

Corporate Parenting Board

18 September 2017

Performance Management Report

DRAFT

Introduction

This report outlines performance for Children's Services for the Corporate Parenting Board. With some indicators, we are unable to extract the information from our electronic systems. Processes are being considered/put in place to enable us to collate this information going forward. Performance is reported against identified indicators in relation to the following areas: **Children in Care, Care Leavers and Adoptions, Sufficiency and Workforce.**

Theme	Section	Page	Responsible Manager Narrative	Role
Children in Care	Children Entering Care	3-8	Julie Mepham	Head of Service - Corporate Parenting
	Children In Care	9-13	Julie Mepham	Head of Service - Corporate Parenting
	Children who ceased to be looked after	14-17	Julie Mepham/ Linda Patterson	Head of Service - Corporate Parenting / Interim Head of Service - Assessment & Intervention
	LAC Moves	18-20	Julie Mepham	Head of Service - Corporate Parenting
	LAC Reviews & Visits	21-22	Kerrie Scraton/ Julie Mepham	Interim Senior Manager -Safeguarding Assurance Head of Service - Corporate Parenting
	Missing LAC	23-24	Sally Williams	Head of Service - Integrated Response
	LAC Attainment	25-29	Janet Tolley	Virtual School Head Teacher
	LAC Health	30-31	Gill Addy	Designated Nurse for Looked after Children/Locala
	LAC Convictions	32	Richard I Smith	HoS - FSCP
Care Leavers & Adoption	Care Leavers	33-36	Julie Mepham	Head of Service - Corporate Parenting
	Adoption	37-42	Linda Patterson	Interim Head of Service - Assessment & Intervention
	Adopters	43-44	Sarah Johal	Service Manager - One Adoption
Workforce	Sufficiency	45-47	Rob Finney	Service Manager - Fostering
	Capacity	48-51	Linda Patterson	Interim Head of Service - Assessment & Intervention

Key to Trends

↑ Increasing and higher is better

↓ Decreasing and lower is better

↑ Increasing but lower is better

↓ Decreasing but higher is better

↔ No change

Data is from CareFirst as at 30 June 2017 (unless stated otherwise).

Children in Care

Children Entering Care:

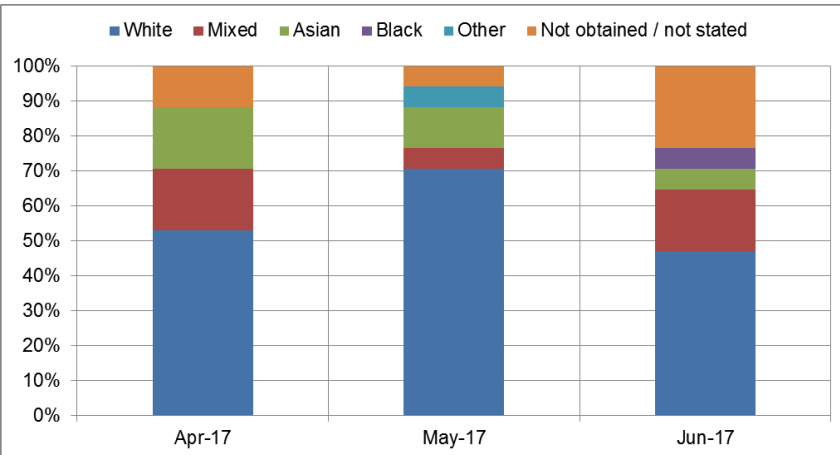
	Jul-16	Apr-17	Trend April	May-17	Trend May	Jun-17	Trend Jun	Performance Overview
4.01.01 Number of Children entering care	24	14	↓	17	↑	17	↑	The number of children entering care was 17 in May and June 17. This is higher than 14 children reported in April 17. However, the figure has decreased since spiking to a high of 36 children in Feb 17. Jul 16 was 24 children and the 12 month average is 24 children.
4.01.02 Characteristics of children entering care	<i>See table 1</i>							<p>Gender: The ratio of males to females has shown a steady increase towards male over the last 12 months, Male - July 16 (50%) in July 16 to 53.3% June 17).</p> <p>Age: Under 1s - There is an increase from May 17, 17.6% (3) to 52.9% (9) in June 17. This has increased significantly from 0% in Mar 17. Age 5-9 has reduced to 5.9% (1) in June 17 from a peak of 17.6% (3) in May 17. This is a sustained reduction from 34.6% in March 17. Age 16+ - there has been a steady increase from 8.2% (2) in Jul 16 to peaking at 29.4% (5) in June 17. Overall it is difficult to determine any real trends or patterns in Gender, Ethnicity and age due to the low Cohort numbers in each sub-classification.</p>
4.01.03 Children entering care by reason	<i>See table 2</i>							<p>There was a reduction in the number of children entering care in Apr 17 (17) from a high of 37 in Nov 1, and April 17 figure has remained the same for May and June . The majority of children coming into care fall into the N1 and N5 Categories. N1 - Abuse & Neglect has increased from April 17, 70.6% (12) to 14 (82.4%) in June 17. This figure has significantly reduced since from a high of 84.6% (22) in Mar 17. The N5 - Family Dysfunction category has decreased in June 17 to 11.8% (2) from 29.4% (5) in Apr 17.</p>

Children in Care

Children Entering Care - Table 1: 4.01.02 Characteristics

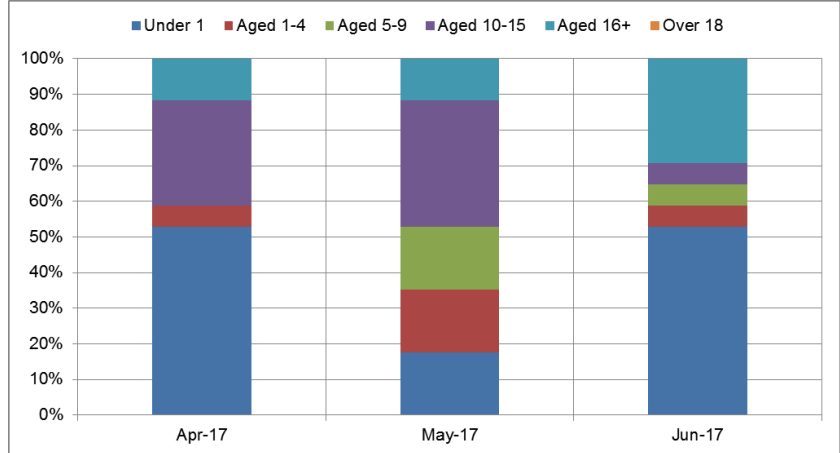
	Jul-16	Apr-17	May-17	Jun-17	All
Female	50.0%	29.4%	47.1%	41.2%	46.7%
Male	50.0%	70.6%	52.9%	58.8%	53.3%

Ethnicity %	Jul-16	Apr-17	May-17	Jun-17
White	79.2%	52.9%	70.6%	47.1%
Mixed	8.3%	17.6%	5.9%	17.6%
Asian	0.0%	17.6%	11.8%	5.9%
Black	12.5%	0.0%	0.0%	5.9%
Other	0.0%	0.0%	5.9%	0.0%
Not obtained / not stated	0.0%	11.8%	5.9%	23.5%



	Jul-16	Apr-17	May-17	Jun-17	All
Female	12	5	8	7	135
Male	12	12	9	10	154
Total	24	17	17	17	289

Age Range	Jul-16	Apr-17	May-17	Jun-17
Under 1	29.2%	52.9%	17.6%	52.9%
Aged 1-4	16.7%	5.9%	17.6%	5.9%
Aged 5-9	29.2%	0.0%	17.6%	5.9%
Aged 10-15	16.7%	29.4%	35.3%	5.9%
Aged 16+	8.3%	11.8%	11.8%	29.4%
Over 18	0.0%	0.0%	0.0%	0.0%



Children in Care

Children Entering Care:

	Jul-16	Apr-17	Trend April	May-17	Trend May	Jun-17	Trend Jun	Target	Performance Overview
4.01.04 Children entering care by placement:									
a. Foster Care	45.8% (11)	71% (10)	↓	82.4% (14)	↑	64.7% (11)	↓		General trend is an increase in the use of foster care alongside a reducing number of children entering care. Foster care has continued to reduce from a peak of 83.6% (26) in Dec 16.
b. Residential	25.0% (6)	14.3% (2)	↑	11.8% (2)	↔	23.5% (4)	↑		Residential placements have increased slightly from 11.8% (2) in May 17 to 23.5% (4) in June 17.
c. Placed For Adoption	0.0%	0.0%	↔	0.0%	↔	0.0%	↔		
d. Placed with Parents	29.2% (7)	0%	↓	5.9% (1)	↑	11.8% (2)	↑		Placed with Parents has remained at low figures between 0 in April 17 and 11.8% (2) in June 17, reducing from a high of 24.3% (9) in Nov 16.
Other	0.0%	14.3% (2)	↑	0.0%	↓	0.0%	↓		
4.01.05 Children entering care by placement : Within LA Boundary	62.5% (15)	79% (11)	↓	70.6% (12)	↓	52.9% (9)	↓	65%	Improvement Plan Success Measure 2.19: Looked after children are placed in local provision that meets their needs, to increase from 42.5% to 65% by April 2018. Data shows that Kirklees are 12% below this target. In June 17, 52.9% (9) children were placed within the Kirklees boundary. This shows a reduction from Apr 17 of 79% (11). The overall trend has been reducing from a year high of 81.1% (30) in Nov 16.
Outside LA boundary	37.5% (9)	21% (3)	↑	29.4% (5)	↑	47.1% (8)	↑		47.1% (8) children were placed outside Kirklees boundary and this rate is the highest in the last 12 months.

Children in Care

Children Entering Care:

	Jul-16	Apr-17	Trend April	May-17	Trend May	Jun-17	Trend Jun	Performance Overview
4.01.07 Children entering care, placement 20 miles or more from home : Outside 20 miles	29.2% (7)	21% (3)	↑	5.9% (1)	↓	11.8% (2)	↑	Higher is Better: In June 17, 11.8% (2) children were placed outside 20 miles from their home address.
Inside 20 miles	70.8% (17)	43% (6)	↓	94.1% (16)	↑	88.2% (15)	↑	Lower is Better: In June 17, 88.2% (15) children were placed inside 20 miles. This increased from 41% (7) in April 17 to 94.1% (16) in May 17, before reducing in June 17 to 88.2% (15), due to data improvement.
No Postcode	0	36% (5)	↑	0	↑	0	↑	Lower is Better: The recording of "No Post Code" has improved from 36% (5) in April 17 to zero in May and June 17
4.01.08 Children entering care by legal status	<i>See Table 3</i>							In June 17 the C1-Interim Care Order percentage of 41.2% (7) was lower than Apr 17 82.4% (14) V2-S20 CA 1989 - single placement of 47.1% (8) June 17 is higher than April 17, 5.9% (1). This is lower than the year high of 67.7% (21) in Dec 16 and has continued to reduce month on month since. L1 - Under Police Protection in LA Accommodation spiked in May 17 to 23.5% (4 children), but dropped to 5.9% (1) in June 17.

Children in Care

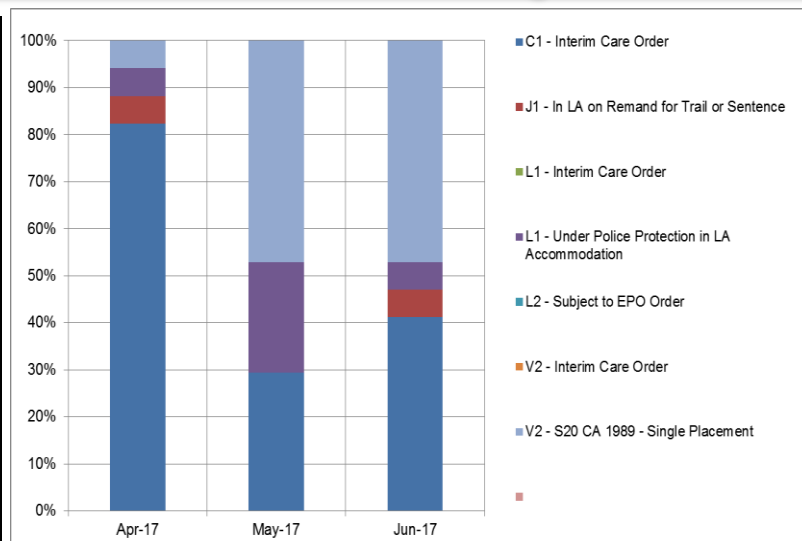
Children Entering Care - Table 2: 4.01.03 Reason

16/17	Jul-16	Apr-17	May-17	Jun-17	Jul-16	Apr-17	May-17	Jun-17
N1-Abuse or Neglect	12	12	10	14	50.0%	70.6%	58.8%	82.4%
N2-Disability	1	0	0	1	4.2%	0.0%	0.0%	5.9%
N3-Parental Illness or Disability	1	0	0	0	4.2%	0.0%	0.0%	0.0%
N4-Family in Acute Stress	1	0	1	0	4.2%	0.0%	5.9%	0.0%
N5-Family Dysfunction	9	5	4	2	37.5%	29.4%	23.5%	11.8%
N6-Socially Unacceptable Behaviour	0	0	0	0	0.0%	0.0%	0.0%	0.0%
N8-Absent Parenting	0	0	2	0	0.0%	0.0%	11.8%	0.0%
N9-Cases other than Children In Need	0	0	0	0	0.0%	0.0%	0.0%	0.0%
Totals	24	17	17	17				

Children in Care

Children Entering Care - Table 3: 4.01.08 Legal Status

	Jul-16	Apr-17	May-17	Jun-17
C1 - Interim Care Order	83.3%	82.4%	29.4%	41.2%
J1 - In LA on Remand for Trail or Sentence	0.0%	5.9%	0.0%	5.9%
L1 - Interim Care Order	0.0%	0.0%	0.0%	0.0%
L1 - Under Police Protection in LA Accommodation	0.0%	5.9%	23.5%	5.9%
L2 - Subject to EPO Order	0.0%	0.0%	0.0%	0.0%
V2 - Interim Care Order	0.0%	0.0%	0.0%	0.0%
V2 - S20 CA 1989 - Single Placement	16.7%	5.9%	47.1%	47.1%



Head of Service Narrative: Linda Patterson – Interim Service Manager, Assessment & Intervention

All new admissions to care require the agreement of the Head of Service and Service Director and are reviewed each Monday at the weekly Legal Gateway Panel. All requests to initiate care proceedings are considered at the weekly Legal Gateway Panel, chaired currently by the Service Director with representatives from each Service, Legal Services and One Adoption.

