

Children's Social Care - Q4 2021/22

| Indicator | Comment | Frequency | Result | Target | Status | Short Trend | Long Trend |
|-----------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|--------|--------|---------------------------------------|--------------------------------------|--------------------------------------|
| Early help cases closed because outcomes were met (%) | The latest figure of 71% is a 5% reduction on the previous quarter and is just short of the target set, although the figure for the whole year was 75% (a 3% improvement on the previous year). There were 3 large families (4 or more children) that were stepped up to Social Work services, which increases the overall percentage of unsuccessful closures. In spite of this, it remains above 70% as it has done since the beginning of 2021. The factors behind the reduction will be further analysed in performance clinics and the next quarterly performance senior manager review meeting. | Quarterly | 71 | 75 | ● | ↘ | ↘ |
| Re-offending by young offenders (# of re-offenders) | This is the Jan 2020 - Mar 2020 cohort tracked for 12 months. From a cohort of 22, 5 re-offended within 12 months. The figure of 22.7% is significantly lower and therefore better than the national average of 34%. | Quarterly | 22.7 | 25 | ● | ↘ | ↗ |
| Rate of Child Protection Plans per 10k popn (per 10k popn) | This has increased throughout 2021/22. Our figure of 68 per 10,000 is similar to the regional average of 66, but much higher than the national average of 41. Increased oversight and monitoring by senior managers of decisions to go to child protection conference is in place and practice days, as well as regular audits, scrutinise the quality of decision-making and application of thresholds. | Quarterly | 68 | 65 | ● | ↘ | ↘ |
| Rate of Children Looked After (CLA) per 10k popn (per 10k popn) | The number of children in our care has increased since Christmas. Initial analysis shows that the number of children entering care has remained fairly constant, but the number exiting care has reduced, in particular via the adoption route. Also, fewer have turned 18 in the last quarter, and thereby left care. Our figure of 72 per 10,000 remains the lowest in the region, is significantly below the regional average of 112, and slightly above the national average of 67. We will undertake further analysis of the reduction in numbers exiting care with the QPAG senior management group in tandem with analysis of deprivation and community asset factors as part of the Council's work on tackling inequalities. | Quarterly | 72 | 70 | ● | ↘ | ○ |
| % of CLA with 3 or more moves in last year (%) | This figure has increased by 1% over the last quarter and remains close to the national average of 9%. Close monitoring of the placement stability for those who remain in care will continue. | Quarterly | 10 | 11 | ● | ○ | ↗ |
| Long term CLA (%) | There has been a marked reduction in February 2022, from 68% to 60%, and it has increased by 1% in March. Factors include some young people who had been in stable placements either turning 16 or being adopted and therefore dropping out of the cohort, as well as far fewer children being placed for adoption. We are progressing the project to develop further support for foster carers and have further developed our monitoring to support timely achievement of long-term placements where this is the plan for our CLA. | Monthly | 61 | 69 | ● | ↘ | ↘ |
| Care leavers in suitable accommodation (%) | Draft figure until end of year data returns are completed in June 2022. We have consistently invested in and focused on ensuring our care leavers can access a suitable range of accommodation. This figure is significantly better than the national average of 88%. | Quarterly | 96.5 | 95 | ● | ○ | ○ |
| Care Leavers in education, employment or training (%) | Draft figure until end of year data returns are completed in June 2022. This figure has continued to increase over the last 2 quarters. The latest figure of 59% is the highest that has been achieved in Northumberland and is 6% better than the latest national and regional average. | Quarterly | 59.1 | 62 | ● | ↗ | ↗ |
| % staff turnover | A report went to November FACS detailing the issues and actions that have been put in place and proposed to support effective social work recruitment and retention, given that this is a national and regional challenge. The turnover is a particular issue in certain teams. Our figure of 15.8% is similar to the national average which has increased to 15.4%. Continue to actively recruit to the academy and offer support to retain staff that we have invested in. Analyse exit interviews to understand reasons for turnover and take action to address push factors as required. Continue to develop varied opportunities eg pre-birth team. Service Director chairing regional group exploring potential regional responses. | Annually | 15.8 | 15 | ● | ↘ | ↘ |
| Social workers within caseload targets (%) | This figure has reduced by around 10% compared to previous months where the average had been in the high 70% and low 80% and was 78% for the full year. A combination of factors have brought about the reduction: in particular increased demand across all service areas allied to the retention issues detailed above and the lack of agency social work staff supply in the region. The cohort for the next ASYE academy has been increased to start in September and all staff are being offered posts as unqualified workers to support work and tasks until they start. We are also recruiting agency SWSAs to further support the work as above. | Monthly | 68.5 | 72 | ● | ↘ | ○ |