

Corporate Parenting Board – Highlight Report

Date of Board: 13th January 2021

Data is at 30 November 2020, unless stated otherwise.

* Benchmarking Source: Children's Social Care Benchmarking Tool (BMT) V3.10. Benchmarking data is from March 2020 unless stated otherwise. SN = Statistical Neighbours average, Eng. = England average. Where no equivalent published data is available, "N/A" is shown.

Children Entering Care, Children in Care and Placement Stability

Key Indicator	Type of measure	Month End				*Benchmarking	
		Dec 19	Sep 20	Oct 20	Nov 20	SN	Eng.
4.02.01 Children in care - numbers in care per 10,000 of age 0-17 population.	Per 10,000 population aged 0-17	65.8 (659)	68.6 (687)	68.5 (686)	68.7 (688)	92.2	67.0
	Direction of Travel		↓	↓	↑		
4.02.04 Children in care by placement within and outside the LA boundary: Total placed outside Kirklees and more than 20 miles from home address	% (number)	12.3% (81/ 659)	12.2% (84/ 687)	11.5% (79/ 686)	11.6% (80/ 688)	12.9%	16.0%
	Direction of Travel		↑	↓	↑		
4.05.01 Placement Stability Within Year - LAC with three or more placements	% (number)	6.4% (42)	7.7% (53)	8.3% (57)	7.8% (54)	9.3% (2018/19)	10.0% (2018/19)
	Direction of Travel		↓	↓	↓		
4.05.04 Social Worker change of LAC in care 12+ Months: Number of Social Worker changes	Number	291	267	255	252	N/A	N/A
	Direction of Travel		↓	↓	↓		
Average number of SW changes	Average	0.61	0.56	0.52	0.52	N/A	N/A
	Direction of Travel		↓	↓	↓		

Service Narrative

What difference did we make?

- We have seen an increasing trend in the number and rate of children in care from 65.8 (659 children) in Dec 19 to 68.7 (688 children) in Nov 20. The current 12-month average for Kirklees is 67.9 (680 children), above our 31 March 2020 published rate of 67.0 and the England 2020 rate of 67.0, but below our Statistical Neighbours 2020 rate of 92.2.
- Of the 80 children placed outside of Kirklees and more than 20 miles from their home address, the large majority are placed in fostering.
- The Legal Gateway and Permanence Panels continue to support consistency in regard to decision making and planning around Placement moves for children and young people. A two weekly External Placement Review Panel is now in place, to provide better oversight of children who are not placed in council provision. We have undertaken an External Residential Placement Review of all children who are placed out of Local Authority to consider their care planning and explore options of returning to the local area if this is in line with meeting the children and young person's needs, we have already made progress reducing this number placed outside of Kirklees and more than twenty miles away from Kirklees.
- For Placement Stability the Placement support team are very active, and we have implemented innovative solutions to support several Placements. An example of plans to limit unplanned moves is as follows: where a foster carer or Placement is given 28-day notice, the Team Manager will coordinate a stability meeting within 5 working days to look at what can be provided to avoid Placement breakdown and to maintain the current Placement.

- Whilst the data shows improvement in certain areas we are focussing on the negative data particularly as it relates to three and four Placement changes in the previous 12-month period.
- As at the end of September 2020 there had been 267 social worker changes in the previous 12 months but there has been a healthy reduction to 252 by the end of November 2020. Whilst social work change data has improved compared to the previous month, we are mindful of the impact this has on our children and young people and we will continue to focus on the retention of staff and consistency in case allocation.

What do we want to improve?

- Placement stability - we will also use lessons learned to inform practice. Always have Placement Stability meetings in place. We are currently reviewing our model of practice and have established much better links with our supervisory social workers to help with better support to our foster carers. We are currently reviewing our placement support so that we are able to enhance our offer to foster carers.
- Improve allocated social worker stability.
- Reduce number of children placed more than 20 miles from their home address. We aim to recruit more local foster carers to provide more local placement options.
- We aim to review all of our external foster placements to consider whether children and young people who are placed more than twenty miles from Kirklees, in line with their care planning and meeting the children and young person's needs, are able to return to more local placements.