We have a weekly consultation in place with Early Help Managers to access appropriate services to support children to remain at home. This has been in place since the 26th of July 2017.

We are finalising arrangements for a combined 'At Risk of Care Panel/Resources Panel' – this will enable families to be supported to continue to care for their children and young people and where children can return home, this will facilitate access to a package of support.

Children in Care

Children in Care

	Jul-16	Apr-17	Trend April	May-17	Trend May	Jun-17	Trend Jun	Target	Performance Overview
4.02.01 Children in care - numbers in care per 10,000 of age 0-17 pop.	68.5 (677)	69.8 (690)	↓	68.2 (674)	↓	67.3 (665)	↓	66.0	Current Target 66.0: Figures evidence we are not meeting improvement target. In June 17 665 (67.3) children were in care. This is 9 lower than 674 (68.2) in May 17 and 25 lower than 690 (69.8) in April 17. The trend has been steadily decreasing from a peak of 705 (71.4) in Dec 16.
4.02.02 Characteristics of children into care	<i>See Table 1</i>								
4.02.03 Placement type and provider: Foster Care	68.8% (466)	70.4% (486)	↓	71.1% (479)	↑	71.6% (476)	↓		The number of children in foster care has decreased from April 17 486 (70.4%) to June 17 476 (71.6%). The "residential" heading includes supported accom. (H5) and residential schools (S1). Excluding these placements, there were 81 (12.2%) in June 17, a reduction from 84 (12.5%) in April 17. The Number of Children placed for Adoption has dropped from 21 (3%) in April 17 to 17 (2.6%) in June 17. Placed with Parents (P1) has dropped from 64 (9.3%) in April 17 to 59 (8.9%) in June 17.
Residential	18.0% (122)	16.7% (115)	↔	16.0% (108)	↓	16.5% (110)	↑		
Placed For Adoption	3.5% (24)	3.0% (21)	↔	3.0% (20)	↔	2.6% (17)	↓		
Placed with Parents	9.0% (61)	9.3% (64)	↔	9.2% (62)	↓	8.9% (59)	↓		
Other	0.6% (4)	0.6% (4)	↑	0.7% (5)	↑	0.5% (3)	↓		
4.02.07 Children subject to a care order and placed: a: At home	61 (9%)	64 (9.3%)	↑	62 (9.2%)	↓	59 (8.9%)	↓	30 (Jul 16) 20 (Dec 17)	Improvement Plan Success Measure 2.16: Reduction in the number of children currently placed at home on care order from 45 to 30 by July 2017 with a further decrease from 30 to 20 by December 2017. Figures evidence we are not meeting improvement target. In June 17, 8.9% (59) children were placed at home. This is 29 children above the Improvement Target of 30 be achieved by July 17. The trend has been decreasing monthly from a peak of 81 (11.8%) in Oct 16.
b: Not at home	616	626	↓	612	↓	606	↓		

Children in Care

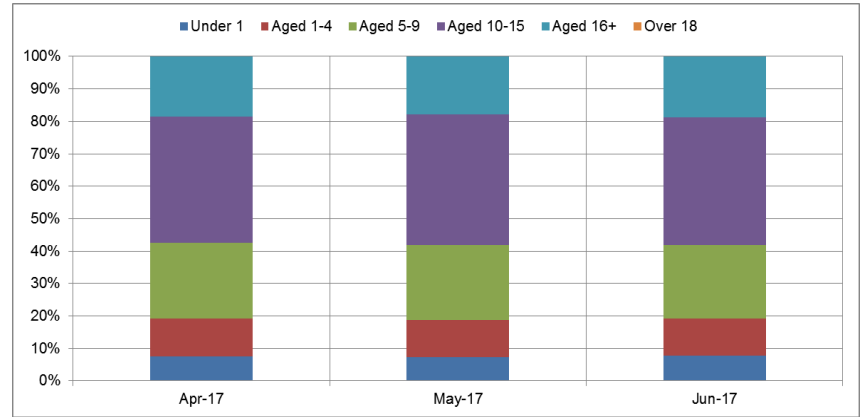
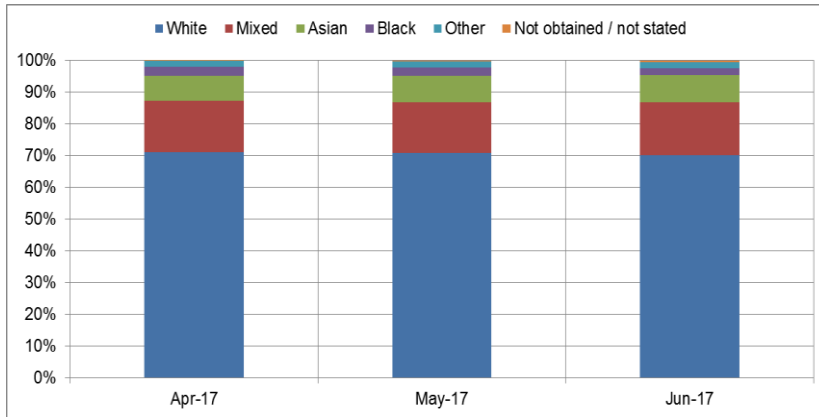
Children in Care: Table 1: 4.02.02 Characteristics

	Jul-16	Apr-17	May-17	Jun-17
Female	304	327	320	313
Male	373	363	354	352
Total	677	690	674	665

	Jul-16	Apr-17	May-17	Jun-17
Female	44.9%	47.4%	47.5%	47.1%
Male	55.1%	52.6%	52.5%	52.9%

	Jul-16	Apr-17	May-17	Jun-17
White	71.9%	71.0%	70.8%	70.2%
Mixed	14.2%	16.2%	16.0%	16.5%
Asian	9.2%	8.0%	8.3%	8.6%
Black	2.7%	2.8%	2.7%	2.1%
Other	1.5%	1.9%	1.9%	2.0%
Not obtained / not stated	0.6%	0.1%	0.3%	0.6%

Age Range	Jul-16	Apr-17	May-17	Jun-17
Under 1	7.7%	7.5%	7.3%	7.7%
Aged 1-4	12.9%	11.7%	11.4%	11.4%
Aged 5-9	22.0%	23.3%	23.1%	22.7%
Aged 10-15	37.4%	38.8%	40.4%	39.4%
Aged 16+	19.9%	18.6%	17.8%	18.8%
Over 18	0.1%	0.0%	0.0%	0.0%



Children in Care

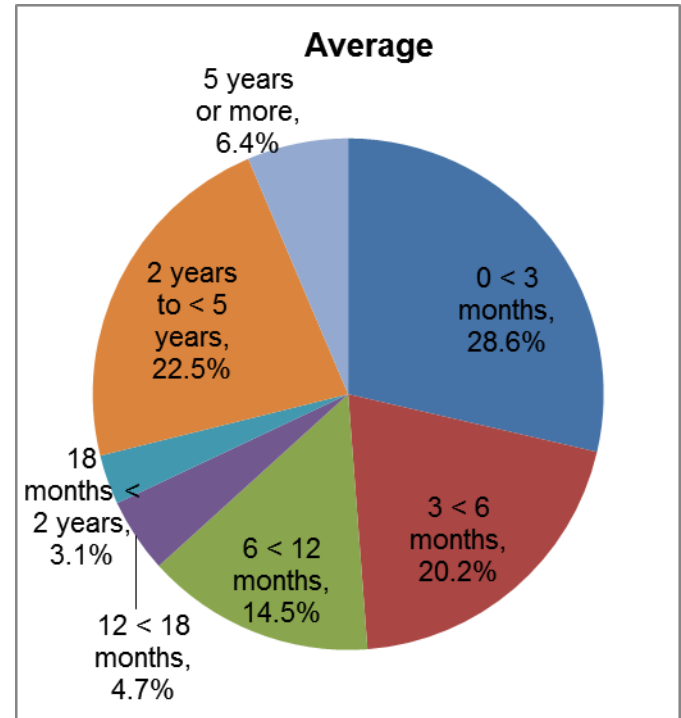
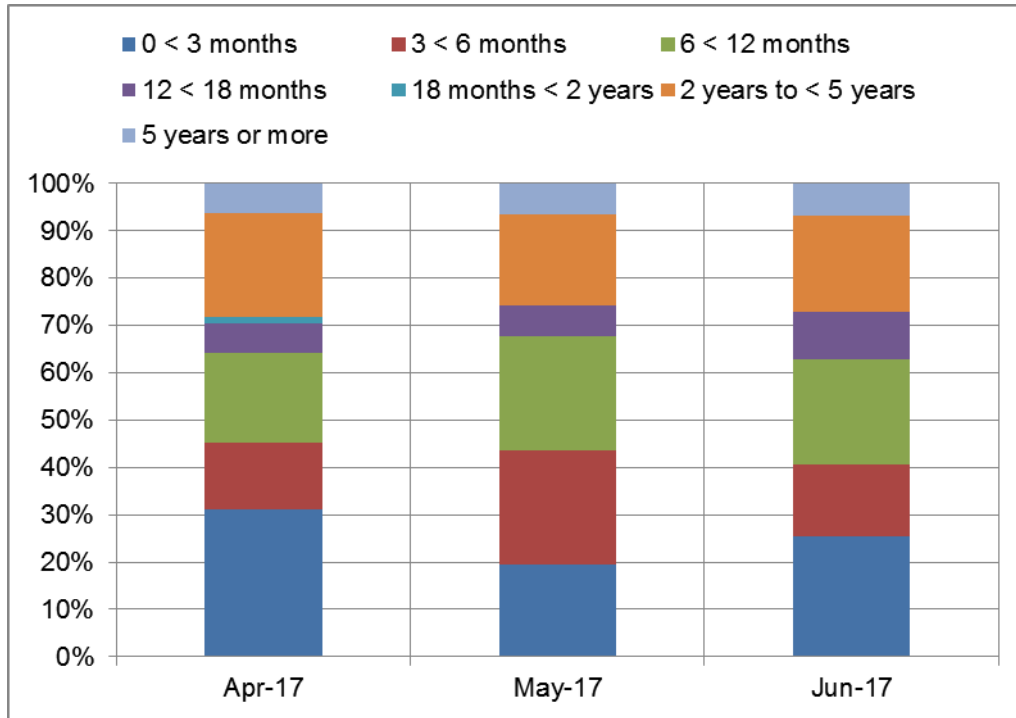
Children in Care

	Jul-16	Apr-17	Trend April	May-17	Trend May	Jun-17	Trend Jun	Target	Performance Overview
4.02.08 Duration of stay at home under a care order	8.2% (61)	6.3% (64)	↔	6.5% (62)	↓	6.8% (59)	↓		<p>0<3 months: reduced from 31.3.% (20) Apr 17 to 25.4% (15) June 17.</p> <p>3-6 months: 4.1% (9) Apr 17, spiked at 24.2% (15) in May 17 dropping to 5.3% (9) June 17.</p> <p>6-12 months: increased to a year high of 24.2% (15) Apr 17, dropping to 22% (13) June 17. The trend has been increasing monthly from 8.2% (5) in July 16.</p> <p>12<18 months: increased from 6.3% (4) Apr 17 to 10.2% (6) June 17. The trend has been increasing since Nov 16 (1).</p> <p>18 months < 2 years: reduced to 0 in both May and June 17.</p> <p>2 years to <5 years: reduced to 12, the lowest figure since year high of 18 in Oct 16 .</p>
	See Table 2 also								
4.03.01 Details of Children coming back into care - trend - unplanned	1	0	↓	3	↑	3	↔		<p>There were 6 children who came back into care during both May and June 17. Over the past 12 months the average duration of last period of care was 377 days, with the shortest being 1 day (May 17) and longest 3561 days (June 17). Of the 6 children coming back into care, reasons were; , 4 N1 - Abuse or Neglect, 1 N4 Family in Acute Distress and 1 N5 Family Dysfunction.</p>

Children in Care

Children in care - Table 2: 4.02.08 Duration of Stay

Duration Range	Jul-16	Apr-17	May-17	Jun-17	Average	Duration Range %	Jul-16	Apr-17	May-17	Jun-17	Average
0 < 3 months	17	20	12	15	20	0 < 3 months	27.9%	31.3%	19.4%	25.4%	28.6%
3 < 6 months	11	9	15	9	14	3 < 6 months	18.0%	14.1%	24.2%	15.3%	20.2%
6 < 12 months	5	12	15	13	10	6 < 12 months	8.2%	18.8%	24.2%	22.0%	14.5%
12 < 18 months	3	4	4	6	3	12 < 18 months	4.9%	6.3%	6.5%	10.2%	4.7%
18 months < 2 years	3	1	0	0	2	18 months < 2 years	4.9%	1.6%	0.0%	0.0%	3.1%
2 years to < 5 years	17	14	12	12	16	2 years to < 5 years	27.9%	21.9%	19.4%	20.3%	22.5%
5 years or more	5	4	4	4	4	5 years or more	8.2%	6.3%	6.5%	6.8%	6.4%
Total	61	64	62	59	69						



Head of Service Narrative: Julie Mepham – Corporate Parenting

Residential – two older children aged 15+ came in on an emergency and couldn't be placed with foster carers. Adoption is now with "One Adoption" (manager Mandy Prowitt), a monthly update will be provided, but not received currently. Fostering decreased, not had opportunity to analyse data closely due to annual leave, but this could be because of reduction of children being brought into care over summer period, which is a positive.

