

CORPORATE PARENTING PANEL

**Venue: Town Hall, Moorgate
Street, Rotherham, S60
2TH**

Date: Tuesday, 5th February, 2019

Time: 3.30 p.m.

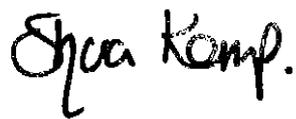
A G E N D A

1. To determine if the following matters are to be considered under the categories suggested in accordance with the Local Government Act, 1972
2. To determine any item which the Chairman is of the opinion should be considered as a matter of urgency
3. Apologies for absence
4. Declarations of Interest
5. Minutes of the previous meeting held on 18th December, 2018 (Pages 1 - 14)
6. Rotherham Therapeutic Team - Annual Report 1st April 2017-31st March 2018 (Pages 15 - 33)
7. The Muslim Foster Carer Project (Pages 34 - 40)
8. Corporate Parenting Performance December 2018 (Pages 41 - 62)
9. Looked After Council - Update (Pages 63 - 71)
Presentation by members of the Looked After Council
10. Exclusion of the press and public
That under Section 100(A) 4 of the Local Government Act 1972, the public be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in Paragraph 3 of Part 1 of Schedule 12(A) of such Act indicated, as now amended by the Local Government (Access to Information) (Variation) Order 2006 (information relates to finance and business affairs).
11. ILACS Self-Assessment LAC and Care Leavers (Pages 72 - 89)

12. Date and time of the next meeting: -
Tuesday, 9th April, 2019, commencing at 3.30 p.m.

Membership of the Corporate Parenting Panel: -

Councillors G. Watson (Deputy Leader and Children and Young People's Services Portfolio holder), V. Cusworth (Chair of the Improving Lives Select Commission), P. Jarvis (second representative of the Improving Lives Select Commission), M. S. Elliott (Minority Party representative/Adoption Panel representative) and J. Elliot (representative on the Fostering and Adoption Panels).



Sharon Kemp,
Chief Executive.

CORPORATE PARENTING PANEL
Tuesday, 18th December, 2018

Present:- Councillor Jarvis (in the Chair) and Councillor M. Elliott.

Also present were Tracey Arnold, Peter Douglas, Catherine Hall, Dr. Hashmi, Tina Hohn, Mary Jarrett, Ian Walker, Rebecca Wall and Cathryn Woodward.

Apologies for absence were received from Councillors Cusworth, J. Elliot and Watson.

36. DECLARATIONS OF INTEREST

There were no Declarations of Interest made at the meeting.

37. LOOKED AFTER CHILDREN COUNCIL UPDATE

The Panel noted the LACC December 2018 update report which highlighted:-

Muslim Foster Carer Project

- Kiran's experiences and suggestions to improve the Service for Muslim children and young people were being considered at the newly formed Muslim Foster Carer Project who were building their action plan around her suggestions
- This was a very exciting project for the LAC Council who felt very positive about co-producing improvements with Social Care

Pride of Rotherham Awards 2018

- Held at the New York Stadium to celebrate the success of Rotherham's Looked After and Leaving Care Young People
- 210 children and young people were individually nominated by teachers, Social Workers, support staff etc. for something they had done that warranted special recognition over the previous year
- All LAC Council and Lil LAC Club members were nominated for the community award for their contributions to the LACC and Lil LACC

Young Volunteer of the Year 2018

- Kiran scooped the Award at the Community Achievement Awards in November

Remembrance Sunday 2018

- 12 members of the LACC joined the Mayor and Chief Executive for the Remembrance Sunday Parade and Service at the Minster
- Brogan had been voted by his peers to lay a poppy wreath of remembrance and gratitude on behalf of the group

Fundraising

- The LACC had actively pursued funding to support activities and session refreshments throughout the year
- The group had successfully secured funding through the Community Leadership Fund and CIDON construction who had paid for group activities, day trips and almost 100 suitcases for LAC when they moved placement
- They were now exploring their ability to raise funds through using their unique position and expertise of being a LAC within the care system by engaging in consultations and delivering training to foster carers and Social Workers which would improve practice with Looked After and Leaving Care young people
- Engagement in a number of workshops to give their voices to issues arising from NHS LAC Health Assessments to support improvements in the Service

Lil LAC Club Activities

- Active recruitment of new members
- The children had been engaging in create seasonal crafts, making cards and homemade gifts for people they cared about

Resolved:- That the December update be noted.

38. MINUTES OF THE PREVIOUS MEETING HELD ON 16TH OCTOBER, 2018

Consideration was given to the minutes of the previous meeting held on 16th October, 2018.

Resolved:- That the minutes of the previous meeting held on 16th October, 2018, be approved as a correct record of proceedings.

39. LIBERTY HOUSE - UPDATE

Mary Jarrett, Service Manager, Children with Disabilities Team and EHC Assessment Team, submitted an update on Liberty House, Rotherham's only registered children's home.

Liberty House offered provision for 4 children to receive respite care per night with a higher number of young people on a Wednesday night where a group of high functioning young people attended who required a lesser amount of direct support. It also offered full-time residential care for a child/young person who required an emergency placement.

Ofsted inspected the facility annually. It had received Outstanding outcomes from the last 2 full inspections, November 2016 and December 2017. However, since compiling the report, Ofsted had visited and Liberty House was now "Good"; one of the biggest impacts on the rating was the impact of the use of the emergency bed.

Actions arising from the Ofsted inspection were to review the rota and

make Liberty House more robust when the emergency bed was in use and the administration processes. Plans had recently been approved to allow Liberty House to utilise Liquid Logic enabling all children's records to be held in one place and the ability to access both by residential care staff and Social Workers.

The emergency bed had been in use for one young person who required highly specialised provision from March to May 2018 and had resulted in almost all respite care during that period having to be cancelled due to his needs requiring 3 members of staff. Since May no respite had been cancelled.

The Registered Manager and Responsible Individual had undertaken to increase the permanent staffing of the Home increasing it by 2 care staff and one senior member of staff as well as reviewing the rota arrangements to ensure consistent staffing across the week and pro rata allocation of weekend annual leave.

Resolved:- That the report be noted.

40. IRO ANNUAL REPORT 2018

Tracey Arnold, Service Manager IRO, presented the 2018 IRO Annual Report which reflected the compliance, progress and contribution the IRO Service had made to the outcomes for Looked After Children in Rotherham and against required statutory legislation as set out in the IRO Handbook and Care Planning Regulations (amended 2015).

The key issues were:-

- The Service was developing a more sophisticated suite of data to ensure that it had a footprint in children's lives which were linked to better outcomes
- Children and young people chairing of co-participating in their own reviews was a fundamental development within the Service helping shift the focus from the review being seen as an administrative task to that of a restorative conversation with the young person about their plans
- Review of the escalation and challenge process
- It was important that the introduction of link teams, having a voice at the AP forum, attendance at residential panel, PLOP and MST FIT, was embedded and the knowledge that came from the IRO Service about the health of the organisation was developed in a thread that ran from senior managers to Social Workers

Discussion ensued on the report with the following issues raised/clarified:-

- IRO Service should be seen as a critical friend to the organisation
- Work was taking place with the Performance Team for the Service to have its own performance data

- Liquid Logic would assist with performance data and the escalation/challenge process
- Pilot taking place in some IROs of children co-participating in their own reviews
- Link Team agenda - each IRO now had a LAC/Locality Service area
- Desire for increased connection with senior managers and carry out impact analysis of the IRO role, what impact/difference it made
- Health Service would welcome the challenge of critical friend
- Permanent recruitment was underway

Resolved:- (1) That the IRO 2018 annual report be noted.

(2) That Tina Arnold and Catherine Hall meet to discuss the involvement of IRO in its role as critical friend.

41. RIGHTS TO RIGHTS ANNUAL REPORT 2018

Tracey Arnold, Service Manager IRO and Advocacy Services, presented the Rights to Rights 2018 annual report.

The report reflected the progress and contribution the R2R Service had made to the outcomes for Looked after Children in Rotherham through the provision of the advocacy service and Independent Visitors (IVs) scheme.

The main area for development for the Service were:-

- Balancing the visibility of the advocates alongside offering the young person confidentiality
- Evidence outcomes for the children due to the Service's involvement
- A more sophisticated suite of data required in order to track the outcomes of the Service's involvement and answer "what difference do we make to those young people we are involved with"
- Embed the profile of the Service within the organisation beyond the Looked after Children Service
- Address the Advocacy Services and IV involvement with those of the Looked after Children who were not White British in culture and ethnicity
- Links with the Children's Disability Services
- Introduction of an escalation process similar to that of the IRO to ensure minimal delay

Tina Hohn reported on work taking place on ethnic backgrounds and invited Tracey to be involved.

Resolved:- That the report be noted.

42. VIRTUAL SCHOOL

In accordance with Minute No. 33 of the meeting held on 16th October,

2019, Peter Douglas and Tina Horn, Virtual School, presented the Virtual School 2018-19 priorities which were:-

Attainment and progress
Health and wellbeing
Stability in education
Developing leaders

Also included was an update on GCSE progress.

Discussion ensued with the following issues raised/clarified:-

- With regard to Personal Education Plans (PEPs), particularly at secondary school level, it was important to get the Head Teacher involved and then there could be more challenge about the detail that came back to the Virtual School. Also it had been piloted that advisors go out and provide support work in a school/shadowed a couple of young people or be an extra person in the room and for them to witness what happened in the classroom and provide feedback
- Consideration would also be given to piloting “champions” in schools who would be responsible for raising the issue in staff meetings
- It was hoped to extend performance plans to include completion of PEPs and LAC young people who had been permanently or fixed term excluded from schools, children out of education and those not receiving the 25 statutory entitlement to address deficiencies in education provision
- GCSE – work was taking place on improving the quality of data analysis throughout the year. There would be a much improved quality reporting of progress and likely outcomes and provide the ability to look at the different ages where making progress and where the concerns were
- Since the start of the Virtual School in 2015 the children then in primary education were now in secondary education and an improvement in those children could be seen
- Children from the age of 2 had a PEP and a massive impact on their readiness for school and learning had been seen. Consideration was now being given to pre-planning before the age of 2 and matching so they were ready for education

Resolved:- (1) That the report be noted.

(2) That an update be submitted in late summer 2019 on the progress with Personal Education Plans.

43. PERFORMANCE MONITORING OCTOBER 2018

Consideration was given to the report presented by Cathryn Woodward, Performance and Data Officer Social Care, provided a summary of performance for key performance indicators across Looked After Children Services for October, 2018. This was read in conjunction with the accompanying performance data report at Appendix A detailing trend data, graphical analysis and benchmarking data against national and statistical neighbour averages where possible.

A Service overview and context was provided stated that performance within the LAC teams had remained reasonably consistent despite the significantly increasing caseloads. Where performance had dipped (Health Needs Assessments, dental checks, up-to-date care plans and statutory visits) it was commonly due to delays in inputting rather than the work not being completed. The 4 issues would be the main focus of attention in the remaining performance clinics of 2018. The report also drew attention to:-

- A continued increase in the Looked After Children profile. At the end of March 2018 there had been 627 children which had increased to 658 as at the end of October, a rate of 116 per 10,000 population. This was significantly high when compared to the statistical neighbour average of 81.3
- There had been 26 admissions to care with the average age being 6.4 years
- 22 children had left care giving a net increase of 4 LAC. Over the course of 2018 the monthly net increase had started to slow down although the desired monthly net reduction as yet to be achieved on a consistent basis
- 51% of children were subject to full Care Orders, 32% on an Interim Care Order, 11% on Placement Orders with Care Order and 5% under Section 20
- Decrease in the proportion of LAC who had up-to-date Care Plans. Compliance at the end of March was 89% and slowed increased through the year to 91.7% in September. This had decreased to 87.6% in October
- The timeliness of statutory reviews had improved from 81.3% in August to 89.9% in October (133 out of 148)
- Statutory visits performance had reduced to 95%
- The proportion of children placed in a family based setting remained stable at 82.7%

- Reduction in the number of LAC experiencing multiple placement moves in the last 12 months -14.8% at the end of May to 12.1% at the end of October
- Initial Health Assessments current year to date figure was 43.9%, below last year's performance of 55%. A joint process review had been held to discuss improving engagement and timeliness
- Health Reviews performance had decreased from 86.6% in September to 83.7%
- Dental performance had decreased from 76% in August to 67.2%
- 97.4% of eligible LAC had a Personal Education Plan (PEP) in the summer term. As of the end of October 92.2% eligible LAC population had a PEP
- The number of young people receiving a Care Leavers service at the end of October was 242, a reduction on the 2017/18 year end position of 256
- 95.5% of care leavers in suitable accommodation
- The number of care leavers who were in Education, Employment or Training had slightly improved to 63.6% which placed Rotherham in the top quartile
- 10 new foster carers and 11 ongoing assessments
- 20 fostering Expressions of Interest made over the course of October
- During 2018/19 there had been 15 resignation/de-registration of foster carers
- 14 children had been adopted in 2018/19. At the end of October there were 25 children in adoptive placements of which 11 had court dates for their adoption hearings
- 21 children had been matched with adoptive parents but yet to be placed and family finding continued for a further 19 children
- 13 sets of adoptive parents had been fully approved so far this year with 7 more at stage 1 and 6 at stage 2
- Average caseloads for LAC teams 1-3 were at a high of 14.6 and the average caseload for LAC teams 4-5 was 13.8

Discussion ensued with the following issues raised/highlighted:-

- Despite reasonably strong foster carer recruitment, it had been offset by the number of resignation/deregistrations
- Foster Carer Recruitment Marketing Strategy had been re-written and still required further work before its relaunch

Resolved:- That the contents of the report and accompanying dataset (Appendix A) be received and noted.

44. PEER REVIEW

Ian Walker, Head of Look After Children Service, presented the feedback from the recent Peer Review undertaken by Lincolnshire County Council:-

Areas of Focus

- Quality of Care Plan and Pathway Plans
- IRO's – challenge and monitoring of quality
- Fostering recruitment – review of the process at the front end e.g. marketing, expressions of interest
- Admissions to Care – review of cases
- Right Child Right Care Programme – review to ensure performance Voice of the Child
- Interface/Transition LAC – Leaving Care/Adults

Workforce – Strengths

- Children's Services demonstrate a strong commitment to improving outcomes for children. There had been clear improvement within the LAC Service since Lincolnshire's visit in 2017
- There was a strong cultural shift across the organisation which was clearly evident when meeting all staff
- Workforce stability in LAC/IRO/LC teams was good and the workforce were motivated and keen to provide a good service to Looked After Children in Rotherham
- All Social Workers reported access to frequent verbal case discussions with their managers including senior leaders. Senior leaders visible, accessible, staff able to raise concerns/suggestions and felt listened to
- Continued reduction in agency staff with agency staff becoming permanent employees
- All staff knew their children well and had high aspirations and hopes for their futures
- Co-location seen as a major success, LAC felt integrated into the wider CYPS
- Therapeutic support particularly Intensive Intervention Programme (IIP) was seen as highly successful

LAC – Strengths

- LAC and Leaving Care met regularly to improve integrated working
- Joint supervisions between teams at transfer
- Edge of Care Team very well regarded and seen as effective

- Some positive views with regard to PLO Panel. Staff could see more recent challenge of thresholds, pre-proceedings, to divert families away from proceedings or from children becoming LAC
- Leaving Care and LAC were proactively working with parents and their networks to support young people with maintain or re-building relationships
- Improved accommodation for 16/18 year olds
- Missing episodes for 16/17 year olds had reduced by 60%. Leaving Care were identifying risk, undertaking intense direct work, they knew and care for their children and would go the extra mile to ensure their safety
- Majority of case records viewed were up-to-date. Children seen and statutory visits in most cases within timescale

IRO – Strengths

- Dispute resolution process was making a difference
- Major drive on performance within the IRO Service including a data suite and monthly performance meetings. IROs striving to evidence their footprint and impact on the child's plan

Foster Carer Recruitment strengths

- The staff were enthusiastic and motivated to provide a good service
- There was a stable management group
- There was a specialist team that worked with Reg24 carers, private fostering short breaks and Mocking Bird. Team managers had been proactive in ensuring the child's voice was included within fostering network evaluation of hub and had been creative in how they achieved this with a video
- Workers felt supported by the management team in developing the service
- There was a dedicated marketing worker based within the Fostering Team working jointly with the Communications Team
- A PSW had recently been appointed to the team which they were finding invaluable with supporting new carers
- Managers felt that most of the Reg24 placements progressed to SGO's and those that did not, did not do so, as this was the right plan for the child
- The foundations with regards to marketing were strong with a communication and marketing campaign plan for the year. The Challenge 63, Muslim foster carer project and start parties appeared to have worked well and had resulted in formal applications being received
- The managers and foster carers were positive about the retention project in place with fostering network
- There was a dedicated recruitment team. Drop-in sessions were regular and facilitated by workers and foster carers
- The skills to foster course was bi-monthly, there was flexibility with facilitating the course to avoid drift and delay in assessments. The

- introduction of Mocking Bird had commenced and was now in the process of setting up the second hub with a third identified
- There was a dedicated fostering advisor offering consistency to all new applicants
 - The introduction of the pipeline was proving effective with clear monitoring and tracking of all enquiries including long term enquiries resulting in 3 that had progressed to assessment
 - There was a positive working relationship between the fostering advisor and the assessing social workers, this had supported the development of the initial visit process, ensuring initial visits were robust. This had also included joint visits with assessing social workers
 - There was a clear sense of a developed fostering community with the foster carers
 - The introduction of the Mocking Bird had been welcomed by foster carers who saw this a valuable source of support
 - The Mocking Bird carers felt that the multi-agency training was a real positive and should be extended to all foster carers
 - Foster carers felt that the support that they received from this SSW when in work was excellent, however, commented that there had been significant periods of instability within the service

Workforce – Areas for Future Focus

- Attention to compliance had been robust, however, staff and managers suggested the need to move the focus to outcomes whilst not diluting compliance
- A review of transfer points was welcomed by staff, there were still too many transfer points, changes of social workers which was not in line with your relationships-based practice framework and restorative practice

LAC – Areas for Future Focus

- Review of transfer point to LAC was welcomed by staff – CYP still had too many handover points
- There was not always adherence to the PLO process and Care planning process where permanence other than adoption was the plan
- Not effectively using the pre-proceedings process for unborn babies. There was no consistently used pre-birth assessment template
- Family finding was not as rigorous as we would expect to see – there was a concern about the robustness of the viability assessments. Need to encourage staff to develop a more systematic approach to exploring networks and family members, both as potential carers but also as key support in safety planning
- Some misunderstanding and lack of knowledge regarding Reg24/SGO's placements. Over reliance upon the 2 specialist fostering workers
- An improving focus on robust permanence planning would assist with exit planning being in the mind from the outset

