




Children and Families - Measures that Matter

| Ref | Measure | good looks like | Progress | chart link | Dec-22 | Jan-23 | Feb-23 | Mar-23 |
|----------|--|------------------|----------|---------------------------|---------------|---------------|--------|--------|
| 1 | Corporate responsibility - the help and protection of children and those in care and care leavers, so this is prioritised and embedded across the council and partnerships. | | | | | | | |
| 1.1 | Number and % of care experienced young people aged 19 – 21 in education, employment and training | Higher is better | ↓ | chart 1.1 | 42/108 39% | 44/109 40% | | |
| 1.2 | Number and % of Early Help assessments completed by services other than the Herefordshire Council Early Help Team | Higher is better | ↓ | chart 1.2 | 89/146 61% | 35/62 56% | | |
| 2 | Workforce - The sufficiency and stability of staff, including sufficient numbers of foster carers, so children receive a timely response to having their needs identified and met across the service. | | | | | | | |
| 2.1 | % of the established workforce that is permanent (established posts currently set at 284.96 FTE.) | Higher is better | ↑ | chart 2.1 | 59% | 60% | | |
| 2.2 | Average social worker allocation (excluding Newly Qualified Social Workers) | Lower is better | ok | chart 2.2 | 17.0 | 17.2 | | |
| 2.3 | Number of social workers more than than 24 children allocated | Lower is better | ↑ | chart 2.3 | 10 | 12 | | |
| 2.4 | Number of in-house foster care households | Higher is better | | | 100 | 100 | | |
| 2.5 | Number of in-house foster care placements offered | | | | 193 | 193 | | |
| 2.6 | % of available in-house fostering capacity utilised. | Higher is better | | | TBC | TBC | | |



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| 3 | Timeliness - The timely and robust identification and multi-agency response to children and young people who are at risk of harm, including, but not limited to, the response to pre-birth children and babies, 16- and 17-year-olds who present as homeless, children living in private fostering arrangements and children who go missing from home and care. | | | | | | | |
| 3.1 | Number and % of child and family assessments completed within timescales | Higher is better | ↑ | chart 3.1 | 198 (291) 69.0% | 236 (304) 78% | | |
| 3.2 | Number and % of strategy meetings created and completed in timescale | Higher is better | ↑ | chart 3.2 | 92/96 96% | 173/178 97% | | |
| 3.3 | Number and % of Initial Child Protection Conferences convened within 15 days (of the strategy discussion at which the need for child protection enquiries was agreed) | Higher is better | ↑ | chart 3.3 | 11/18 61.0% | 24/37 65% | | |
| 3.4 | Number and % of return interviews which took place within 72 hours of the missing episode ending | Higher is better | | chart 3.4 | TBC TBC | TBC TBC | | |

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| 4 | Quality of practice - including assessments, plans, planning and purposeful visits that are responsive to risk and need. | | | | | | | |
| 4.1 | Number of Audits completed | | ↓ | | 33 | 31 | | |
| 4.2 | Number and % of audit grades at inadequate (post moderation) | Lower is better | | chart 4.2 | 16 | 16 | | |
| | | | | | 48% | 52% | | |
| 4.3 | Number and % of audit grades at requires improvement (post moderation) | Lower is better | ↑ | chart 4.2 | 14 | 10 | | |
| | | | | | 42% | 32% | | |
| 4.4 | Number and % of audit grades at good (post moderation) | Higher is better | ↓ | chart 4.2 | 3 | 5 | | |
| | | | | | 9% | 16% | | |
| 4.5 | Number and % of audit grades at outstanding (post moderation) | Higher is better | | chart 4.2 | 0 | 0 | | |
| | | | | | 0% | 0% | | |
| 5 | Effective multi-agency arrangements to ensure children are protected and enter care when required. | | | | | | | |
| 5.1 | Number of Family Group Conferences (FGC) (when established) | Higher is better | | | 1 | 1 | | |
| 6 | Urgency - Monitoring to prevent drift and delay. This includes the monitoring and tracking of children in the public law Outline (PLO), permanence planning, children subject to deprivation of liberty orders and those placed in unregistered children's homes. | | | | | | | |



