

CORPORATE PARENTING PANEL

Date and Time :- Tuesday, 4 February 2020 at 3.30 p.m.
Venue:- Rotherham Town Hall, Moorgate Street, Rotherham.
Contact: Katherine Harclerode, Governance Advisor
(01709) 254352 or katherine.harclerode@rotherham.gov.uk

The items which will be discussed are described on the agenda below and there are reports attached which give more details.

Rotherham Council advocates openness and transparency as part of its democratic processes. Anyone wishing to record (film or audio) the public parts of the meeting should inform the Chair or Governance Advisor of their intentions prior to the meeting.

AGENDA

1. Apologies for absence

To receive the apologies of any Panel Member who is unable to attend the meeting.

2. Minutes of the previous meeting held on 17 December 2019 (Pages 1 - 7)

To consider the minutes of the previous meeting of the Corporate Parenting Panel held on 17 December 2019 and approve them as a true and correct record of the proceedings.

3. Declarations of Interest

To receive declarations of interest from Members in respect of items listed on the agenda.

4. Exclusion of the press and public

To consider whether the press and public should be excluded from the meeting during consideration of any part of the agenda.

5. Looked After Children's Promises - AnneMarie Lubanski

To receive a verbal update from the Strategic Director of Adult Care, Housing and Public Health in respect of the activities of that directorate with regard to Looked After Children's Promises.

6. Corporate Parenting Principles - Sharon Sandell

To consider Corporate Parenting Principles.

7. ILACS Self-Assessment

To receive the revised self-assessment for care leavers and Looked After Children.

8. Legality and Status of Looked After Children

To receive information on the legality and status of Looked After Children

9. Looked After Children Update February 2020 (Pages 8 - 11)

To receive an update report in respect of the activities of the Rotherham Looked After Children's Council and Lil' LAC Club

10. Corporate Parenting Performance Report (Pages 12 - 33)

To receive a summary of information in respect of key performance indicators across Looked After Children (LAC) services.

11. Review of LADO Process and its Impact on Foster Carer Retention (Pages 34 - 38)

To receive a report detailing the findings of a review of the LADO process and its impact on foster carer retention in the borough.

12. Urgent Business

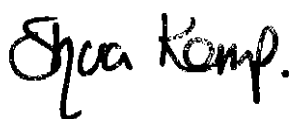
To determine any item which the Chair is of the opinion should be considered as a matter of urgency.

13. Date and Time of the Next Meeting

The next meeting of the Corporate Parenting Panel will be held on Tuesday 31 March 2020, commencing at 3.30 p.m. in Rotherham Town Hall.

Membership of the Corporate Parenting Panel: -

Councillor Gordon Watson	Deputy Leader of the Council and Portfolio Holder for Children's Services
Councillor Victoria Cusworth	Chair of the Improving Lives Select Commission
Councillor Michael Elliott	Minority Party representative
Councillor Pat Jarvis	Vice-Chair of the Improving Lives Select Commission
Councillor Jayne Elliot	Representative on the Adoption and Fostering Panels



SHARON KEMP
Chief Executive

CORPORATE PARENTING PANEL
Tuesday, 17th December, 2019

Present:- Councillor Watson (in the Chair); Councillors M. Elliott and Jarvis, Alisa Barr, Lynda Briggs, Peter Douglas, Catherine Hall, Sally Hodges, Tina Hohn, Ian Walker and Cathryn Woodward.

Paul Woodcock, Strategic Director, Regeneration and Environment, was in attendance for Minute No. 23 (Looked After Children's Promises).

Apologies for absence were received from Councillor Cusworth and Duvall.

21. DECLARATIONS OF INTEREST

There were no Declarations of Interest made at the meeting.

22. MINUTES OF THE PREVIOUS MEETING HELD ON 15TH OCTOBER, 2019

Consideration was given to the minutes of the previous meeting held on 15th October, 2019.

Resolved:- That the minutes of the previous meeting held on 15th October, 2019, be approved as a correct record of proceedings.

