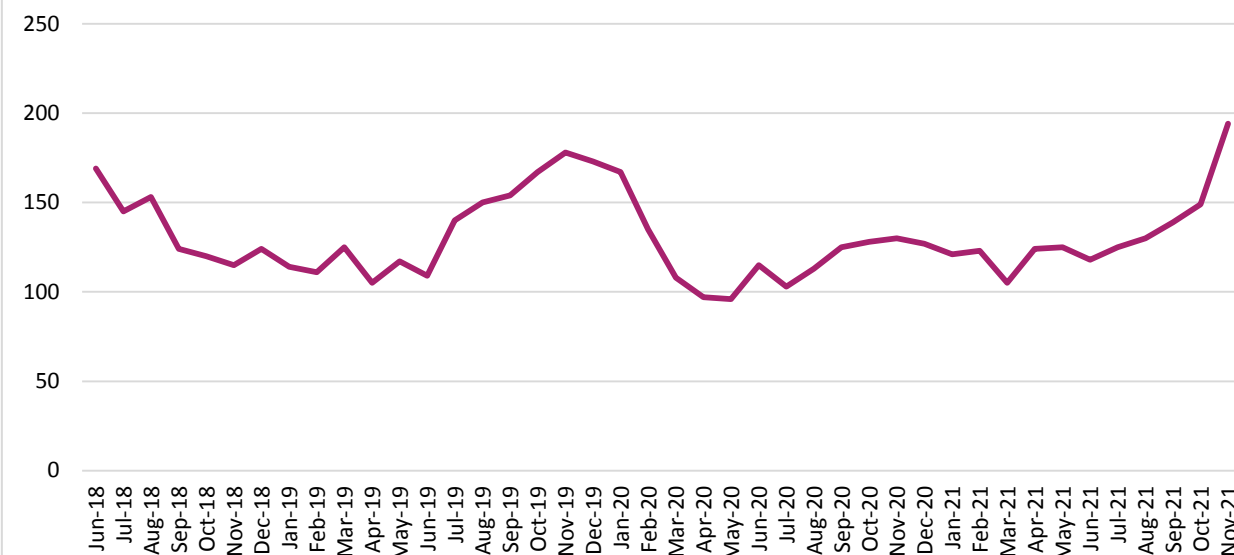
Benchmarking Data

ICPCs in the year as a rate per 10,000 of children aged under 18 years (C4.04A)				
Hereford November		England*	Statistical Neighbours*	West Midlands*
48.8		60.0	54.3	63.5
ICPCs in timescale % comparison (C4.17)				
Hfd November	Hfd YTD	Eng*	Stat Neigh*	West Mids*
40%	55%	83%	87.9%	85%

*2020/21 figures used for comparison (England, statistical neighbours, West Midlands & Ofsted)

Child Protection Plans

Number of Children on a Child Protection Plan



Note: This graph does not include retrospective action taken in Mosaic

Child Protection at Month End

194

Performance Summary

- There has been an increase of 45 children being made subject to a child protection plan from last month's reported figures

Service Summary

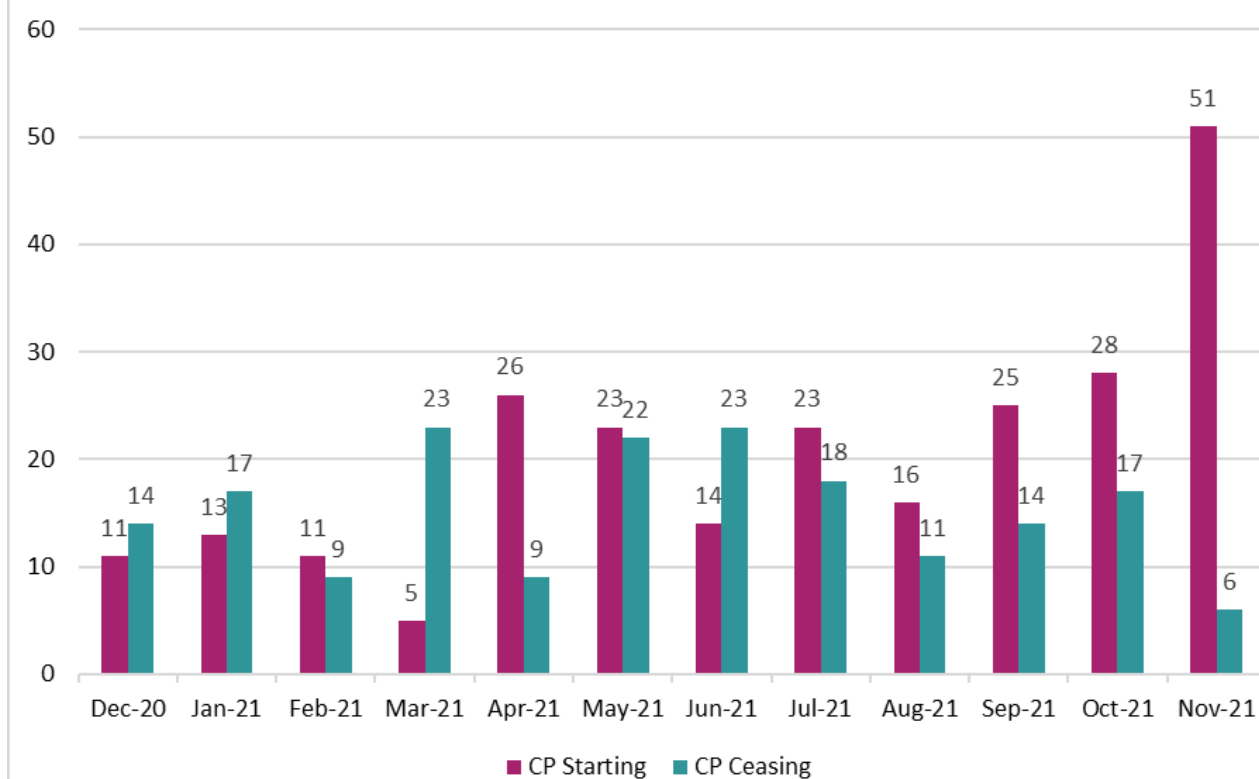
- In November 2020: 130 children on a plan. November 2021: 194 children on a plan. This reflects the change in practice and is a significant increase.
- There have been a significant reduction in the number of plans ceasing in November.
- This would be expected during the current stage of improvements being made as threshold application is now more appropriate, legacy/historical cases that previously may have been closed or managed at the wrong level are now addressed. The increase in CP Plans and less reduction in plans is consistent with the rise in cases being issued in court and improved recognition of risk

Benchmarking Data

CP Rate (per 10,000) (D1.02)				
Herefordshire current	Herefordshire* 2020/21	England*	Statistical Neighbours*	West Midlands*
53.7	47.2	52.6	47.8	57.3