In June 18, 8.9% (59) children are placed at home. This is 29 children above the Target of 30 children by Jul 17. The length of time that children have been placed at home under Placement of Children with Parents Regulations varies from February 2008 to June 2017 as the start date for the placement. All of these children were reviewed at dedicated Permanence Panels held between December 2016 and March 2017 and responsibility for ensuring the plan is reviewed and is appropriate for the child sits with the allocated Independent Reviewing Officer for each child.

The remainder are children in care proceedings, placed at home under Placement of Children with Parents Regulations 2011 or under Section 38(6) of the Children Act 1989. The latter arrangement will cease at the conclusion of the care proceedings and are subject to court scrutiny.

One of the Service Managers within the Child Protection Review Unit has been tasked with auditing the children subject to Care Orders – this is to be progressed in early September 2017. There are plans in place to seek Special Guardianship Orders in respect of two of these children; to seek removal in respect of two and a request for discharge is to be considered at Panel for another child.

All new requests for children to be placed at home on either Interim or full Care Orders are considered by Legal Gateway Panel or Permanence Panel.

Children in Care

Children who ceased to be looked after

	Jul 16	Apr-17	Trend Apr	May-17	Trend May	Jun-17	Trend Jun	Performance Overview
4.04.01 Children who ceased to be looked after	23	32	↑	36	↑	18	↓	The number of Children leaving care in June 17 was 18, which is significantly below May 17 figure of 36. The 12 month average is 25 per month.
4.04.02 Characteristics of Children who ceased to be looked after- gender, age range & ethnicity	<i>See table 1</i>							Gender: Of the 309 children leaving care in last 12 months, 41.7% (129) were female and 58.3% (180) male. Ethnicity & Age: There is no discernible trend from July 16 to June 17.
4.04.03 Children who ceased to be looked after by reason:								In June 17, 17 (94.4%) children left care with a positive outcome. One child (5.6%) left care under "any other reason". There was a dip in May to 83.3% (60 children), 6 children (16.7%) had negative outcomes, with "Care ceased for any other reason" selected for 4 children.
Positive Outcome	95.4% (22)	100% (20)	↑	83.3% (60)	↓	94.4% (17)	↑	
Other Outcome	4.6% (1)	0	↓	16.7% (6)	↑	5.6% (1)	↓	
04.04.04 Children who ceased to be looked after- Duration in Care	<i>See table 2</i>							There are no emerging patterns in terms of duration in care. A year on year comparison may show any significant changes in Care Duration. Since July 16, 59.2% of children have been in care for less than 12 months.

Children in Care

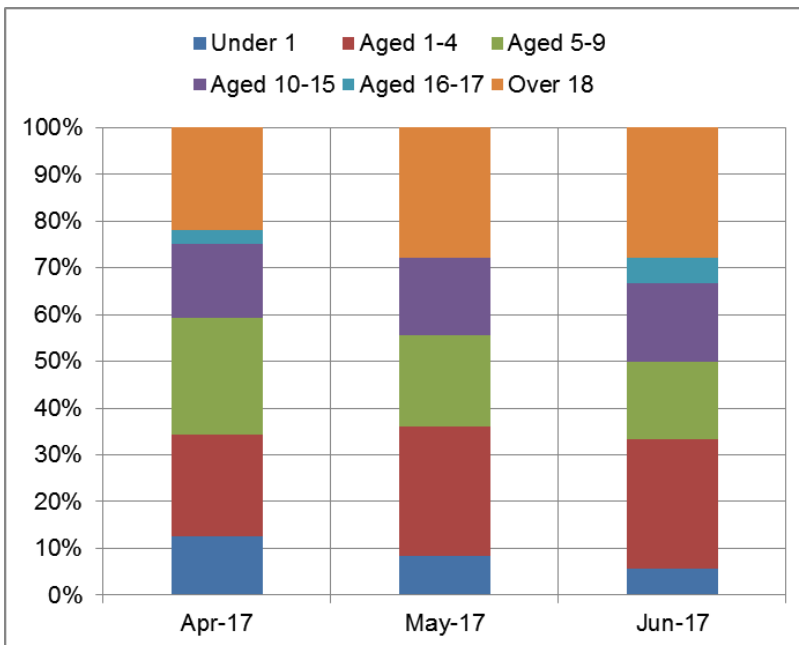
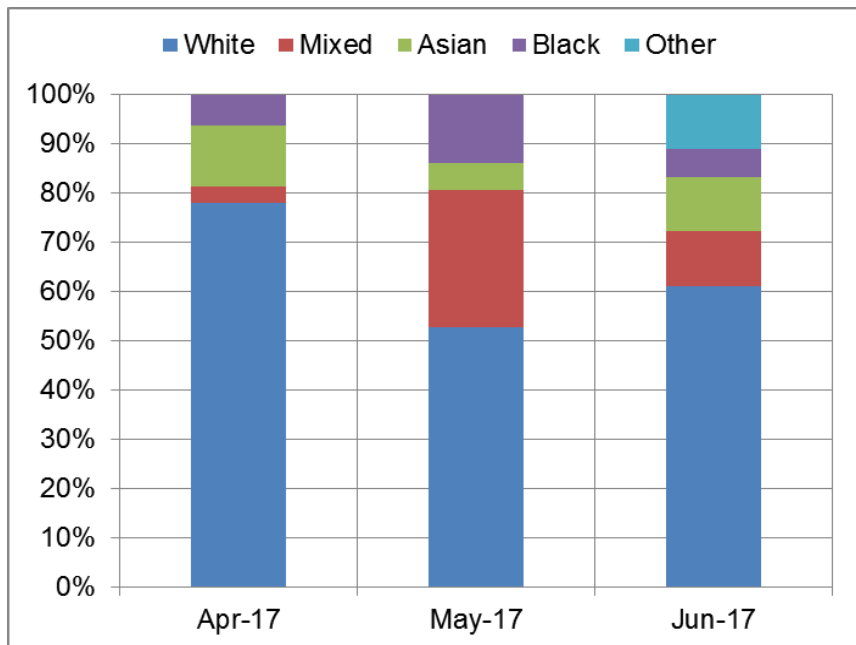
Children who ceased to be looked after - Table 1: 4.04.02 Characteristics

	Jul-16	Apr-17	May-17	Jun-17
Female	11	18	16	9
Male	12	14	20	9
Total	23	32	36	18

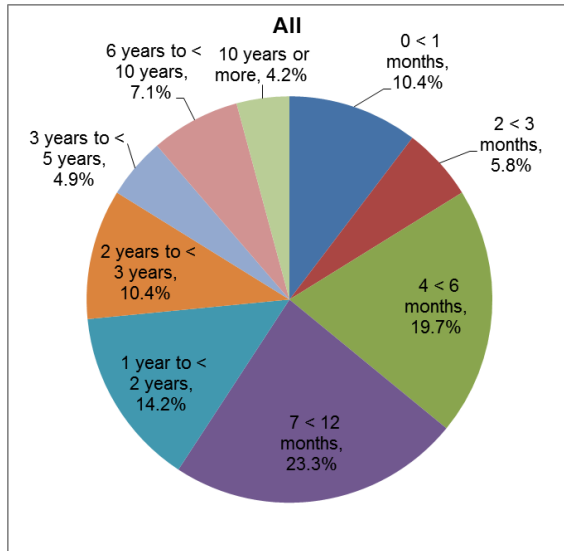
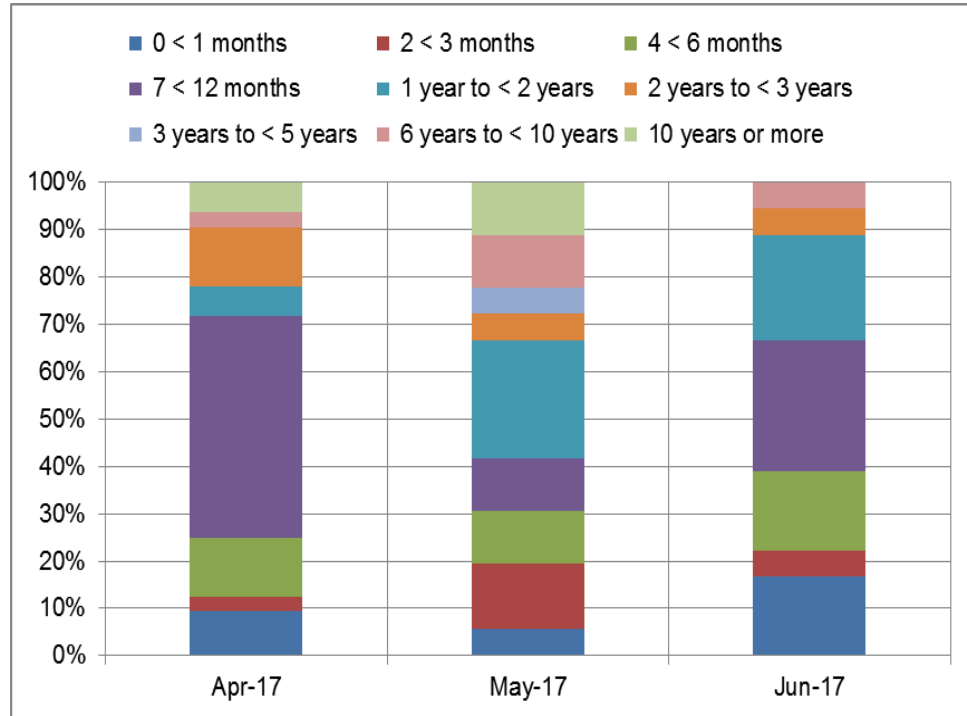
	Jul-16	Apr-17	May-17	Jun-17
Female	47.8%	56.3%	44.4%	50.0%
Male	52.2%	43.8%	55.6%	50.0%

	Jul-16	Apr-17	May-17	Jun-17
White	56.5%	78.1%	52.8%	61.1%
Mixed	26.1%	3.1%	27.8%	11.1%
Asian	13.0%	12.5%	5.6%	11.1%
Black	0.0%	6.3%	13.9%	5.6%
Other	4.3%	0.0%	0.0%	11.1%

Age Range	Jul-16	Apr-17	May-17	Jun-17
Under 1	17.4%	12.5%	8.3%	5.6%
Aged 1-4	47.8%	21.9%	27.8%	27.8%
Aged 5-9	8.7%	25.0%	19.4%	16.7%
Aged 10-15	4.3%	15.6%	16.7%	16.7%
Aged 16-17	13.0%	3.1%	0.0%	5.6%
Over 18	8.7%	21.9%	27.8%	27.8%



Duration Range %	Jul-16	Apr-17	May-17	Jun-17
0 < 1 months	4.3%	9.4%	5.6%	16.7%
2 < 3 months	8.7%	3.1%	13.9%	5.6%
4 < 6 months	21.7%	12.5%	11.1%	16.7%
7 < 12 months	21.7%	46.9%	11.1%	27.8%
1 year to < 2 years	8.7%	6.3%	25.0%	22.2%
2 years to < 3 years	8.7%	12.5%	5.6%	5.6%
3 years to < 5 years	13.0%	0.0%	5.6%	0.0%
6 years to < 10 years	4.3%	3.1%	11.1%	5.6%
10 years or more	8.7%	6.3%	11.1%	0.0%



Head of Service Narrative: Julie Mepham – Corporate Parenting and Linda Patterson - Interim Head of Service - Assessment & Intervention

Children leave care as they achieve 18, this number may have naturally been lower for June 17.

It is hard to say why the numbers of children who ceased to be looked after has increased over the past 12 month. Since July 16 fewer children are coming into care. Further interrogation of the data is required, which will be provided for the next board.