23. LOOKED AFTER CHILDREN'S PROMISES - REGENERATION AND ENVIRONMENT

Paul Woodcock, Strategic Director, Regeneration and Environment, gave a verbal update on the work of his Directorate with regard to Looked After Children's Promises and apprenticeships in particular.

Discussion ensued with the following issues raised/clarified:-

- Discussions were ongoing with regard to leisure passes for LAC and any possible financial penalty for the Council. A further meeting was to be held later that week
- Possibility of working in partnership/engagement in regeneration activity such as the development of Forge Island
- Consideration should be given to any discount arrangements also including young carers and those who looked after Looked After Children. This could incentivise people to become Rotherham foster carers
- A repeated request by young people was discount arrangements for the gym
- Rotherham was at risk of becoming an outlier in terms of the offer to its care leavers
- The Directorate had a high number of apprenticeships in Highways and Streets sections but only for LAC

CORPORATE PARENTING PANEL - 17/12/19

- From experience of other projects, a great amount of work was required to get a young person to the point where they could experience a successful apprenticeship. A work readiness programme was needed
- The Leaving Care Team linked up with higher education facilities and supported the young person to access the support available and would do so up until the age of 25 years. They had successfully supported young people into employment from university in the past
- What could the Authority do other than financial support? Could there be a partnership agreement offering mentoring

The Panel had not managed to progress prioritisation for care leavers with regard to apprenticeships across the Council. A key objective for 2020 was to improve the care offer, work experience, apprenticeships and hopefully employment for our care leavers.

However, there was a need to know what the young people would be interested in and then ascertain what was on offer by the Directorates and them given some priority consideration to offset the disadvantages they faced.

Paul was thanked for his attendance.

Resolved:- That the Chair meet with the Assistant Chief Executive and discuss what work opportunities/training/apprenticeships were on offer currently across the Council.

24. SOUTH YORKSHIRE AND BASSETLAW - COMMITMENT TO LOOKED AFTER CHILDREN

Catherine Hall, Designated Nurse LAC, presented the above report setting out the rationale to develop a strong health and wellbeing presence within South Yorkshire and Bassetlaw ICS to ensure that children in care had their individual health and welfare needs met in the most effective and efficient manner.

It was proposed that the work include health commissioners, providers and local authorities who had a significant interest in the health care of LAC.

It was noted that The Foundation Trust had reduced the monthly reporting of Initial Health Assessments to 6 monthly.

It was noted that an analysis had been undertaken of the after-school and change of venue appointments for health assessments and it would be submitted to the next Panel meeting.

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

(2) That the analysis of after-school and change of venue appointments for health assessments be submitted to the next meeting of the Panel.

25. ILACS SELF-ASSESSMENT

Ian Walker, Head of Services, presented for information, the revised self-assessment for LAC and care leavers.

It provided identified actions for the next 12 months

Agreed:- That the report be noted.

(2) That regular progress reports be submitted to the Panel on the implementation of the plan.

26. NOTIFICATION PROCESS FOR SOUTH YORKSHIRE AND BASSETLAW LOCAL AUTHORITIES WHEN A CHILD IN CARE IS PLACED WITHIN OTHER LOCAL AUTHORITIES

Catherine Hall, RCCG, presented the above paper.

Rotherham had a very good LAC offer but when children moved to other areas it was not the same experience. Work had taken place to urge others to look at what happened when a child moved out of their area and how quick they notified the recipient local authority/health service/education services know.

As a result the submitted document had been produced.

Resolved:- That the report be noted.

27. COUNCIL TAX REDUCTION FOR FOSTER CARERS

In accordance with Minute No. 11 (Demand Management Strategy), details of a scheme proposed by Flintshire County Council with regard to reducing the Council Tax payable by foster carers as from April, 2020.

Agreed:- (1) That the Chair contact Flintshire County Council regarding their proposed scheme.

(2) That the Chair discuss with the Strategic Director of Finance and Customer Services to ascertain potential costs of such a scheme to the Authority.