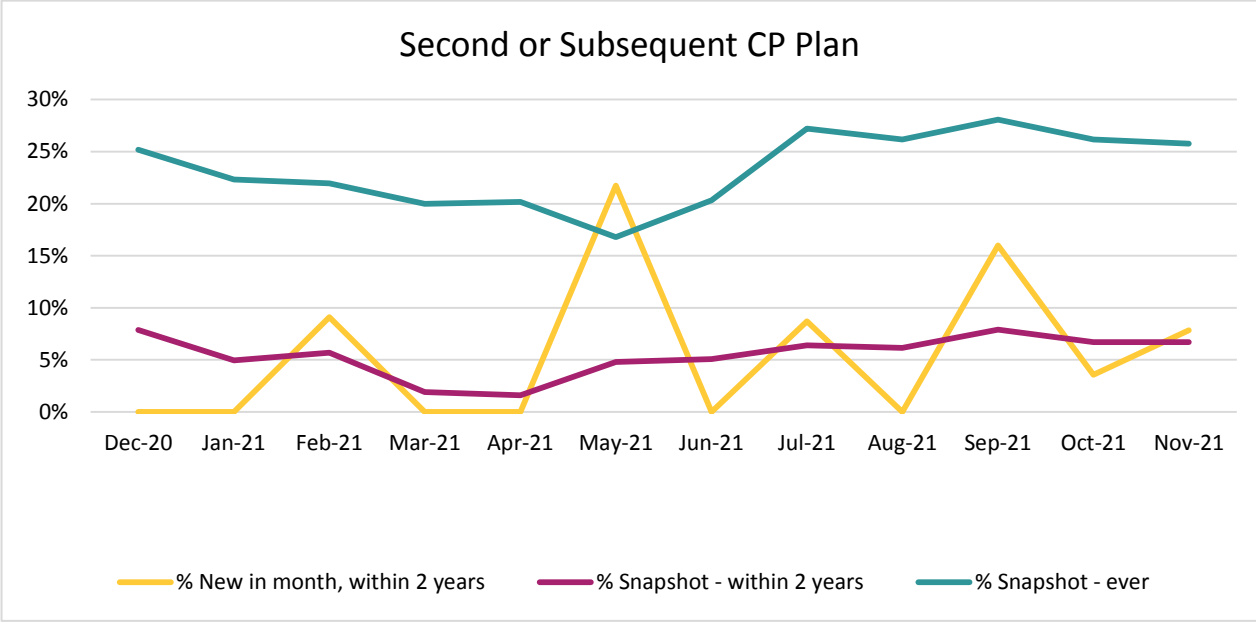
*2020/21 figures used for comparison (England, statistical neighbours, West Midlands & Ofsted)

CP Starting & Ceasing in month



Categories of Need in Child Protection Plans

	Mar-21	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sept-21	Oct-21	Nov-21
Emotional	57 (54%)	76 (61%)	66 (53%)	64 (54%)	77 (62%)	78 (60%)	82 (59%)	90 (60%)	111 (57%)
Neglect	34 (32%)	33 (27%)	43 (34%)	46 (39%)	43 (34%)	44 (34%)	45 (32%)	47 (32%)	67 (35%)
Physical	6 (6%)	6 (5%)	7 (6%)	6 (5%)	2 (2%)	2 (2%)	3 (2%)	6 (4%)	6 (3%)
Sexual	8 (8%)	9 (7%)	9 (7%)	2 (2%)	2 (2%)	5 (4%)	9 (6%)	6 (4%)	10 (5%)
Multiple	0	0	0	0	1 (1%)	1 (1%)	0	0	0



Performance Summary

- New in month, within 2 years: New child protection plans where the child has previously had child protection plan in the last 2 years.
- Snapshot - within 2 years: All children who are currently subject to a child protection plan who have returned to child protection, having been removed from a plan in the last 2 years.
- Snapshot - ever: All children who are currently subject to a child protection plan who have returned to child protection, having previously been removed from a plan (no time limit) (CIN Census measure)

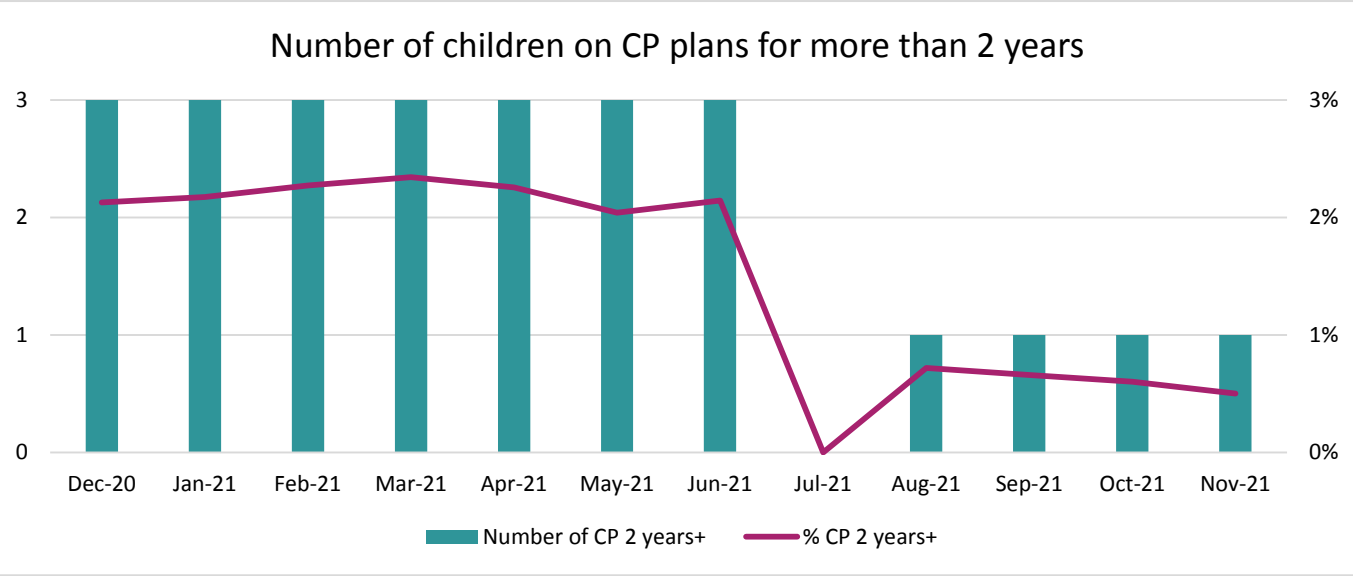
Service Summary

-

Benchmarking Data

New CP 2 nd and subsequent - within 2 years (D3.03)			
Hereford November	England*	Stat Neigh*	West Mids*
8%	22.1%	23.4%	22.7%

This benchmarking indicator is being investigated by the Performance Team to see if there is a more appropriate measure