Children in Care

Looked After Children Moves

	Jul-16	Apr-17	Trend Apr	May-17	Trend May	Jun-17	Trend Jun	Target	Performance Overview
4.05.01 Placement Stability Within Year - LAC with three or more placement moves	13.9% (94)	14.6% (102)	↑	13.9% (94)	↓	12.2% (81)	↓	10%	<p>Improvement Plan Success Measures 2.19: Number of placement moves are in line with statistical neighbours and national comparators. Placement Stability to be in line with statistical neighbours (10%) by December 17. Figures show we are currently 2.2% above the 10% target set to be reached by December 17. We would need to reduce the number of children and young people to 67 by December 17, based on June 17 data. In June 17 there were 12.2% (81) of LAC with three or more moves in 12 months, lower than the outcome of 13.9% (94) in July 16 and the lowest number recorded in the past 12 months.</p>
4.05.02 Placement stability within 2 years	69.8%	69.2%	↓	72.4%	↑	73.1%	↑	n/a	In June 17 the figure was 73.1% and the highest in the last 12 months. The percentage has been consistently over 70% since December 16.
4.05.03 Placement movement reasons (Also see Table 1)	60	24	↓	35	↑	13	↓	n/a	In June 17 there were 13 Placement Movements, a reduction of 22 from 35 in May 17. Improvements are: "Carer request Placement End" March 17 (12) to June 17 (4) "Change to / Implementation of Care Plan" - March 17 (11) to June 17 (5). "No reason input" - Mar 17 (8) to June 17 (2)

Table 1: 4.05.03 Placement Movement Reasons

	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	Jan-17	Feb-17	Mar-17	Apr-17	May-17	Jun-17
Allegation (s47) against Carer or Household Member	0	0	1	0	1	0	0	0	0	0	0	0
Carer / Provision Approval Removed	0	3	4	0	0	1	0	0	0	0	0	0
Carer Approval Changed	5	0	2	0	0	1	1	0	0	0	1	0
Carer Request Placement End - Child Behaviour / Needs	11	10	6	5	2	4	3	7	12	4	7	4
Carer Request Placement End - Other Reasons	1	5	2	1	5	2	0	0	3	3	3	0
Change to/ Implementation of Care Plan	18	31	28	16	28	14	10	17	11	9	8	5
Child Requests Placement Ends	2	6	2	1	2	3	2	1	1	2	1	2
Other	10	15	9	9	7	4	4	5	3	2	4	0
Resignation/ closure of Provision of Carer	0	0	4	0	1	1	0	1	0	0	0	0
Responsible/ Area authority Requests Placement End	0	0	0	3	2	0	0	2	0	0	3	0
Standards of Care Concern	5	1	0	3	1	0	0	0	1	0	0	0
No Reason Input	8	13	8	10	7	5	10	2	8	4	8	2
Totals	60	84	66	48	56	35	30	35	39	24	35	13

	Jul-16	Apr-17	Trend Apr	May-17	Trend May	Jun-17	Trend Jun	Performance Overview
4.05.04 Social worker Change of LAC in care 12+ Months: Number of Social Worker changes	320	467	↑	482	↑	390	↓	The number of social worker changes decreased to 390 in June. It had increased over the past 12 months to a 12 month high of 482 in May 17, before reducing. The average number of social worker changes standing at 0.86 in July 16, increasing to a 12 month high of 1.22 in May 17 then decreasing to 0.99 June 17. 12 month comparison (Children figures in brackets): 0 Changes – Increase July 16 39% (146) - June 17 38% (115) 1 Change - Decrease July 16 40% (150) - June 17 36% (144) 2 Changes - Increase July 16 14% (54) - June 17 16% (63) 3 Changes - Increase July 16 5% (18) - June 17 7% (27) 4 Changes - Increase July 16 0.5% (2) - June 17 2% (6) 5 Changes - Increase May 16 0% - June 17 1% (3) 6 Changes – Static 0% July 16 to June 17 with exception of April 17 with 1.5% (6)
Average	0.86	1.18	↑	1.22	↑	0.99	↓	

Head of Service Narrative: Julie Mepham – Corporate Parenting

Performance around placement stability is currently on an improving trend. The Placement Support Team is having an impact in terms of placement stability through the additional support they provide to the child and carer predominantly using skills and techniques to enhance the support to the placement. Increasing stability across workforce is a key factor as this facilitates the forming of positive relationships between the child, carer and the worker.

We had 8 children with 5 moves – these are children with a permanence plan to remain looked after into adulthood. Four are aged 16 and the youngest child is aged 12. A significant number of children have had 2 moves – these include children placed initially in an emergency placement; children who have moved to their long term placement; children placed with adopters.

Children and Young People experience placement moves for a number of reasons. A number of these are planned moves to enable their permanence plan being achieved – a move to an adoptive family following a match being agreed at Adoption Panel; a move to a long term foster placement as agreed by Fostering Panel and a move to supported accommodation as part of a young person's Pathway Plan.

Unplanned moves occur for a number of reasons – placement providers/foster carers giving notice on placements where they no longer feel that they can meet the needs of the child/young person; increasing risks such as CSE or Missing where it is deemed that a child/young person cannot be kept safe; young person being unwilling to remain in their identified placement. In addition, at this time of the year, some children will have experienced moves due to their carers having holiday commitments.

Children in Care

Looked After Children Reviews and Visits

	Jul 16	Apr-17	Trend Apr	May-17	Trend May	Jun-17	Trend Jun	Target	Performance Overview
4.06.01 LAC Reviews Within Statutory Timescale	98.7%	92.5%	↓	91.7%	↓	98.3%	↑		For June 17 the % LAC reviews within timescale is 98.3% (633) - an increase of 5.8% from May17. This is the highest figure since September 2016 (99%).
4.06.03 Child participation in reviews (PN1, 2, 3, 5, 6)	92.9%	91.6%	↓	91.5%	↔	85.4%	↓		In June 17, 85.4% (41) of children participated in LAC reviews. This is the lowest figure in the last 12 months, there have been dips and spikes throughout the year, with a high of 96.4% in Feb 17.
4.07.01 LAC visits within statutory timescale: % of LAC visited in the last 6 weeks	35.9%	66.5%	↑	61.6%	↓	61.9%	↔	85%	<p>Improvement Plan Success Measure 1.13: By September 2017, audits completed will evidence that 85% of visits to looked after children were completed on time (every 6 weeks), increasing to 85% by December 2017 and by March 2018, this will be 98%. The Improvement Plan Success Measure is 85%, however, at June 17 we remain 23.1% below the target set for Sept 17.</p> <p>% of LAC visited in the last 6 weeks: In June 17 61.9% of looked after children have had a statutory visit recorded within the last 6 weeks. - this is a decrease of 4.6% from Apr 17.</p> <p>The overall trend for the last year has been increasing from July 16 (35.9%) to June 17 (61.9%) with a high of 68% in Jan 17.</p>
% LAC who have had statutory visit in line with Practice Standards	Dec 16 76.95%	81.82%	↓	81.39%	↔	87.46%	↑		<p>In June 17 87.46% of LAC had a statutory visit recorded, an increase from Apr 17 (81.82%)</p> <p>The overall trend is an increase from December 2016 (76.95%) to June 2017 (87.46%)</p>

	Jul 16	Apr-17	Trend Apr	May-17	Trend May	Jun-17	Trend Jun	Target	Performance Overview
4.07.03 Number of Independent Reviewing Officers (IRO) visits held in the month (No of visits recorded on Carefirst)	60 (8.9%)	50 7.3%	↓	65 (9.6%)	↑	72 (10.8%)	↑		In June 17 10.8% (72) of LAC had an IRO visit recorded. However, the trend has been steadily decreasing from a year high of 19.6% (131) in Sept 16.
4.07.04 IRO visits held within timescale (6 months) (No. of LAC with a visit by an IRO recorded on Carefirst within the last 6 months based on the cohort of LAC on the last day of calendar month)	45.3% (306/ 676)	55.0% (379/ 689)	↓	55.3% (374/ 676)	↔	57.2% (380/ 664)	↑		In June 17, 57.2% (380/664) of LAC had an IRO visit. The trend shows a steady increase from 45.3% in July 16. We saw a year high of 60.5% in Feb and March 17, reducing to 55% in April 17.

Head of Service Narrative: LAC Reviews - Kerrie Scraton, Safeguarding Assurance / LAC Visits - Julie Mepham, Corporate Parenting

Within the Child Protection & Review Unit (CPRU), scrutiny continues to ensure we achieve 100% compliance for timeliness of LAC reviews which is reviewed in practice, supervision and team meetings. Allocation takes place at the point of notification, delay is challenged and discussed with teams. The impact of IRO absence in the CPRU is being proactively managed, but remains a concern. The current position is 2 interims IROs leaving the service this week and 2 IROs currently on long term sickness.

Statutory visits remains below expectations, although data reporting is being used to drill down further. Data integrity remains an issue and these continue to be reviewed on a Team by Team and Case by Case basis. Analysis of the Annex A downloads reflects ongoing improvement within Statutory Visits recorded and those within timescales. Visits to children by IROs has been reviewed and its anticipated accurate recording of these events will reflect an improvement. This area of work will remain a Service priority in conjunction with Performance and Intelligence Unit team. This is an area of ongoing review and improvement.

Visits are being undertaken by social workers, however, they are not recorded timely on Carefirst. Delays with visits occur when looked after children go on summer holiday and combined with annual leave of staff and sickness in the LAC teams over the summer, this has further impacted on delays in recording.

Children in Care

Missing Looked After Children

	Jul 16	Apr-17	Trend Apr	May-17	Trend May	Jun-17	Trend Jun	Target	Performance Overview
4.09.02 Missing children: a. Number of LAC having at least one Missing episode per month	36 (5.3%)	25 (3.6%)	↑	29 (4.3%)	↑	26 (3.9%)	↓		In June 17, 3.9% (26) LAC had at least one episode of Missing per month. This is lower than the previous month of May 17 of 4.3% (29). The overall trend for the year has been a decrease from a year high of 5.3% (36) in July 16
b. Number of LAC that have more than one missing episode in the month (repeat mispers)	14 (39%)	13 (52%)	↓	10 (34%)	↓	13 (50%)	↑		In June 17, 50% (13) LAC went missing more than once in the month. This was higher than May 17 at 34% (10).
4.09.03 Independent Return Interviews for LAC offered within 72 hours of the child being located	59.1% (13/22)	75% (3)	↓	42.9% (3/7)	↓	71.4% (5/7)	↑		In June 17, 71.4% (5 out of 7) Independent Return Interviews for LAC were offered (although low denominator/numerators in April, May and June undermine analysis). The year average is 50.3% (89 out of 177).

Head of Service Narrative: Sally Williams – Integrated Response

The LAC missing pilot project commenced in early June and has continued to build on the developing links with all children's homes across Kirklees. The pilot project aims to drive up our awareness and safety response to the risks that children face when missing episodes occur. The pilot project is made up of a small team of practitioners, this now offers a more consistent response to LAC missing young people, through the provision of the Independent Return Interviews. The practitioners in the project team then hold the case holding social worker to account for the ongoing work to keep the child safe. As part of the project team we have taken an approach that all LAC children who go missing are automatically offered a return home interview, thus stripping out a part of the process that was inadequate and resulted in our poor performance.

There continues to be challenges with the private providers as the young people within these placements are often the most challenging. However relationships with these providers continue to improve with the increase in consistency and stability by the project team. This means that we are in a better position to hold other local authorities to account for the safe care planning of their children placed here in Kirklees. Partnership working with the police has continued to develop, this in turn has led to an decrease in the response time to missing episodes. A regular monthly forum has been re-established to discuss patterns and emerging trends with the LAC cohort of missing young people.