28. CORPORATE PARENTING PERFORMANCE REPORT - OCTOBER 2019

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

CORPORATE PARENTING PANEL - 17/12/19

Services for October, 2019. 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.

The report drew attention to:-

- 16 children admitted to care and 14 ceased to be Looked After giving a total of 626 LAC at the end of the month. There were a further 47 children with confirmed plans for discharge before the end of 2019. Given the average monthly rate of admissions to care in 2019/20 (19), it was projected that the numbers would reduce by the end of 2019
- The percentage of children who were discharged from Care this financial year due to permanence was 37.3% compared to 31.5% in 2018-19 and 27.3% in 2017/18
- The average of children admitted to care in August was 5 years of age. Performance data evidenced that the younger a child came into Care the shorter the time they spent in Care, the greater the chance of them moving to permanence and the less expensive their placement costs
- There had been an improvement in performance in Care Plans, LAC Reviews and Statutory Visits. Statutory Visits had increased to 96.8% and consistently above 94% for the whole year evidenced embedded good practice compared to 74% compared to 2 years ago
- 91.4% of Care Plans were up-to-date and 89.2% of LAC cases were reviewed within timescales
- Long term placement stability had slightly decreased to 61.7% of children in long term placements for at least 2 years, however, there was an increase in the number of children eligible to meet the measure rather than a reduction in the number of children in a stable placement
- The number of children experiencing 3 or more placement moves had improved in the last 12 months but had seen a slight reduction in October (11.9%) compared to 12.3% in August
- 78.3% of LAC placed in family based settings including internal fostering, independent fostering, pre-adoption placements and those placed with parent/family/friends
- The percentage of children placed in a commissioned placement had reduced to 53.4% in October. However, this performance needed to be sustained for some months in order to address the ongoing placement budget pressures. Further work was planned to identify the children who could move from an IFA to in-house placements to

assist the issue

- A year to date figure of 83.7% initial Health Assessments completed within 20 working days. This was significantly higher than the previous year end figures the best year being 2017/18 of 55.7% and 2018/19 of 51.1%
- 84.4% of LAC had an up-to-date assessment as at the end of October. This was the lowest performance for this year so far. Further investigation revealed that 19 of the overdue health assessments were due to young people refusing their assessments
- Dental assessments had increased to 86.1%, the highest performance reported since April. Some of the shortfall was due to young people refusing to access their dental assessments
- 97.5% of eligible LAC population had a had a PEP and 95% of LAC had a PEP meeting during the 2018-19 term
- Of the children who had been in care for 12 months or more, 14.4% of LAC were classed as persistent absentees, a reduction compared to the previous months but remained above the statistical neighbour figure of 10%
- Of the children who had been in care for 12 months or more, 7.8% had at least one fixed term exclusion as at the end of October
- At the end of October 5.5% of all LAC were on reduced timetable arrangements
- The numbers of Care Leavers eligible for a service stood at 321 at the end of October, an all year high
- The number of Care Leavers with a Pathway Plan (89.3%) remained stable and 86.4% having an up-to-date Plan at the end of October
- 96.6% of care leavers were in suitable accommodation and 62% were in employment, education or training
- 67.1% of LAC were in foster placements
- Since April 12 new households had been recruited and 2 deregistered. A further 9 had resigned from the in-house fostering service giving a total of 148 in-house fostering households
- 13 assessments of potential new fostering households were to be presented to Panel by the end of the financial year together with an additional 11 placement to become available by the end of January by virtue of the revised allowance scheme