Performance Summary

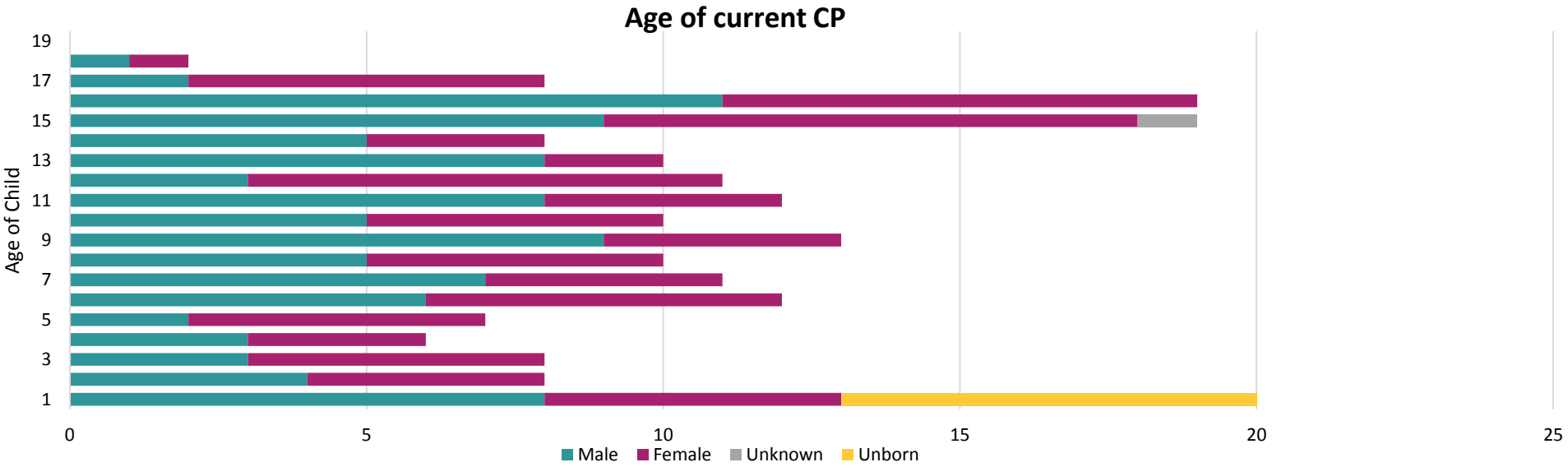
- From September - June, there was a family group of three children that had been on a plan for over 2 years.
- There is now one child on a plan for more than 2 years

Service Summary

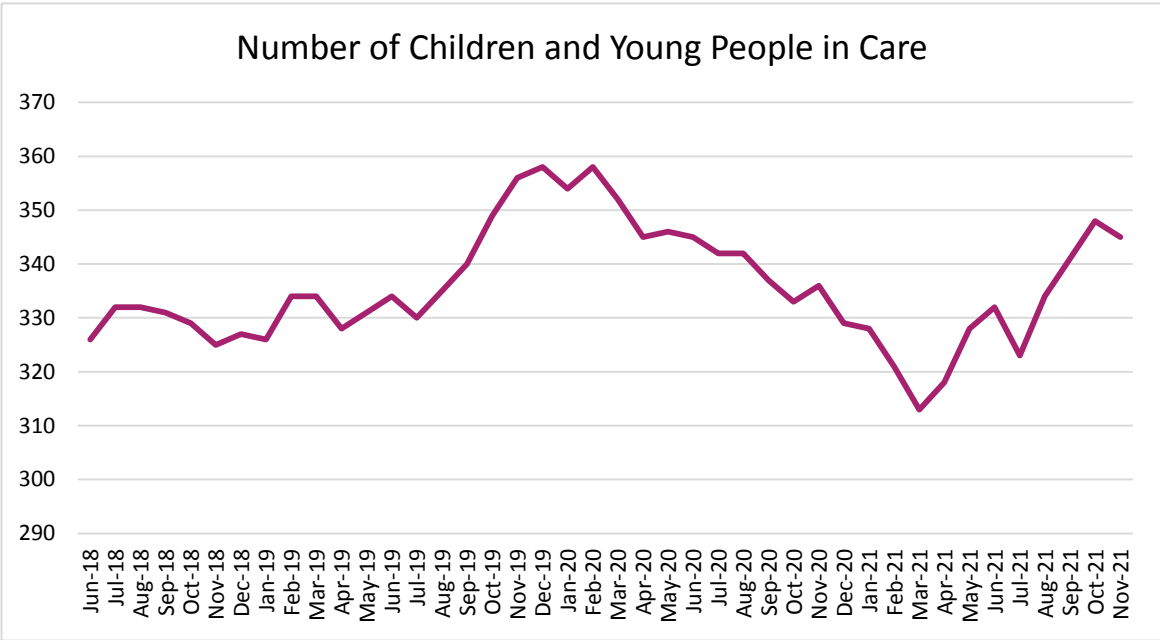
- The case file of the one child has been reviewed by the service manager and there is a plan to enable step down to child in need within the next four months. A system is in place to review all cases, working with QA Team, for individuals on a Child Protection Plan and provide reassurances they are at the right threshold.
- We are in a comparatively better place than national and our statistical neighbours.

CP 2+ years (for those currently CP) (D5.11)			
Hereford November	England*	Stat Neigh*	West Mids*
0.5%	2.0%	2.8%	2.2%

*2020/21 figures used for comparison (England, statistical neighbours,West Midlands & OfSted).



Children and Young People in Care



Note: This graph does not include retrospective action taken in Mosaic

Number of Children and Young People in Care at Month End

345

Performance Summary

- There has been a decrease of 3 children being taken into care from last month’s reported figures.
- 5 Individuals started CLA but in the month of November 0 individuals ceased.

End of October reported figure: 348

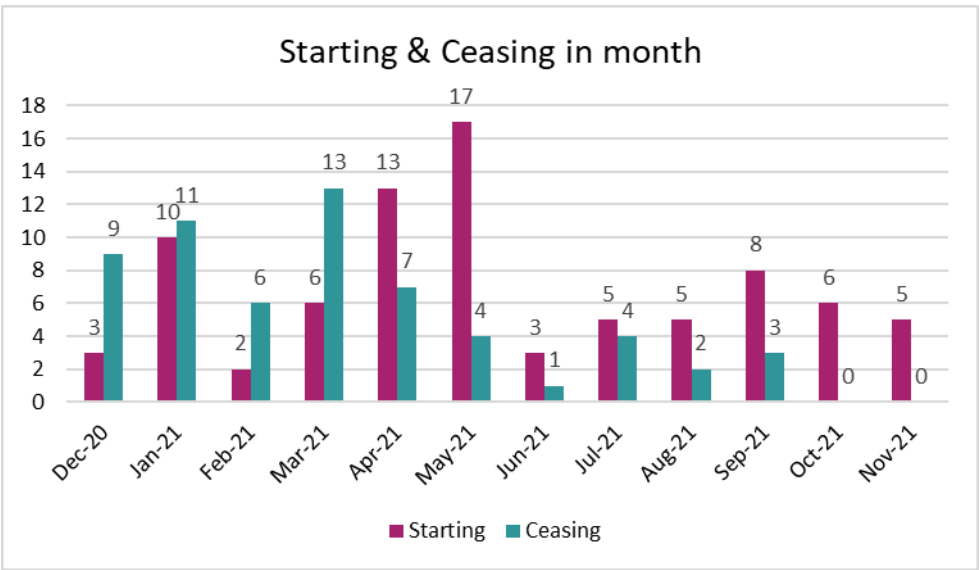
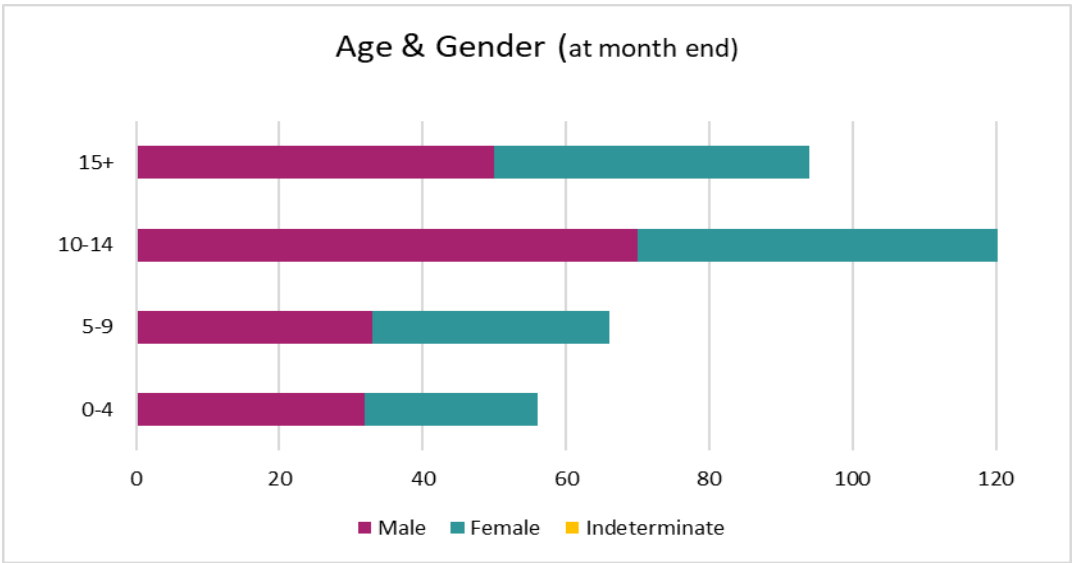
End of November reported figure: 345