- In some case planning and decision making about achieving permanence suggested drift and a lack of clarity
- Review planning pathways and streamline panels
- LAC staff reported that OOB placements, Court work and processes were impacting upon their ability to progress permanence plans and undertake life story work
- Single assessments were not always updated to assist planning or following significant events

Right Child Right Care Programme

- Growing numbers of LAC presented significant risk to LAC Services' budget and consequently the Borough's budget as a whole
- Rotherham had undertaken a 'Deep Dive' of the current and recent LAC cohort to ensure children were transitioning to LAC status within appropriate thresholds to secure permanence via a number of routes and to develop exit plans
- The RCRCP was yielding results, however, in some cases where permanence or revocations of orders had been agreed, there was drift and delay. Staff cited the delays as insufficient Panel availability, court time and capacity due to court work demands. Furthermore LAC staff questioned thresholds within the duty teams and identified cases where they had been able to return a child home in a short space of time

IRO – Areas for Future Focus

- IRO compliance form – focussed on paperwork rather than outcomes. Social Workers spoke negatively of report and questioned IRO's ability and confidence to navigate the case record system. This form could be developed to be more restorative and include impact and outcomes for the child
- Managers to ensure robust follow-up to escalations from the IRO Service

Care Plans – Areas for Future Focus

- Quality of Care Plans/Pathway Plans reviewed was inconsistent. However, one Plan sampled was deemed an excellent example and could be used as best practice example
- Several of the Care Plans/Pathway Plans reviewed lacked analysis, defined actions and how progress would be measured
- Child's voice was not consistently apparent in Care Plans
- Social Workers felt the current care planning form was too process-led and not child or family friendly
- Focus on consistency now in respect of children's Care Plans and ensure that they were analytical, SMART and clearly articulated the child's lived experience
- Staff knew their children well. They would encourage an increased use of direct work (words and pictures etc.) with children and that this was clearly evidence on the case records. This would increase the quality of care planning

- A real opportunity with a clear practice framework, SOS and Restorative Practice, to place relationships at the heart of everything. To ensure that this was embedded within CYPS and across partner agencies, this needed to become a shared language and be driven by senior leaders across the organisation. A review of the implementation plan and re-launch of the vision may be necessary

Foster Carer Recruitment

Areas for Future Focus

- With the growth of LAC numbers in Rotherham, it was vital for the financial sustainability of the LAC Service that investment in the Fostering Service ensured sufficient inhouse placements
- The marketing campaign would benefit from being strengthened in terms of a focussed and targeted campaign. In addition to the yearly campaign, a long term strategy linked to Rotherham's Sufficiency Strategy, would provide focus and clear direction moving forward
- Strengthen the analysis of soft intelligence and data, to inform a targeted recruitment strategy. Recruitment needs to reflect the demographics of the current and future Looked After population and increase the growth of inhouse foster placements
- Link recruitment campaigns to an umbrella slogan to gain brand recognition
- The front door appears vulnerable with only one worker who was to go on maternity leave. The Service would benefit from being strengthened in terms of staffing capacity. The Fostering Advisor role worked well and was valued by the teams; if capacity was increased this would support growth within the Service. The Fostering Advisor appeared to manage all initial expressions of interest, enquiries and visits and holds until stage 1. Additional capacity would allow for reflection and would also ensure timely and quality responses to enquiries. This was a significant part of the process as recruitment and retention of foster carers was key in delivering the Service Plan
- There was a retention project being undertaken with the fostering network; the offer to foster carers needed to be more explicit and used as part of the marketing campaign
- Foster carers felt that they were not seen as professionals or valued and commented that they would like the opportunity for their voice to be heard. One comment "please treat me like a professional and be open and honest". Foster carers were keen to be part of the fostering journey moving to a "done with" culture. As part of a longer term strategy annual surveys and focus groups with existing foster carers would support and inform retention
- Drop-in sessions were in place, however, consideration as to the facilitation of these events needed to consider all targeted areas including events as currently they were excluding a proportion of the market i.e. applicants who worked. A reduction in the frequency from monthly to bi-monthly with a consistent targeted message may wanted to be considered
- Foster carers felt that joint training with Social Workers would provide

them with a more holistic picture and would make them feel more valued

- Foster carers understood the necessity to recruit new carers, however, they did not feel they were part of the journey or as involved as they could be
- Although the managers and the foster carers felt that the IPP was a good resource, there was a significant waiting list
- Foster carers felt that the investment in the Service had reduced in terms of staffing and “cover” for maternity and sickness with a number of part-time staff, leaving foster carers, feeling unsupported and not valued

It was clarified that there was a turnover of staff due to a number of Social Workers having gone on maternity leave/term sickness but there were some backfill arrangements in place. Approval had been given to a virtual assessment team consisting of a number of social workers, not employed by the Council, but qualified to undertake foster carer assessments. They would be picking up the assessments as from January 2019

Resolved:- That the information be noted.

45. DIRECTORATE INVITES FOR 2019

It was proposed that, once the dates of the Panel meetings for 2019/20 were known, a calendar of invites be issued to the Strategic Directors to present their Looked After Children Promise. Consideration would be given to the questions relevant to the invited Directorate at the meeting prior to their scheduled attendance.

Resolved:- That a schedule of Directorate invites for 2019/20 be drawn up and invitations issued to the Strategic Directors to present their Looked After Children Promise to the Panel.

46. EXCLUSION OF THE PRESS AND PUBLIC

That under Section 100(A) 4 of the Local Government Act 1972, the public be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in Paragraph 3 of Part 1 of Schedule 12(A) of such Act indicated, as now amended by the Local Government (Access to Information) (Variation) Order 2006 (information relates to finance and business affairs).

47. CHILD CRIMINAL EXPLOITATION

Ian Walker, Head of Looked After Children Service, gave a brief presentation to the Panel on Child Criminal Exploitation (CCE) the definition of which was “occurs where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child or young person under the age of 18 into any criminal

activity. The victim may have been criminally exploited even if the activity appears consensual. Child Criminal Exploitation does not always involve physical contact; it can also occur through the use of technology”.

The presentation highlighted:-

- County Lines – what are they?
- The County Line Model
- Human Trafficking
- CCE – heightened vulnerability
- Warning signs
- Barriers to engagement
- Practical tips
- Agree an action plan
- National Referral Mechanism

Discussion ensued on the presentation with the following issues raised:-

- Vulnerabilities
- Work as single agency initially, then with the Local Safeguarding Children’s Board and then regional work
- Screening process
- Possible future focus of inspections
- Need to develop strong process to support young people out of the situation
- Ongoing work with schools to raise awareness, increasing their knowledge and encouraging referrals

Resolved:- (1) That arrangements be made for an All Member Seminar.

(2) That regular updates be submitted to the Panel.

48. DATE AND TIME OF THE NEXT MEETING

Resolved:- That a further meeting be held on Tuesday, 12th February, 2019, commencing at 5.00 p.m.

Summary Sheet

Committee Name and Date of Committee Meeting

Corporate Parenting Panel – 5th February 2019

Report Title

Annual Report for the Rotherham Therapeutic Team 1st April 2017 – 31st March 2018.

Is this a Key Decision and has it been included on the Forward Plan? No

Strategic Director Approving Submission of the Report Jon Stonehouse

Report Author(s) Dr Sara Whittaker, Anne Marie Banks and Ian Walker

Ward(s) Affected All

Summary This report is an annual report to brief on the business and activity within the RMBC's Therapeutic Team in 2017/18.

The report provides performance and activity data on the service, reports on the activity and functioning of the therapeutic team, and details service delivery that has occurred in the year and those that are planned moving through 2019/20.

Recommendations CPP is recommended to note the contents of the report.

List of Appendices Included Case Study

Background Papers None

Consideration by any other Council Committee, Scrutiny or Advisory Panel No

Council Approval Required No

Exempt from the Press and Public No

Annual Report for the Rotherham Therapeutic Team 1st April 2017 – 31st March 2018.

1. Recommendations

1 CPP is recommended to note the contents of the report.

2. Background

2.1 The Rotherham Therapeutic Team (RTT) was established in 2007, and provides specialist training, consultancy and therapeutic intervention for looked after and adopted children and those involved in their care. In 2017 the Service was expanded to include post Special Guardianship Order support and support to Care Leavers and those involved in their care. In 2017 the Service also introduced the Intensive Intervention Programme (IIP) which offers a high level of intensive and responsive therapeutic intervention to Rotherham's most at risk children and the team around those children.

2.2 Looked-after children and young people have particular physical, emotional and behavioural needs related to their earlier experiences before they were looked after. These earlier experiences have an influence on brain development and attachment behaviour. The rates of emotional, behavioural and mental health difficulties amongst looked after children and young people are therefore unsurprisingly significantly higher than children in the wider population.

2.3 In addressing the specific needs of children in care, it is therefore necessary to offer holistic and accurate assessment with multidisciplinary support provided where it is needed. It is important that services are provided in a timely manner to prevent the escalation of challenging behaviour and reduce the risk of placement breakdown; these should be based on the child or young person's needs and not on service availability.

2.4 NICE guidance provides the national recommendations in relation to the wellbeing needs of Looked after Children.

<https://www.nice.org.uk/About/NICE-Communities/Social-care/Tailored-resources/LACYF>

[Statement 5: Looked-after children and young people receive specialist and dedicated services within agreed timescales: https://www.nice.org.uk/about/nice-communities/social-care/tailored-resources/lacyp/statement-5](https://www.nice.org.uk/about/nice-communities/social-care/tailored-resources/lacyp/statement-5)

- 2.5 “In recent years there has been a renewed focus on improving outcomes for looked after children and young people, including the publication of revised regulations and guidance from the Department for Education and a new Ofsted framework for the inspection of services for children in need of help and protection, looked after children and care leavers. At the same time, the Health and Social Care Act (2012) set out a new responsibility for the National Institute of Health and Care Excellence (NICE) to develop quality standards in health and social care. One of the first standards to be published was to promote the health and wellbeing of looked after children and young people (Quality Standard 31).
- 2.6 The Children Act 1989, The Care Standards Act 2000 and accompanying regulations and guidance provide the legal framework for providing services to looked after children and young people.”
- 2.7 Conduct disorder is the most prevalent difficulty amongst looked after children and young people. Aggressive and challenging behaviour associated with conduct disorder can impose a significant burden to carers. Children and young people with this disorder are also at risk of school exclusion. Looked after children and young people are also more likely than their peers to experience depression and anxiety and these children may carry the burden internally, and it may go unnoticed or ignored by professionals.
- 2.8 Foster carers, social workers and other professionals can provide children and young people with 'therapeutic' care in the way they parent and support the child to help them understand emotions and feelings and therefore regulate behaviours, The training and support provided by the Therapeutic Team supports this by utilising the team around the child in helping children feel safe; free to learn, develop, aspire and achieve.

3. Key Issues

- 3.1 Rotherham Metropolitan Borough Council developed an in-house therapeutic team to meet the therapeutic, mental health and emotional needs of children in care whose needs were often overlooked or misunderstood. The service aims to provide a swift initial intervention in order to avoid long waiting times in accessing intervention through the traditional Community Adolescent Mental Health Services (CAMHS). Having a dedicated in-house provision has enabled the development of a highly specialised wealth of knowledge and understanding around the needs of children in care which has complemented the intervention offered by social work teams.

- 3.2 Since 2007, the Therapeutic Team has expanded from a relatively small team, comprising a clinical psychologist lead and four therapeutic intervention workers, to an extended team of highly skilled and experienced workers, who can provide attachment focused interventions to children in care, care-leavers, adopted children and children placed on Special Guardianship arrangements.

- 3.3 September 2017 saw the start of the Intensive Intervention Programme (IIP), with an increase of provision to include 5 part time workers (3 FTE). The selection process for referrals is undertaken by utilising data from the Strengths and Difficulties Questionnaire Screening and other reportable risk information, such as placement disruption information and other data/ outcomes. Once identified as 'high risk', a programme of intensive intervention is offered to: promote the emotional wellbeing of the carers and the child, prevent further placement disruption, and prevent escalation of care to more expensive provision. In the 2017 Ofsted Inspection, the Therapeutic Team was noted for its practice and impact and specifically this innovative way of working to support children using a tiered response from consultation to intensive therapeutic provision.

- 3.4 The Therapeutic Team are supported by up to three trainee Clinical Psychologists, and one Social Work student and/or an Art Therapy trainee. These students offer therapeutic sessions within the team, and attend university to continue their studies. Their contribution is considerable, and

gives an additional therapeutic benefits for Rotherham's children in care at low cost.

- 3.5 The Therapeutic Intervention workers in the team undertake regular training and development to ensure that their practice is relevant, contemporary and research based. Dr Sara Whittaker, Consultant Clinical Psychologist, and Dr Donna Fisher, Clinical Psychologist, provide clinical supervision; whilst other workers within the team also access external clinical supervision and a range of ongoing professional training and practice.
- 3.6 The Therapeutic Team provides Rotherham's Statutory Post Adoption Support service (PAS); liaising with the Adoption Team, producing regular newsletters/emails, and offering training, support groups and coffee mornings for adoptive parents, commissioning therapy using the Adoption Support Fund (ASF), providing activities for adopted children, and an Annual Adoption Celebration event.
- 3.7 The Team also provides Rotherham's Statutory Post Special Guardianship Order (SGO) service. Assessments are undertaken and therapeutic provision coordinated using local resources and where eligible Adoption Support Fund (ASF) therapeutic interventions are commissioned. Activities are provided for children subject to SGO arrangements.
- 3.8 Rotherham's Therapeutic Team work alongside other agencies such as Educational Psychologists, the Virtual School, counsellors in schools, Barnardo's Child Sexual Exploitation (CSE) and sexually harmful behaviours services, and other agencies including Rotherham's Information, Support and Equality Service, (RISE). The Therapeutic Team consults with and attends regular meetings with local psychologists across the hospital paediatric, RMBC and Rotherham, Doncaster and South Humber NHS Foundation, (RDASH) trusts to look at shared cases and also to agree appropriateness of interventions and lead agency with challenging and complex cases.

3.9 Nationally, Rotherham's Therapeutic Team work alongside the LAC Nursing Team and the Clinical Commissioning Group (CCG), to ensure that children living in different parts of the country receive CAMHS and other services as appropriate. The team also work closely with the RMBC Commissioning Team to ensure that therapeutic provisions (within Independent Fostering Agencies, (IFA) and residential placements) are fully delivered as contracted, to ensure good quality service provision for all children in care, where ever they are living. The Therapeutic Team Manager now attends Resource Panel to consider therapeutic assessments and interventions across Looked After Children's placements.

Service Delivery

3.10 Given that the Therapeutic Team offers a service across a wide spectrum, interventions are generally based on a Brief Intervention Service (BIS). This includes consultation, advice and training, with more tiered, intensive direct therapy packages offered when recommended.

3.11 The 'Consultation Model' involves working with the 'Team Around The Child' including Social Workers for children in care, Fostering Social Workers, carers, schools, and adoptive families. Direct work is based on a 'dyadic model', which means that the carer and child generally attend interventions together, which promote attachments and enables the child to be involved in an intervention from a 'safe base'. Therapeutic models include Theraplay, Trauma Work, EMDR (eye movement desensitisation & reprocessing), Narrative Therapy, Psychotherapy, Creative & Art Therapy, and Dyadic Developmental Psychotherapy Practices (DDP, Dan Hughes' model).

3.12 The team also deliver therapeutic training courses to share best practice with carers and professionals. The Service receives good feedback which is used as part of the service development. In this reporting year, there were 15 training events providing a service to 275 attendees. These courses included:

- Attachment & Trauma
- 10 week Therapeutic Parenting Courses (Beek & Schofield Safe Base Model of Intervention)

- Bonding Through Play training (Theraplay Intervention)
- Life Story Work (Narrative Therapy)
- Transitions (Moving Children on to adoption/permanence)
- Living with Sexually Abused Children
- Assessing sibling groups training.

3.13 The Therapeutic Team accepts referrals for all looked after children who live local to the service (within Rotherham). This includes children who are looked after by another authority but placed in Rotherham, with a Rotherham GP. This is due to the local health agreements and Rotherham's Clinical Commissioning Group (CCG) funding arrangements.

3.14 All intervention begins with an assessment of need, and up to three sessions of consultation: advice, guidance and support to the primary carer and team around the child/young person. A training programme and a selection of information sheets, workbooks and resources are made available to support and supplement this intervention. Narrative therapies are used which promote the use of stories to help children understand their life story, emotions and behaviours. Bespoke story books are created for many children by the team.

3.15 Where indicated children and young people are referred for therapeutic intervention, or referred to another agency, including CAMHS, RISE, Barnardos, and other therapeutic services. Where these Agencies are unable to see the young person, the Therapeutic Team will continue to support the carer and aim to provide a required intervention within six months.

3.16 The Therapeutic Team are now co-located in the building at Kimberworth Place with CAMHS and children's disability services. Tier 3 CAMHS will triage children in care, and refer into the Therapeutic Team all families who have adopted children, children in care and children subject to SGO for support, assessment, therapeutic work and attachment interventions. Generally CAMHS will only continue to work with these families if there is a requirement for complex mental health issues, or the assessment of autism, ADHD and neuro-developmental delay. Partnership work between the Therapeutic Team and wider CAMHS provision also happens where there are more serious mental

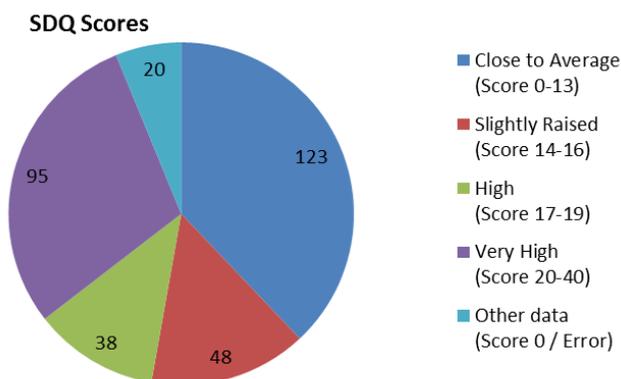
health indicators, such as significant self-harming attempts, psychosis and eating disorders. The Therapeutic Team manager meets with the clinical leads in CAMHS to look at children whose needs may move from the Therapeutic Team to meeting CAMHS' mental health criteria. A 24 hour service response was offered by CAMHS as a pilot for children in care when required.