CORPORATE PARENTING PANEL - 17/12/19

- Brightsparks was starting to show some impact with 29 information visits taking place over the course of October and 10 more strong leads to be followed up
- 3 adoptions had been finalised over the course of October bringing the 2019/20 total to 20
- 26 children were currently placed with their adoptive parents 5 of whom had lodged their application 3 of whom had a court date set. A further 12 children with a match identified and family finding ongoing for another 9 children
- The current forecast was approximately 34 adoptions by the end of 2019/20
- 7 revocations of Placement Orders were currently being undertaken
- 20 adoptions were slightly above the target of 426 days between a child entering care and having an adoption placement at 451 days
- The national target for the number of days between a child receiving a Placement Order and being match to an adoptive family was 121 days; the average for the children adopted so far was above the target at 161 days
- 8 adoptive families had already been approved this financial year
- LAC average caseloads had decreased slightly for the long term LAC teams (1-3) but increased for the court and permanence teams (4 and 5) due to 3 social workers and 1 advanced practitioner leaving the team

Discussion ensued with the following issues raised/clarified:-

- The Virtual School would be setting RAG performance targets
- The number of foster carer resignations had been due to long term illness, bereavement and natural cessation. Rotherham's demographic of foster carers was that of elderly
- Adoption Team still in the process of review and when complete would be submitted to the Panel
- Inclusion of reference to foster carers and the Adoption Service and relevant contact numbers on the Holderness Ward e-newsletter. It was noted that this had been sent to the Neighbourhoods Team for inclusion in the newsletters

Resolved:- That the report be noted.

29. CHAMPIONS' FEEDBACK

There was no feedback.

It was noted that the Chair would assume the role of Health Champion.

30. LOOKED AFTER CHILDREN UPDATE

Due to the illness of Lisa Duvalle there was no young people present at the meeting.

31. FUTURE AGENDA ITEM

Legality and Status of Looked After Children

32. EXCLUSION OF THE PRESS AND PUBLIC

Resolved:- That under Section 100(A) 4 of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in Paragraphs 3 and 4 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/information relating to any consultations or negotiations).

33. REVIEW OF LADO PROCESS AND ITS IMPACT ON FOSTER CARER RETENTION

Ian Walker, Head of Service, submitted for information the current position of the review of the LADO process and its impact on foster care retention.

It was noted that the review was still ongoing.

Resolved:- That the current position of the review be noted.

34. IAN WALKER

The Chair reported that this would be Ian's last meeting of the Corporate Parenting Panel.

The Panel wished him well for the future and thanked him for all his work on behalf of the Panel.

35. DATE AND TIME OF THE NEXT MEETING

Resolved:- That a meeting of the Panel be held on Tuesday, 31st March, 2020, commencing at 3.30 p.m.

Rotherham Looked After Children's Council & Lil' LAC CLUB

Update Report for February Corporate Parenting Panel

Summary

The LAC Council and Lil' LAC Club have not met for a period of time due to the LAC Participation Lead being on sick leave. However, the Voice & Influence and participation sessions are back up and running and our children and young people have been busy having fun, socialising and working together achieving fabulous results by continuing to help shape Rotherham Services through further development of their Total Respect Training, lending their voices and ideas in co-production to design and develop the RMBC In-House Residential Programme, preparing and presenting their presentation a challenge to LAC Allowance Entitlements to Corporate Parenting panel. The group continue to engage in giving their voices to LAC Community Events by supporting and participating in the Pride of Rotherham Awards. The LAC Council are also raising funds for their group activities through delivering Total Respect training and valuable refreshments to fuel their evening sessions from Tesco Supermarket. The LIL LAC CLUB are continuing to welcome new members and have fun packed sessions, making friendship bracelets, cards, game playing, music and dancing. The numerous experiences and opportunities offered to young people at the LAC Council and Lil' LACC are specifically designed to increase social capital, self-awareness and self-esteem, to foster resilience and support better outcomes for our vulnerable young people. Here are some of the things that we have been doing to achieve these outcomes that we would like to share with you;

LAC Council Voices Shaping Services

Total Respect Training Update

The LAC Council training team are fulfilling their priorities for 2019/20 and have delivered 2 of their 3 Total Respect training days to reach a broad mix of Corporate Parents including Social Workers, Head of Service, Managers, RMBC Councillors & PA's. The young people have worked really hard to pull together this training package based on their own experiences in the care system and shown enormous commitment in delivering interactive activities, poems and their DVD 'Precious things' in order to shift attitudes and stereotypes about young people living in care. The audiences have been very positive and receptive to the training with some professionals being emotionally moved by what they have seen and heard. Also, participants have individually made promises to improve their practice reflecting what they had learned during their Total Respect training and interaction with members



of the Looked After Children's Council. The training has been a resounding success as participants fed back:-

'the exercises and interactive content were very meaningful and the video & poems really moving & powerful' (Social Worker)

'It was brilliant, best training I've ever been on' (Social Worker)

The next Total Respect training will be delivered by members of the LAC Council over the Easter Break on Wednesday 15th April at the Town Hall Garden Rooms, invitations will be sent out shortly.



LACC Caring Language Campaign Update

Over the past year the LAC Council have engaged in research around language that is used within social care with The Adolescent and Children's Trust (TACT) which appeared in the Children & Young People Now edition, quoting Rotherham young people's statements. The LAC Council then developed their own Rotherham 'Language that Cares' glossary to replace professional speak and remove the stigma and barriers for understanding in Rotherham.

This work motivated the LAC Council to launch their Caring Language Campaign which has seen our children and young people raise awareness and change the use of care language by professionals by distributing the glossary around Rotherham, delivering Total Respect Training which raises the issues around language and also delivering a presentation to Rotherham Designated Teachers to highlight the issue of exposing students care status in schools through language. This has led Designated Teachers to make pledges that recognise and improve their practice. The good practice continues as the LAC Council has been invited to contribute to the LAC Health Professionals Conference in March to share their 'Language that Cares' glossary and campaign journey.

LAC Free Leisure Pass Campaign

The LAC Council launched their Free Leisure Pass Campaign at the Corporate Parenting Panel, outlining why children in care should have access to this. Cllr Watson and Ian Walker (Head of Children in Care) have been working in the background to support this action. The LAC Council will be looking for an update at the next CPP meeting.

RMBC Residential Accommodation Project

The LAC Council have been approached by William Shaw (Head of Development Programmes) who is beginning the development and design of RMBC In-house residential accommodation for our looked after children and young people. It is very early days of the project and the LAC Council have agreed to engage in co-production and help shape the accommodation and guide the ethos and culture of how the residential workers will provide a welcome home to support our children and young people. The LAC Council have created a body map to highlight the skills & qualities of residential workers and will be involved in the recruitment and selection process, they are due to visit one of the properties in February half term break.

Know Your Entitlement

The minimum allowances for every Rotherham Looked After Child or Young Person living in foster care were changed in August 2019. After analysing the entitlements within each category the LAC Council put together an entitlement sheet to make clear for themselves and other children and young people what these entitlements are. As there appeared to be much confusion amongst some in house and IFA Foster Carers we requested this sheet was placed in the Fostering Newsletter and in Right2Rights welcome pack to raise awareness to everyone involved. Through analysis the young people recognised pocket money and clothing allowance had remained the same and there was a small increase in Birthday allowance and holiday allowance their Xmas/Cultural annual allowance was reduced significantly and the group feel this is unfair and contributes to further disadvantage and distance themselves negatively from their peers experiences of Xmas and Eid gift giving.

The LAC Council have prepared a challenge to the local authority around the fairness of this decision which they will present at the Corporate Parenting Panel in February.

Do you know your entitlement?



Below are the minimum allowances for every Rotherham Looked After Child or Young Person in Foster Care.

Child Age Group	Pocket Money (weekly)	Clothing Allowance (weekly)	Birthday Allowance (annual)	Cultural Allowance (annual)	Holiday Allowance (annual)
0-4 years	£1.94	£9.75	£133.54	£133.54	£267.08
5-10 years	£4.39	£9.75	£152.12	£152.12	£304.24
11-15 year	£8.64	£12.65	£189.37	£189.37	£378.74
16+ years	£11.39	£12.65	£230.30	£230.30	£460.60

For further information please contact Rights 2 Rights Service, Annette or Sally on Tel: 01709 823764