Decrease in reported figures of 3 children

However....348 clearly was not the actual figure at the end of the month because not all the work had been entered onto Mosaic by the month end (in October). During November, children that had started/ceased being in care had been added and **backdated to October** (after the report had been run). Therefore, the monthly figures accurately reflect Mosaic at the time the report was run but won’t pick up any work that has been added subsequently and backdated. This is why the started/ceased in the month figures do not tie in with the actual end of month totals.

Service Summary

- .

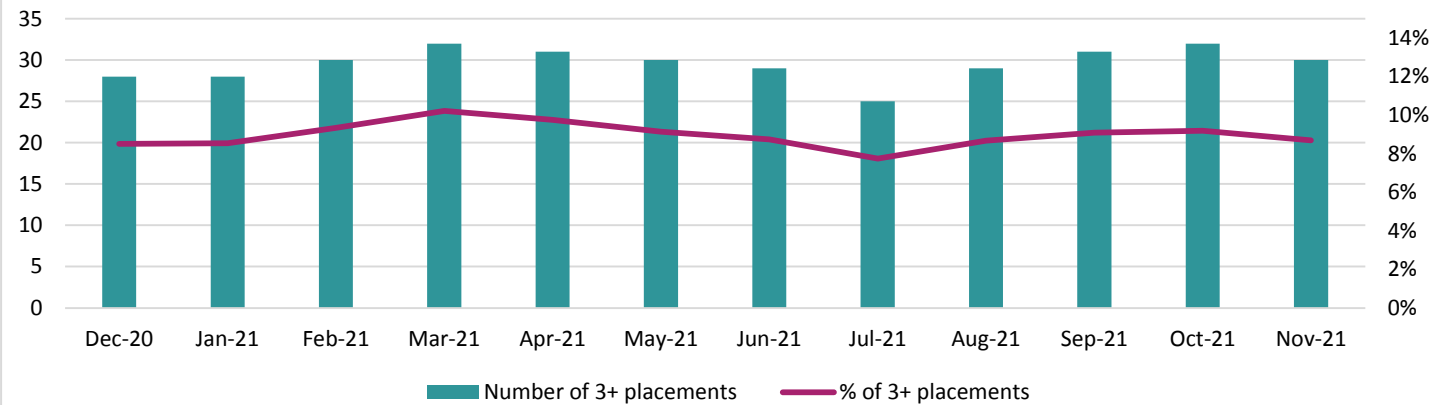


Benchmarking Data

Children and Young People in Care Rate (per 10,000) (LAA1.02)						
Herefordshire	England*	Stat Neigh*	West Mids*	Good+ Stat Neigh*	OfSted Good*	OfSted Out'ing*
87	67	60.2	85	61.5	65.9	55

*2020/21 figures used for comparison (England, statistical neighbours, West Midlands & OfSted

Number and percentage of Children and Young People in Care with 3 or more placements



Performance Summary

- 9% of children in our care have had 3 or more placement moves in the last 12 months

Service Summary

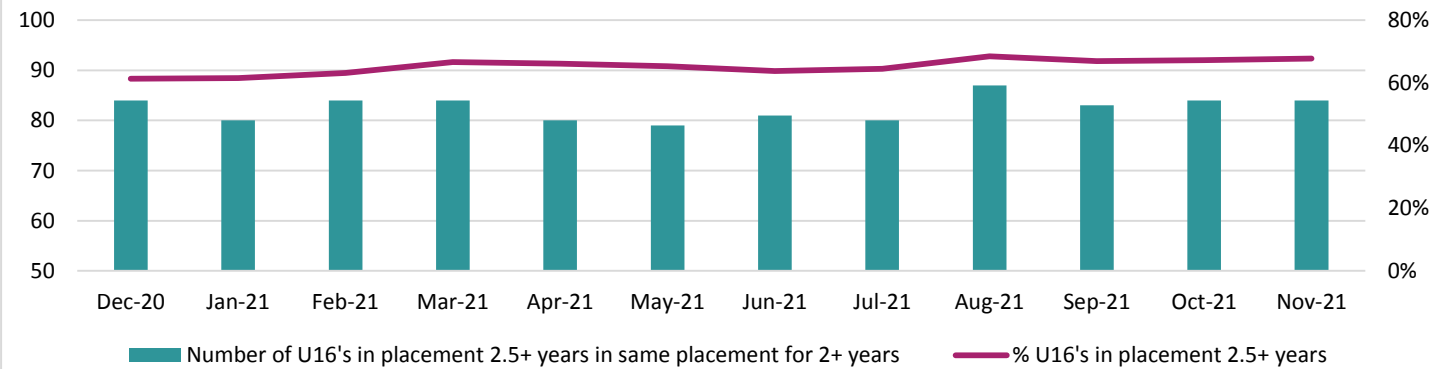
- Placement stability has been maintained. All placements that have broken down /moved will be reviewed.
- Network meeting is gradually being embedded in practice.

Benchmarking Data

% of Children with 3 or more placements in last 12 months (P_P 1.01)						
Hfdshire current	Eng*	Stat Neigh*	West Mids*	Good+ Stat Neigh*	OfSted Good*	OfSted Out'ing*
9%	9%	9.8%	8%	7.5%	8.5%	9.4%

*2020/21 figures used for comparison (England, statistical neighbours, West Midlands & OfSted).

Number and percentage of U16 Children and Young People in Care for 2.5+ years in the same placement for 2+ years



Performance Summary

- 68% of children under 16, in care for 2.5+ years have stayed in the same placement for 2 years or more.