Strengths and Difficulties screening and application in service delivery

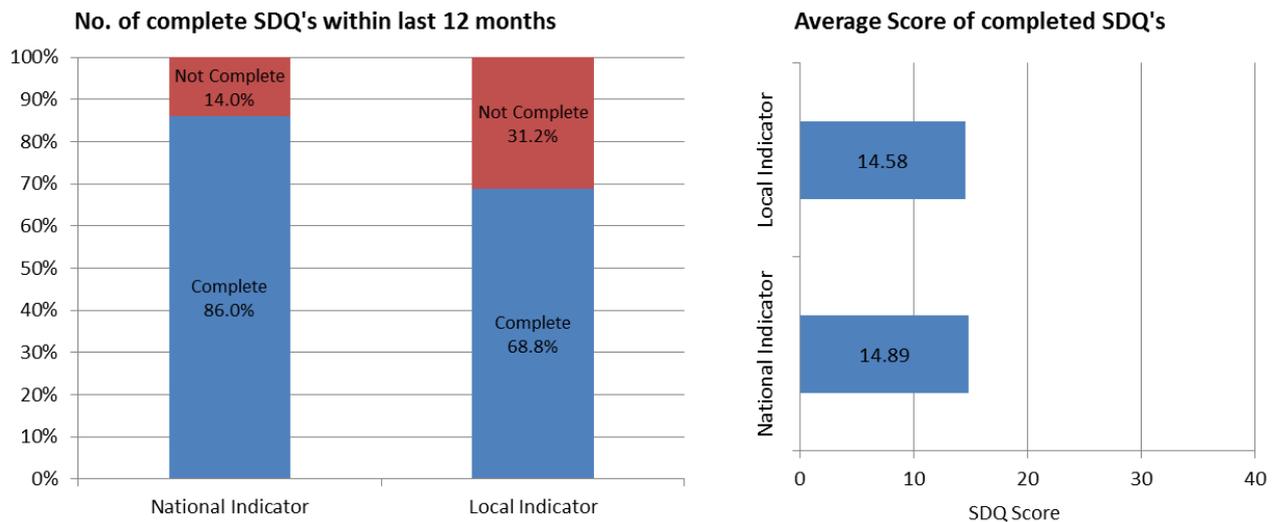
3.17 In line with the Government requirements, the therapeutic team collates and analyses the 'Strengths and Difficulties Questionnaire' (SDQ) data for all children in care between the ages of 4 years and 16 years inclusive. The SDQ gives an indicator of two impacts, the mental health and wellbeing of the child, and the impact on the carer. In addition to collating, the therapeutic team screen this data, and do this in a more comprehensive way than government requirements.

Parent/Carer Questionnaire (age 4 – 17 years):

	Close to Average	Slightly Raised	High	Very High	Other data :
Total SDQ score	0 - 13	14 – 16	17 – 19	20 – 40	0 (maybe an error)
No of SDQs in each category Total = 324 scores	123	48	38	95	20



Indicators	Number	%
Number of children eligible for National Indicator <i>(age 5-16 and LAC for 12 months)</i>	279	
- of those, number with an SDQ complete in the last 12 months	240	86.02%
- of those complete, average score	14.89	'-
Number of children eligible for Local Indicator <i>(age 3-17 and LAC for 3 months)</i>	471	
- of those, number with an SDQ complete in the last 12 months	324	68.79%
- of those complete, average score	14.58	'-



3.18 The Therapeutic Team provide consultation and support to carers and children where the SDQ score is above 16 – or indicates a ‘high’ or ‘very high’ need. Telephone consultation is offered to all carers in these instances to provide advice and guidance, and most carers can access a suite of training offered by the team, such as attachment training, or theraplay workshops. The SDQ has become part of the referral criteria for clients moving to the IIP intensive intervention programme.

3.19 The SDQ is also used within direct therapies with all children referred to the team at the start and end of involvement to map changes and the SDQ is repeated each year. Analysis of individual children is made at their Statutory Looked After Children’s Review (LAC Review), at the Annual Health Assessments, and also in review by the Therapeutic Team, which enables a child focused response to accessing services. As Head of Service for Children in Care, Ian Walker has oversight of this process and children scoring highly are reviewed for therapeutic need/provision.

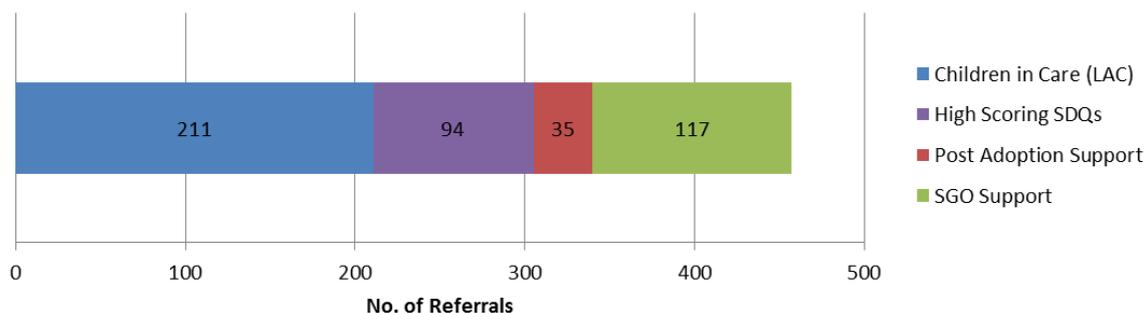
Activity & Performance

3.20 During the reporting year 17/18 there were 610 cases worked with. 457 were new referrals. On one sample day, in the reporting year 16/17 there were 247 open cases comprising children and their carers/parents, this increased to 365 in 17/18. This reflects the increase in numbers of children entering care, the increased support available to adoptive families through the Adoption Support

Fund, the introduction of the SGO support offer, and the development of the IIP offer; and expansion of the Team to meet this need.

	Children in Care (LAC)	High Scoring SDQs	Post Adoption Support	SGO Support	Total New Referrals
New Referrals	211	94	35	117	457

No. of new referrals



3.21 Children in Care (LAC): There were 211 referrals into the service in relation to children in care, with 94 children additionally referred with high scoring SDQs. Across the year there were 357 interventions delivered. Some children are supported on a consultation only basis; others are invited for direct therapies (following a waiting time during which carers can attend relevant training). During an intervention, 2– 50 sessions/contacts are offered.

3.22 The Intensive Intervention Programme has developed during the past year as part of the Therapeutic Team. Over 30 children in care, their carers and the professionals working with them have received an intervention. This group of children and young people comprises our ‘higher risk’ children, including those who have experienced multiple placement moves, those at risk of childhood sexual abuse and/or exploitation, or children and young people who have histories of complex developmental, familial trauma who need lengthy packages of therapy. Initial outcomes suggest that the IIP intervention promotes placement stability, delivers carer and staff support and training. The intervention delivers complex research based psychological and therapeutic theory which is accessible and easily understood whilst adhering to a standard protocol. Feedback from carers and colleagues within the networks is positive.

- 3.23 **Post adoption support:** In 2017/18 The Service also undertook 35 new Post Adoption Support assessments, with a further 141 families receiving ongoing support.
- 3.24 The Therapeutic Team has a dedicated worker who provides support to carers of children with an adoption plan. The work includes providing narrative stories, direct work with children, preparation for permanence support, support for the Foster Carers and the Fostering Team, Adopters and the Adoption Team through the transition and early stages of adoption.
- 3.25 The Team also have a dedicated Post Adoption Support (PAS) worker whose role is to undertake assessment, provide support or where relevant signpost to alternative provision. In many instances support is accessed for these families by utilising the Adoption Support Fund. This support includes access to training, newsletters, support groups, celebration events, direct intervention from the service or through access to intervention through the ASF.
- 3.26 In this reporting year, there were 104 successful applications made to the Adoption Support Fund for post adoption intervention to the value of £315,681.87. 72 children living within 65 families have been supported through this. Support included a therapeutic based summer camp where 5 adopted children attended costing £10,000.00 which was funded through the Adoption Support Fund.
- 3.27 **Special Guardianship Order support:** In this reporting year the service received 117 new Special Guardian referrals. The Service offers support to Special Guardians and the children they care for. Support is offered through newsletters, training, support groups, intervention through the service or accessed using the Adoption Support Fund. The Service is actively working with 70 families. In this reporting year, 19 families caring for 22 children benefitted from therapeutic provision funded through the Adoption Support Fund equating £32,781.98
- 3.28 As previously mentioned a tiered model means that most families or practitioners receive consultation, training and advice, with group work offered

to families subsequently requiring additional support, with a smaller group of higher risk children receiving therapeutic intervention. At any time, the team hold a large and varied caseload of long term, short term, consultation only and direct therapy families.

Outcome measures

- 3.29 The therapeutic team collect before and after measures to evaluate the impact of work undertaken. This indicates that more progress is made where interventions are extended over longer periods of time and carers or adopters attend training courses and consultations before direct therapy is provided. Outcome measures are available on a case by case basis – and responsibility is placed on each practitioner to collect and evaluate this feedback.
- 3.30 Feedback from young people is largely positive, as is feedback from professionals, although concerns surrounding the time waiting for intervention is often a feature which reiterates the findings from the recent service evaluation. New reporting systems have been requested from Liquid Logic, and there remains delay in moving forward on this reporting functionality.
- 3.31 Feedback gained from training courses, indicates that families and professionals appreciate the way that complex psychological information and learning can be conveyed in a way that is easy to understand.
- 3.32 A service evaluation for IIP noted: *“The intensive intervention program for the first five young people worked with, appears to have been effective and well received by the young people, carers and professionals involved. It has reduced the number of placement moves, episodes of going missing and other key indicators of stability for five young people at risk of placement breakdown. Professionals in particular report that they found the focus on getting everyone in the network working more intensively together particularly useful and felt that it gave them a clearer direction for the work to go towards.”*
- 3.33 The Ofsted Inspection Report (January 2018) noted, *“SDQs are used to good effect to identify children who need therapeutic support. The local authority has a comprehensive and impressive offer for therapeutic support, including for*

those children who are out of area. This includes an effective in-house therapeutic looked after children team that provides one-to-one support and a range of therapeutic interventions, and has recently piloted an intensive therapeutic intervention programme, which is preventing placement breakdown”.

Summary and recommendation of development in 2019/20

- 3.34 Since the introduction of the Therapeutic Team in 2007, Children and Young people in care, their carers, Adoptive Families, Special Guardians and the professional team around the child have benefited from their services. The Team provide high quality attachment and trauma training which is rolled out through a calendar of events through the year, and at different forums to reach all those involved in the lives of these children to ensure that the emotional health and wellbeing is well understood and met. The Service also work closely with the adoption service to ensure that children with a permanency plan of adoption are placed in line with best practice and support is offered from foster placement into adoption and beyond and may in part be one of the reasons that Rotherham’s Adoption disruption is low.
- 3.35 The Service provide evidence based therapeutic provision, and over the years have extended their ‘offer’ and their repertoire of interventions including DDP, Art Therapy, Theraplay, EMDR and Narrative Therapy and are therefore in a position to provide bespoke packages of intervention that meet the individual needs of children.
- 3.36 The Service also use a ‘Team Around the Child’ approach to ensure that everyone is working together to keep children safe, to support education, placement stability and security for the child. Working in this manner ensures that there is consistency of intervention whatever the setting, as this continuity helps children feel safe.
- 3.37 In this reporting year, the Intensive Intervention Programme was introduced and many of our most vulnerable children in care and their foster carers are benefitting from the intensive support that is offered within this model to

promote emotional health and wellbeing, reduce risk and promote stability, and early results are promising.

3.38 The Service also introduced the Special Guardianship 'offer' with a dedicated post Order worker who provides a range of services to families subject to this permanency arrangement. Again feedback is positive with families feeling that they are now being able to access support in ways that were not available before.

3.39 In more detail the Service plans to:-

- Build on the Intensive Intervention Programme as a model of best practice for our most vulnerable children.
- Roll out workshops for the Fostering Service on the emotional needs of children in care, and best practice in supporting carers and children. These workshops have the specific aim and intention of equipping the Fostering Service with the skills and resources to better support families without requiring a referral into the Therapeutic Team, thereby reducing the demand on the Therapeutic Team and enabling them to focus on our higher risk children.
- The Service will also be working with the Adoption Service on reviewing best practice guidance when moving children onto Adoption.
- Recruit two therapists to the team who will be funded by drawing down the ASF (Adoption Support Fund) to work with eligible post adoption and post SGO families.
- Develop links with Edge of Care and Early Help services.
- Consider additional therapeutic models – Adolescent wellbeing group and the offer of psychotherapy based interventions.
- Continue to use ASF effectively to support local families.
- Work with Performance and Quality Team and Liquid Logic to make better use of performance analytics.

4. Options considered and recommended proposal

4.1 DLT is recommended to endorse the contents of this report and agree to its presentation to the Corporate Parenting Panel

5. Consultation

5.1 This report has been written with the full consultation of partner agencies.

6. Timetable and Accountability for Implementing this Decision

6.1 Ian Walker and Sara Whittaker are responsible for implementing this decision. It is intended that this report will be presented to the Corp[orate Parenting Panel on the 5th February 2019.

7. Financial and Procurement Implications

7.1 The funding for the Intensive Prevention Programme is due to expire in March 2020. A full evaluation of this Programme will be presented to DLT by September 2019 in order to evidence the benefits of extending the programme.

8. Legal Implications

8.1 The policy and proposed changes meet the requirements for provision for therapy in law as proposed. I confirm that it is important that when providing services as detailed it is an important requirement of the law that that an assessment has taken place prior to the implementation of services to assess that the services are in line with the needs of the child.

9. Human Resources Implications

9.1 Recruitment of any additional posts will be appointed in line with RMBC policies and procedures.

10. Implications for Children and Young People and Vulnerable Adults

10.1 Having an 'in-house' therapeutic service ensures that looked after children have a timely and commensurate access to therapeutic interventions. This means that their emotional and mental health needs will be better met and that they will have a greater opportunity to achieve better outcomes

11 Equalities and Human Rights Implications

11.1 The support offered by the RTT is designed to narrow the gap between looked after children and their peers in terms of their emotional well-being and resulting successful transitions to adulthood.

12. Implications for Partners and Other Directorates

12.1 By providing local support in respect of emotional and mental health needs young people are more likely to be able to maintain family based placements. As these placements are more cost effective the work undertaken by the RTT has a positive impact on the budget of the Council as a whole.

13. Risks and Mitigation

13.1 There are no risks identified as a result of this report.

14. Accountable Officer(s)

Approvals Obtained from:-

	Named Officer	Date
Strategic Director of Finance & Customer Services	Neil Hardwick	9/1/19
Assistant Director of Legal Services	Lucy Barnes	10/1/19
Head of Procurement (if appropriate)	N/a	
Head of Human Resources (if appropriate)	Amy Leech	10/1/19

*Report Author: Ian Walker Head of Service,
Sara Whittaker Team Manager of RTT and Consultant Clinical
Psychologist*

This report is published on the Council's website or can be found at:-

<http://modern.gov.rotherham.gov.uk/ieDocHome.aspx?Categories=>

Appendix: Case Studies to capture performance and outcomes

Case Examples: KC – age 7 in spring 2017:

K.C is a 7 year old, White British male. K.C is a likable, affectionate and loving little boy. He seeks comfort and attention. He likes the company of adults. K.C has a very creative imagination. K.C likes music, he enjoys singing and dancing. K.C presents as an anxious and at times an unhappy child. K.C has complex needs and significant emotional and behavioural difficulties. K.C tries to be in control and pushes boundaries. He can display aggressive behaviour towards others.

There has been a long history of Social Care involvement. K.C has two older half siblings: N&A, and two younger half-siblings, twins, M&L. The family had a history of Social Care involvement due to worries around parental alcohol misuse, domestic abuse, E's poor emotional health, and poor home conditions, and unexplained injuries to the children. K.C and brother K and his younger half-siblings have been open to Social Care since December 2014 due to concerns around neglect. Care proceedings were initiated due to escalating concerns and evidence that the children were suffering, and were at risk of further suffering, significant harm. Concerns focused predominantly on poor supervision, lack of routines, lack of boundaries, poor home conditions, missed meals, parental aggression, poor mental wellbeing of parents and minimum acknowledgment of agency concerns from parents.

The children were accommodated under Section 20, 29th May 2015. An Interim Care Order was granted in respect of the children, 10th June 2015. Viability assessments were completed in respect of maternal grandmother, LC, and maternal Aunt, RC, although both were negative. K.C and K's birth father and his extended family members were also assessed. All these assessments were negative apart from a paternal uncle and his partner. However as they had their own child and a pet, after discussions they felt it was not the right time for them given K.C and K's care needs. They have expressed an interest in contact in the future with K.C and Kai. The care plan that Social Care presented at court was one of long term therapeutic fostering for K and K.C and parents did not oppose this decision. Half-siblings, M&L, were placed for adoption. Full Care Orders were made in respect of K.C and K, 10th February 2016.

K.C and his older brother K were originally placed together however the relationship between them became very strained as K.C's behaviour was challenging for K and K did not understand K.C's complex needs. A sibling assessment concluded the boys should be separated with a view to repairing their relationship through positive contact. K remained in his foster placement and K.C moved to another placement. K.C has experienced numerous placement moves in a short space of time and also moved schools, which has significantly affected his emotional wellbeing. It is therefore paramount that K.C has stability and can form an attachment to his carers.

Despite being 7 years old, K.C experienced 12 placement moves in 8 weeks over the summer of 2017, including two moves to emergency bed placements with staff employed as carers, when suitable carers could not be found. He has been placed with his most recent carers since August 2017. Previous carers have had difficulty responding to and understanding K.C's behaviour which has resulted in placements breaking down.

IIP involvement

Since IIP became involved in August 2017, K.C has received weekly direct therapy sessions with his carers, weekly carer consultations, monthly network meetings and his carers and the professionals working with him have attended monthly training workshops and have been offered monthly reflective practice sessions. K.C's IIP worker has been involved in considering the emotional impact of educational provision, supporting the social worker in considering appropriate placements.

K.C experienced a significant number of placement breakdowns in a short period of time, and there was some difficulty in identifying a placement with suitably experienced carers. This significant number of placement breakdowns could suggest there was a risk of a move to residential placement. Since IIP involvement there have been no further placement breakdowns/ moves and the current placement is stable. K.C remaining in an IFA foster care since August 2017 as opposed to a residential placement has potentially saved between £2204 - £5754 per week based on the current costs of K.C's placement compared with potential costs for a residential placement.

The network around K.C have provided detailed feedback regarding IIP. K.C's carer's stated: "The service that the IIP has given has far exceeded anything we have had from not only Rotherham but all other local authorities. The complete package of training, support meetings, network meetings etc. have provided a service that has been second to none. We believe it has been a crucial part of providing a stable placement both at home and school for a very traumatized young man. We are not sure that the improvements we have seen, especially at school would have come about so quickly – if at all, if it hadn't been for the IIP."