Looked After Children Reviews, Visits and Missing

Key Indicator	Type of measure	Month End				*Benchmarking	
		Dec 19	Sep 20	Oct 20	Nov 20	SN	Eng.
4.06.01: LAC Reviews Within Statutory Timescale	%	96.4%	97.6%	98.2%	98.2%	N/A	N/A
	Direction of Travel		↑	↑	↔		
4.07.01: LAC visits within statutory time-scale: % of LAC visited in line with Kirklees Practice Standards	%	85.4% (564/ 659)	93.1% (639/ 686)	91.8% (630/ 686)	93.2% (641/ 688)	N/A	N/A
	Direction of Travel		↑	↓	↑		
4.09.02: Missing children: a. No. of LAC having at least one Missing episode per month	% (number)	2.6% (17)	3.2% (22)	2.5% (17)	2.5% (17)	9.3%	11%
	Direction of Travel		↑	↓	↔		
b. No. of LAC that have more than one missing episode in the month (repeat Mispers)	% (number)	64.7% (11)	31.8% (7)	52.9% (9)	23.5% (4)	N/A	N/A
	Direction of Travel		↓	↑	↓		
4.09.03: Independent Return Interviews for LAC offered within 72 hours of the child being located	% (number)	44.8% (13/29)	80.0% (12/15)	83.3% (10/12)	60.0% (3/5)	N/A	N/A
	Direction of Travel		↓	↑	↓		

Service Narrative

What difference did we make?

- 15 requests for Initial Review forms were received by the Child Protection and Review unit in November 2020 relating to 23 children in total – 21 of whom remain Looked After as at end November 2020. For all referrals received in November all children and young people were allocated an Independent Reviewing Officer (IRO) within 24 hours and Initial Child Looked After Reviews were arranged for all but one child within 4 weeks of them becoming Looked After.
- In November 2020, the Child Protection and Review Unit held 177 Looked After Review Meetings, with 98.2 % of these were held within timescales.

- Independent Reviewing Officers closely monitor Child Looked After Review timescales to ensure that this high percentage is maintained and improved upon, whilst a clear rationale is recorded on a child's file if there are circumstances which result in a child's review meeting not being held within statutory timescales. Mid-way reviews are embedded into practice continue to demonstrate evidence of improved oversight of children's files and planning for children by Independent Reviewing Officers.
- In November 2020, 14 children and young people were supported by an Advocate from the Children's Rights Team at their Looked After Review. 6 of these were for children living out of Kirklees.
- At the end of November 2020, 32 Children Looked After were supported by an Independent Visitor.
- The timeliness of CLA visits has fluctuated with a 12-month low of 81.5% in Apr 20, and a high in Jul 20 of 94.6%. Performance in Nov 20 was 93.2%, above the 12-month average of 88.5%.
- There has been a slight increase with regards to the number of Children in Care who have received a statutory visit in line with practice standards we continue to monitor the visits as part of our service performance meetings. The introduction of Advanced Practitioners within the service will further enhance the improvement with regards to our performance.
- *Missing CLA:*
 - Reporting strategies are being reviewed to ensure that children are only being reported as missing when we do not know where they are and we are unable to locate them ourselves. Council-run homes generally take responsibility to go out and look for children which is likely to improve the statistics/data as they are taking a more active part in looking for missing children.
 - The Philomena Protocol documents are being used by all children's homes and semi-independent providers in Kirklees (introduced in July 2020). A number of meetings have been held with providers recently to consider the protocol, the information within it and expectations that all providers use it. Feedback showed that children's homes and semi-independent providers like the protocol and that the information held means that children are located more quickly and that it aids the Police to do this. It was recognised by the police that more work need to take place with the police call operators who receive the information as they are not all familiar with the protocol.
 - Provider meetings are run 3 to 4 times per year. During 2020 these have focussed on the Philomena Protocol and support through Covid-19. We agreed at the last meeting in December that 2021 dates will be booked in virtually with a wider agenda. Attendance has been good for virtual meetings; participation less so, but we will keep working on this to encourage as many providers as possible to contribute.