Service Summary

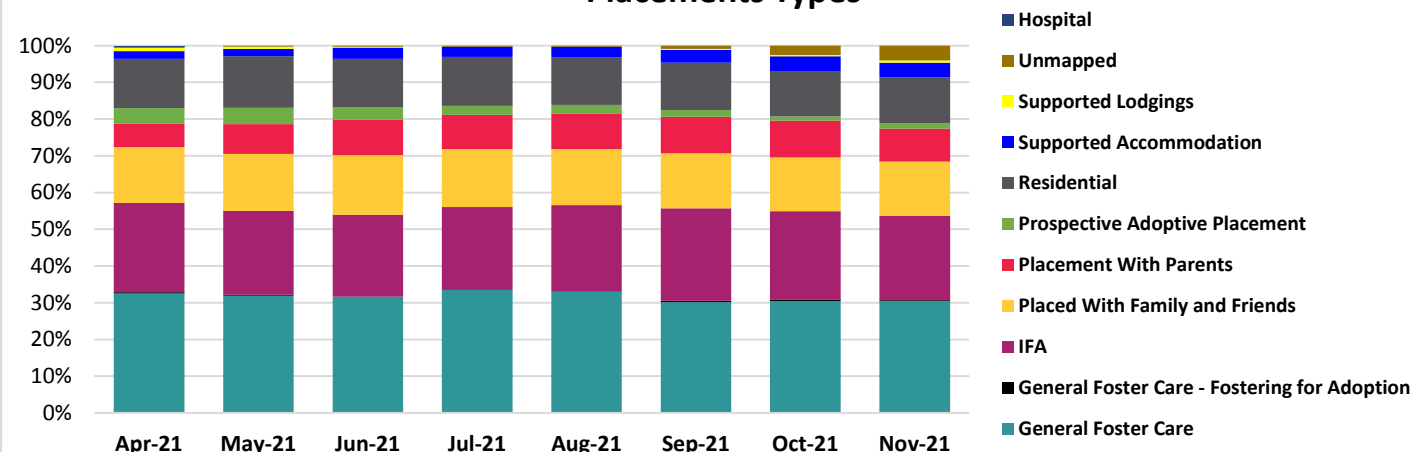
- The service is reviewing cases which where the placement has ceased following being in the same placement for 2.5 years.

Benchmarking Data

% Looked After Children 2.5+ yrs in same placement (P_P 2.01)						
Hfdshire current	Eng*	Stat Neigh*	West Mids*	Good+ Stat Neigh*	OfSted Good*	OfSted Out'ing*
68%	70%	72%	71%	68%	68%	63%

*2020/21 figures used for comparison (England, statistical neighbours, West Midlands & OfSted).

Placements Types



Performance Summary

- General foster care: 30%
- Placed with parents or family/friends: 24%
- IFA: 23%
- Residential: 13%
- Adoption related: 2%
- Others (including supported accommodation/supported lodgings and other): 8%

Service Summary

- The service is continuing to review individuals in Residential placements.
- The service will review the supported accommodation and supported lodging placements.
- The service are reviewing all children in care in terms of their permanency planning including those in a connected carers arrangements to consider if SGO is appropriate.
- Placement with Parents arrangements is currently being reviewed through the Permanence Panel. Cases have been identified where the care order can be discharged.

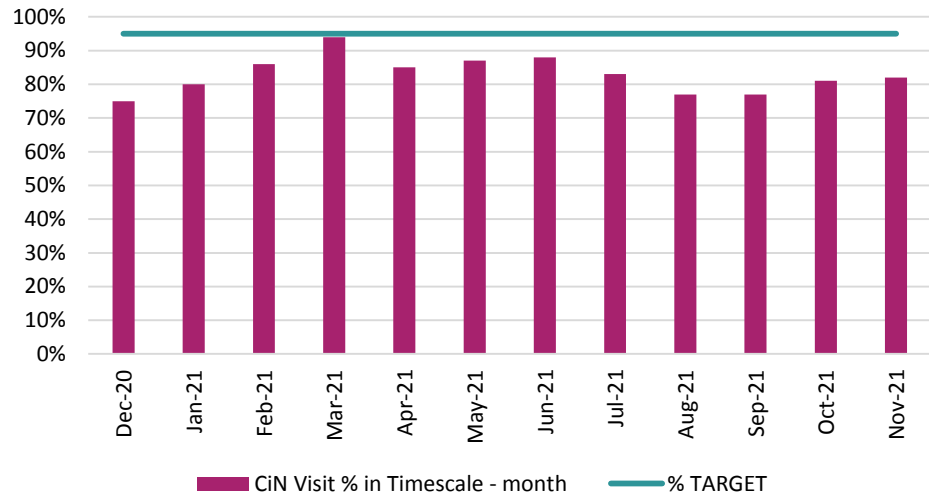
Visits

225 children
out of 276 in
time

172 children
out of 194 in
time

323 children
out of 345 in
time

Percentage of CIN visits in timescale



Performance Summary

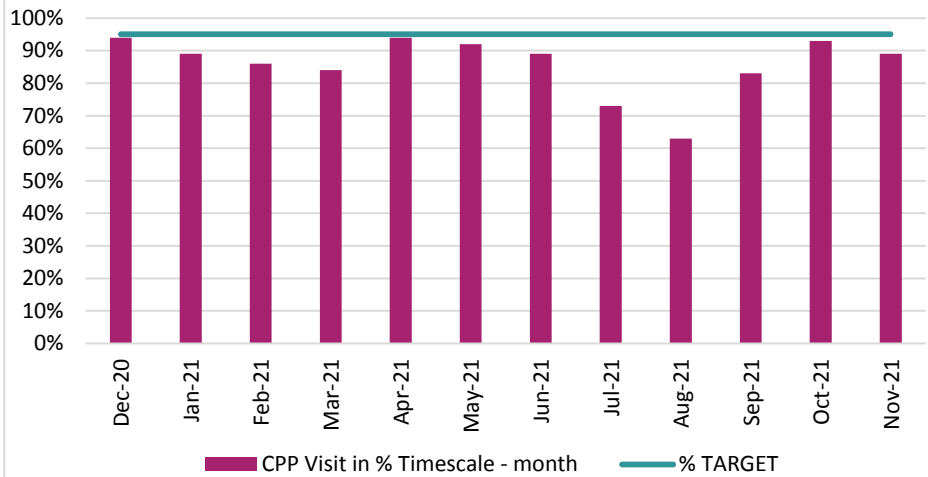
- 82% of children on a Child in Need Plan have a visit in timescale
- Year to date is: 82%
- Target is: 95%

*This data has come from 1st December Daily Visits Report. The number of allocated cases do not always 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.

Service Summary

- Volume of Child in Need cases has gone up and the performance has improved slightly.
- With the dedicated CIN team fully staffed from 20th December it is expected that performance across the service will improve.