"As you may be aware, the IIP work with our young man has now completed and I wanted to say once again how good the therapeutic intervention has been. We have worked with various therapeutic teams across the region, including Rotherham in the dim and distant past. I would be lying if I said that I expected great things as, sadly, my experience has not been wonderful. However, the IIP team have been instrumental in underpinning this traumatised boy, and securing the placement for long term fostering. Not only have they worked with the child and us, they have also worked with the social worker and the school to provide a level of understanding about the child's needs and how we can all work with him.

What has set this apart from any other therapy that we have ever undertaken, has been the training that was open all those around the child to attend. This meant that all those working with him, understood how the therapy techniques were hopefully going to work. In the past, other professionals have tried to understand the therapy by asking questions in network meetings, but we felt that doing training together was far better. It also gave us a chance to understand some of the issues that are faced in school with children like ours, and also some of the problems that social workers face, as we discussed various scenarios.

So please do pass on our sincere thanks to all on the team, and especially Niki, whose creativity and determination to get a positive outcome for our young man, was outstanding."

Summary Sheet

Committee Name and Date of Committee Meeting Corporate Parenting Panel

Report Title Muslim Foster Carer Project

Is this a Key Decision and has it been included on the Forward Plan? No

Strategic Director Approving Submission of the Report Jon Stonehouse

Report Author(s) Ian Walker, Head of Service

Ward(s) Affected All

Summary As at the start of 2019 there were 47 Looked After Children (LAC) of Muslim faith but at the same time there were only 4 Muslim foster carers. Whilst all foster carers receive cultural awareness training this shortfall presents a risk that not all of the religious, identity and cultural needs of these young people will be met.

Recognising these risks the LAC Service has established a Muslim Foster Carer Working Party that includes some of our existing Muslim foster carers, Councillor Alam and the Specialist Community Engagement Officer from South Yorkshire Police.

However, since commencing this project it has become apparent that there is some ongoing impact arising from a history of less than positive partnership working between RMBC and the local Muslim community. Due to this, the progress and impact achieved by the Working Party thus far has been limited. As a result it was considered to be appropriate to develop a more community led project to run in conjunction with the Working Party and a partnership is currently being developed with the Rotherham Muslim Community Forum to support this work. They in turn have engaged with the Mercy Mission who have a proven track record of recruiting Muslim Foster Carers for a number of local authorities including Bradford, Hackney and Blackburn.

This report will set out the rationale for the funding required to support this project and detail the other work being undertaken to ensure the religious and identity needs of this particular cohort of looked after children are better met.

Recommendations CPP is recommended to note the contents of this report and to endorse the proposed financial commitment required to support the recruitment of more Muslim foster carers within Rotherham.

List of Appendices Included Memorandum of Understanding between RMBC and the Mercy Mission UK

Background Papers None

Consideration by any other Council Committee, Scrutiny or Advisory Panel No

Council Approval Required No

Exempt from the Press and Public No

The Muslim Foster Carer Project

1. Recommendations

1.1 CPP is recommended to note the contents of this report and to endorse the proposed financial commitment required to support the recruitment of more Muslim foster carers.

2. Background

2.1 As at the start of 2019 there were 47 looked after children (LAC) but only 4 Muslim foster carers. This clearly presents some risk that not all of the religious, cultural and identity needs of these children will be fully met. The LAC Service within CYPS has been working to establish a partnership with the Rotherham Muslim Community Forum and the Mercy Mission UK to increase the number of Muslim foster carers within Rotherham.

2.2 This proposal will also support the Demand Management Strategy target of recruiting an additional 15 foster carers net over the course of 2019.

3. Key Issues

3.1 One of our care leavers and member of the LAC Council expressed some regret that since becoming looked after she had not had the opportunity to celebrate Eid in a full and appropriate way. As a result over the course of the most recent Eid in August she was supported to visit an identified 'host' family where all of the religious and cultural rituals were observed. She subsequently stated that this was the best Eid she could remember and also stated that this opportunity should be made available for all LAC of the Muslim faith. Out of this experience grew the Muslim Foster Care Project which has three broad aims:-

- To develop closer links with the local Muslim community in order that all LAC of the Muslim faith who express a desire can be matched with a host family in order for them to be able to fully celebrate the next Eid in August 2019.
- In conjunction with this it is planned to run a marketing campaign targeted specifically at the local Muslim community to recruit foster carers. It is hoped that by offering a hosting service some Muslim families may gain a greater understanding of the fostering role and progress to becoming foster carers.
- To support the Demand Management Strategy.

3.2 There are two broad strands to this project. There is a Muslim Foster Carer Workshop which involves representatives from the Fostering Service, existing Muslim foster carers, Councillor Alam and the Specialist Community Engagement Officer from South Yorkshire Police. In addition to this the LAC Service has engaged with the Rotherham Muslim Community Forum (RMFC) in order to:-

- Raise awareness of issues through workshops and events, to educate Muslim families on the need to get involved in fostering, building interest. Having a

local trusted organization promoting and engaging with the local Muslim communities will enable greater uptake.

- Overcome any legacy barriers of mistrust and disengagement of the local authority that exists within the Muslim community through effective engagement with persons of influence and local active groups including Apna Haq (Domestic abuse charity), Islam Rotherham and the Rotherham Council of Mosques and Tasibeeh – a charitable organisation that supports socially isolated women from a BME background.
- Assist potential foster carers identified by the RMFC by providing support and encouragement throughout the processes in order to facilitate the transition from potential to actual foster carers.
- Provide support, advice and information to the Fostering Service to increase the knowledge and awareness of Muslim communities in Rotherham such as a better understanding of the local demographics and cultural and religious factors around fostering as well as highlighting the short-falls in the current marketing strategy and strengthening the messages which are deemed viable.
- Liaise and develop a close working relationship with the Fostering Service to undertake visits and any other partnership work where necessary, providing encouragement to existing Muslim foster children and foster carers (Muslim or non-Muslims) to access services such as mentoring, buddying scheme and other resource and gift packs available from Muslim Foster Network that are designed to accommodate Muslim faith children.
- To encourage and facilitate for non-Muslim carers to visit and learn about the Muslim faith to mosques and other religious or cultural groups which would benefit the care of the child.
- To provide knowledge and guidance around fostering issues and good practice to community stakeholders such as Imams, faith-based groups and interest groups to allow a conducive environment for Muslim foster children to feel a sense of belonging.

3.3 As a result of this growing partnership the Rotherham Muslim Community Forum (RMCF) linked the local authority with the Mercy Mission UK who have prior experience of recruiting foster carers of the Muslim faith in a number of local authorities. Given this experience they are reasonably confident that they could recruit up to 12 new foster carers from the Muslim Community in Rotherham over the course of 2019/20. It is therefore planned that the RMCF use their strong local connections to highlight the pressing need for Muslim foster carers and to act as an initial point of contact for any expressions of interest. These initial expressions of interest will then be passed onto the Mercy Mission UK who will undertake an initial visit to the family in order to undertake a very broad viability assessment. Where appropriate they will then refer the family to the Fostering Service for the full assessment to commence. These families will be supported throughout the assessment process by RMCF.

3.4 In return for this service the Mercy Mission UK will be seeking a monthly retainer of £1950 in order to underwrite marketing and admin costs (£23,400 for the full year effect). In addition they require a finder's fee of £1,950 for every placement payable only at the point of approval. Thus if the target of 12 new foster families is achieved RMBC will pay the Mercy Mission a maximum of £46,800.

3.5 The average annual cost for a placement from an Independent Fostering Agency (IFA) is approximately £44k as compared to an in-house placement cost of approximately £15k . Thus over the course of a year there would be a cost reduction of approximately £29k per placement or approximately £348k per annum if all 12 placements are secured. This will significantly more than offset the costs incurred by funding the work provided by the Mercy Mission UK. In fact it will only require the recruitment t of 2 new foster families for this proposal to be cost effective.

3.6 The RMCF have also stated that they would require £10,000 to cover the costs they will incur in respect of setting up community events, marketing tools and general office running costs. At this point it is planned that these costs will be underwritten by a local business which is seeking to invest in a CYPS service development as a means of 'putting something back' into the local community. Given the potential for some degree of community reparation arising out of the Muslim Foster Carer project it is felt that this would be an ideal 'investment' for this business organisation.

4. Options considered and recommended proposal

4.1 DLT is recommended to note the contents of this report and to agree to a minimum financial commitment of £23,400 to be paid to the Mercy Mission UK with this rising to £46,800 depending on how many new foster carers are recruited through this process.

5. Consultation

5.1 This report has been written in consultation with the Finance Department as well as with the Rotherham Muslim Community Forum and the Mercy Mission.

6. Timetable and Accountability for Implementing this Decision

6.1 It is planned to 'launch' the project as from the 1st April 2019 and for it to run, in the first instance, until 31st March 2019. Depending on the success of the scheme there may be an application to extend it for a further 12 months.

7. Financial and Procurement Implications

7.1 The proposal to implement the Muslim Foster Care Project will cost £33,400 per annum plus a finder's fee of £1,950 for approval of each foster care family.

7.2The £33,400 will initially require funding of £23,400 from the CYPS budget with a £10,000 contribution from a local business.

7.3The total costs for the finder's fee will be dependent on the number of foster carer families approved.

7.4The average annual cost for a placement from an Independent Fostering Agency (IFA) is approximately £44k as compared to an in-house placement cost of approximately £15k. On this basis (£29k saving per place) it will only require the recruitment of 2 additional in-house foster care places for this proposal to be cost effective.

7.5 The advice of the Head of procurement is that CYPS should not be seeking approval to enter into an agreement with just one organisation, without any form of competition.

7.6 In considering the value of contract, any value over £5k needs an element of competition ; any contract below £25k requires 2 quotations, anything above £25k requires a full competitive tender.

7.7 If CYPS are seeking to appoint an organisation directly without going through any form of competition, the Council's Finance and Procurement Procedure Rules do allow for this – and it would be through the use of an exemption. The exemption lists 10 criteria where exemptions are considered and when applying for an exemption you need to be able to justify how your proposal satisfies one of these exemptions.

7.8 It is highly unlikely that there will be any meaningful competition to provide this service for CYPS and that an exemption could be secured on this basis.

7.9 It has also been suggested that an Equality Impact Assessment may be required to consider whether any other ethnic group would benefit from such a process but given the current cohort of looked after children this is highly unlikely.

8. Legal Implications

8.1 There are no direct legal implications arising from the recommendations within this report.

9. Human Resources Implications

9.1 There are no Human Resources implications arising from this report

10. Implications for Children and Young People and Vulnerable Adults

10.1 This project is designed to improve the outcomes for looked after children of the Muslim faith.

11 Equalities and Human Rights Implications

11.1 By increasing the number of available Muslim foster carers RMBC will be better placed to provide more appropriately matched placements. As a result of this the religious, cultural and identity needs of these young people will be better met and thus so will their Human Rights.

12. Implications for Partners and Other Directorates

12.1 None noted

13. Risks and Mitigation

13.1 There is a risk that no new foster carers will be recruited via this scheme and as a result there will be an additional cost of £23,400 to the Placements Budget.

However, it will only require 2 foster families to be recruited for this scheme to become cost effective.

14. Accountable Officer(s)

Ian Walker, Head of Service

Approvals Obtained from:-

	Named Officer	Date
Strategic Director of Finance & Customer Services	Neil Hardwick	8/1/19
Assistant Director of Legal Services	Rebecca Pyle	10/1/19
Head of Procurement (if appropriate)	Karen Middlebrook	10/1/19
Head of Human Resources (if appropriate)	Amy Leech	9/1/19

Report Author: Ian Walker, Head of Service

This report is published on the Council's website or can be found at:-

<http://modern.gov.rotherham.gov.uk/ieDocHome.aspx?Categories=>

Council Report

Corporate Parenting Performance

Title

Corporate Parenting Performance Report – December 2018

Is this a Key Decision and has it been included on the Forward Plan? No

Strategic Director Approving Submission of the Report

Report Author(s)

Cathryn Woodward (Performance and Data Officer – Social Care)
Ian Walker (Head of Service Children in Care)

Ward(s) Affected

All

Summary

- 1.1 This report provides a summary of performance for key performance indicators across Looked After Children (LAC) services. It should be read in conjunction with the accompanying performance data report at Appendix A which provides trend data, graphical analysis and benchmarking data against national and statistical neighbour averages where possible.

Recommendations

- 2.1 The Panel is asked to receive the report and accompanying dataset (Appendix A) and consider issues arising.

List of Appendices Included

Appendix A – Corporate Parenting Monthly Performance Report - Dec 2018

Background Papers

Ofsted Improvement Letter
Children's Social Care Monthly Performance Reports

Consideration by any other Council Committee, Scrutiny or Advisory Panel
No

Council Approval Required No

Exempt from the Press and Public No

Title: Corporate Parenting Performance Report – October 2018

1. Recommendations

- 1.1 The Corporate Parenting Panel is asked to receive the report and accompanying dataset (Appendix A) and consider issues arising.

2. Background

- 2.1 This report provides evidence to the council's commitment to improvement and providing performance information to enable scrutiny of the improvements and the impact on the outcomes for children and young people in care. It should be read in conjunction with the accompanying performance data report which provides trend data, graphical analysis and benchmarking data against national and statistical neighbour averages.
- 2.2 Targets, including associated 'RAG' (red, amber, green rating) tolerances, are included. These have been set in consideration of available national and statistical neighbour benchmarking data, recent performance levels and, importantly, Rotherham's improvement journey.
- 2.4 Please note that all benchmarking data is as at the latest data release by the DfE and relates to 2017/18 outturn
- 2.5 The narrative supplied within the report has been informed by the Deputy Director for Children's Services and the Head of Looked After Children Services.

3. Key Issues

3.1 Service Overview and Context

- 3.1.1 At the end of 2018 we had started to see a reduction in the number of looked after children, with more children leaving care and less children entering care. The reduction in some of our longer term LAC has impacted the long term placement stability figure, however the performance for placement stability indicators remain good overall.
- 3.1.2 The second phase of the Right Child Right Care project begins in January. We are tracking a new cohort of children and young people with the focus of securing long term permanent homes for them, and where appropriate, moving children out of care.
- 3.1.3 The Lifelong Links programme of work begins at the start of 2019. The project aims to improve outcomes for those children who do not have a plan to live with their family or secure permanence through adoption, by helping them to make lifelong links with people who are important to them. In turn, this should improve placement stability for those children.

3.2 Looked After Children Profile

- 3.2.1 There has been a reduction in the number of LAC since the last Corporate Parenting meeting. The number was at a high in August at 654 and has steadily reduced to 634 at the end of December. This is the lowest number of LAC since the beginning of the financial year.
- 3.2.2 This net reduction has slightly reduced our rate of LAC per 10k population to 112% from a high of 115.6%. We are, however, still exceptionally high in comparison to our statistical neighbours.
- 3.2.3 The percentage of our children who ceased to be looked after due to permanence is at 29% for the financial year. This is an increase on our previous 2 years of 27.9% for 16/17 and 27.3% for 17/18.
- 3.2.4 Table 1 provides a breakdown by age of the LAC population by age group against the latest national comparator data. This shows that, overall, Rotherham’s LAC age profile follows a similar distribution to the national. The most notable difference being the lower proportion aged over sixteen (16% compared to 23%).

Table 1 – Age distribution of Looked After Children at the end of the month

Age Band	Number	% of total	Latest National comparative data (Mar-18)
Under 1	53	8%	6%
1 – 4	96	15%	13%
5 - 9	133	21%	19%
10 - 15	250	39%	39%
16+	102	16%	23%
Total	634		

- 3.2.5 The percentage distribution by legal status remains a consistent picture with 53% of children subject to full care orders, 31% on an Interim Care Order, 10% are on Placement Orders with Care Order and 5% under Section 20.

3.3 LAC Plans

- 3.3.1 The proportion of LAC with an up to date care plan has declined to 86.4% in December, the lowest so far this year (from 87.6% at the last Corporate Parenting report). Team managers have been directed to address the shortfalls and this will be a focus at performance meetings over the coming month.

3.4 Reviews

3.4.1 Statutory Reviews have reached a high for this financial year with 93.8% of cases reviewed within timescale.

3.5 Visits

3.5.1 Statutory visits have remained consistent across the year with 96.5% in time at the end of December.

3.6 Placements

3.6.1 As is evidenced by research the best indicator of a positive outcome for looked after children is the extent to which they have been supported to remain living in the same placement or with as few placement disruptions as possible. Placement stability is most likely to be achieved by good matching processes; high levels of support provided to foster carers; and strong relationships being developed by social workers with their young people to ensure they are best placed to address any issues as and when they arise.

3.6.2 October was the highest proportion ever for Rotherham with 69.7% of long term LAC remaining in the same placement for at least 2 years (101 out of 145 children). This was higher than the statistical neighbour average of 68.2%. However, as predicted, due to a number of children ceasing to be looked after through the drive of the 'Right Child Right Care' programme, the overall number of children has reduced, slightly reducing this figure to 65.8% at the end of December. Although it appears to be a reduction in performance on this particular measure, the outcomes for the children leaving care and moving to permanence are good.

3.6.3 The number of LAC with 3 or more placement moves in the last 12 months continues to improve. At the end of December, the figure was at its lowest this year at only 11.9% of LAC experiencing multiple placement moves. A reduction from a high of 14.8% in May. This indicates that robust care plans are being achieved for our LAC supporting placement stability.

3.6.4 The proportion of children placed in a family based setting remains stable. At the end of December, it was at the highest this year with 83.9% of LAC placed in family based settings including internal fostering, independent fostering, pre-adoption placements and those placed with parent/family/friends.

3.7 Health and Dental

- 3.7.1 Please note there are known delays in the data input for both Health and Dental information and that figures reported by the LAC Health Team are higher than those recorded in local systems. Therefore we know that recent performance data will change when statistics are rerun in future reports.
- 3.7.2 We are still below last year's performance of 55% of Initial Health Assessments in time, with only 46.2% recorded so far this year. A further meeting is taking place with health colleagues at the end of January to address the issues experienced from both sides on IHA's.
- 3.7.3 Up to date Health Assessments was also at a low of 82.2% at the end of December from a high of 94.4% in July. However, with the known issue of delayed inputting of health assessments, it is possible that this figure will increase once delays are caught up.
- 3.7.4 Likewise, dental performance has also reduced to 66% at the end of December from a high of 76% in August. Similarly dental checks are likely to have some delays in recording. Team managers have been briefed to focus on these areas of performance to achieve some marked improvement by the end of January.

3.8 LAC Education

- 3.8.1 Rotherham has a local standard to ensure that each PEP is of good quality and refreshed every term (rather than the annual minimum standard).
- 3.8.2 97% of LAC had a PEP meeting during the autumn term 2018-19, with 86% of these being complete and signed off by the Virtual School. Schools are actively being chased for incomplete PEPs therefore the figure will continue to rise.
- 3.8.3 At the end of December, 94.4% of eligible LAC population had a Personal Education Plan.