	Jul 16	Apr-17	Trend Apr	May-17	Trend May	Jun-17	Trend Jun	Performance Overview
4.10.01 Attainment LAC : Key Stage 2	<i>n/a</i>	Reading Test: Kirklees 38% England 41% ↓ -3% Writing TA: Kirklees 47% England 46% ↑ +1% Maths Test: Kirklees 47% England 41% ↑ +6% Combined: Kirklees 24% England 25% ↓ -1% See Table 1 below also.						
KS4	<i>n/a</i>	5+ A*-C GCSE: Kirklees 23% England 18% ↑ +5%						
4.10.02 a: Personal Education Plans (PEP) up to date (current school age LAC with PEP in the last 6 months)	88.9%	93.0%	↓	92.7%	↔	97.5%	↑	In June 17, 97.5% (474) LAC had a PEP in last 6 months, the highest figure since 97% in Feb 17.
b: Initial PEP completed within 20 working days of child coming into care	<i>n/a</i>	42.8%	↑	49.7%	↑	48%	↑	In June 17, 48% had initial PEP completed, slightly lower than May 17 (49.7%) but the trend has been improving since reporting started in Mar 17 (41.4%)

Table 1: 4.10.01 Looked After Children Attainment

Key Stage 2 2015/16				
	Reading Test	Writing TA	Maths Test	Reading, Writing & Maths Combined
Kirklees LAC	38%	47%	47%	24%
Kirklees ALL	61.0%	69.4%	66.9%	48.3%
England LAC	41%	46%	41%	25%
England All	65.7%	74.0%	69.7%	53.2%

Key Stage 4 / GCSE 2015/16	
	5+ A*-C GCSE (inc E&M)
Kirklees LAC	23%
Kirklees ALL	55.6%
England LAC	18%
England All	53.7%

	June 16	April 17	Trend Apr	May 17	Trend May	Jun 17	Trend June	Performance Overview
4.10.05 Attendance and Persistent Absence: Percentage of overall attendance for Looked after Children within education setting plus percentage of LAC deemed to be persistent absentees (with attendance below 90% of available sessions) based on a cohort of those who are LAC at the end of each month, are of statutory school age, and have been in care throughout the academic year.								
LAC Attenders:	Mar 16 94.2% (370)	93.7% (381)	↓	n/a*	n/a	93.4% (370)	↓	Performance Measure: Higher is Better At June 17, LAC attendance was 93.4% . This is lower than March (94.2%)
LAC Persistent Absentees:	Mar 16 14.6% (54)	15.5% (59)	↑	n/a*	n/a	17% (63)	↑	Performance Measure: Lower is Better In June 17, 17% (63) LAC were classed as persistent absentees this is higher than April 17, 15.5% (59)
4.10.07 Pupils not in full time educational provision with reasons	2.3% (10/ 432)	2.7% (13/ 488)	↓	3.7% (18/ 487)	↑	3.9% (19/ 482)	↑	In June 17, there are 482 LAC children with 3.9% (19 children) in part-time education. This is the highest figure in the past 12 months (year average 2.5%). There has been an increase in the use of "Other" for purposes of recording. This needs to be addressed to enable data analysis. Increased to 6 in June 17 when year average is 3 per month.
* May Data unavailable due to issues with Welfare Call Database.								

Table 3: 4.10.07 Pupils not in full time education provision

Part Time Reason	Apr-17	May-17	Jun-17	Apr-17	May-17	Jun-17
Mental health needs	1	3	3	0.2%	0.6%	0.6%
Medical needs other than MH	1	1	1	0.2%	0.2%	0.2%
Pregnancy or young mother	1	1	1	0.2%	0.2%	0.2%
Staged reintegration new sch	2	2	3	0.4%	0.4%	0.6%
Behaviour difficulties	1	3	2	0.2%	0.6%	0.4%
Social difficulties	1	2	2	0.2%	0.4%	0.4%
Stg Reint Chronic Non Att	2	1	1	0.4%	0.2%	0.2%
Other	4	5	6	0.8%	1.0%	1.2%

Head of Service Narrative: Janet Tolley – Head of Virtual School**4.10.01 Attainment LAC*****This will remain the same until the SFR release in November***

In 2016, attainment at KS1 for Kirklees LAC reaching the expected standard or above was above national LAC for Reading and Science but below national LAC in Writing and Mathematics. The gap between all Kirklees children and the Virtual School is less than the national gap for Reading and Science, in-line for mathematics but below for writing.

In 2016, attainment at KS2 for Kirklees LAC reaching the expected standard or above in Reading, Writing and Mathematics combined, was better than the West Yorkshire outcome, in line with national LAC but below Statistical Neighbours (by 2 pupils).

The attainment gap in Kirklees (between all children and LAC) was less than the national attainment gap for all indicators.

The Local Authority Interactive Tool (LAIT) shows the Kirklees outcome to be in the following quartile nationally:

- Reading: Quartile D (Rank 58)
- Writing: Quartile B (Rank 40)
- Mathematics: Quartile B (Rank 32)
- Grammar, Punctuation & Spelling: Quartile C (Rank 63)
- Reading Writing & Mathematics: Quartile D (Rank 37)

In 2016, average progress scores at KS2 for Kirklees LAC:-

Reading: The average progress score for Kirklees LAC is better than Statistical Neighbours but below that for national LAC. However, the LAC outcome is **better** than that for all Kirklees children.

Writing: The average progress score for Kirklees LAC is in-line with Statistical Neighbours but below that for national LAC. However, the LAC outcome is better than that for all Kirklees children.

Mathematics: The average progress score for Kirklees LAC is better than Statistical Neighbours and national LAC. However, the LAC outcome is just below that for all Kirklees children.

The Local Authority Interactive Tool (LAIT) shows the Kirklees outcome to be in the following quartile nationally:

Reading: Quartile C (Rank 69)

Writing: Quartile C (Rank 80)

Mathematics: Quartile B (Rank 47)

In 2016, attainment at KS4 for Kirklees LAC:-

Achieving A*C in both English and Mathematics GCSE was significantly above all comparator data. In addition to this, the attainment gap between Kirklees LAC and all Kirklees Children (38.5) is better than the equivalent national data (41.8).

Entering the English Baccalaureate: 11.4% of Kirklees LAC were entered for EBacc which is significantly higher than all comparators.

Achieving the English Baccalaureate: 5.7% attained the EBacc which is significantly higher than other all comparators.

The Local Authority Interactive Tool (LAIT) shows the Kirklees outcome to be in the following quartile nationally:

% achieving A*C in both English and Mathematics GCSE: Quartile B (Rank 22) NB: (EBacc data not available via LAIT)

The attainment 8 score is higher than all comparator averages.

The Local Authority Interactive Tool (LAIT) shows the Kirklees outcome to be in the following quartile nationally: LAC KS4 average Attainment 8 score: Quartile A (Rank 25)

In 2016, progress at KS4 for Kirklees LAC:- The average Progress 8 score is higher than all comparator averages. The Local Authority Interactive Tool (LAIT) shows the Kirklees outcome to be in the following quartile nationally:

- LAC KS4 average Progress 8 score: Quartile A (Rank 26)
- LAC overall absence: Quartile B (Rank 72)
- LAC unauthorised absence: Quartile B (Rank 75)
- LAC who are classed as persistent absentees: Quartile B (Rank 51)

4.10.02 Personal Education Plans: There has been a reduction in the percentage of initial PEP that happened within 20 working days of the child coming into care. It should be noted that this calculation does not take account of school holidays. Practice Standards state: "PEP to be completed within 20 working days of the placement (practitioner to consult with Virtual School), to be available at the first LAC review and subsequently updated before the LAC Review"

The Virtual School leads on all initial PEPs and we are investigating the reasons why this figure is so low and any action that can be taken to improve this.

There appear to be 3 main issues:-

- The notification period, we receive the daily "new into care report" but children do not always appear on this straight away, and sometimes for over 10 days.
 - Initial PEP's when some or all of the 20 day period falls within school holidays - we believe that it is essential that the school / educational provision are represented.
 - The child has moved and is not yet on a school roll, as educational provision was not finalised prior to the move.
- In terms of actions required for improvement discussions are at an early stage to move things forward

4.10.05 Attendance and Persistent Absence: The analysis of this data highlights the need for further clarity about the reporting process, we are looking into this with the data team and hope to provide more detailed response at the next reporting cycle.

4.10.07 Pupils not in full time educational provision with reasons: There are currently 5 pupils who do not have an identified provision due to a placement move. Currently the only code to record this in synergy is "other". There is no appropriate code in synergy for this as it is designed to record reasons for a reduced timetable rather than no school place.

Children in Care

Looked After Children Health

	Jul-16	Apr-17	Trend Apr	May-17	Trend May	Jun-17	Trend Jun	Performance Measures
4.11.11 Dental Checks within last 12 months - timeliness	73.9%	86.7%	↓	87.5%	↑	89.6%	↑	In June 17, 89.6% had a <u>recorded</u> dental check within the past 12 months on Carefirst. The overall trend has been a steady increase following slight dip in Apr (86.7%). This is above both 2016 England and Yorkshire & Humber rates: England 31.03.16 - 84.1%, Y&H 31.03.16 - 85.6%
4.11.12 Initial health assessments completed on time - within 20 days	94.6%	88.0%	↑	94.7%	↑	95.1%	↑	In June 17 95.1% Initial Health Assessments were completed on time. This is the highest figure since July 16. LAC Nurse Team and Performance Intelligence Unit have worked together to resolve a recording issue on Carefirst which has now seen an improvement in the data.
4.11.13 Annual health assessments: a: Under 5's % Developmental Assessments up to date	93.7%	99.3%	↔	99.2%	↔	96.6%	↓	June 17 was 96.6 % (112) , the rate has dropped from a sustained 99% in Mar, Apr and May 17. However, the rate is higher than July 16 (93.7%). The rate fluctuates over the last 12 months, year average is 95.7%
b: Over 5s % of Health Assessments up to date	94.9%	97.5%	↔	96.1%	↓	96.6%	↑	June 17 was 96.6%, rate has dropped slightly from 97.5% in Apr 17. However, the rate is higher than July 16 (94.9%). The rate fluctuates over last 12 months, average is 96.3%, which is above both 2016 England and Yorkshire & Humber rates: England 31.03.16 - 84.1%, Y&H 31.03.16 - 92.7%
4.11.16 No. of LAC in care more than 12 months and identified as having a substance misuse problem during the last year	1.57% (5)	1.22% (4)	↔	0.93% (3)	↓	1.21% (4)	↑	In June 17, 1.21% (4) of LAC were identified as having a substance misuse problem during the last year. This is higher than May 17, 0.93% (3). Kirklees is lower than the 15/16 England rate of 4%.
4.11.17 Number of LAC children: a. Offered and accepted a substance misuse intervention	0	3	↓	3	↔	3	↔	Performance Measure: Higher is Better In June 17 the figure was 3, and same for Apr and May 17. The overall trend has been an increase since July 16 (0).
b. Offered and refused substance misuse intervention during the 12 months period prior to month	2	4	↓	5	↑	5	↑	Performance Measure: Lower is Better In May and June17 the figure was 5. The overall trend has been an increase since July 16 (2) to June 17 (5)

Head of Service Narrative: Gill Addy - LAC Nurse

4.11.11 Dental Checks within last 12 months – timeliness: The recording of dental attendance continues to be challenging and will continue to be so, as it is virtually impossible to ensure that every attendance is reported to the LAC health team by the carers. Work continues on a daily basis to record attendance and monthly reports from PIU help to inform us of gaps, that are then manually followed up through LAC business support and the designated nurse. The recent trial of a health evaluation form to 11-17 year olds via their SDQ questionnaire, has proved a valuable tool to ask the date of last attendance also. The trial evaluation form is now to be extended to 4-10 year olds, which will then provide additional dental date information in the next few months.

4.11.12 Initial health assessments: Locala records show that there have been no breaches up to and including June 17.

4.11.13 Annual health assessments The LA group all age review health assessments together. In order to determine the reasons or themes for breach, Locala data is separated into 'developmental under 5yrs' & 'annual over 5 yrs' assessments and those completed 'in area' and 'out of area'. Locala data for review assessments shows:

In Area: Developmental – 100% (n13)

Annual – 100% (n33)

Out of Area: Developmental – 100% (n1)

Annual – 86% (n7)

The quarterly figures for our 'out of area' assessments being completed in timescales has risen dramatically. This is felt to be due to the additional nursing hours (30) provided by the CCG. These hours have been given for 12 months from May 17. This has allowed the LAC nurses to travel more widely regionally and to ensure they are completed in timescales where possible. Quarter 4 (Jan to March 17) was 41% on time, quarter 1 (April-June) is 85%. Completing the assessments ourselves, reduces the workload for the LA BSO in requesting, administration and follow up, improves timescales and is financially viable.

4.11.16 Number of LAC who have been in care more than 12 months and identified as having a substance misuse problem during the last year

4.11.17 Number of LAC children: a. Offered and accepted a substance misuse intervention b. Offered and refused during the 12 months period
Substance misuse figures remains low, and has shown an increase in uptake of support offered in the 12 months. When drop in centre opens in Huddersfield, the LAC nurses will, in association with sexual health and substance misuse outreach, offer support to young people, which will hopefully see a further increase and acceptance of support offered. Going forward, I see an opportunity to work more closely with the substance misuse worker for The Base. There is an opportunity for closer links with children from other local authorities who are placed in Kirklees to have access to our outreach workers.

	Jan-Mar-17 Q4	Trend	Apr-Jun-17 Q1	Trend	Performance Overview
4.12.01 Number of young people who have been looked after continually for 12 months or more aged between 10 and 17 who have offended and received a substantive outcome (Youth Caution, Youth conditional caution or a court order)	0.87%	↓	2.03%	↑	<p>Performance Measure: Lower is Better</p> <p>% Offending (qtr): During Apr-Jun 17/18 Q1, 2.03% (7) Looked After Children aged 10-17 had offended and received a substantive outcome. This figure is higher than previous quarter Jan-Mar 16/17 Q4 of 0.87% (3).</p> <p>% Offending (yr): The % Offending data figure for 17/18 Q1 is 2.03%. This is 0.28% higher than 16/17 Q1 figure of 1.75%.</p>

Date period	Quarter	Cohort	No of yp offending	% offending (qtr)	% offending (yr)
April to June 16	16/17 Q1	342	6	1.75%	1.75%
July to Sept 16	16/17 Q2	342	6	1.75%	3.50%
Oct to Dec 15	16/17 Q3	342	6	1.75%	5.25%
Jan to March 17	16/17 Q4	342	3	0.87%	6.14%
April to June 17	17/18 Q1	344	7	2.03%	2.03%

Head of Service Narrative: Richard Ian Smith – Youth Offending Team

While there has been a small increase in the percentage of LAC offending in the latest quarter, this is based on a very small number, 7 in total, and is not significant. Since 2014/15 Kirklees figures have stabilised at around 6% of LAC offending for the full year. This is a significant reduction from 9.9% in 2012/13. The latest published figures (2015/16) show a national average of 5% of LAC offending, while regionally the range was between 5% and 9%. It should be noted that these returns are provided by each local authority individually and we are not aware of any validation exercise. Also numerous local authorities, locally and nationally have not submitted any figures.