Percentage of CP Visits in timescale



Performance Summary

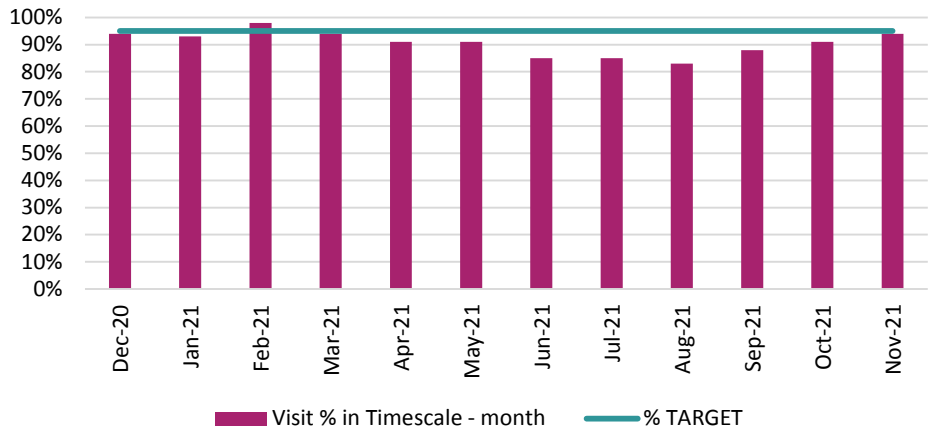
- 89% of children on a Child in Protection Plan have a visit in timescale
- Year to date is: 87%
- Target is: 95%

*This data has come from 1st December Daily Visits Report. The number of allocated cases do not always 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.

Service Summary

- There have been a significant increase (approx 30% increase) in the number of children on a Child Protection Plan and the visits in timescales has fallen slightly.

Percentage of Children and Young People in Care Visits in timescale



Performance Summary

- 94% of children in care have a visit in timescale
- Year to date is: 89%
- Target is: 95%

*This data has come from 1st December Daily Visits Report. The number of allocated cases do not always match the actual number of CiC cases due to new CiC cases not requiring a visit in the month and ceased cases that have had a visit.

Service Summary

- Visits are one of the non negotiable bottom lines for the service and this message is disseminated across the service.
- Team Managers are supporting social worker to maintain this %.
- Tools and reporting enable rigorous oversight.
- In some cases visits have been completed but have not been recorded in mosaic.
- In some cases individuals are not available social worker has made multiple attempts to visit.

Private Fostering

Number of Privately Fostered Children							
Month	May-21	June-21	July-21	Aug-21	Sept-21	Oct-21	Nov-21
Number of children at the end of the month	2	2	2	2	3	2	2
Number of children started Private Fostering	1	0	0	0	1	0	0
Number of children ceased Private Fostering	1	0	0	0	0	1	0
Performance Summary <ul style="list-style-type: none"> At the end of November, two children were Privately Fostered. 							
Service Summary							

Visits in Timescale							
Month	May-21	June-21	July -21	Aug-21	Sept-21	Oct-21	Nov-21
Number of children with a visit in timescale	2	1	1	2	2	1	2
% of children with a visit in timescale	100%	50%	50%	100%	67%	50%	100%
Performance Summary <ul style="list-style-type: none"> 100% of Private Fostering visits were in timescale at the end of November 							
Service Summary							

Care Leavers

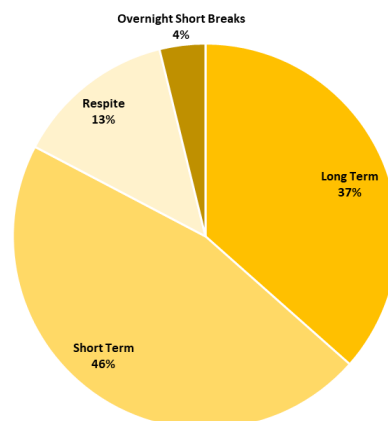
	Aged 19	Aged 20	Aged 21	Total	Target	Progress Against Target
Cohort	41	33	42	116		
LA in Touch	40 (98%)	30 (91%)	40 (95%)	110 (95%)	92%	Met
In Suitable Accommodation	38 (93%)	27 (82%)	36 (86%)	101 (87%)	87%	Met
In Education, Employment or Training	22 (54%)	18 (55%)	25 (60%)	65 (56%)	57%	Below
Care Leaver 19 -21 data now includes Carer Leavers who have returned home. This has increased the cohort number and reduced slightly the % figure						
Performance Summary <ul style="list-style-type: none"> Target has been met for in touch and suitable accommodation but is slightly below target for EET. 						
Service Summary <ul style="list-style-type: none"> The service is reviewing cases reported in unsuitable accommodation and checking with DfE the guidance to ensure they correctly recorded. 						

Benchmarking Data - 2020/21 figures used for comparison (England, statistical neighbours West Midlands & OfSted).

% Care Leavers aged 19-21 In Touch						
Hfdshire current	Eng*	Stat Neigh*	West Mids*	Good+ Stat Neigh*	OfSted Good*	OfSted Out'ing*
95%	91%	93%	92%	93%	92%	92%
% Care Leavers aged 19-21 In Suitable Accommodation						
Hfdshire current	Eng*	Stat Neigh*	West Mids*	Good+ Stat Neigh*	OfSted Good*	OfSted Out'ing*
87%	88%	89%	87%	88%	89%	90%
% Care Leavers aged 19-21 in Employment, Education or Training						
Hfdshire current	Eng*	Stat Neigh*	West Mids*	Good+ Stat Neigh*	OfSted Good*	OfSted Out'ing*
56%	52%	52%	50%	55%	54%	54%

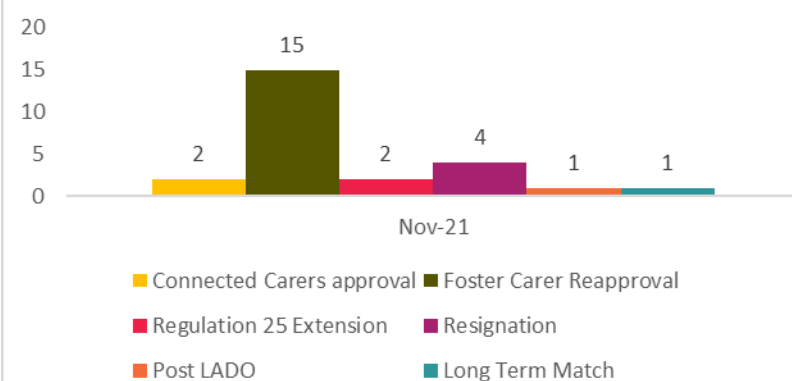
Fostering

Number of General Foster Carers by Type



	Number	% of Total
General Foster Carers		
Short Term	48	46%
Long Term	38	37%
Respite	14	13%
Overnight Short Breaks	4	4%
Total General Foster	104	100%
Friends and Family		
Friends and Family	39	
Temporary Approved	11	
Total Friends and Family	50	
Supported Lodgings	11	

November - Fostering Panel Activity



Performance Summary

- 0 general carer approved in November 2021
- 2 Connected carers approved in November 2021
- 3 general carers ceased during November 2021.
- 1 Connected carer ceased during November 2021
- 15 Carers Reapproved in November.

Foster Carer Recruitment Update

- There were two Fostering Panels held during November 2021.
- Although the Service did not approve any General Carers in November 2021; we had 11 approved Foster Carers at the end of November 2021 and 10 prospective carers in Stage 2 of Assessment at the end of November 2021.