3.9 Care Leavers

- 3.9.1 Note that there has been a realignment of the performance reporting for the Care Leavers cohort to reflect the requirements of legislation. Therefore RMBC will now be reporting performance on the wider cohort of young people identified as care leavers as opposed to previous classifications arising as a consequence of allocation of a Personal Advisor.

- 3.9.2 The number of young people receiving a Care Leavers service at the end of December was 294.
- 3.9.3 The above change has created fluctuations in performance. There has been a decline in the percentage of young people with an up to date pathway plan (81.4%). This tends to be young people aged 16. The majority of these young people will have an in date care plan and it will be addressed by transitioning young people to a pathway plan on Liquid Logic. This will now become the focus of activity over the coming months across the LAC and Leaving Care services.
- 3.9.4 The proportion of care leavers in suitable accommodation remains strong and has slightly improved to 96.3% at the end of December, the highest this financial year.
- 3.9.5 The number of care leavers who are in Education, Employment or Training has again slightly improved at the end of December to 63.6% and places Rotherham in the top quartile.

3.10 Fostering

- 3.10.1 At the end of December we had 70.5% of our LAC in fostering placements.
- 3.10.2 With regards to in-house fostering capacity, in December, we had 1 new foster carer household approved, taking the total to 150 in house fostering households.
- 3.10.3 Over this financial year, there have been a total of 12 new foster families approved so far. We have a further 7 assessments on-going and are therefore forecasting a total of 19 approvals over the full 2018-19 year.
- 3.10.4 These approvals have been offset by the 17 de-registrations we have had since April, and a further 3 deregistration's that we have booked in at fostering panel in January. This imbalance in fostering household approvals against de-registrations, remains the most significant performance pressure for the LAC Service.
- 3.10.5 The team have been set the target of a net increase of 15 new foster families every year over the course of the next 3 years. Whilst it is to be hoped that there will be far fewer de-registrations due to poor caring practices in 2019 it is likely that there will be a number of resignations/retirements. This is projected because 6 of the 150 foster carers are over the age of 70 and that 20% of the current foster carer cohort are over the age of 60, thus hitting retirement age.
- 3.10.6 We have 7 new assessments that will be allocated in January. Should these be successful, they will provide a start to the 2019-20 recruitment target.

3.10.7 The Recruitment Team will be visiting Lincolnshire in the New Year to assess if there is any learning to be had from their recruitment practices.

3.10.8 A DLT report is to be written in respect of the Muslim Foster Carer recruitment which aims to provide an additional 12 placements for a fee paid at point of approval.

3.11 Adoptions

3.11.1 Rotherham's policy is to persevere in seeking adoptive placements for all children for as long as it is reasonable to do so. Whilst this can impact on performance figures, this practice does give the necessary reassurance that the adoption service is 'doing the right thing' by its children by doing everything it can to secure permanent family placements.

3.11.2 So far this financial year, 25 children have been adopted. 28% of which were adopted within 12 months of receiving the formal decision that they should be adopted.

3.11.3 The number of days between becoming looked after and being placed in an adoption placement has a national target of 426 days. For these 25 children so far, we have performed better than the given target with the average number of 380 days.

3.11.4 However, for the number of days between receiving a placement order and being matched with an adoptive family, we have a national target of 121 days. For these 25 children so far, we have had an average of 214 days.

3.11.5 We have a further 7 children with court dates set for adoption order and 1 has an application lodged. Taking these cases in to consideration, we would project a total of 33 adoptions for 2018-19. This would be an improvement on the 2017-18 figure of 27.

3.11.6 We also have 27 children already in their adoptive placements, 12 of which are able to lodge because the children have been in place for more than 10 weeks. These cases will give us a good start to the upcoming 2019/20 year for adoption performance, achieving permanence for our children and subsequently, reducing the number of overall LAC in Rotherham.

3.11.7 In terms of recruitment of adoptive families, there have been 17 sets of adoptive parents fully approved so far this year, surpassing last year's figure of 14. We have a further 7 at stage 1, and six at stage 2 of the recruitment process. This gives us a forecast of 23/24 approvals over the 2018-19 year.

3.12 Caseloads

3.12.1 Average caseloads for LAC teams 1-3 are at a high of 15.5 and the average caseload for LAC Teams 4-5 is 14.4. As previously reported, the calculation for average caseloads does not take into account the reduced caseloads of social workers on a phased return to work, 'Assessed and Supported Year in Employment' social workers and 'Advanced Practitioners'.

3.12.2 Further to this, the on-going demand for social workers to supervise contact provides a further drain on capacity to the equivalent of up to 3 additional cases per social worker.

3.12.3 Within the Court and Permanence Teams recruitment is becoming increasingly challenging. The two teams are currently operating on 75% capacity overall (a shortfall of 3 social workers and one AP overall) with even Agency social workers of the requisite skills and experience being difficult to secure. If the recruitment position is not resolved it is likely that the teams will have to stop taking any more case transfers which will have a consequential impact on other parts of the service. Opportunities for secondments from other parts of the service are being promoted.

4. Options considered and recommended proposal

4.1 The full corporate parenting performance report attached at Appendix A represents a summary of performance across a range of key national and local indicators with detailed commentary provided by the service director. Commissioners are therefore recommended to consider and review this information.

5. Consultation

5.1 Not applicable

6. Timetable and Accountability for Implementing this Decision

6.1 Not applicable

7. Financial and Procurement Implications

7.1 There are no direct financial implications to this report. The relevant Service Director and Budget Holder will identify any implications arising from associated improvement actions and Members and Commissioners will be consulted where appropriate.

8. Legal Implications

8.1 There are no direct legal implications to this report.

9. Human Resources Implications

9.1 There are no direct human resource implications to this report. The relevant Service Director and Managers will identify any implications arising from associated improvement actions and Members and Commissioners will be consulted where appropriate.

10. Implications for Children and Young People and Vulnerable Adults

10.1 The performance report relates to services and outcomes for children in care.

11. Equalities and Human Rights Implications

11.1 There are no direct implications within this report.

12. Implications for Partners and Other Directorates

12.1 Partners and other directorates are engaged in improving the performance and quality of services to children, young people and their families via the Rotherham Local Children's Safeguarding Board (RLSCB). The RLSCB Performance and Quality Assurance Sub Group receive this performance report within the wider social care performance report on a regular basis.

13. Risks and Mitigation

13.1 Inability and lack of engagement in performance management arrangements by managers and staff could lead to poor and deteriorating services for children and young people. Strong management oversight by Directorship Leadership Team and the ongoing weekly performance meetings mitigate this risk by holding managers and workers to account for any dips in performance both at a team and at an individual child level.

14. Accountable Officer(s)

Ian Walker, Head of Service Looked After Children and Care Leavers
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Ailsa Barr Interim Assistant Director Safeguarding Children
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Corporate Parenting Monthly Performance Report

As at Month End: December 2018

***Please note:** Data reports are not dynamic. Although care is taken to ensure data is as accurate as possible every month, delays in data input can result in changes in figures when reports are re-run retrospectively. To combat this at least two individual months data is rerun for each indicator.*

Document Details

Status: Issue 1

Date Created: 18/01/19

Created by: Performance & Quality Team

Performance Summary

As at Month End: December 2018

*'DOT' - Direction of travel represents the direction of 'performance' since the previous month with reference to the polarity of 'good' performance for that measure. Colours have been added to help distinguish better and worse performance. Key Below:-

- ↑ - improvement in performance / increase in numbers
- - no movement - numbers stable with last month
- ↓ - decline in performance, not on target / decrease in numbers

NO.	INDICATOR	GOOD PERF IS	DATA NOTE (Monthly)	2018 / 19					DOT (Month on Month)	RAG (in month)	Target and Tolerances			YR ON YR TREND				LATEST BENCHMARKING			
				Oct-18	Nov-18	Dec-18	YTD 2018/19	DATA NOTE			Red	Amber	Target Green	2014/15	2015/16	2016/17	2017/18	STAT NEIGH AVE	BEST STAT NEIGH	NAT AVE	NAT TOP QTILE THRESHOL
LOOKED AFTER CHILDREN	6.1	Number of Looked After Children	Info	Count	653	645	634	-	As at mth end	↓			n/a	407	432	488	627				
	6.2	Rate of Looked After Children per 10,000 population aged under 18 (Council Plan Indicator)	Low	Rate per 10,000	115.4	114.0	112.0	-	As at mth end	↑			99.1	70	76.6	86.6	110.8	87.8	62.0	64.0	-
	6.3	Admissions of Looked After Children	Info	Count	26	19	16	205	Financial Year	↓			n/a	175	208	262	330				
	6.4	Number of children who have ceased to be Looked After Children	High	Count	27	25	28	200	Financial Year	→			n/a	160	192	215	194				
	6.5	Percentage of LAC who have ceased to be looked after due to permanence (Special Guardianship Order, Residence Order, Adoption)	High	Percentage	33.3%	48.0%	17.9%	29.0%	Financial Year	↓			<33% 33%> 35%+	37.5%	40.1%	27.9%	27.3%				
	6.6	Number of SGOs started (all)	High	Count	8	6	3	36	Financial Year	↓			range to be set								
	6.7	Percentage of LAC who have ceased to be looked after due to a Special Guardianship Order	High	Percentage	25.9%	12.0%	7.1%	11.0%	Financial Year	→			range to be set	-	-	9.8%	8.2%	12.3% (2017)	22.0% (2017)	12.0% (2017)	17.0% (2017)
	6.8	LAC cases reviewed within timescales	High	Percentage	90.0%	87.2%	93.8%	87.1%	Financial Year	↑			<90% 90%> 95%+	94.9%	83.3%	91.3%	90.6%				
	6.9	% of children adopted	High	Percentage	7.4%	28.0%	14.3%	12.5%	Financial Year	↓			YTD <20% 20%> 22.7%+	26.3%	22.4%	14.4%	13.9%	19.2%	32.0%	13.0%	19.0%
	6.10	Health of Looked After Children - up to date Health Assessments	High	Percentage	88.6%	87.6%	82.2%	-	As at mth end	↓			<90% 90%> 95%+	81.4%	92.8%	89.5%	83.7%				
	6.11	Health of Looked After Children - up to date Dental Assessments	High	Percentage	72.1%	70.1%	66.0%	-	As at mth end	↓			<90% 90%> 95%+	58.8%	95.0%	57.3%	72.5%				
	6.12	Health of Looked After Children - Initial Health Assessments carried out within 20 working days	High	Percentage	54.2%	63.2%	46.2%	46.2%	Financial Year	↓			range to be set	20.0%	8.4%	18.2%	55.7%				
	6.13	% of LAC with a PEP	High	Percentage	94.2%	94.7%	94.4%	-	As at mth end	↓			<90% 90%> 95%+	76.0%	97.8%	97.0%	93.6%				
	6.14	% of LAC with up to date PEPs (Report Termly - End Jul, Dec, Mar)	High	Percentage	-	-	97.0%	-	As at term end	↑			<90% 90%> 95%+	-	-	98.9%	(Summer 2018)				
	6.15	% of eligible LAC with an up to date plan	High	Percentage	87.6%	88.1%	86.4%	-	As at mth end	↓			<93% 93%> 95%+	98.8%	98.4%	79.1%	89.5%				
	6.16	% LAC visits up to date & completed within timescale of National Minimum standard	High	Percentage	97.1%	97.8%	96.5%	-	As at mth end	↓			<95% 95%> 98%+	95.2%	98.1%	74.0%	97.5%				
CARE LEAVERS	7.1	Number of care leavers	Info	Count	241	239	294	-	As at mth end	↑			n/a	183	197	223	256				
	7.2	% of eligible LAC & Care Leavers with a pathway plan	High	Percentage	95.4%	95.3%	82.8%	-	As at mth end	↓			<93% 93%> 95%+	-	69.8%	99.3%	93.9%				
	7.3	% of eligible LAC & Care Leavers with an up to date pathway plan	High	Percentage	95.0%	94.0%	81.4%	-	As at mth end	↓				-	-	-	70.3%				
	7.4	% of care leavers in suitable accommodation	High	Percentage	95.4%	95.0%	96.3%	-	As at mth end	↑			<95% 95%> 98%+	97.8%	96.5%	97.8%	96.1%	88.3%	94.0%	84.0%	91.0%
	7.5	% of care leavers in employment, education or training	High	Percentage	63.5%	61.1%	63.6%	-	As at mth end	↑			<70% 70%> 72%+	71.0%	68.0%	62.9%	64.1%	56.0%	73.0%	51.0%	59.0%
PLACEMENTS	8.1	% of long term LAC in placements which have been stable for at least 2 years	High	Percentage	69.7%	64.6%	65.8%	-	As at mth end	↑			<68% 68%> 70%+	71.9%	72.7%	66.2%	61.2%	67.6%	78.0%	70.0%	74.0%
	8.2	% of LAC who have had 3 or more placements - rolling 12 months (Council Plan Indicator)	Low	Percentage	12.3%	12.3%	11.9%	-	Rolling Year	↑			13%+ 13%< 10.8%<	12.0%	13.0%	11.9%	13.4%	10.6%	8.0%	10.0%	8.9%
	8.3	% of LAC in a family Based setting (Council Plan Indicator)	High	Percentage	82.7%	83.4%	83.9%	-	As at mth end	↑			range to be set 85%>	-	-	81.1%	81.0%				
	8.4	% of LAC placed with parents or other with parental responsibility (P1)	Low	Percentage	5.8%	6.4%	6.2%	-	As at mth end	↑			range to be set	-	-	5.3%	4.3%				
	8.5	% of LAC in a Commissioned Placement	Low	Percentage	52.4%	51.3%	52.7%	-	As at mth end	↓			range to be set	-	43.6%	43.2%	50.5%				
FOSTERING	9.1	Number of LAC in a Fostering Placement (excludes family/friend carers)	High	Count	443	445	447	-	As at mth end	↑			range to be set	-	-	353	414				
	9.2	% of LAC in a Fostering Placement (excludes family/friend carers)	High	Percentage	67.8%	69.0%	70.5%	-	As at mth end	↑			range to be set	-	-	72.3%	66.0%				
	9.3	Number of Foster Carers (Households)	High	Count	149	149	150	-	As at mth end	↑			range to be set	-	156	161	154				
	9.4	Number of Foster Carers Recruited	High	Count	1	1	1	9	Financial Year	→			range to be set	-	13	32	16				

*'DOT' - Direction of travel represents the direction of 'performance' since the previous month with reference to the polarity of 'good' performance for that measure. Colours have been added to help distinguish better and worse performance. Key Below;-

- ↑ - improvement in performance / increase in numbers
- - no movement - numbers stable with last month
- ↓ - decline in performance, not on target / decrease in numbers

NO.	INDICATOR	GOOD PER IS	DATA NOTE (Monthly)	2018 / 19					DOT (Month on Month)	RAG (in month)	Target and Tolerances			YR ON YR TREND				LATEST BENCHMARKING			
				Oct-18	Nov-18	Dec-18	YTD 2018/19	DATA NOTE			Red	Amber	Target Green	2014/15	2015/16	2016/17	2017/18	STAT NEIGH AVE	BEST STAT NEIGH	NAT AVE	NAT TOP QTILE THRESHOL
9.5	Number of Foster Carers Deregistered	Info	Count	4	1	0	17	Financial Year	↓		range to be set			-	16	22	25				
10.1	Number of adoptions	High	Count	2	7	4	25	Financial Year	↓				n/a	-	43	31	27				
10.2	Number of adoptions completed within 12 months of SHOBPA	High	Count	0	0	2	7	Financial Year	↑				n/a	-	23	12	16				
10.3	% of adoptions completed within 12 months of SHOBPA	High	Percentage	0.0%	0.0%	50.0%	28.0%	Financial Year	↑	Red	<83%	83%>	85%+	37.0%	53.5%	38.7%	59.3%				
10.4	Average number of days between a child becoming Looked After and having a adoption placement (A1)	Low	YTD Average	351.4	409.7	380.2	-	Financial Year	↑	Green	511+	511<	487<	393.0	296.0	404.0	325.3	479.7	362.0	520.0	455.0
10.5	Average number of days between a placement order and being matched with an adoptive family (A2)	Low	YTD Average	185.7	235.1	214.6	-	Financial Year	↑	Red	127+	127<	121<	169	136	232.9	124.8	205.6	89.0	220.0	171.8
11.4	Maximum caseload of social workers in LAC	Low	Average count	23	22	23	-	As at mth end	↓	Red	21+	20<	18<	-	19.2	17.0	18.0				
11.5	Average number of cases per qualified social worker in LAC Teams 1-3	Within Limits	Average count	14.6	15.5	15.5	-	As at mth end	→	Green	over 1% above range	1% above range	14-20	-	-	-	12.6				
	Average number of cases per qualified social worker in LAC Teams 4 - 5	Within Limits	Average count	13.8	14.4	14.4	-	As at mth end	→	Green	over 1% above range	1% above range	14-20	-	-	-	11.8				

LOOKED AFTER CHILDREN

DEFINITION Children in care or 'looked after children' are children who have become the responsibility of the local authority. This can happen voluntarily by parents struggling to cope or through an intervention by children's services because a child is at risk of significant harm.

PERFORMANCE ANALYSIS

There can be some cautious optimism that the trend of increasing numbers of LAC has at least plateaued, with overall numbers continuing of Looked After Children continuing to steadily decrease with the overall number dropping to 634 at the end of December. This figure has exceeded the May figure meaning that there has been no significant increase for the past 7 months. The final data on Rotherham's performance management system for end of December highlights that 28 children were discharged from care in December 2018 alongside 10 admissions, resulting in a net decrease of 10 overall.

The Right Child Right Care project continues to evidence significant impact in children being discharged from care. There are a further 24 children remaining on track for discharge in early 2019. The use of SGOs is an increasingly strong practice both to divert and discharge children from care.

Data Note: An issue has arisen within the Liquid Logic system which is impacting on the reporting LAC children. For some children who have left care and have had previous care episodes, the same 'end date' is copying into the previous episodes within the system. This has been reported, however, until this is rectified we will be unable to accurately report on measures regarding children ceasing care.