What do we want to improve?

- The Service Managers are increasing focus on statutory visit compliance to improve the performance. Regular performance meetings are held within the service to ensure that we can improve our performance.
- Independent Reviewing Officers to continue to liaise closely with Social Workers to ensure that children are enabled to participate in their Reviews to ensure their voice is heard, which includes being made aware of their right to an Independent Advocate at the earliest opportunity. The IRO Service has liaised with Children's Rights Team and an IT Project Officer to make the Child's Review Participation forms available on a secure website, to enable direct access for children. IRO's will continue to promote this website to children, their carer's and social workers to help achieve increased input of children's views into their Reviews.
- Due to Covid-19 the IRO Service is exploring all available technologies to help improve the current ways of working. The IRO Service will be seeking to gain the views of children, parents and carers about their experiences of Looked After Reviews during Covid-19 to inform ongoing service developments.

Looked After Children Education Outcomes

Key Indicator	Type of measure	Autumn Term 19/20	Spring Term 19/20	Summer Term 19/20	Benchmarking	
					SN	Eng.
4.10.02 Personal Education Plans (PEP) up to date (current school age LAC with PEP in the last term)	%	96.8%	85.8%	100%		
	Direction of Travel	-	↓	↑		

Key Indicator	Type of measure	Month End				Benchmarking	
		Dec 19	Sep 20	Oct 20	Nov 20	SN	Eng.
Initial PEP completed within 10 school days of Virtual School being notified child came into care	%	-	79%	100%	100%	N/A	N/A
	Direction of Travel		↓	↑	↔		
4.10.05 LAC Persistent Absentees	%	9.1%	N/A	N/A	N/A	10.5% (2018/19)	10.9% (2018/19)
	Direction of Travel		-				
LAC with a mid-year school move	%	-	28	30	40	N/A	N/A
	Direction of Travel		↑	↑	↑		

NB: We are unable to report on the Persistent Absentee measure because of the COVID-19 lockdown implemented in March and the resultant changes to the educational offer.

Service Narrative

What difference did we make?

- 100% of PEPs have been completed within the Summer Term in-line with the new termly processes following the reduction in the Spring Term due to the impact of Covid-19. The Virtual School is currently leading on all PEPs since the full lockdown was implemented. These are all currently virtually held meetings.
- 87% of initial PEPs have been completed within 10 school days of child coming into care since 01/09/2020.
 - 2 siblings were due to SW availability
 - 2 siblings were due to delay in notification
 - 2 were due to the CLA start date having changed in Liquid Logic to an earlier date
- We continue to work with social work teams to improve both PEP and initial PEP completion and the quality assurance of PEPs. We have successfully moved to termly PEPs to meet statutory requirements.
- 85% of school moves have been carefully planned across the service to ensure a smooth transition with no break in provision, with 92.5% within the statutory timescale of 20 working days.

What do we want to improve?

- Our initial focus was the transition back into education following the Covid-19 school closures (vulnerable offer) with a continued focus on supporting young people who are having to work at home e.g. isolation / bubble closures
- We will continue to have a focus on termly PEP completion with transition support and support for working at home where necessary as key focus areas.
- Attendance / Persistent Absence (PA) remains a high priority and all pupils with attendance less than 90%. We will need to be mindful of some of the emotional issues for our young people as they return and respond creatively where there are issues or concerns. The attendance information is not comparable with previous data due to the impact of Covid-19 e.g. illness, self-isolation, bubble closures
- We will continue to maintain a strong focus on pupils not in full-time education provision.
- We will continue to work across service to reduce the number of school moves (2018-19 (82), 2019-20 (64)) and to reduce the number of young people with a break in provision whenever possible.

Looked After Children Health

Key Indicator	Type of measure	Month End				Benchmarking	
		Dec 19	Sep 20	Oct 20	Nov 20	SN	Eng.
4.11.11 Dental Checks within last 12 months - timeliness	%	80.2%	64.8%	57.2%	47.5%	N/A	N/A
	Direction of Travel		↓	↓	↓		
4.11.12 Initial health Assessments completed on time - within 20 days	%	88.1%	88.3%	89.2%	88.5%	N/A	N/A
	Direction of Travel		↑	↑	↓		
4.11.13 Annual health assessments: a: Under 5's 6 month Developmental Assessments -percentage up to date	%	95.0%	88.8%	94.3%	93.8%	N/A	N/A
	Direction of Travel		↑	↑	↓		
b: Over 5s Annual Health Assessments – percentage up to date	%	96.1%	89.2%	88.9%	90.5%	N/A	N/A
	Direction of Travel		↑	↓	↑		
4.11.16 No. of LAC in care more than 12 month and identified as having a substance misuse problem during the last year	% (number)	1.05% (5)	0.42% (2)	0.41% (2)	0.41% (2)	2.4%	3.0%
	Direction of Travel		↔	↓	↔		

Service Narrative

What difference did we make?

- Initial health assessments:** All health plans are shared at the point of the assessment with the social worker and carer, in case of any processing delays. Kirklees Local Authority (LA) rolling 12-month data shows in November **88.5%** were completed in timescales. The current Covid situation requires virtual assessments to take place by telephone by the Paediatricians. This has been challenging bringing all parties together to inform the assessments. Monthly Locala data for November shows that **100%** of the IHA's were carried out in timescales. The difference in results is due to the time from being written up in the health organisation and the subsequent actions required for processing in the LA.
- Review health assessments:** Kirklees rolling 12-month data shows that **93.8% & 90.5%** of the 'Developmental' assessments (under 5yrs old) and 'Annual' assessments (over 5 yrs. old) respectively, were completed in statutory timescales. An issue with rolling data is that the positive months prior to the Covid working restrictions, have mitigated poorer results during restricted working. The Locala monthly data provides an up to date view. Locala monthly data for November shows that **86% & 63%** of developmental and annual RHA's respectively were completed by the exact date they were due. This is up from 83% & 58% from the previous month. The return of the re-deployed nurses to their substantive posts, is helping the KPI's to improve back towards their usual high level.
- Dental Checks within last 12 months:** Kirklees rolling 12-month data shows that in November **47.5%** were recorded as having had a dental check when asked at their last assessment, or if an update had been recorded on LL. This is significantly down from the usual figure. The closure of dentists during the Covid lockdown and the subsequent re-opening only to do emergency work, has prevented looked after children accessing routine checks. This downward trend will continue until routine checks resume, then the data will need to catch up. Discussions with the Kirklees Dental Commissioner and NHS England to ask for vulnerable children to be given priority routine dental checks was declined, stating that no vulnerable group can be given priority while surgeries are not up to capacity. The Head of Nursing for the CCG will continue to raise this national issue.
- Registered at dentist (Data only from Locala):** Locala monthly data for November showed that **81%** (up from 69% Oct) of under 5-year-olds (excluding U18 months) and **97%** (same Oct) of over 5-year-olds were registered with a dentist. The under 5's is showing a dramatic downward trend from

100% in June 20. This will be children 'new into care' and those who have moved placements, affected by the closure of dental practices and not accepting new patients during the pandemic.

- **Substance misuse:** 0.42% of looked after young people (2 individuals) were identified at their last review health assessment as having a dependant problem with substances. Consideration must be given to the difficulty in obtaining an accurate figure, as it is dependent on admission of the issue, the illegality of it and they may not wish to share the information. Any young person misusing substances at any level is offered support. Young people who refuse support, are discussed with the local Substance Misuse Service, to try to offer an alternative response e.g. group work or access through other agencies. The Health Team are looking at using a verified tool, to provide a more uniform method of assessing the level of need. A number of young people identified previously, have now left care commonly due to their age.

Looked After Children Convictions

Key Indicator	Type of measure	Quarter				*Benchmarking
		Oct-Dec 19/20 Q3	Jan-Mar 19/20 Q4	Apr-Jun 20/21 Q1	Jul-Sep 20/21 Q2	
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/ Conditional Caution or a Court Order)	%	0.86% (3/347)	0.29% (1/347)	1.24% (4/321)	1.87% (6/321)	Eng.: 3.00% SN: 3.46% Y&H: 3.00%
	Direction of Travel	↓	↓	↑	↑	

Service Narrative

What difference did we make?

- For the year 2018/2019 65.8% of CIC young people have successfully completed their interventions which in comparison with the previous year is a decrease of 10% but is however a much-improved picture from 3 years ago when less than 30% of CIC young people successfully completed their interventions. For the 4th quarter of this year (Jan to March 20) 93.7% of CIC young people successfully completed their orders- a huge improvement on the same period in 2018/19 where only 50% completed successfully.
- For the year 2019/2020 90.9% of CIC young people have successfully completed their interventions which in comparison with the last year is an increase of over 25% (65.8%).
- For the 6-month period April to Sept 20, 82.6% of CIC young people successfully completed their interventions. Whilst this performance is slightly worse than the same period of the previous year, it remains in line with that of the general population successfully completing their intervention.
- There is a continued decrease in the numbers of CIC young people offending however this remains a small number of young people compared to the total CIC cohort. The output for the 19/20 year shows a reduction of over 2% of CIC young people convicted of an offence.

What do we want to improve?

- Continued reduction in the numbers of CIC young people offending. The overall cohort for the 20/21 year is smaller than the 19/20 year (321 compared to 347), but through continued interventions by the YOT, restorative processes, liaison with Children's Homes and creative out of court disposals it is likely the offending rate will continue to fall.
- To maintain the high level of successful outcomes achieved by CIC young people, through creative interventions, restorative processes, liaison with Children's Homes and the continued development of the Youth Engagement Service.

Care Leavers

Key Indicator	Type of measure	Month End				*Benchmarking (2019)	
		Dec 19	Sep 20	Oct 20	Nov 20	SN	Eng.
5.01.04 Children in care aged 17 years and 4 months with a Personal Advisor	%	76.8%	78.2%	70.4%	90.4%	N/A	N/A
	Direction of Travel		↓	↓	↑		
5.01.08 Local Authority In Touch with Care Leavers	%	88.1%	95.4%	91.6%	90.3%	93.0%	95.3%
	Direction of Travel		↑	↓	↓		
5.01.09 Care Leavers in suitable accommodation	%	82.8%	88.2%	85.6%	84.3%	89.3%	85.0%
	Direction of Travel		↑	↓	↓		
5.01.10 Care Leavers Employment, Education and Training (EET)	%	52.0%	52.7%	49.8%	50.4%	51.8%	52.0%
	Direction of Travel		↑	↓	↑		
5.01.11 Number of Care Leavers with a Pathway Plan that is up to date	%	89.8%	95.8%	93.2%	93.3%	N/A	N/A
	Direction of Travel		↑	↓	↑		

Service Narrative

What difference did we make?