Carers Ceased

1 x Connected carer who was approved as a SGO Carer – this was identified as part of the data cleansing work undertaken by the team.

1 x General Carer was placed on hold following an adoption placement. As part of data cleansing the carer was re contacted and they withdrew as foster carers.

2 General carers recruited during Covid who subsequently returned to their former employment and withdrew as foster carers.

Performance Summary

- In November 2021 20 cases were presented to fostering panel.
- 2 Connected Carer approval. 15 Foster Carer Re-approvals, 2 Reg 25 Extension and 1 Connected Carer Resignation, 1 long term match and 1 Post LADO
- 1 Connected Carer application was not recommended by the panel and not approved by the ADM

Service Summary

- The Panel have been proactive in dealing with the high number of cases presented and potential issues about quoracy. The Panel have remained quorate and not cancelled.
- Annual Reviews are up to date.
- The Panel are now also reviewing Regulation 24 cases.

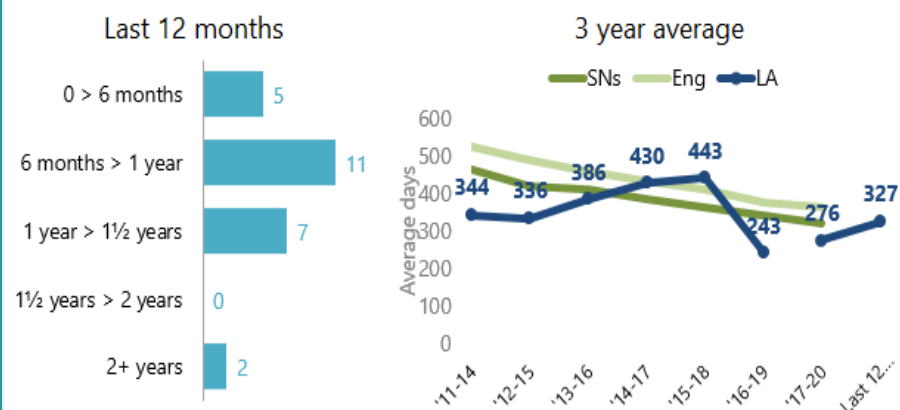
Adoption

(A10) Time between entering care and placed with family for adopted children

327 days

25 children

Average number of days between entering care and moving in with adoptive family for adopted children (adjusted for foster carer adoptions)

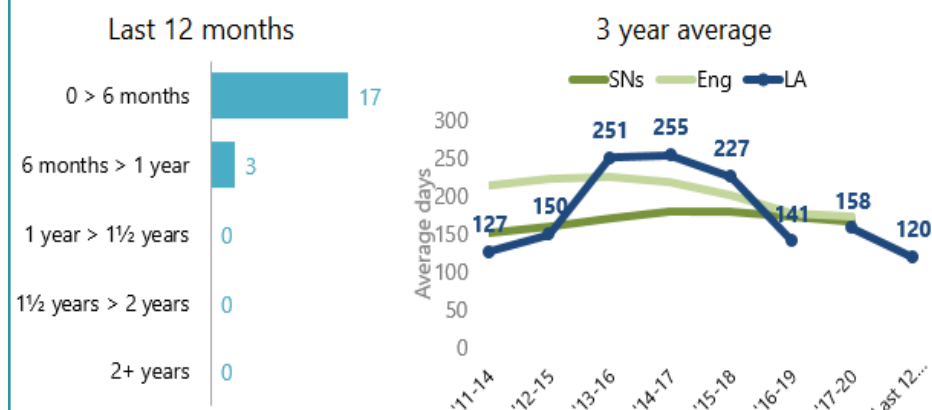


(A2) Time between placement order and deciding on a match

120 days

20 children

The average number of days from the date of the placement order to the date the child was matched to prospective adopters

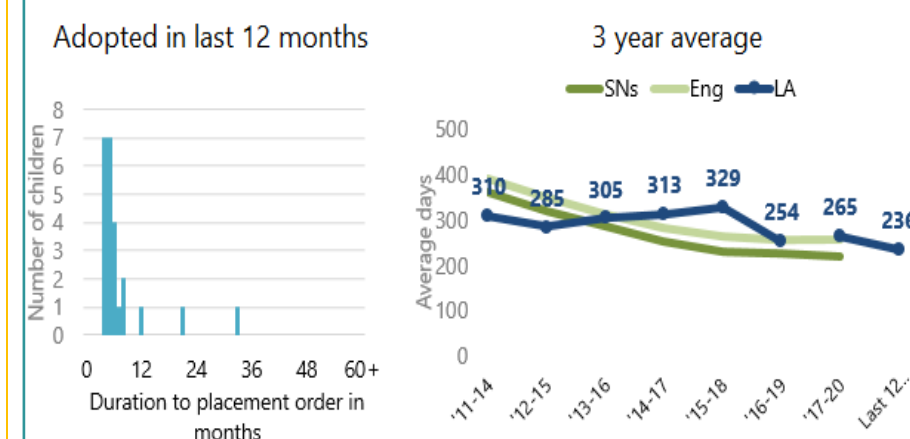


(A20) Time between entering care and placed for adoption

236 days

24 children

Average time between a child entering care and a local authority receiving court authority to place a child, for children who have been adopted (days)



Performance Summary

Herefordshire has seen a large decrease in the average number of days it has taken between the date the child entered care and the date of the adoption order. At 327 we are now in line with our comparator authorities.

Service Summary

The Permanence Hub [as part of the Permanence Team] continue to work closely and effectively with the CPN Court Team; to ensure that Adoption Orders are applied for and granted in a timely manner.

Performance Summary

In the last 12 months, Herefordshire has seen a decrease in the time taken between a placement order and when the child was matched to prospective adopters.

Service Summary

The above has been achieved as a result of effective collaboration between the Permanence Hub and ACE.

Performance Summary

Over the last 12 months, the average days from a child being placed in our care to having a placement order granted was 236 days. This is in line with other authorities.

Service Summary

The Social Work Teams and the Permanence Hub have been working together to ensure that Court timescales are met...lessening delay in Care Proceedings and the Care Planning process.

Supervisions

Case Supervision

	Within 1 Month	Over 1 to 2 Months	Over 2 to 3 Months	Over 3 Months to 6 Months	Over 6 Months	No Complete Supervision Step - New in Period	No Complete Supervision Step	Within 1 Month	Within and including 2 months	Within and including 3 Months	Over 3 Months	No Supervision (New)	No Supervision Recorded
CIN	51	48	16	43	9	2	99	19%	37%	43%	19%	1%	37%
CLA	105	106	43	64	23		3	31%	61%	74%	25%	0%	1%
CPP	109	48	10	4	1	2	14	58%	84%	89%	3%	1%	7%
CPP & CLA	4							100%	100%	100%	0%	0%	0%
Total	269	202	69	111	33	4	116	33%	59%	67%	18%	0%	14%

Case Supervisions @ 29/11/2021: 33% of cases have a supervision within the last month.



Performance Summary

- CIN - 19% of Child in Need Plan cases have had a supervision within the last month.
- CP - 58% of Child Protection cases have had a supervision within the last month.
- CLA- 31% of Children and Young People in Care cases have had a supervision within the last month.

Service Summary

- Assessment Service – As of the end of November/Early December this will be a service priority once caseloads become more manageable. Managers have been directed to undertake a 10 day review of all cases in the Assessment Service which will be recorded as a case supervision within Mosaic.
- CLA – Supervision.
- This process takes a long time to complete, in part due to the way the form is structured for the CLA cases, this process is cumbersome. During November, manager's and worker's training and workshops impacted on capacity. The service is developing a structured approach to recording information (case summaries, visit and network meeting) – which should guide workers and streamline the process.
- CP - Supervision
- There were 3 cases showing over 3 months since last supervision which were undertaken in November but the step was not completed. 1 case - access to the record is restricted and being looked into. 4 cases are being followed up with Team Managers.
- There was sickness absence in November that has impacted on monthly performance.

Worker Supervision

	May 2021	June 2021	July 2021	Aug 2021	Sept 2021	Oct 2021	Nov 2021	Direction of Performance
Operational Teams	78%	67%	53%	56%	47%	66%	69%	
Support Hub		100%	100%	70%	93%	84%	82%	

Performance Summary

- November 2020: 78% of Operational Teams had a worker supervision in the month.

YTD figure 2021

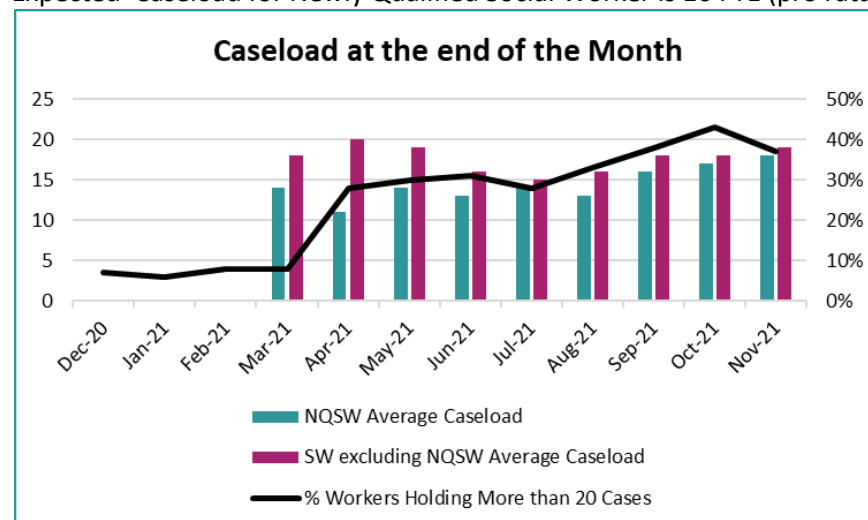
- Operational Teams - 65%
- CWB Improvement Hub - 93%

Service Summary

- Assessment Service – As of the end of November/Early December this will be a service priority once caseloads become more manageable.
- CLA/Fostering Service – There are challenges in recording supervision data which the service are addressing.

Caseloads

Expected Caseload for Qualified Social Worker is 20 cases FTE (pro rata)
Expected Caseload for Newly Qualified Social Worker is 16 FTE (pro rata)



Performance Summary

- The caseload has been calculated based on the Childrens Workforce Return using the FTE of workers holding cases across the teams. Average Caseload in October for QSW (19) and NQSW (18)
- In November 37% of social workers are holding over 20 cases (pro rata).
- Last year comparison: At the end of November 2020 the average caseload across the service was 13 with 11% holding more than 20 cases. These figures had not been adjusted for senior practitioners or NQSW

Service Summary

- Assessment Service - Caseloads should start to decrease from the end November into December with the introduction of the Child in Need Teams and the agreement given on 17/11/2021 to recruit to vacant posts within the service. However caseload in October to November have increased for all workers due to significant demand into the service.
- During November, individual Social Worker caseloads increased a bit due to carrying vacancies.
- The reallocation of cases from the Assessment Team to the Permanence Team has been completed. Currently, workloads are reasonable...not exceeding 15.

Benchmarking Data

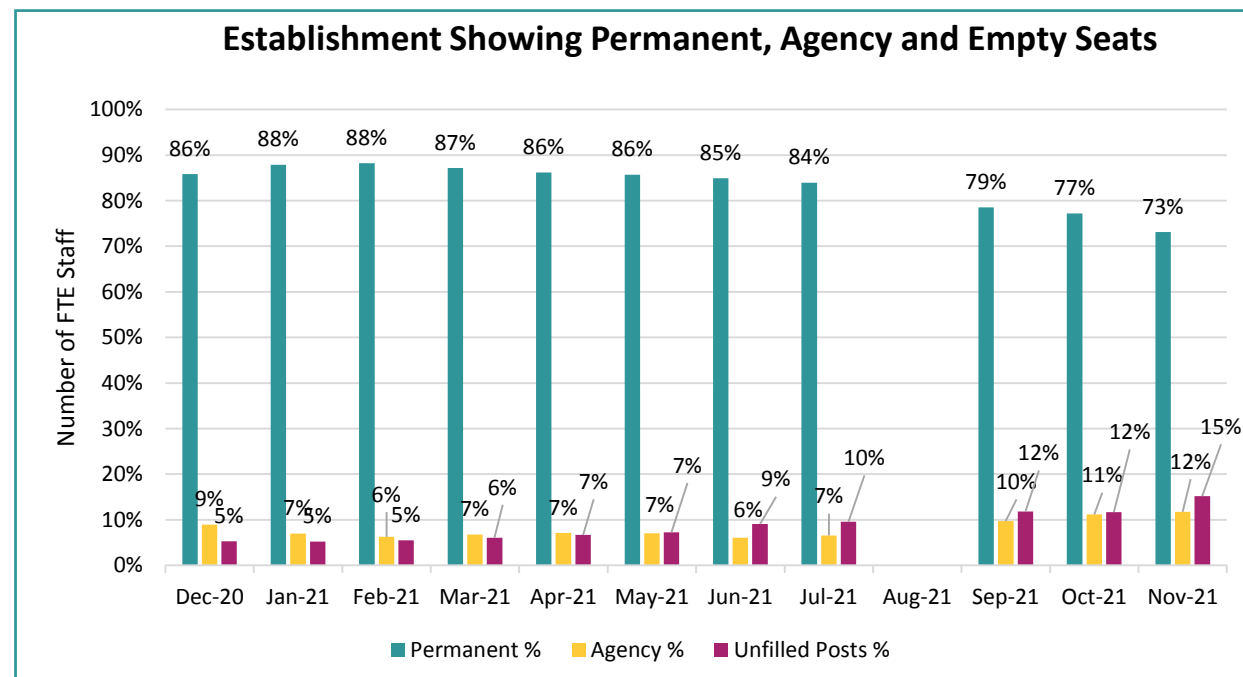
Average caseload (per FTE)

	2019	2020
England	16.9	16.3
Herefordshire	16.2	14.0
West Midlands	17.2	17.2

Source .gov.uk childrens social work workforce published data

Vacancies

Establishment Showing Permanent, Agency and Empty Seats



Performance Summary

- Permanent staff: 73%
- Agency staff: 12%
- Unfilled posts: 15%

Service Summary