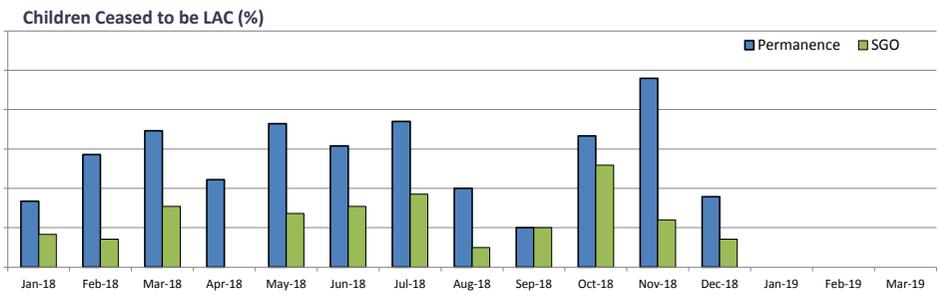
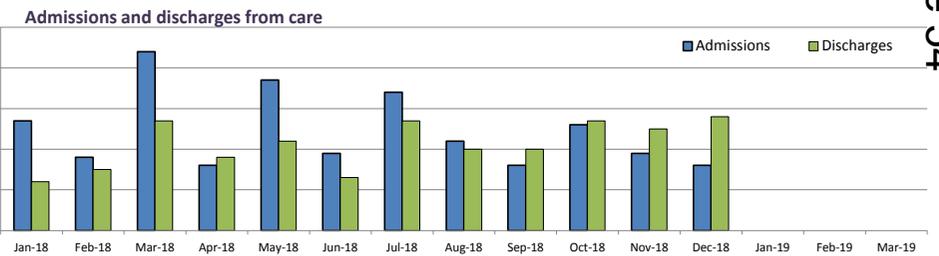
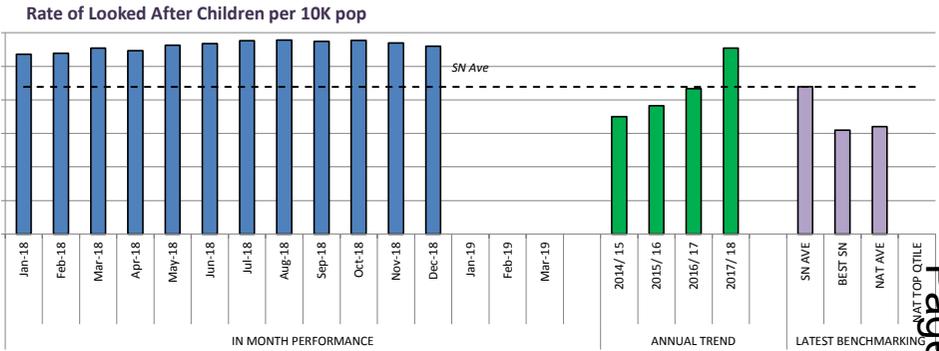
	6.2	6.1	6.3	6.4	6.5	6.6	6.7
	Rate of children looked after per 10K pop	Number of LAC	Admissions of children looked after	No. of children who have ceased to be LAC	% of children ceased to be LAC due to permanence	Number of SGOs started (all)	% of children ceased to be LAC due to an SGO

IN MONTH PERFORMANCE	Jan-18	107.3	607	27	12	16.7%	4	8.3%
	Feb-18	107.8	610	18	15	28.6%	4	7.1%
	Mar-18	110.8	627	44	27	34.6%	16	15.4%
	Apr-18	109.4	619	16	18	22.2%	0	0.0%
	May-18	112.6	637	37	22	36.4%	4	13.6%
	Jun-18	113.6	643	19	13	30.8%	3	15.4%
	Jul-18	115.2	652	34	27	37.0%	4	18.5%
	Aug-18	115.6	654	22	20	20.0%	1	5.0%
	Sep-18	114.9	650	16	20	10.0%	7	10.0%
	Oct-18	115.4	653	26	27	33.3%	8	25.9%
	Nov-18	114.0	645	19	25	48.0%	6	12.0%
	Dec-18	112.0	634	16	28	17.9%	3	7.1%
	Jan-19							
Feb-19								
Mar-19								

YTD	2018/19	-	-	205	200	29.0%	36	11.0%
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ANNUAL TREND	2014/15	70.0	407	175	160	37.5%	-	-
	2015/16	76.6	432	208	192	40.1%	-	-
	2016/17	86.6	488	262	215	27.9%	-	9.8%
	2017/18	110.8	627	330	194	27.3%	67	8.2%

LATEST BENCHMARKING	SN AVE	87.8						12.3% (2017)
	BEST SN	62.0						22.0% (2017)
	NAT AVE	64.0						12.0% (2017)
	NAT TOP QTILE	-						17.0% (2017)



LOOKED AFTER CHILDREN - REVIEWS, PLANS & VISITS

DEFINITION

The purpose of LAC review meeting is to consider the plan for the welfare of the looked after child and achieve Permanence for them within a timescale that meets their needs. The review is chaired by an Independent Reviewing Officer (IRO)

The LA is also responsible for appointing a representative to visit the child wherever he or she is living to ensure that his/her welfare continues to be safeguarded and promoted. The minimum national timescales for visits is within one week of placement, then six weekly until the child has been in placement for a year and the 12 weekly thereafter. Rotherham have set a higher standard of within first week then four weekly thereafter until the child has been permanently matched to the placement.

PERFORMANCE ANALYSIS

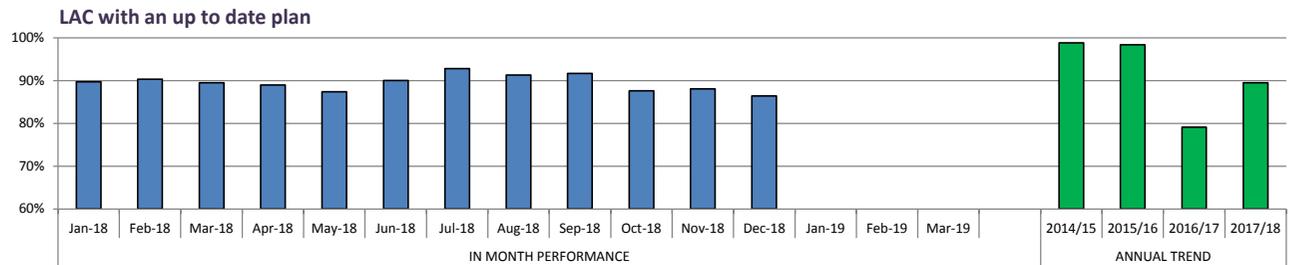
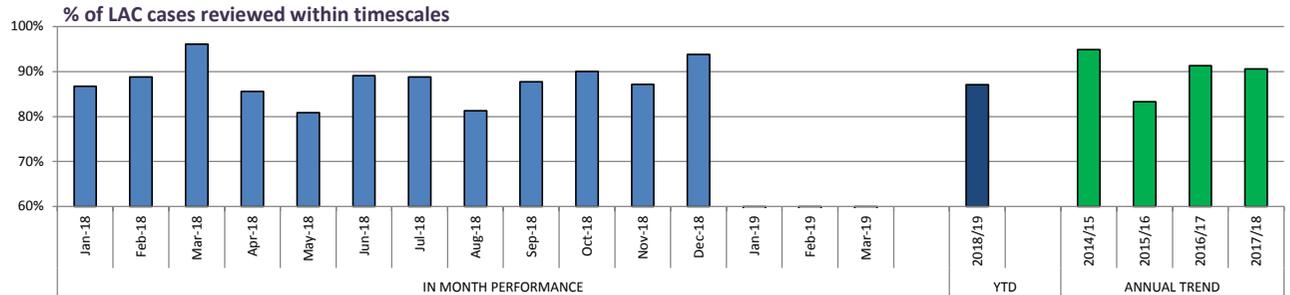
The timeliness of Statutory Reviews has improved this month from 87.2% to 93.8% with 106 out of 113 reviews being completed. The IRO Service Manager works closely with the Independent Reviewing Officers (IRO's) and field work teams to review cases where the timescale is not met to ensure there is still clear grip and pace around planning and that the reason for delay is appropriate.

Performance in respect of Statutory Visits has declined slightly to 96.5% however performance is remaining reasonably consistent overall despite the pressures on social worker capacity in the LAC service. The timeliness of up to date Care Plans has declined slightly but further work needs to be completed to ensure more plans are updated appropriately.

The on-going demand for social workers to supervise contact continues to be a significant pressure on the LAC Service with the time demands being the equivalent of an additional 3 cases per social worker across the service. Recruitment of the additional contact worker resource continues but is likely to be a few months before these workers are in post and as a result the impact on social worker capacity and ability to sustain timeliness in stat visits is likely to be an on-going challenge for a few months yet.

6.8	6.14	6.16
% of LAC cases reviewed within timescales	LAC with an up to date plan	% LAC visits up to date & complete within timescale of National Minimum standard

IN MONTH PERFORMANCE	Jan-18	150 of 173	86.7%	89.7%	597 of 608	98.2%
	Feb-18	119 of 134	88.8%	90.3%	590 of 607	97.2%
	Mar-18	148 of 154	96.1%	89.5%	614 of 630	97.5%
	Apr-18	119 of 139	85.6%	89.0%	602 of 623	96.6%
	May-18	131 of 162	80.9%	87.4%	604 of 638	94.7%
	Jun-18	131 of 147	89.1%	90.0%	615 of 642	95.8%
	Jul-18	167 of 188	88.8%	92.8%	631 of 657	96.0%
	Aug-18	100 of 123	81.3%	91.3%	646 of 658	98.2%
	Sep-18	136 of 155	87.7%	91.7%	634 of 653	97.1%
	Oct-18	144 of 160	90.0%	87.6%	634 of 653	97.1%
	Nov-18	163 of 187	87.2%	88.1%	632 of 646	97.8%
	Dec-18	106 of 113	93.8%	86.4%	611 of 633	96.5%
	Jan-19					
Feb-19						
Mar-19						
YTD	2018/19	1197 of 1374	87.1%	-		-
ANNUAL TREND	2014/15		94.9%	98.8%		95.2%
	2015/16		83.3%	98.4%		98.1%
	2016/17	652 of 714	91.3%	79.1%		74.0%
	2017/18	1502 of 1658	90.6%	89.5%		97.5%



LOOKED AFTER CHILDREN - HEALTH

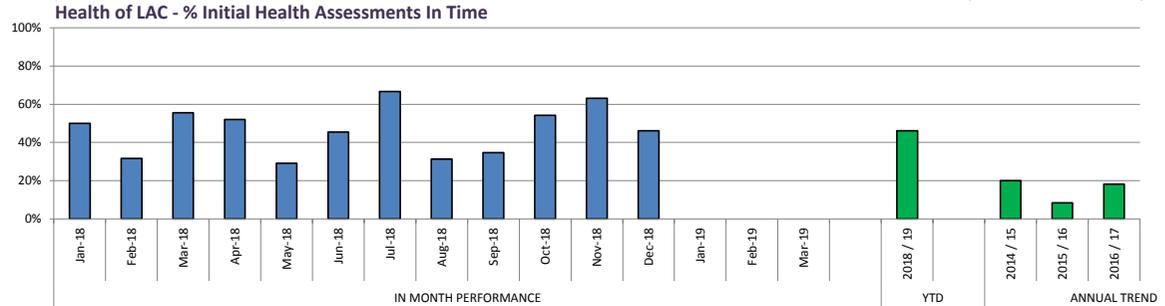
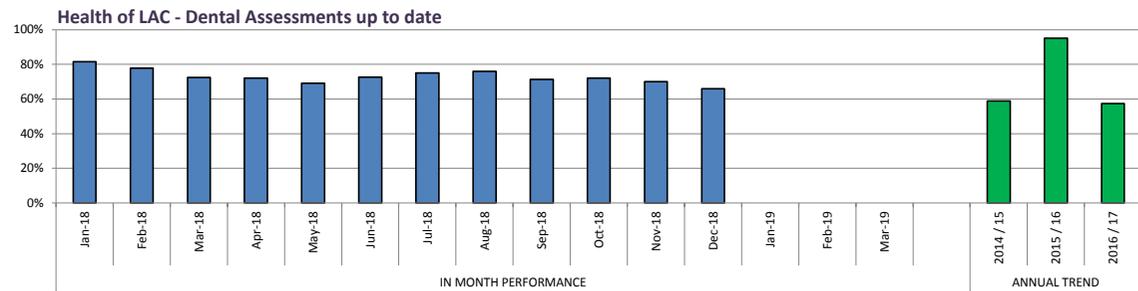
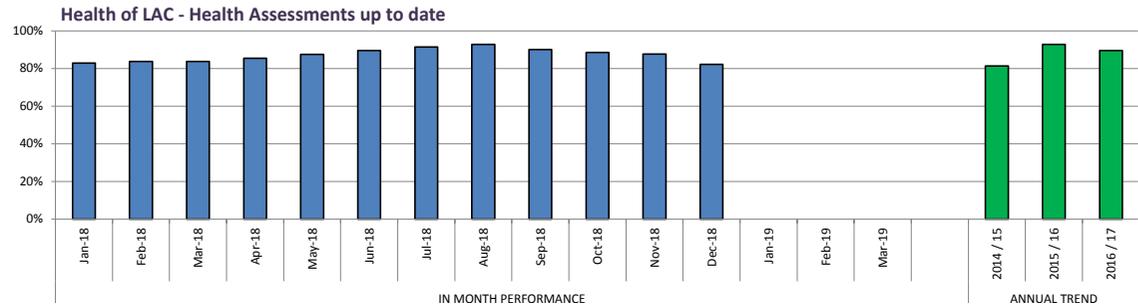
DEFINITION Local authorities have a duty to safeguard and to promote the welfare of the children they look after, therefore the local authority should make arrangements to ensure that every child who is looked after has his/her health needs fully assessed and a health plan clearly set out.

PERFORMANCE ANALYSIS

It is more than likely that the current reported performance is an under-reporting of actual performance which in turn is due to an on-going time lag between the assessments taking place and the record being updated on Liquid Logic. For example, in November reported performance for Initial Health Assessments (IHA's) was only 56% whereas the LAC Health Team report an 80% performance and the actual final figure arrived by RMBC was 63.2%, highlighting on-going discrepancies in data. It is reasonable to assume the Health Needs Assessment (HNA's) performance is similarly affected. This issue could be resolved if the LAC health team was to be given updating rights and this issue is being addressed via the Liquid Logic Team.

A draft report template has been created to be used where social workers cannot attend a HNA to ensure health professionals have all of the relevant information and to prevent unnecessary cancellations and this will be implemented on a pilot basis for the next three months to assess impact on performance. Similarly dental checks are likely to be a recording issue and team managers have been briefed to focus on these areas of performance to achieve some marked improvement by the end of January.

		6.10	6.11	6.12	
		Health of LAC - Health Assessments up to date	Health of LAC - Dental Assessments up to date	Health of LAC - No. Initial Health Assessments In Time	Health of LAC - % Initial Health Assessments In Time
IN MONTH PERFORMANCE	Jan-18	82.9%	81.5%	9 of 18	50.0%
	Feb-18	83.7%	77.8%	6 of 19	31.6%
	Mar-18	83.7%	72.5%	10 of 18	55.6%
	Apr-18	85.5%	72.1%	13 of 25	52.0%
	May-18	87.5%	69.0%	7 of 24	29.2%
	Jun-18	89.6%	72.6%	15 of 33	45.5%
	Jul-18	91.4%	75.0%	10 of 15	66.7%
	Aug-18	92.8%	76.0%	5 of 16	31.3%
	Sep-18	90.0%	71.3%	9 of 26	34.6%
	Oct-18	88.6%	72.1%	13 of 24	54.2%
	Nov-18	87.6%	70.1%	12 of 19	63.2%
	Dec-18	82.2%	66.0%	6 of 13	46.2%
	Jan-19				
Feb-19					
Mar-19					
YTD	2018 / 19	-	-	90 of 195	46.2%
ANNUAL TREND	2014 / 15	81.4%	58.8%		20.0%
	2015 / 16	92.8%	95.0%		8.4%
	2016 / 17	89.5%	57.3%		18.2%
	2017 / 18	83.7%	72.5%	132 of 237	55.7%
LATEST BENCHMARKING	SN AVE				
	BEST SN				
	NAT AVE				
	NAT TOP QTILE				



LOOKED AFTER CHILDREN - PERSONAL EDUCATION PLANS

DEFINITION

A personal education plan (PEP) is a school based meeting to plan for the education of a child in care. The government have made PEPs a statutory requirement for children in care to help track and promote their achievements. Prior to September 2015 PEPs were in place for compulsory school-age children only. PEPs are now in place for LAC aged two to their 18th birthday.

PERFORMANCE ANALYSIS

Following discussions at the Virtual School Governing Board it has been agreed to expand the performance report to include numbers of LAC subject of fixed term exclusions, those receiving less than their 25 hour statutory entitlement and those on reduced timetable arrangements to give a more detailed picture of the education provided to our looked after children. This is currently being actioned by the Performance Team and Virtual School who are planning to have this in place by April 19.

97% of LAC had a PEP meeting during the Autumn term 2018-19, with 86% of these being complete and signed off by the Virtual School. Schools are actively being chased for incomplete PEPs therefore the figure will continue to rise.

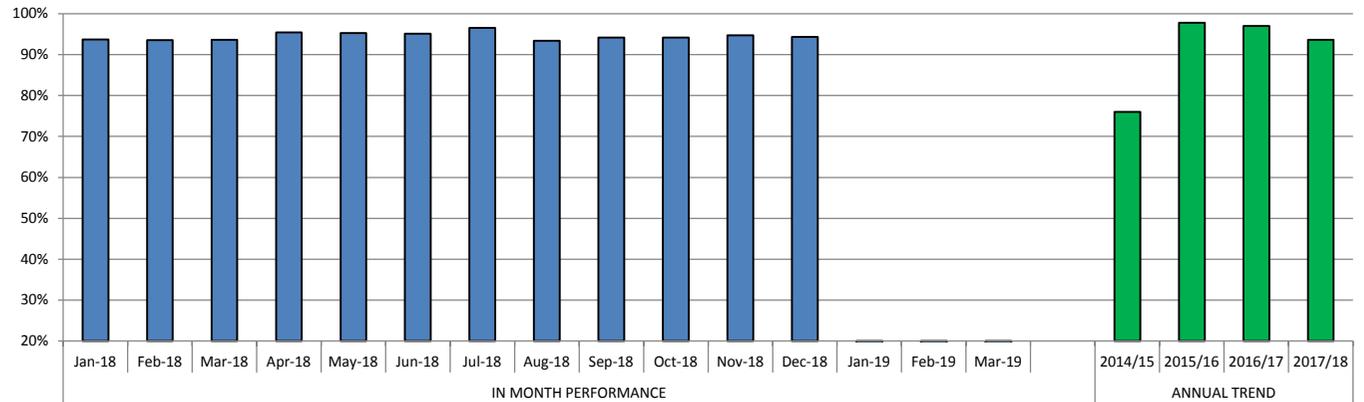
6.13		6.14
Number of Eligible LAC with a Personal Education Plan	% LAC with a Personal Education Plan	% LAC with up to date Personal Education Plan (Termly)

IN MONTH PERFORMANCE	Jan-18	446 of 476	93.7%	
	Feb-18	446 of 477	93.5%	
	Mar-18	454 of 485	93.6%	95.0% (Spring Term)
	Apr-18	461 of 483	95.4%	
	May-18	467 of 490	95.3%	
	Jun-18	470 of 494	95.1%	
	Jul-18	476 of 493	96.6%	97.4% (Summer Term)
	Aug-18	468 of 501	93.4%	
	Sep-18	483 of 513	94.2%	
	Oct-18	484 of 514	94.2%	
	Nov-18	481 of 508	94.7%	
	Dec-18	468 of 496	94.4%	97.0% (Autumn Term)
	Jan-19			
	Feb-19			
Mar-19			(Spring Term)	

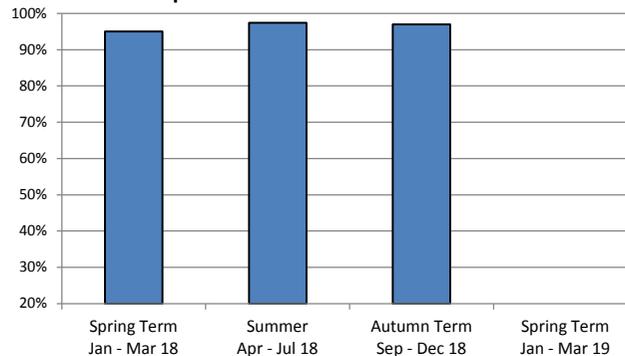
YTD	2018/19	-	-	-
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ANNUAL TREND	2014/15		76.0%	-
	2015/16		97.8%	-
	2016/17		97.0%	98.9% (Summer 2017)
	2017/18		93.6%	(Summer 2018) (Summer 2018)

% LAC with a Personal Education Plan



% LAC with up to date PEP



CARE LEAVERS

DEFINITION A care leaver is defined as a person aged 25 or under, who has been looked after away from home by a local authority for at least 13 weeks since the age of 14; and who was looked after away from home by the local authority at school-leaving age or after that date. Suitable accommodation is defined as any that is not prison or bed and breakfast.