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| | | | | | | | | |
| 6.1 | Number and % of children for whom PLO pre-proceedings were completed within 16 weeks (Rolling Year) | Higher is better | | | 9 | 5 | | |
| | | | | | 33% | 33% | | |
| 6.2 | Number of children in unregistered provision, including where the Corporate Director's oversight and decision is recorded on the child's record | | | | 2 | 2 | | |
| 6.3 | Number of children subject to Deprivation of Liberty (DoL), including the % of these children where DoL has been in place for 6 months or more | Lower is better | | | | 6 | | |
| | | | | | | 33% | | |




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| 7 | The availability of support and services to meet children and young people’s needs, including timely access to therapeutic interventions, access to dentistry, life-story work, emotional and mental health support, help for young people to support transitions into independence and sufficient suitable accommodation. | | | | | | | |
| 7.1 | Number and % of children in care with an up-to-date initial health assessment | Higher is better | ↑ | | 76/130 | 41/63 | | |
| | | | | chart 7.1 | 58% | 65% | | |
| 7.2 | Number and % of children in care with an up-to-date dental check | Higher is better | ↑ | | 35/76 | 17/41 | | |
| | | | | chart 7.2 | 46% | 41% | | |
| 7.3 | number and % of children in care for 6 months or longer who have a life-story book | Higher is better | | | TBC | TBC | | |
| | | | | | TBC | TBC | | |
| 7.4 | number and % of care leavers aged 19 -21 who live in suitable accommodation | Higher is better | | | 83/108 | 84/109 | | |
| | | | | chart 7.4 | 77% | 77% | | |
| 8 | Management - oversight and grip across the service to include clear structures and service pathways, and regular and effective supervision. | | | | | | | |
| 8.1 | Number and % of allocated children who have an up-to-date (within the past month) supervision completed on their record | Higher is better | ↓ | | | 627 out of 987 | | |
| | | | | chart 8.1 | | 63.5% | | |



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| 8.2 | Number and % of concerns raised and were resolved at stage one of the Dispute Resolution Protocol | Higher is better | | | 3/4 | 3/4 | | |
| | | | | | 75% | 75% | | |
| 8.3 | The number of unallocated cases in the service without SW allocation | Lower is better | | chart 8.3 | 24 | 14 | | |

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| 9 | Performance and QA - arrangements to support and test service improvements. | | | | | | | |
| 9.1 | Number and % of children's file audits completed by Managers, Child Protection Conference Chairs and Independent Reviewing Officers | Higher is better | ↑ | chart 9.1 | 21/50 42% | 31/48 65% | | |
| 9.2 | Number and % of completed children's file audits moderated by senior leaders (DLT members) | Higher is better | ↓ | chart 9.2 | 10 48% | 13 42% | | |
| 9.3 | Number of outstanding priority actions on the audit tracker following an inadequate audit outcome where concerns were escalated about the likelihood of significant harm | Lower is better | | | TBC | TBC | | |
| 10 | Services to support children and young people with Special Educational Needs and or a Disability (SEND) | | | | | | | |
| 10.1 | AUDIT OF EHC PLANS: Percentage of EHC Plans issued within the period that were deemed to meet the required standard following audit. | Lower is better | | | NEW MEASURE | TBC | | |
| 10.2 | TIMELINESS OF FINAL EHC PLANS: Percentage of Final EHCPs issued by the LA within 20 weeks as a proportion of all EHCP's issued in the year. | Higher is better | | | 71.4% | TBC | | |
| 10.3 | TIMELINESS OF DRAFT EHC PLANS: Percentage of Draft EHCPs issued by the LA within 16 weeks as a proportion of all EHCP's issued in the year. | | | | 90.8% | TBC | | |
| 10.4 | PHASE TRANSFER – PRIMARY: Percentage of children with a EHCP in Yr6 who had their annual review completed and EHCP issued in time for primary Admission round allocations | Higher is better | | | 11.3% | TBC | | |
| 10.5 | PHASE TRANSFER – SECONDARY: Percentage of children with a EHCP in Yr11 who had their annual review completed and EHCP issued within timescale for secondary Admission | | | | 0.0% | TBC | | |



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| 10.6 | TIMELINESS - HEALTH ADVICE: Percentage of newly issued EHC Plans where Health Care advice was received within deadline. | Higher is better | | | 88.6% | TBC | | |
| 10.7 | TIMELINESS - SOCIAL CARE ADVICE: Percentage of newly issued EHC Plans where Social Care advice was received within deadline. | | | | 83.1% | TBC | | |
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