- *Contact with care leavers* – There was a significant increase in the percentage of Care Leavers we were in touch with during June and July 2020 with a slight decrease in August 2020. November has seen a slight decrease although we continue to maintain a high percentage of care leavers we are in touch with. This has to be viewed in the context of this group all being aged 18 plus. In some situations, young people do not wish to keep in contact with their Personal Advisor. The team work innovatively to keep in touch, we have a best practice protocol in place.
- *Number of young people in suitable accommodation* - Performance on this indicator improved to a 12-month high of 88.2% in September 2020 although a reduction to 84.3% was seen in November 2020. We still have a number young people who are waiting allocation of a tenancy. The recent pandemic has had a significant impact on the increasing demands for tenancies. We continue to closely with our housing colleagues who have agreed to prioritise the properties for our young people. We continue to maintain strong links with KNH and Housing and the Housing Panel is enabling us to ensure that suitable accommodation is available. We have strong links with private housing providers and are considering how collectively we can improve our skills for independence training. We have continued to provide virtual life skills and pre-tenancy training during COVID19.
- *Kirklees Commitment to Care Leavers* – Unfortunately during the last few months our drop-in centres at no11 and no12 have been closed due to the COVID19 pandemic. However, we are currently working with colleagues in asset management to be in a position where we are able to open our drop-in centres to provide a safe space for our young people. We are formulating a plan and we are hopeful that we will be in a position to reopen no. 11 in January 2021.
- *Children in Care aged 17 years and 4 months with an allocated Personal Advisors* – There has been a significant increase in performance on this indicator from 70.4 % in October 2020 to 90.4% in November 2020. We have had a number of new PA's who have recently joined the service which has enabled us to demonstrate a significant improvement and will enhance our transition planning with young people. However, 100% of the cohort do have either an allocated PA or an allocated Social Worker. We have been able to strengthen our pathway planning in relation to developing timely transitions with young people.
- *Education Employment Training* – Our performance in relation to Employment, Education and Training (EET) indicator is a focus for improvement. We have a C&K Careers Advisor in the Leaving Care Service. We have a pro-active multi agency group to improve opportunities in partnership working and there is a real desire to ensure our young people are afforded the best of opportunities in relation to EET. Due to the recent COVID19 pandemic some of our young people have unfortunately been in a situation where they have either been furloughed or made redundant form

their employment in order to offer support to our young people we have recently established a virtual clinic for our young people where extra support is available from our careers advisor.

- *Pathway Plans* – We have seen a slight improvement in the numbers of young people who have an up to date pathway plan. We continue to work with the Personal Advisors to ensure pathway plans are completed in a timely manner to meet targets with a focus going forward on the improvement of the quality of plans, the involvement of young people and ensuring we capture their wishes and feelings.

What do we want to improve?

- *Number of young people with a pathway plan* – The number of young people with a pathway plan has slightly decreased. Work is currently ongoing within the service and it is expected that the measure will improve further. We continue to work with the Personal Advisors to ensure pathway plans are completed in a timely manner to meet targets with a focus going forward on the improvement of the quality of plans, the involvement of young people and ensuring we capture their wishes and feelings. We are currently undertaking work to analyse the decline in young people placed in suitable accommodation.
- We have recently reviewed our financial offer to our care leavers and will be launched following approval in January. We aim to review our commitment to care leavers and both will significantly improve and enhance our offer to our young people.

Adoption

Key Indicator	Type of measure	Month End				*Benchmarking	
		Dec 19	Sep 20	Oct 20	Nov 20	SN	Eng.
5.02.01 Number of children adopted as a percentage of children leaving care (12 month rolling period)	% (number)	16.4% (35)	9.0% (20)	9.1% (20)	7.5% (16)	19.0%	12.0%
	Direction of Travel		↓	↓	↓		
5.02.03 A1 Average timescale (days) between the child coming into care and being placed with the adopter (Financial year to date)	Number	486.5	518.8	512.7	549.8	512.4 (15-18)	486.0 (15-18)
	Direction of Travel		↓	↓	↑		
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	Number	229.1	209.3	210.0	227.2	215.3 (15-18)	201.0 (15-18)
	Direction of Travel		↓	↑	↑		

Service Narrative

What difference did we make?

- To the end of Nov 20, 7.5% of children leaving care in a 12-month rolling period had been adopted, equating to 16 children. At the level of performance to Nov 20, Kirklees is significantly below the England rate of 12.0% (2020) and the Statistical Neighbours rate of 19.0% (2020).
- The average timescale has been increasing and stood at 549.8 in Nov 20, an increase on the previous months. This remains well above the Statistical Neighbours average of 381.0 days and the England average of 376.0 days from the Adoption Scorecard (3-year average outcome to March 2019). Kirklees performance on the Scorecard was 388 days, so the average timescale has increased since this time.
- The average timescale increased slightly to 227.2 days in Nov 20. Overall this remains above the Statistical Neighbours average of 174.0 days and the England average of 178.0 from the Adoption

Scorecard (3-year average outcome to March 2019). Kirklees performance on the Scorecard was 132.0 days, so there has been an increase in the average timescale since this time.

- We have established weekly clinics to support children's social workers who are undertaking child permanence reports, sibling assessments and considering whether a plan for adoption is appropriate. This is a joint initiative between the Assessment & Intervention Service and One Adoption and will be supported by regular training and workshops. One Adoption continue to attend legal gateway and permanence panels on a weekly basis in order to track children with a plan for adoption and to ensure a family finder is allocated.
- If an adoption placement ceases, then One Adoption have a 'disruption review' and their new procedure is on our procedures website. They will be working with Kirklees staff on the implementation of this process. We have a structured Agency Decision Making process in relation to adoption planning. This includes legal and medical advice as well as advice from One Adoption West Yorkshire.
- Adoption Support Fund offers funding for ongoing support to adoptive families and children. There has been an increase in successful applications for Kirklees children that resulted in an increase of support, training and therapeutic input.
- The progression of Adoption cases is now monitored by Head of Service at the monthly permanence tracking panel ensuring a more robust approach to avoiding drift and delay.
- During the recent COVID19 we have had some difficulties in relation to being able to progress transition plans however as restrictions have been lifted we are now in a much stronger position in being able to progress these plans to be able to move children into their potential adoptive placement. As a result of the COVID 19 pandemic we have experienced delays in relation to court hearings for application for adoption orders again as restrictions have lifted this is now an improving picture.

What do we want to improve?

- Develop an even closer working relationship between One Adoption West Yorkshire and Kirklees social workers and managers, to ensure we maximise the potential benefits of the regional adoption agency in Kirklees. Regular meetings between the Service Managers in One Adoption and Assessment and Intervention have been established which will improve areas of communication and partnership working to assist timely adoption for our children.

Fostering

Key Indicator	Type of measure	Month End				Benchmarking	
		Dec 19	Sep 20	Oct 20	Nov 20	SN	Eng.
6.02.07 Total New Carer Approvals in Month:	Number	6	4	2	1	N/A	N/A
	Direction of Travel		↑	↓	↓		
In-house Fostering approvals in the month	Number	4	4	0	0	N/A	N/A
	Direction of Travel		↑	↓	↔		
In-house Fostering De-registrations in the month	Number	2	3	5	2	N/A	N/A
	Direction of Travel		↔	↑	↓		
6.02.09 Placements split: a. In-house foster placements	Number	240	243	249	251	N/A	N/A
	Direction of Travel		↑	↑	↑		
b. Family and friend placements	Number	89	115	101	96	N/A	N/A
	Direction of Travel		↑	↓	↓		
c. Independent Fostering Agency Placements	Number	175	185	194	197	N/A	N/A
	Direction of Travel		↓	↑	↑		

Service Narrative

What difference did we make?

- November 2020 saw no recorded in-house approvals (including (Family and Friends) carers). The rolling 12-month total to November 2020 was 29 households. There were 2 in-house de-registrations in November 2020. The rolling 12-months total for in-house de-registrations is 36. This gives a net loss of 7 households.
- The number of children placed with Kirklees foster carers increased to 251 at the end of November 2020 compared to 243 in September, and 249 in October 2020. This is above the 12-month average of 238.
- The number of Family and Friends Placements decreased to 96 in November 2020. This is well below the 12-month high of 118 in Jun 20 (Note that this figure includes Reg 24 Placements). The 12-month average is 102.
- The November 2020 figure of 197 Independent Fostering Agency (IFA) Placements is an increase over the 194 seen in October 2020. The 12-month average is 188.
- During the last few months, regular meetings have been held between Kirklees Fostering Network and the Fostering Service in order to offer support during the recent lockdown and to address some of the issues this has raised. We have provided emergency payments to our foster carers in order to assist with the extra pressures created during the last few months. We have provided laptops to our carers in order to ensure that the children in their care have access to online educational provision.
- At the end of March 2020, we had a number of potential carers offering Placements and a number of Regulation 24 assessments have been undertaken in order to provide emergency Placements. Five of these households are being assessed as potential foster carers.