Some three years ago Kirklees YOT became aware that successful outcomes for LAC young people that we worked with were significantly worse than those of the general YOT population. We have taken various measures to address this including having specialist YOT Officers who work with all LAC cases. Over the past 18 months there has been an increase in the percentage of LAC young people having a successful outcome to their YOT intervention. Such that for the latest quarter (April to June 2017) the percentage of LAC young people successfully completing their YOT intervention was greater than the general YOT population.

Care Leavers

Care Leavers

	Jul-16	Apr-17	Trend Apr	May-17	Trend May	Jun-17	Trend Jun	Performance Overview
5.01.01 Care Leavers	191	212	↑	202	↓	218	↑	In June 17, 218 Care Leavers are receiving leaving care services . This is the highest monthly total for the last 12 months. The overall trend is a steady increase in numbers since July 2016 (191).
5.01.02 Characteristics of Care Leavers - gender, age range & ethnicity	See table 1							<p>See Table 1:</p> <p>Gender: June 17, 44% (96) Female, 56.0% (122) Male.</p> <p>Ethnicity: White 74.3% (162) June 17, the trend has decreased slightly since July 16 (77.0%).</p> <p>Mixed: 11.9% (26) June 17 the trend has increased slightly since July 16 (11.0%).</p> <p>Asian: There is no discernible trend</p> <p>Black: 3.7% (8) June 17 the trend has increased slightly since July 16 (2.6%) with a spike in May 17 (4%).</p> <p>Other: 1.4% (3), June 17, highest figure for 12 months.</p> <p>Age: Age 16-18: 33.9% (74) at June 17, the trend has increased over the past year since July 16 (13.1%). Age over 18: 66.1% (144) at June 17, the trend has decreased over the past year since July 16 86.9% (191)</p>

Care Leavers

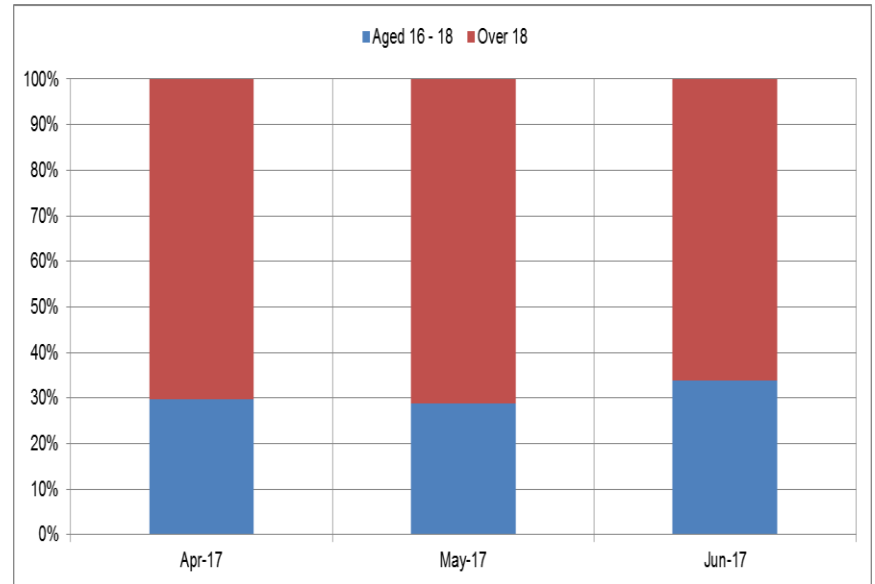
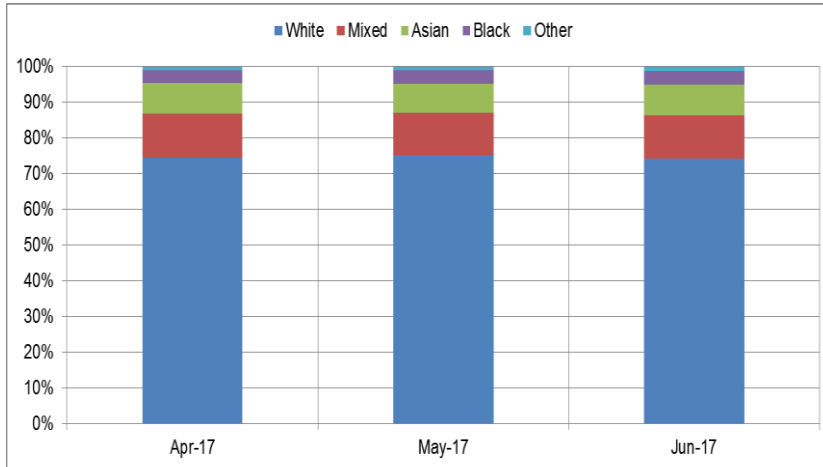
Care Leavers

	Feb 17	Apr-17	Trend Apr	May-17	Trend May	Jun-17	Trend Jun	Target	Performance Overview
5.01.04 Children in care aged 17 years with a Personal Advisor	Feb 17 50.8%	75.4%	↑	58.6%	↓	80%	↑	100%	Improvement Plan Success Measure 2.25: All care leavers aged 16 years 3 months have an allocation Personal Advisor by May 2017. In June 17, 80% of children aged between 17 & 18 had an allocated Personal Advisor. The highest figure since recording began in Feb 17 (50.8%)
5.01.08 Local Authority In Touch with Care Leavers	89.3%	95.8%	↑	98.5%	↑	98.2%	↔		In June 17, 98.2% (214) of Care Leavers were still in touch with the Local Authority. There has been positive improvement each month since Feb 17 (89.3%) when reporting commenced.
5.01.09 Care Leavers in suitable accommodation	83% (171)	86.3% (183)	↑	90.1% (182)	↑	92.7% (202)	↑		The trend is improving month on month since the start of reporting in Feb 17 (83%) to Jun 17 (92.7%).
5.01.10 Care Leavers Employment, Education and Training (EET)	40.3% (83)	44.8% (95)	↑	46.0% (93)	↑	50.5% (110)	↑	55%	Improvement Plan Success Measure 2.26: 55% by December 2017. 10 more young people need to be EET to meet this target. In June 17 50.5% (110) care leavers were EET. There has been improvement each month since reporting commenced in Feb 17 (40.3%).
5.01.11 Number of Care Leavers with a Pathway Plan that is up to date	89.9%	92% (195)	↑	91.1%	↓	89.4%	↓	95%	Improvement Plan Success Measure 2.27: 95% of pathway plans reviewed every 6 months by December 2017. In June 17, 89.4% (195) of care leavers had an up to date Pathway Plan - this is a decrease from 92% in April 17.

	Jul-16	Apr-17	May-17	Jun-17		Jul-16	Apr-17	May-17	Jun-17
Female	87	93	89	96	Female	45.5%	43.9%	44.1%	44.0%
Male	104	119	113	122	Male	54.5%	56.1%	55.9%	56.0%
Total	191	212	202	218					

Ethnicity %	Jul-16	Apr-17	May-17	Jun-17
White	77.0%	74.5%	75.2%	74.3%
Mixed	11.0%	12.3%	11.9%	11.9%
Asian	8.4%	8.5%	7.9%	8.7%
Black	2.6%	3.8%	4.0%	3.7%
Other	1.0%	0.9%	1.0%	1.4%

Age	Jul-16	Apr-17	May-17	Jun-17
Aged 16 -	13.1%	29.7%	28.7%	33.9%
Over 18	86.9%	70.3%	71.3%	66.1%



Head of Service Narrative: Julie Mepham – Corporate Parenting

Work with Performance Information Unit has ensured that the right information is captured from the Personal Advisor (PA) forms to improve recording and allow meaningful analysis of the service position. As at the end of June, there were 4 out of 218 Care Leavers who the service was not in touch with for the purposes of this indicator, however this was at the request of these 4 young people.

The percentage in suitable accommodation now stands at 92.7% (202 out of 218) and is on an improving trajectory.

We have an Education Training and Employment (ETE) advisor in the leaving care team. We have an ASDAN course “preparation for adult life” which we are running a pilot of 10 young people currently, this is counted ETE. There is a participation apprentice in children’s rights which is moving to Corporate Parenting from 1 September. We are developing 2 business support traineeships in the leaving care service to staff the drop in centre. We are approaching a local based national company to look at how they might work with us under the Corporate Social Responsibility policy to offer ETE opportunities. The Service Manager for Care Leavers is working with wider council and HR partner apprenticeships, to look at developing work tasters, shadowing opportunities, apprenticeships and jobs for care experienced young people.

195 out of 218 (89.5%) Care Leavers have a Pathway Plan. Whilst compliance is improving, the next step is to ensure that the quality of plans continues to improve. Staff sickness has impacted on this. Recruiting to a Pathway Planning Reviewing Post, this will improve practice, quality and compliance of Pathway Plans.

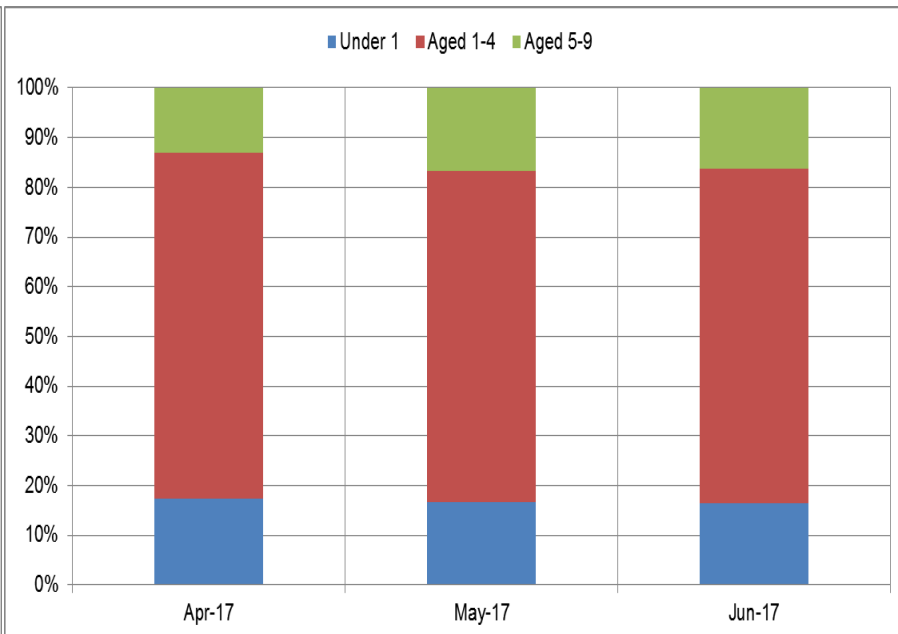
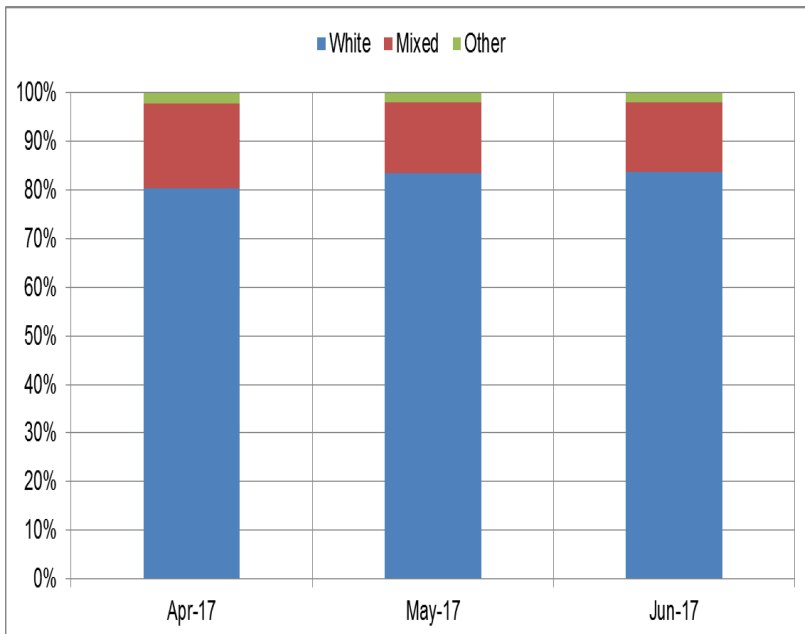
	Jul-16	Apr-17	Trend Apr	May-17	Trend May	Jun-17	Trend Jun	Target	Performance Overview
5.02.01 Number of children adopted as a percentage of children leaving care	19.3% (47)	16.7% (46)	↔	17.8% (48)	↑	16.7% (49)	↓		In June 17, 49 (16.67%) children left care as a result of Adoption in the 12 months. The trend has been decreasing from a year high of 20.2% (48) in Sept 16. It is below comparator data (Statistical Neighbours 2015/16 = 21.4%)
5.02.02 Characteristics of adopted children - gender, age range & ethnicity	See table 1								<p>Gender: June 17, of children adopted 57.1 % (28) were male and 42.9% (21) were female. In the past 12 months the average was 60.8% males to 39.2% females adopted.</p> <p>Ethnicity: "White" ethnicities was 83.7% (41) in June 17, the highest monthly figure since July 16, with the year average of 80.3%.</p> <p>"Mixed" ethnicities was 14.3% (7) in June 17, the lowest figure since July 16, a year average of 17.4%.</p> <p>Age: Children aged < 1, was 16.3% (8) in July 17, which is a slight decrease on Apr & May 17 but significantly above the year average of 10.1%</p> <p>Children aged 1-4 was 67.3% (33) in July 17 similar to year average of 67.6%.</p> <p>Children aged 5-9 was 16.3% (8) in July 17, the trend has been in decline monthly from 25.5% in July 16. Year average is 22.3%.</p>