PERFORMANCE ANALYSIS

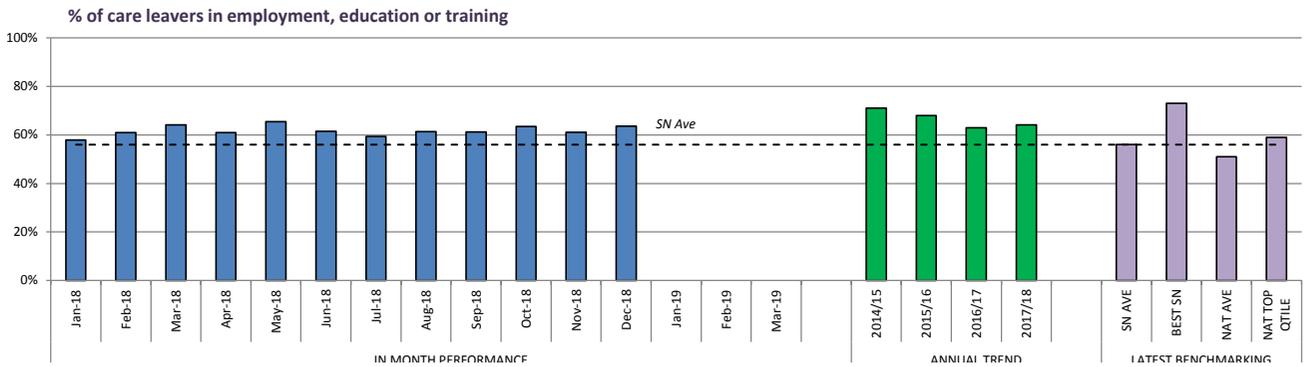
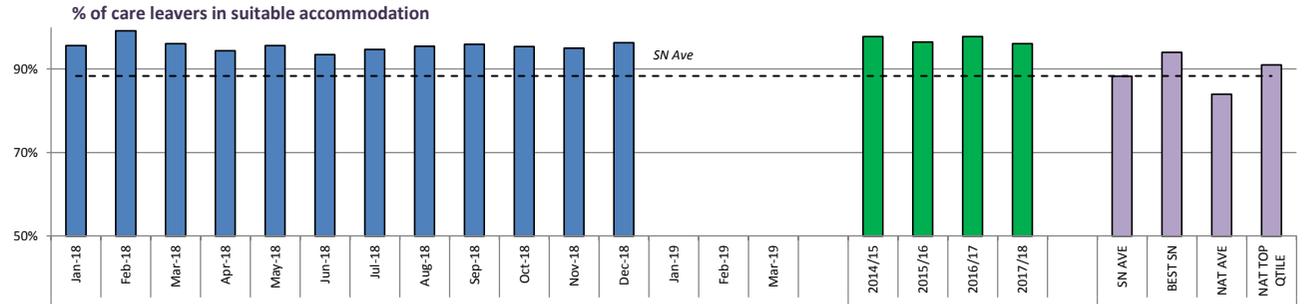
There has been an increase in the number of care leavers due to the realignment of the performance reporting on 'Insight' to reflect the requirements of legislation. Therefore RMBC will now be reporting on performance on the wider cohort of young people identified as care leavers as opposed to previous classifications arising as a consequence of allocation of a Personal Advisor. This has created fluctuations in performance. Rises in stability of accommodation and EET rates are observed, but there has been a decline in the % of young people with an up to date pathway plan. This tends to be young people aged 16; the majority of these young people will have an in date plan and it will be addressed by transitioning young people to a pathway plan on Liquid Logic. This will now become the focus of activity over the coming months across LAC and Leaving Care.

Christmas was a busy time for the Leaving Care Service making sure all the young people were visited, received their presents from the service and reassured us that they all had plans for Christmas.

There are interviews for new staff due to take place before the end of January 2019 for new Personal Advisors.

Data Note: Following data validation in December 18, it was found that a number of cases were not being counted correctly within the Leaving Care cohort. This has now been rectified in Liquid Logic which has caused the cohort number to increase.

		7.1	7.2	7.3	7.4	7.5
		Number of care leavers	% of eligible Care Leavers with a pathway plan	% of eligible Care Leavers with up to date pathway plan	% of care leavers in suitable accommodation	% of care leavers in employment, education or training
IN MONTH PERFORMANCE	Jan-18	238	94.5%	98.3%	95.6%	57.9%
	Feb-18	246	93.9%	97.5%	99.2%	60.9%
	Mar-18	256	93.9%	95.2%	96.1%	64.1%
	Apr-18	267	93.2%	92.4%	94.4%	61.0%
	May-18	249	93.2%	92.4%	95.6%	65.5%
	Jun-18	247	93.4%	93.0%	93.5%	61.5%
	Jul-18	244	95.0%	94.6%	94.7%	59.4%
	Aug-18	243	95.8%	95.4%	95.5%	61.3%
	Sep-18	245	95.4%	95.0%	95.9%	61.2%
	Oct-18	241	95.4%	95.0%	95.4%	63.5%
	Nov-18	239	95.3%	94.0%	95.0%	61.1%
	Dec-18	294	82.8%	81.4%	96.3%	63.6%
	Jan-19					
Feb-19						
Mar-19						
YTD	2018/19	-	-	-	-	-
ANNUAL TREND	2014/15	183	-	-	97.8%	71.0%
	2015/16	197	69.8%	-	96.5%	68.0%
	2016/17	223	99.3%	-	97.8%	62.9%
	2017/18	256	93.9%	70.3%	96.1%	64.1%
LATEST BENCHMARKING	SN AVE				88.3%	56.0%
	BEST SN				94.0%	73.0%
	NAT AVE				84.0%	51.0%
	NAT TOP QTILE				91.0%	59.0%



LOOKED AFTER CHILDREN - PLACEMENTS

DEFINITION

A LAC placement is where a child has become the responsibility of the local authority (LAC) and is placed with foster carers, in residential homes or with parents or other relatives.

PERFORMANCE ANALYSIS

Placement stability has slightly improved this month with the number of children in long-term stable placements changing likely to be the result of long-term LAC being made subject of SGOs as was predicted at the start of the Right Child Right Care project. The number of LAC in a commissioned placement has increased by 3 since last month whilst importantly the figures for children in a family based setting have remained static. In addition the figure for LAC who have had 3 or more placements is at the lowest it has been for 2018, indicating that more robust care plans are now been achieved for LAC in turn improving placement stability.

In addition the number of children in a Family Based Setting has increased again to 83.5%, as has the percentage of LAC living at home. Although this is likely to be impacted by the delay in Court availability to discharge Care Orders the implementation of the Fast Track protocol in the Family Proceedings Court whereby discharges of care orders are resolved at the Issues Resolution Hearing is likely to address this.

	8.1	8.2	8.3	8.4	8.5
	Long term LAC placements stable for at least 2 years	LAC who have had 3 or more placements - rolling 12 mth	% of LAC in a family Based setting (includes living with parents)	% of LAC placed with parents or other with parental responsibility (P1)	LAC in a Commissioned Placement (Fostering & Residential)

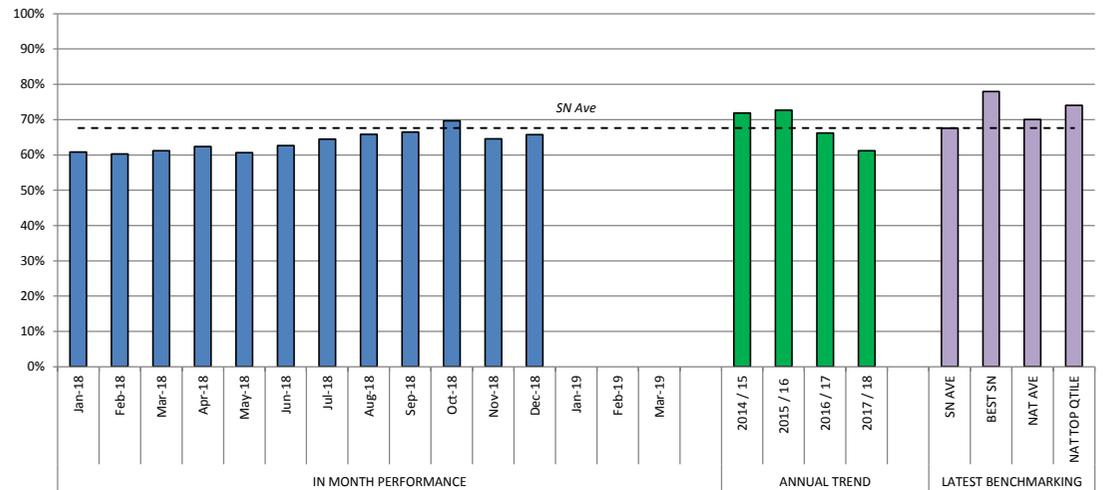
IN MONTH PERFORMANCE	Jan-18	93 of 153	60.8%	73 of 600	12.2%	82.4%	5.5%	293 of 607	48.3%
	Feb-18	91 of 151	60.3%	81 of 605	13.4%	81.5%	5.0%	302 of 610	49.5%
	Mar-18	90 of 147	61.2%	83 of 621	13.4%	81.0%	4.3%	315 of 627	50.2%
	Apr-18	91 of 146	62.3%	89 of 617	14.4%	81.1%	4.7%	317 of 619	51.2%
	May-18	91 of 150	60.7%	94 of 635	14.8%	80.8%	5.0%	319 of 637	50.1%
	Jun-18	94 of 150	62.7%	88 of 640	13.8%	81.0%	5.0%	338 of 643	52.6%
	Jul-18	96 of 149	64.4%	82 of 649	12.6%	82.2%	5.1%	345 of 652	52.9%
	Aug-18	100 of 152	65.8%	79 of 652	12.1%	82.9%	6.0%	340 of 654	52.0%
	Sep-18	99 of 149	66.4%	81 of 648	12.5%	82.2%	5.5%	342 of 650	52.6%
	Oct-18	101 of 145	69.7%	80 of 650	12.3%	82.7%	5.8%	342 of 653	52.4%
	Nov-18	93 of 144	64.6%	79 of 642	12.3%	83.4%	6.4%	331 of 645	51.3%
	Dec-18	98 of 149	65.8%	75 of 631	11.9%	83.9%	6.2%	334 of 634	52.7%
	Jan-19								
	Feb-19								
Mar-19									

YTD	2018 / 19		-	-	-	-	-	-
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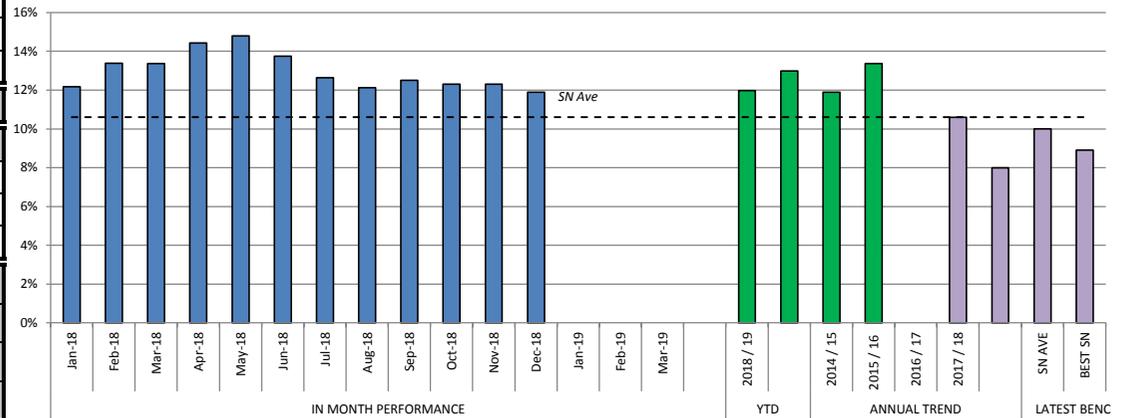
ANNUAL TREND	2014 / 15	110 of 153	71.9%	49 of 409	12.0%	-	-	-	
	2015 / 16	109 of 150	72.7%	56 of 431	13.0%	-	-	188 of 431	43.6%
	2016 / 17	96 of 145	66.2%	58 of 488	11.9%	81.1%	5.3%	211 of 488	43.2%
	2017 / 18	90 of 147	61.2%	83 of 621	13.4%	81.0%	4.3%	315 of 624	50.5%

LATEST BENCHMARKING	SN AVE		67.6%		10.6%			
	BEST SN		78.0%		8.0%			
	NAT AVE		70.0%		10.0%			
	NAT TOP QTILE		74.0%		8.9%			

% long term LAC placements stable for at least 2 years



% LAC who have had 3 or more placements - rolling 12 months



FOSTERING

DEFINITION

A foster care family provide the best form of care for most Looked after children. Rotherham would like most of its children to be looked after by its own carers so that they remain part of their families and community .

PERFORMANCE ANALYSIS

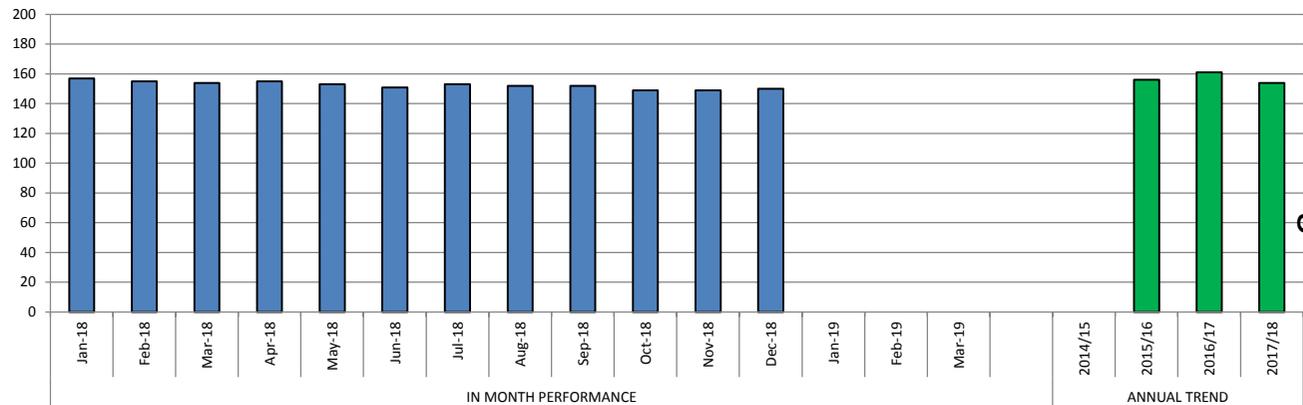
There have now been 9 new foster families approved so far this year with a further 7 assessments on-going, and 7 further assessments that will be allocated in January - this delay being caused by difficulties being encountered in establishing the Virtual Assessment Team. Capacity within the team is currently a challenge where there has only been 1.8 workers available to take assessments over the course of the past 2 months.

The team are forecast to recruit 19 new foster families this financial year but these are more than offset by the 17 de-registrations/resignations over the same period. There have been no deregistration's in December 2018 however there are 3 deregistration's booked to Fostering Panel in January 2019. The team have been set the target of a net increase of 15 new foster families every year over the course of the next 3 years and given that 6 of the 150 foster carers are over the age of 70 and that 20% of the current foster carer cohort are over the age of 60 this will be a challenge. Thus, whilst it is to be hoped that there will be far fewer de-registrations due to poor caring practices in 2019 it is likely that there will be a number of resignations/retirements. The Recruitment Team will be visiting Lincolnshire in the New Year to assess if there is any learning to be had from their recruitment practices and a DLT report is to be written in respect of the Muslim Foster Carer recruitment which aims to provide an additional 12 placements for a fee paid at point of approval. This remains the most significant performance pressure for the LAC Service.