What do we want to improve?

- Recruitment and retention of foster carers is a priority as is reducing the use of fostering agency care. We have recently undertaken a piece of work with our recruitment process and as a result we are developing a pathway with a more streamlined approach.
- During the last few months we have been unable to hold live recruitment events however we have been innovative in creating virtual events. We continue to pursue a range of recruitment activity: To improve our internet search presence to prospective carers we have entered into an agreement with "Google Ads"; an advertising campaign highlighting the need for Forever Families for our children in foster care is currently taking place.

- We are currently working with the National Fostering Network to implement Foster Carer Mockingbird hubs in Kirklees. This model facilitates additional support to specific carers. We have recently recruited a liaison worker to support the implementation of the Mockingbird model.
- We currently also have 9 households who are being assessed as potential foster carers to increase our numbers of in-house foster carers.
- We are currently in consultation with our supervising social workers, recruitment and assessment teams and foster carers in relation to taking a transformational approach to the modernisation of our fostering service. This will enhance our offer to our foster carers along with strengthening our recruitment and retention of our in-house carers.

Performance Intelligence Unit – January 2021

Appendix – Glossary of Terms

Term	Description
A&I	Assessment & Intervention (part of Family Support & Child Protection)
ADCS	Association of Directors of Children's Services
ASYE	Assessed and Supported Year in Employment (for a newly qualified Social Worker)
BSM	Business Support Manager
BSO	Business Support Officer
CIC	Child(ren) in Care (see also CLA and LAC)
CIN	Child(ren) in Need
CLA	Child(ren) Looked After (also see CIC and LAC)
CPP	Child Protection Plan
CPRU	Child Protection & Review Unit
CSC	Children's Social Care
CSE	Child Sexual Exploitation
CWD	Children with a Disability
D&A	Duty & Advice (part of Family Support & Child Protection)
DCS	Disabled Children's Service / Director of Children's Services
EET	Education, Employment or Training
EHC	Education, Health and Care (Plan)
EITS	Early Intervention and Targeted Support
HMCI	Her Majesty's Chief Inspector
Form F	Assessment form for approval of Foster Carers
HMIP	Her Majesty's Inspectorate of Prisons
HOS	Head of Service
ICPC	Initial Child Protection Conference
IHA	Initial Health Assessment (for a Looked After Child)
IRO	Independent Reviewing Officer
KNH	Kirklees Neighbourhood Housing
LA	Local Authority
LAC	Looked After Child(ren) (also see CIC and CLA)
LAIT	Local Authority Interactive Tool (DfE tool for access to nationally published data)
NEET	Not in Education, Employment or Training
NQSW	Newly Qualified Social Worker
PA	Personal Advisor (to Care Leavers)
PEP	Personal Education Plan (for a Looked After Child)
PLO	Public Law Outline
QSW	Qualified Social Worker
RCPC	Review Child Protection Conference
RHA	Review Health Assessment (for a Looked After Child)
S17	Section 17 of the Children Act – Relates to Children in Need
S20	Section 20 of the Children Act – Relates to a child accommodated by the LA
S47	Section 47 of the Children Act – Relates to Child Protection
SDQ	Strength and Difficulties Questionnaire
SEND	Special Educational Needs and Disability
SM	Service Manager

Term	Description
SN	Statistical Neighbours (closest match Local Authorities for benchmarking)
SW	Social Worker
TM	Team Manager
UASC	Unaccompanied Asylum-Seeking Child
Y&H	Yorkshire and the Humber
YOT	Youth Offending Team