Table 1 - 5.02.02 Characteristics of adopted children

	Jul-16	Apr-17	May-17	Jun-17		Jul-16	Apr-17	May-17	Jun-17
Female	19	19	21	21	Female	40.4%	41.3%	43.8%	42.9%
Male	28	27	27	28	Male	59.6%	58.7%	56.3%	57.1%
Total	47	46	48	49					

	Jul-16	Apr-17	May-17	Jun-17
White	80.9%	80.4%	83.3%	83.7%
Mixed	17.0%	17.4%	14.6%	14.3%
Other	2.1%	2.2%	2.1%	2.0%

	Jul-16	Apr-17	May-17	Jun-17
Under 1	6.4%	17.4%	16.7%	16.3%
Aged 1-4	68.1%	69.6%	66.7%	67.3%
Aged 5-9	25.5%	13.0%	16.7%	16.3%

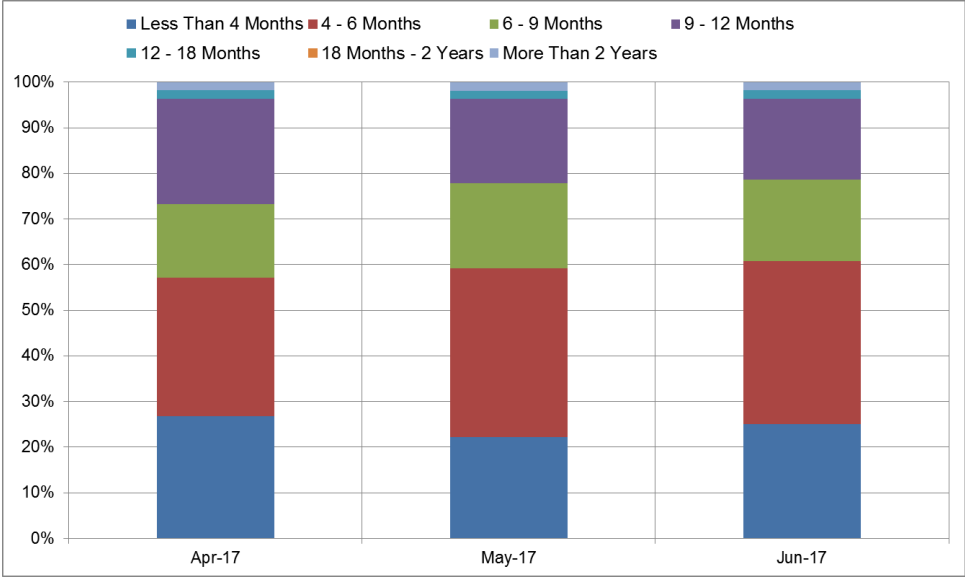


	Jul-16	Apr-17	Trend Apr	May-17	Trend May	Jun-17	Trend Jun	Target	Performance Overview
5.02.03 A1 Average timescale (days) between the child coming into care and being placed with the adopter	861.2	370.0	↓	394.5	↑	408.8	↑	523	<p><i>Improvement Plan Success Measure 2.23: By 31 December 2017 the average time between a child entering care and moving in with its adoptive family is in line with our statistical neighbours/England (522/523 days) Note: Kirklees provisional outcome for 2015/16 is 584.5 days.</i></p> <p><i>Kirklees continues to be consistently below set target.</i></p> <p>June 17 was 408.8 days. There has been an increase from a year low of 370 days in Apr 17, however, June figure is still below Kirklees provisional outcome 15/16 and Statistical neighbours.</p>
5.02.04 Average timescales between the child coming into care and the ADM decision	See table 2								<p>The number of children in July 17 was 56, which is higher than May 17 (54). The trend has seen an increase month on month from a low of 42 children in July 16.</p> <p>The trend is fairly static for children having a decision in less than 6 months.</p> <p>The number of children having decisions taken between 6 -12 months has been increasing since July 16 (5) to June 17 (10) and 9-12 months has also increased from July 16 (5) to June 17 (10)</p>

	Jul-16	Apr-17	Trend Apr	May-17	Trend May	Jun-17	Trend Jun	Target	Performance Overview
5.02.05 A2 Average timescale (days) between Kirklees council receiving court authority to place a child and the council deciding to match the child with an adoptive family	209.4	146.6	↓	142.4	↓	82	↓	243	<i>Improvement Plan Success Measure 2.23: By 31 December 2017, the average time between receiving court authority to place a child and deciding on a match to an adoptive family is in line with our statistical neighbours/England (248/243 days). Note: Kirklees provisional outcome for 2015/16 is 337 days. Kirklees continues to be consistently below set target. June 17 was 82 days, the lowest figure in the last 12 months (highest was July 16, 209.4 days). In line with the Improvement Plan Success Measure, this rate is below the SN/England rates for 2015/16.</i>
5.02.06 A3 The % of children who waited less than Government threshold 14 months between entering care and moving in with their adoptive family	70.5%	77.8%	↑	81.8%	↑	78.3%	↓		Measure: Higher % is better (more children waiting less time) In June 17 the rate was 78.3%. There has been an increase month on month since July 16 (70.5%) with a high of 81.8% in May 17. The year average is 72.8%.
5.02.09 How many children are placed in their adoptive placements	24	21	↓	20	↓	17	↓		In June 17, 17 children were placed, which is a decrease of 3 from May 17 (20). The trend has been a decrease month on month since Aug 16 (30). The year average is 24 children per month.
5.02.10 How many children are waiting to be placed in adoptive placements (SHOBA (Should Be Placed for Adoption) date).	21	20	↓	27	↓	25	↓		In June 17 there were 25 children. This has increased since the reported figure of 20 in April 17. and increased steadily between Nov 16 (22) and March 17 (27). The year average is 23 children.

Table 2 - 5.02.04 Average timescales between the child coming into care and the Agency Decision Maker (ADM) making a decision

	Jul-16	Apr-17	May-17	Jun-17
Less Than 4 Months	35.71%	26.79%	22.22%	25.00%
4 - 6 Months	40.48%	30.36%	37.04%	35.71%
6 - 9 Months	7.14%	16.07%	18.52%	17.86%
9 - 12 Months	11.90%	23.21%	18.52%	17.86%
12 - 18 Months	0.00%	1.79%	1.85%	1.79%
18 Months - 2 Years	0.00%	0.00%	0.00%	0.00%
More Than 2 Years	4.76%	1.79%	1.85%	1.79%



Head of Service Narrative: Linda Patterson – Assessment & Intervention

There continues to be evidence of an improving trend in timescales with current performance showing 409 days from a child coming into care and being placed with an adopter, significantly better than the DfE threshold. A representative of One Adoption (West Yorkshire) is now a member of our Legal Gateway and Permanence Panel. One Adoption is tracking all Kirklees children who have a provisional or confirmed plan for adoption

There continues to be improvement in this area with current performance being at 82 days and is now better than the DfE threshold of 121 days. This performance includes a number of EPP placements during the care proceedings where the match has made at panel in a very timely manner. Examples of performance: Twins became looked after on the 17/11/2016. The decision that they “should be placed for adoption” (SHOBPA) was made on 01/05/2017. The Placement Order was made on 24/05/2017 and the decision on match by the Agency Decision Maker (ADM) was on the 10/07/2017, 45 days from the Placement Order. Another child had a Placement Order date of 07/06/2017 and match ratified on the 24/07/2017, 33 days later.

“In June 17, 17 children were placed, which is a decrease of 3 from May 17 (20). The trend has been a decrease month on month since Aug 16 (30). The year average is 24 children per month.” We currently have 42 children open in the Service who are subject to a Placement Order. Of these, 15 are placed with their adoptive families having been matched at Panel. For a number of these children, we are awaiting a court date to enable an Adoption Order to be made. 27 are not yet placed with their adoptive families. A number are booked into Adoption Panel for a match and family finding is ongoing for all of these children. One Adoption West Yorkshire are responsible for family finding for these children, working with the child’s Social Worker. Of this 27, there are some sibling groups of 2 and 3 where Care Plans for permanence are being reviewed given the length of time family finding has been ongoing. For two children, they have experienced an adoption breakdown.

Sufficiency

Adopters - Note data provided by One Adoption from 1.4.17

	Jul-16	Apr-17	Trend Apr	May-17	Trend May	Jun-17	Trend Jun	Performance Overview
6.01.01 Number of adopters approved by Kirklees Council during 12 month rolling period	14	24	↑	26	↑	31	↑	The number of adopters approved over rolling 12 month period has improved steadily since July 16 to a year high of 31 in June 17.
6.01.02 Adopter initial enquiries during a 12 month rolling period	200	130	↓	139	↑	152	↑	The number of initial enquiries over rolling 12 months reduced to a year low in Apr 17 (130), but we have seen a steady increase to 152 in Jun 17. However, this is lower than 200 for July 16.
6.01.03 Started and completed approval process : Stage 1 (Date ROI Accepted to start of Notification Period)	n/a	2		3	↑	3	↔	Data provided by One Adoption from 1.4.17, unable to compare to previous 12 months data. The number of Stage 1 increased from 2 in Apr 17 to 3 in May 17, and remained at 3 June 17.
Average days duration Stage 1	n/a	32.5		52.3		125		The average days duration Stage 1 has increased from 52.3 days in May 17, to 125 days in June 17.
Stage 2 Completed (Start Date of Notification Period to Panel Event/ADM Decision Date)	n/a	4		3	↓	8	↑	Data provided by One Adoption from 1.4.17, unable to compare to previous 12 months data. The number completed increased from 3 in May to 8 in June 17.
Average days duration Stage 2	n/a	141.5		145.7		109		The average days duration Stage 2 has decreased from 145.7 days in May 17 to 109 days in June 17.
6.01.05 Completion rate of adopter process from initial enquiry to approval on a rolling 12 month basis	7% (14/200)	18.5% (24/130)	↑	18.7% (26/139)	↑	20.4% (31/152)	↑	The completion rate has continue to improve over the past 12 months, dipping to a low of 6.4% in Sept 16, steadily increasing to a year high of 20.4% in June 17.
6.01.06 Number of Adopter Applications logged within 10 weeks from Initial Enquiry input to Register of Interest Accepted recorded during rolling 12 month period	n/a							Data provided by One Adoption from 1.4.17, unable to compare to previous data.

Head of Service – Sarah Johal, Service Manager, One Adoption Yorkshire

Performance Intelligence Unit has been in contact with managers at One Adoption and are awaiting confirmation as to how and when data will be provided in the future. We will also need to consider the impact of previous performance recording and make the necessary changes.

Sufficiency

Foster Carers

	Jul-16	Apr-17	Trend Apr	Rolling 12 mth Apr 17	May-17	Trend May	Jun-17	Trend Jun	Rolling 12 mth Jun 17	Performance Overview
6.02.01 Activity During Period: a. Initial contacts in month	21	15	↓	281	27	↑	25	↓	297	Initial Contacts were higher in June 17 (25) compared to April 17 (15). The rolling 12 month average per month is 25.
b. Foster carer initial response in month	12	18	↓	228	27	↑	27	↔	248	Foster Carers Initial Response were higher in June 17 (27) compared to Apr 17 (18). Average per month is 21.
c. Awaiting essential info part one in month	5	11	↑	52	6	↓	7	↑	63	Awaiting Essential info Part 1 in month was lower in June 17 (7) compared to Apr 17 (11). Average per month is 5.
6.02.04 Initial Visits: a. Allocated in month	5	5	↓	89	13	↑	8	↓	93	In June 17, 8 initial visits were allocated, which was higher than Apr 17 (5) but lower than May 17 (13). Year average is 8.
b. Completed in month	8	9	↓	93	5	↓	10	↑	94	In June 17, 10 initial visits were completed, which was higher than Apr 17 (9) and May 17 (5). Year average is 12.
6.02.06 Stage 1 assessments: a. Opened in month	1	0	↓	19	6	↑	3	↓	28	In June 17, 3 Assessment Events were opened, compared to May 17 (6). The figures for July to Oct 16 were 1 and the rate increased slowly, with a spike of 8 in Feb 17 and 6 in May 17. The year average is 2.
b. Completed in month	4	1	↓	23	0	↓	4	↑	25	In June 17, 4 Assessment Events were completed, compared to May 17 (0). The year average is 2.

Sufficiency

Foster Carers

	Jul-16	Apr-17	Apr Trend	Rolling 12 mth Apr	May-17	Trend May	Jun-17	Trend Jun	Rolling 12 mth Jun	Performance Overview
6.02.07 Approvals a. Total	15	6	↓	115	6	↔	1	↓	90	There was 1 approval in June 17, this is lower than April and May 17 where there were 6 approvals. The Rolling 12 months approvals figure has reduced from 115 in Apr 17 to 90 in June 17
b. In-house approvals	3	2	↑	17	1	↓	0	↓	16	In June 17, there were no approvals. The figure was 1 in May 17 and 2 in Apr 17. Monthly average for year is 1.
c. Other approvals (IFA/OLA)	12	4	↓	98	5	↑	1	↓	74	In June 17, there was 1 approval. The figure was 5 in May and 4 in Apr 17. The rate has decreased in last 12 months (12 in July 16), with spike in Mar 17 of 10. Monthly average for year is 6. The Rolling 12 months IFA/OLA approvals figure has reduced from 98 in Apr 17 to 74 in June 17
6.02.09 Placements split a. In-house foster placements	224	225	↑	n/a	203	↓	207	↑	n/a	There were 207 In House Placements in June 17. This has decreased from a year high of 225 in Apr 17. The figure at July 16 was a high of 224
b. Family and friend placements	70	91	↑	n/a	90	↓	86	↓	n/a	In June 17, there were 86 F&F Placements. The figure was 90 in May 17, and 91 in Apr 17. The numbers decreased in the 5 months from July 16 (70) to a low of 65 in Oct /Nov 16, then increased from 75 in Dec 16 to a high of 91 in Apr 17.
c. Independent Fostering Agency Placements:	177	163	↓	n/a	186	↑	182	↓	n/a	In June17, there were 182 Independent Fostering Placements, which is slightly lower than May 17 (186). The figure was 177 in July 16 and the rate had steadily increased month on month with a dip in April 17 (163).

Head of Service Narrative: Rob Finney – Service Manager

The rate of recruitment activity still shows a general upward trend which is really helpful. We have 22 Form F assessments currently ongoing and as previously described, had trouble in allocating 10 of those, however, 8 have now been allocated and the rest will be allocated before the end of August.

Placement numbers remain stable and will be so until the current form F's are completed, which I anticipate will be by November / December. At this point we should see internal placement numbers increase significantly and IFA numbers decrease. Why there was such a fluctuation in April is difficult to explain but plans are now being worked on to improve the recording of placements in a more timely manner, including contemporaneous Individual Placement Agreements capturing placement details and our expectations of providers from day one.

By early September 2017 an Independent Reviewing Officer and a Panel Advisor will be in post and this will be useful in terms of additional capacity that will have a positive impact on quality. There is much to remain optimistic about with regard to the future development of the service, including development of data with Performance Intelligence Unit. In September 2017 a more robust approach to gathering internal data will be trialled that will help us to demonstrate better management grip.

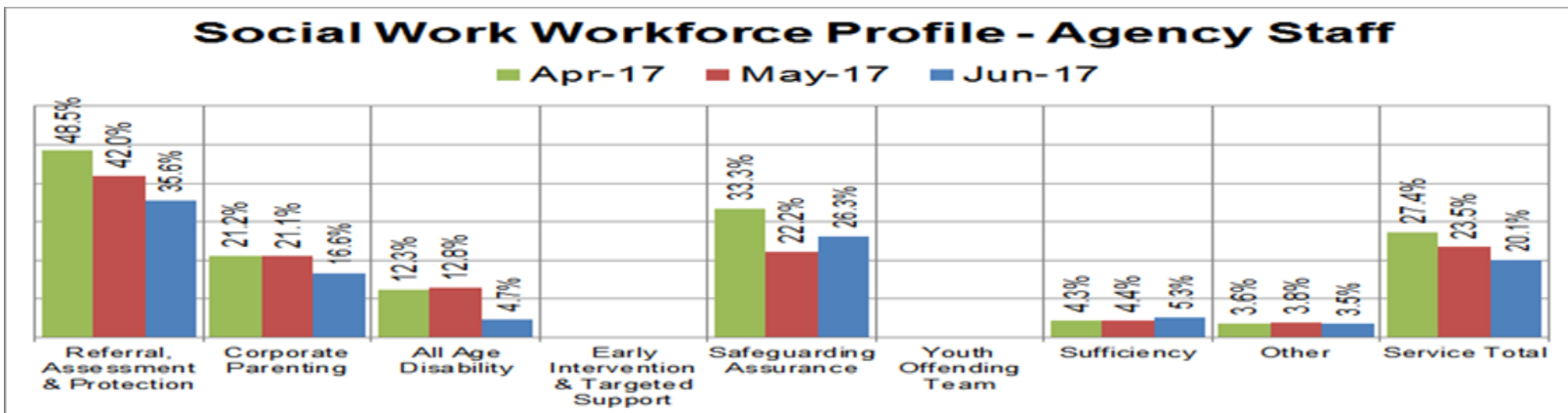
Workforce

Capacity

	Jul 16	Apr -17	Trend Apr	May-17	Trend May	June -17	Trend Jun	Target	Performance Overview
7.02.02 Agency Staff - Service Level	Jan 17 30.6%	27.4 %	↓	23.5%	↓	20.1%	↓	10%	<p>Improvement Plan Success Measure 1.14: Proportion of agency staff is in line with national comparators (10%) by December 2017 (Linked to recruitment and retention strategy). Kirklees is currently 10.1% above this target.</p> <p>There has been a further reduction in June 17 in the number of agency staff and the agency rate, particularly in A&I and in Social Worker roles. NB: The reorganising of the service means that both MASH and A&I are currently included in the Referral, Assessment and Protection data. (MASH has a more stable workforce than A&I)</p>
7.02.04 Caseload	16.2	17.8	↓	17.6	↓	18.3	↑		<p>Improvement Plan Success Measure 1.19: Caseloads are in line with locally agreed targets by Sept 2017.</p> <p>The service average caseload continues to fluctuate around the 18 case mark with the overall average now being above this mark. Also most teams show a fluctuating picture.</p> <p>At the end of June 2017, the highest caseloads were seen in A&I Teams 2 at 31.1 children respectively. Team 4 a worker with 42 cases, Team 10 had 39, Team 2 had two workers with 38, and a total of 24 workers in A&I had caseloads of 30 plus. NB: The details of actual caseloads were discussed at the July Quality Performance & Review Meeting.</p>

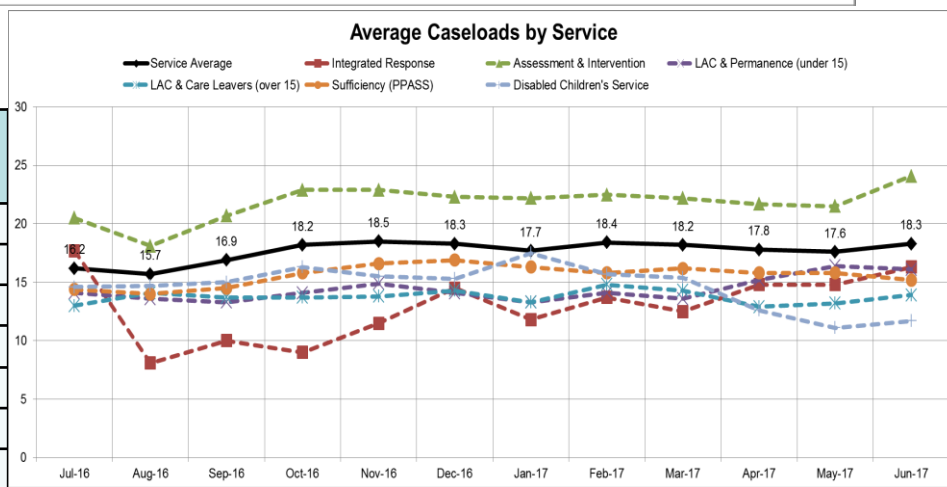
Please see separate Workforce and Caseload report for service narrative. See Table 1 over Page for LAC allocations on Carefirst and FSCP staffing

7.02.02 Agency Staff - Service Level



7.02.04 Caseload Average

	Apr 2017	May 2017	Jun 2017
Service Average	17.8	17.6	18.3
Integrated Response (MASH / CSE)	14.8	14.8	16.3
Assessment & Intervention	21.7	21.5	24.1
LAC & Permanence (under 15)	15.2	16.4	16.1
LAC & Care Leavers (over 15)	12.9	13.2	13.8
Sufficiency (PPASS)	15.8	15.8	15.2
Disabled Children's Service	12.6	11.1	11.7



LAC Child Allocations – by Primary Worker

Team	Allocated LAC
Advanced Practitioner Team	7
Assessment and Intervention Proceedings Team	81
Assessment and Intervention Team 02	13
Assessment and Intervention Team 04	10
Assessment and Intervention Team 05	10
Assessment and Intervention Team 06	1
Assessment and Intervention Team 07	12
Assessment and Intervention Team 09	5
Assessment and Intervention Team 10	2
Assessment and Intervention Team 11	17
Assessment and Intervention Team 13	16
Disabled Children Team 1	1
Disabled Children Team 2	21
Disabled Children Team 3	20
LAC and Care Leavers - LAC Over 15 Team 1	99
LAC and Care Leavers - LAC Over 15 Team 2	53
LAC and Permanence Team 1 - LAC Under 15	66
LAC and Permanence Team 2 - LAC Under 15	94
LAC and Permanence Team 3 - LAC Under 15	111
LAC and Permanence Team 5 - Connected Persons Support Team	25
Grand Total	664

Team	Sum of FTE	Count of Primary Worker
Advanced Practitioner Team	6.00	6
Assessment and Intervention Team 02	8.00	8
Assessment and Intervention Team 03	0.00	1
Assessment and Intervention Team 04	8.00	8
Assessment and Intervention Team 05	9.00	9
Assessment and Intervention Team 06	7.00	7
Assessment and Intervention Team 07	7.00	7
Assessment and Intervention Team 09	9.50	10
Assessment and Intervention Team 10	7.00	7
Assessment and Intervention Team 11	11.00	10
Assessment and Intervention Team 12	7.00	7
Assessment and Intervention Team 13	8.00	8
Assessment and Intervention Team 14	0.00	1
Child Protection & Review Unit	21.50	
Disabled Children Team 1	4.00	4
Disabled Children Team 2	8.00	8
Disabled Children Team 3	7.81	7
Integrated Response IDAT Team	0.50	1
Integrated Response MASH Team	1.00	1
LAC and Care Leavers - Care Leavers Team 1	12.00	12
LAC and Care Leavers - Care Leavers Team 2	7.60	8
LAC and Care Leavers - Care Leavers Team 3 (EET)	1.00	1
LAC and Care Leavers - LAC Over 15 Team 1	7.50	8
LAC and Care Leavers - LAC Over 15 Team 2	5.00	5
LAC and Permanence Team 1 - LAC Under 15	6.00	6
LAC and Permanence Team 2 - LAC Under 15	6.50	7
LAC and Permanence Team 3 - LAC Under 15	7.00	7
LAC and Permanence Team 4 - Children's Adoption and Family Finding Team	3.00	3
LAC and Permanence Team 5 - Connected Persons Support Team	5.50	6
LAC and Permanence Team 6 - Placement Support Team	3.00	
PPASS Adoption Recruitment Team	5.00	6
PPASS Adoption Support Team	1.00	1
PPASS Connected Persons Assessment Team	9.50	11
PPASS Fostering Recruitment Team	5.50	7
PPASS Fostering Supervisory Team	9.31	10
PPASS Placement Team	2.50	2
Referral & Response CSE Hub	3.00	

There is an open advert for experienced Social Workers and interviews are scheduled in weekly. In addition, there are adverts out currently for additional Newly Qualified Social Workers (NQSWs) and substantive Team Managers in A&I and LAC.

We are in the process of confirming start dates for at least 7 Social Workers across A&I and LAC teams (this is subject to checks and references). At the time of writing we have confirmed start dates for 4 experienced social work staff in A&I with more interviews planned. LAC & Care Leavers Service has start dates for at least 3 new SWs.

7.02.04 Caseload: Work is ongoing re the appropriate closure of cases allowing Social Workers to focus on children who require a current service from us. The Proceedings Team caseload includes children who have plan for adoption and subject to placement order. Plans are in place to transfer these cases to the LAC service. The Step-In Team is making a significant impact on the strategy to stem the flow of work into A&I. Over a period of 7 weeks, the Team has assessed 143 children, 7 of which have been transferred to A&I. Of the 136 which did not transfer approximately half transferred to Early Help with the other half being closed (NFA or transfer to TAF etc.). This is the equivalent of the caseload of 6 Social Workers had they been allocated to A&I. The Step-In Team Manager has attended 5 TAF meetings which were intended to step-up cases - after providing guidance and support to the professionals, only one case necessitated a step-up. The Service has now established weekly meetings between A&I and Early Help (EH) to agree action on cases that can be stepped down to EH.