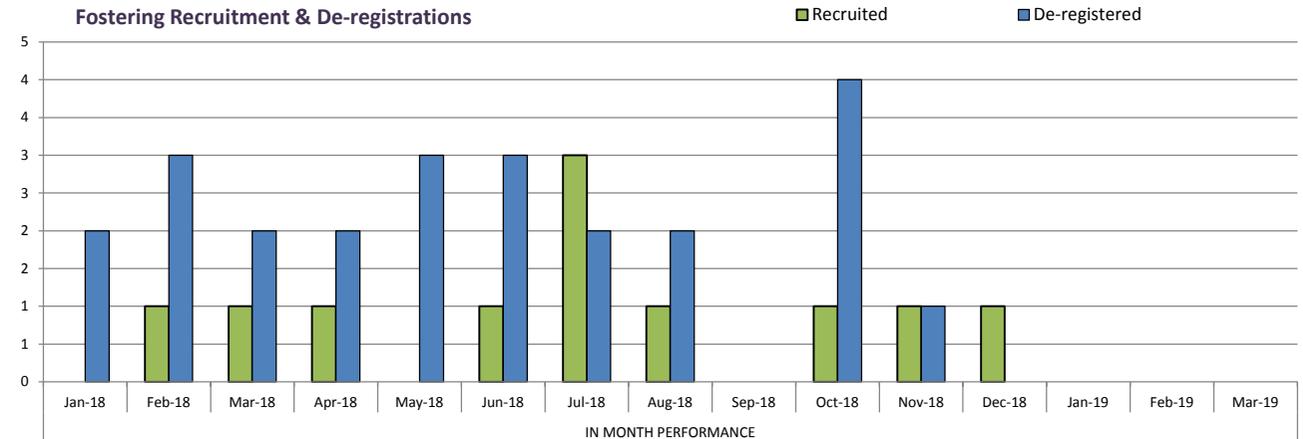
	9.1	9.2	9.3	9.4	9.5
	Number of LAC in a Fostering Placement (excludes relative/friend)	% of total LAC in a Fostering Placement (excludes relative/friend)	Number of Foster Carers (Households)	Number of Foster Carers Recruited (Households)	Number of Foster Carers De-registered (Households)

IN MONTH PERFORMANCE		9.1	9.2	9.3	9.4	9.5
	Jan-18	398	65.6%	157	0	2
	Feb-18	399	65.4%	155	1	3
	Mar-18	414	66.0%	154	1	2
	Apr-18	409	66.1%	155	1	2
	May-18	418	65.6%	153	0	3
	Jun-18	427	66.4%	151	1	3
	Jul-18	443	67.9%	153	3	2
	Aug-18	439	67.1%	152	1	2
	Sep-18	437	67.2%	152	0	0
	Oct-18	443	67.8%	149	1	4
	Nov-18	445	69.0%	149	1	1
	Dec-18	447	70.5%	150	1	0
	Jan-19					
Feb-19						
Mar-19						
YTD	2018/19	-	-	-	9	17
ANNUAL TREND	2014/15	-	-	-	-	-
	2015/16	-	-	156	13	16
	2016/17	353	72.3%	161	32	22
	2017/18	414	66.0%	154	16	25

Number of Foster Carers



Fostering Recruitment & De-registrations



ADOPTIONS

DEFINITION

Following a child becoming a LAC, it may be deemed suitable for a child to become adopted which is a legal process of becoming a non-biological parent. The date it is agreed that it is in the best interests of the child that they should be placed for adoption is known as their 'SHOBPA'. Following this a family finding process is undertaken to find a suitable match for the child based on the child's needs, they will then be matched with an adopter(s) followed by placement with their adopter(s). This adoption placement is monitored for a minimum of 10 weeks and assessed as stable and secure before the final adoption order is granted by court decision and the adoption order is made .
Targets for measures A1 and A2 are set centrally by government office.

PERFORMANCE ANALYSIS

There were 4 adoptions in December which had the impact of improving A1 performance to 380 days and the A2 performance to 214 days.

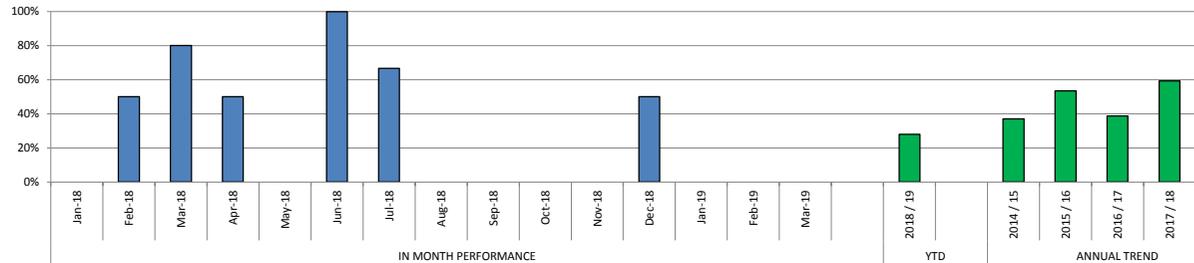
In addition to the 25 adoptions achieved thus far this financial year there are a further 27 children already in their adoptive placement; 7 have court dates already set, 1 application lodged, 12 are able to lodge by virtue of the child being in placement for more than 10 weeks but have not yet done so and a further 7 are not yet eligible to lodge their application. The Adoption Service is now forecasting 33 adoptions for the year. 62% of children currently in an adoption placement are harder to place children.

There have been 17 sets of adoptive parents fully approved so far this year with eight more at stage 1, and six at stage 2 and last year's performance looks likely to be surpassed with the forecast of 22 over the year as compared to 14 approvals last year.

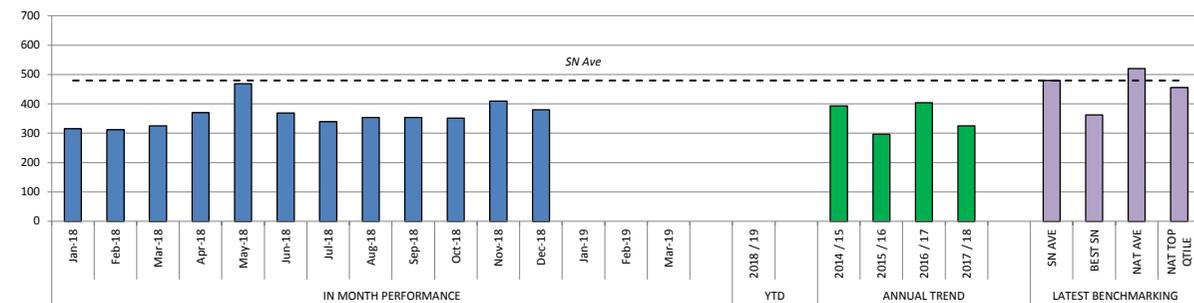
Data Note: Taken from manual tracker. Data requires inputting into LCS

	10.1	10.2	10.3	10.4	10.5	
	Number of adoptions	Number of adoptions completed within 12 months of SHOBPA	% adoptions completed within 12 months of SHOBPA	Av. No. days between a child becoming LAC & having a adoption placement (A1) (ytd. ave)	Av. No. days between placement order & being matched with adoptive family (A2) (ytd. ave)	
IN MONTH PERFORMANCE						
Jan-18	0	0	-	315.0	137.0	
Feb-18	2	1	50.0%	311.9	134.9	
Mar-18	5	4	80.0%	325.3	124.8	
Apr-18	2	1	50.0%	370.0	146.5	
May-18	3	0	0.0%	469.0	260.2	
Jun-18	2	2	100.0%	369.0	201.9	
Jul-18	3	2	66.7%	339.4	163.8	
Aug-18	2	0	0.0%	353.9	196.6	
Sep-18	0	0	-	353.9	196.6	
Oct-18	2	0	0.0%	351.4	185.7	
Nov-18	7	0	0.0%	409.7	235.1	
Dec-18	4	2	50.0%	380.2	214.6	
Jan-19						
Feb-19						
Mar-19						
YTD	2018 / 19	25	7	28.0%	-	-
ANNUAL TREND						
	2014 / 15	-	-	37.0%	393.0	169.0
	2015 / 16	43	23	53.5%	296.0	136.0
	2016 / 17	31	12	38.7%	404.0	232.9
	2017 / 18	27	16	59.3%	325.3	124.8
LATEST BENCHMARKING						
	SN AVE			479.7	205.6	
	BEST SN			362.0	89.0	
	NAT AVE			520.0	220.0	
	NAT TOP QTILE			455.0	171.8	

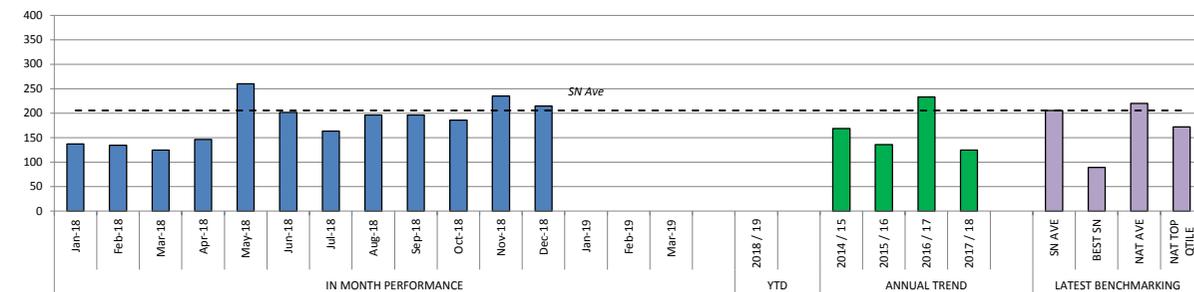
% adoptions completed within 12 months of SHOBPA



Av. No. days between a child becoming LAC & having a adoption placement (A1) - Rolling Year (low is good)



Av. No. days between placement order & being matched with adoptive family (A2) - Rolling Year (low is good)



*Annual Trend relates to current reporting year April to Mar - not rolling year

**adoptions have a 28 day appeal period so any children adopted in the last 28 days are still subject to appeal

CASELOADS

DEFINITION Caseload figures relate to the number of children the social worker is currently the lead key worker. Fieldwork teams relate to frontline social care services including the four Duty Teams, none Long Term CIN Teams, two LAC teams and the CSE Team. All averages are calculated on a full time equivalency basis, based on the number of hours the worker is contracted to work.

PERFORMANCE ANALYSIS

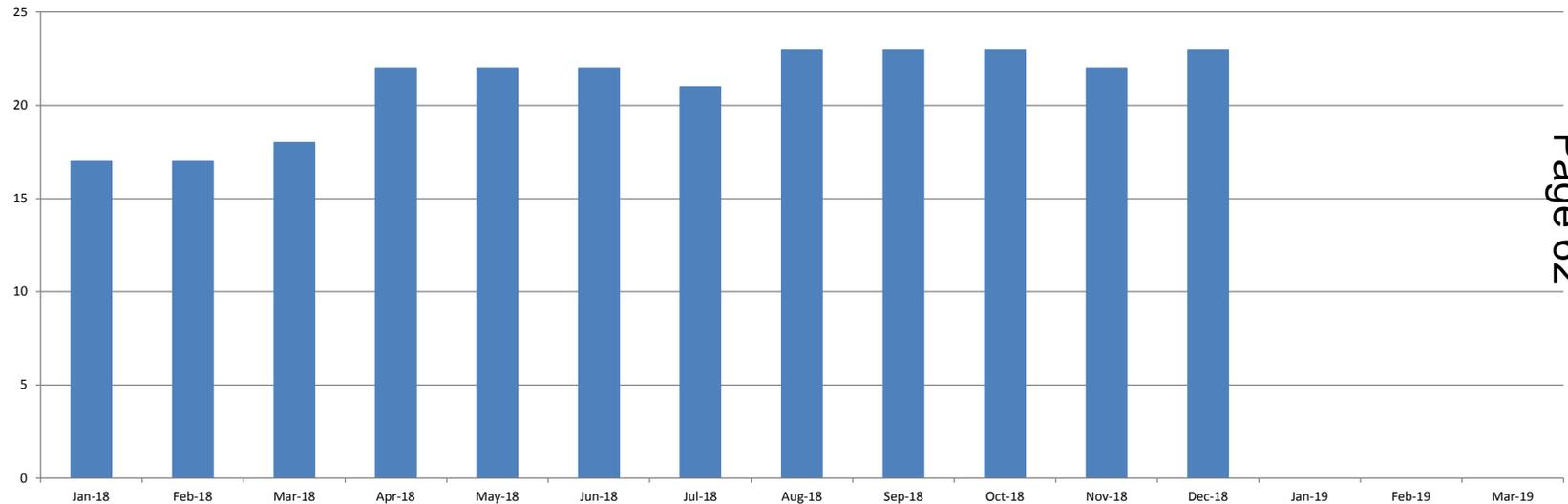
Caseloads continue to increase with the long term LAC teams having an average of 15.5 up from 12.6 in March and the Court and Permanence teams increasing from 11.8 to 14.4 over the same period although this has been stated previously actual caseloads are even higher than this when the reduced caseloads of social workers on a phased return to work, 'Assessed and Supported Year in Employment' (ASYE) social workers and 'Advanced Practitioner' (APs) are taken into account.

Further to this the on-going demand for social workers to supervise contact provides a further drain on capacity to the equivalent of up to 3 additional cases per social worker. Within the Court and Permanence Teams recruitment is becoming increasingly challenging. The two teams are currently operating on 75% capacity overall (a shortfall of 3 social workers and one AP overall) with even Agency social workers of the requisite skills and experience being difficult to secure. If the recruitment position is not resolved it is likely that the teams will have to stop taking any more case transfers which will have a consequential impact on other parts of the service. Opportunities for secondments from other parts of the service are being promoted.

	11.3	11.4	
Maximum caseload of social workers in LAC Teams		Av. no. cases in LAC Teams	
		Teams 1-3	Teams 4 & 5

IN MONTH PERFORMANCE	Jan-18	17	11.6	9.7
	Feb-18	17	12.9	10.7
	Mar-18	18	12.6	11.8
	Apr-18	22	12.8	14.4
	May-18	22	12.5	12.8
	Jun-18	22	12.9	13.5
	Jul-18	21	13.5	15.0
	Aug-18	23	13.8	14.1
	Sep-18	23	15.0	14.3
	Oct-18	23	14.6	13.8
	Nov-18	22	15.5	14.4
	Dec-18	23	15.5	14.4
	Jan-19			
	Feb-19			
Mar-19				

Maximum caseload of social workers



YTD	2018/19	-	-	-
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ANNUAL TREND	2014/15	-	-
	2015/16	19	14.1
	2016/17	17	11.6
	2017 / 18	18	12.6

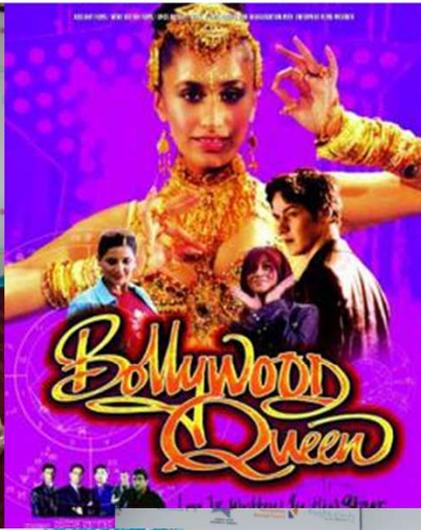


**LOOKED AFTER
CHILDREN'S COUNCIL**



LAC Council Update Report & Presentation

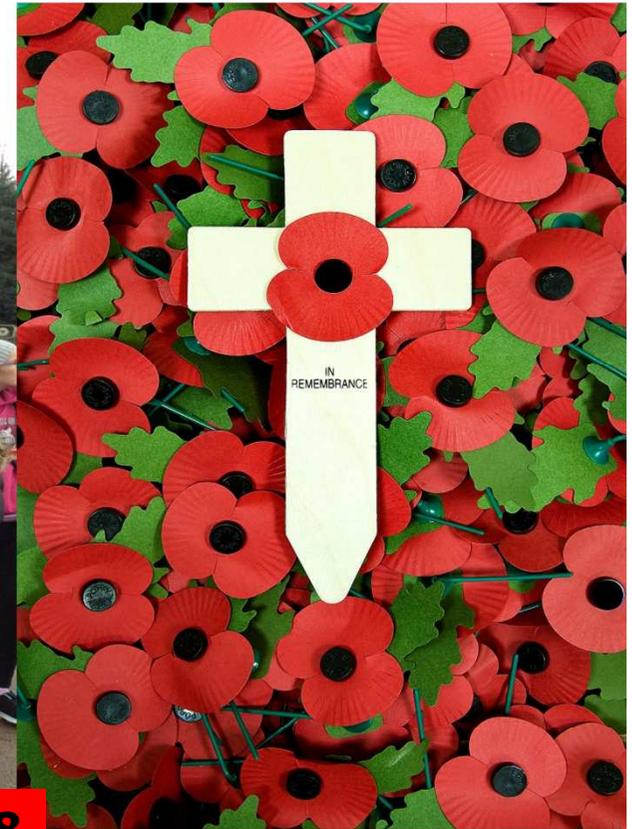
Corporate Parenting Panel
5th February 2019
@ Town Hall



PRIDE OF ROTHERHAM AWARDS 2018

Young Volunteer of the Year 2018- Kiran Meharban





REMEMBRANCE SUNDAY SERVICE AND PARADE 2018



Xmas crafts LAC Council and lil LAC Club



MERRY CHRISTMAS



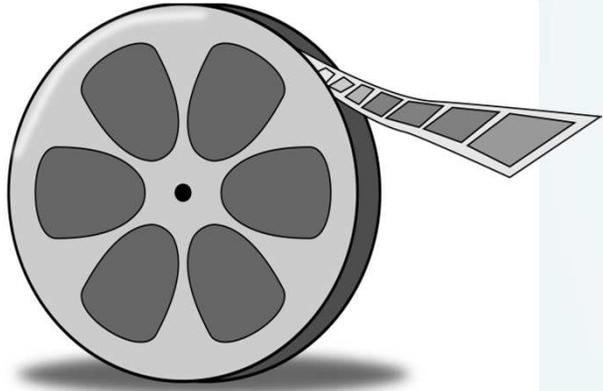
LAC Health Assessment



LACC NHS Consultation with Paul Theaker

Raising funds for LAC COUNCIL & Lil LAC Club Activities through:

- LAC Consultations
- Delivering Training '**TOTAL RESPECT**' to Social Workers, Corporate Parents, Foster Carers
- Fundraising Opportunities
- CIDON Construction Sponsorship etc etc



Rotherham LAC COUNCIL Media Policy

The LAC Council produce DVDs, Voice Recordings, Pictures and Photographs as part of their LAC Council Training Sessions. All of these materials are owned entirely by the members of the LAC Council. Any use of these moving images, voices, photographs or pictures etc, without explicit consent by the Rotherham LAC Council is strictly prohibited. Any requests for public viewing of LAC Council materials should be made via email to Lisa.duvalle@rotherham.gov.uk

**'Total Respect' Training – Delivered by LAC Council
25th April, 9.30am – 4pm, Garden Rooms @ Town Hall.
15 Places available for Corporate Parents, Social Workers,
PA's, Foster Carers.**

Professionals learning through young people's experiences in care. This training is an opportunity for professionals to learn from our children and young people.



**Sheffield Film Festival –
Films from Experts by Experience Showing
Rotherham LAC Council's Film
'Precious Things'
Friday 22nd February, 9.30 – 1pm @ Dorothy Fleming Lecture
Theatre, Arundel Gate Sheffield.**



Do you have any questions or comments for the LAC Council?

Thank You 😊

Kaylen, Jordan, Brogan, Kiran, Adorabella
Angelina, Manny, Zuzana

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted