

PROGRESS AND IMPACT

1. Caseloads

- 1.1. The average caseload for our Social Workers has reduced from 20 in December 2021 to 17.5 in March 2022.
- 1.2. Caseload pressures have been most significant on the Assessment Teams. In December 2021, 14 social workers had a caseload of in excess of 25 allocated children; the average caseload for assessment team 1-4 was 27.3. The average caseload across these teams has since reduced to 21.4 with 7 workers holding a caseload in excess of 25 children

Team	Average Caseload		Caseload Range		Workers with a caseload > 25	
	December 2021	March 2022	December 2021	March 2022	December 2021	March 2022
Assessment Team 1	24	30	12 – 40	16 - 34	2	4
Assessment Team 2	44	24	34 – 39	17 - 29	6	3
Assessment Team 3	16	15	14 – 27	9 – 23	1	0
Assessment Team 4	33	20	27 – 38	17 – 24	5	0
Total	27.3	21.4	14 - 40	9 - 34	14	7

- 1.3. **Impact:** Reduced caseloads enables the promotion of better social work practice. A reduced caseload allows managers to have better management oversight resulting in increased throughput of work; there is a more manageable span of control.
- 1.4. High caseloads have been raised by Ofsted in the Children’s Services Inspections in May 2014 and June 2018 and during Ofsted Focussed Visits in December 2019 and July 2021

2. Supervisions

- 2.1 Monthly “Worker Supervision” (where the workers meets with the supervisor) has increased from 62% in December 2021 to 82% in March 2022.
- 2.2 Monthly “Case Supervision” (where each specific child is discussed and this is recorded on the child’s file) increased from 46% in December 2021 to 72% in March 2022.

Supervision Type	December 2021	March 2022
Worker Supervision	62%	82%
Case Supervision	46%	72%

- 2.3 **Impact:** Regular supervision ensures that staff feel confident to do their role and can access the support that they need to manage difficult situations. Supervision is part of wider management oversight which ensures cases are progressed and drift is avoided.
- 2.4 Frequency of supervisions have been raised by Ofsted in the Children’s Services Inspections in July 2012, May 2014 and June 2018 and during Ofsted Focussed Visits in January 2019, December 2019 and July 2021

3. Initial Child Protection Conferences

- 3.1 An Initial Child Protection conference (ICPC) needs to take place within 15 working days of a Strategy Meeting having been held. It is the ICPC where it is decided whether a child is made subject to a Child Protection Plan. The timeliness of ICPCs has increased from 33% completed within 15 working days in December 2021 to 71% in March 2022.

Type	December 2021	March 2022
Initial Child Protection Conference	33%	71%

- 3.2 ***Impact:*** A timely Initial Child Protection Conference allows for a multi-agency child protection plan to be implemented without delay and thus mitigating the identified safeguarding risks.
- 3.3 Initial Child Protection Conferences are part of the statutory duties Children's Services undertake.

4. Statutory Visits

- 4.1 Visits to a child subject to a Child Protection (CP) Plan need to take place every 15 working days; visits to a child looked after (CLA) who is looked after need to take place every 6 or 12 weeks (depending on the placement and the child's permanency plan). The timeliness of CP and CLA visits has increased from 72% and 85% in December 2021 to 94% and 96% respectively in March 2022.

Type	December 2021	March 2022
Child Protection visits	72%	94%
Child Looked After visits	85%	96%

- 4.2 ***Impact:*** Regular and timely visits allow the child to build up a good working relationship with their social worker; direct work is often undertaken during visits and the voice of the child is captured during visits to inform assessments and plans for the child.
- 4.3 Visits to children subject to a Child Protection plan and to children looked after are part of the statutory duties Children's Services undertake.