Celebrating our children & Young People

Pride of Rotherham Awards 2019

For the 3rd year running Rotherham held its Pride of Rotherham awards at the end of September to celebrate the fabulous achievements of our Looked After and Leaving Care Children and Young People. Behind the scenes prior to the awards evening the LAC Council were supporting the event by choosing the trophies and the certificates to be presented and spent an evening preparing the goody bags holding sweets, puzzles and neon dance sticks which were placed on each table for children and young people to enjoy. The theme of the night was Neon with the tag line *'Glow BIG or Glow Home'* We welcomed over 180 candidates who had been nominated for the five categories which covered Education, Sports, Arts, Positive Contributions and Leaving Care awards. It was an energetic and fun filled event with the management team opening the evening with their inspirational dance medley honouring the 1990's music and fashions which were enthusiastically met with screams, clapping and much laughter from the audience.



Lil LAC Club -Activities



The Lil LAC Club members are continuing to enjoy making friends, playing, learning how to take turns and share the games with each other. We are very happy to have recruited a few new children and are committed to giving as many Looked After Children from Rotherham the opportunities to have fun, make friends and play together in a safe welcoming environment. The children enjoy

dancing, singing and having a turn on the DJ booth. They also engage in dressing up, team building exercises, puzzles, arts and craft activities. We look forward to seeing our children again soon and will be exploring 'Relationships'.



Thank You

Children and Young people from the LAC Council and Lil LAC Club would like to say a big thank you to **Ian Walker** (Head of Children in Care) who will be leaving us for pastures new shortly. We really value your commitment to Ethical Participation and believing in us which has given us the freedom to grow. Your dancing at PORA's needs improving but we like that you care enough to put yourself out there and embarrass yourself for our entertainment ha ha We will miss you ☺

Also thank you to all of our fabulous **LAC Voice, Influence & Participation Volunteers** who support us in our weekly sessions, activities, day trips and annual Residential.

We appreciate you!!

Thank You All ☺

Contact Name:

Lisa Du-Valle

LAC Voice, Influence & Participation Lead
Children in Care

Tel: 01709 822130 or Mob: 07748143388

Email: lisa.duvalle@rotherham.gov.uk



@LACCRotherham



LACC Rotherham

Council Report

Corporate Parenting Performance

Title

Corporate Parenting Performance Report – 4th February 2020

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 2019

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 – December 2019

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 Assistant Director for Children's Services and the Head of Looked After Children Services.

3. Key Issues

3.1 Looked After Children Profile

- 3.1.1 Over the last few months, we have sustained fewer children entering care than we have had leaving care, slowly bringing the total number of looked after children to a low of 607 at the end of December, the lowest number since February 2018.
- 3.1.2 Although the post-Christmas period usually brings additional pressures on the system and a likely increase in numbers of LAC in January/February there are currently 53 discharges planned between the start of January and the end of March, indicating that a figure of 600 by the end of the financial year could be a realistic one.
- 3.1.3 The initial scoping for the Right Child Right Care project for 2020 has commenced with around 156 children identified for possible discharge from care over the course of the year.
- 3.1.4 The percentage of children who have discharged from care this financial year due to permanence, including SGO, Residence Order

and Adoption, remains positive at 37%. This is higher than our previous 2 years of 31.5% in 2018-19 and 27.3% in 2017/18.

- 3.1.5 For our 609 total LAC, the 10k population rate has continued to reduce this reporting month, but remains high at 106.6% in comparison to our statistical neighbours at 87.8%.

3.2 LAC Plans, Reviews and Visits

- 3.2.1 95.1% of our LAC had up to date Statutory Visits at the end of December. Performance here has remained above 95% for all but 1 month in the year of 2019.
- 3.2.2 Up to date care plans have fallen to 88.9% at the end of December, below the desired standard of 95%. It is reported that the Christmas period has been a major factor during the month of December, as it did in the summer holidays.
- 3.2.3 92% of LAC cases were reviewed within timescales during December reaching the IRO team's aim to exceed 90% as reported at the last Corporate Parenting Panel following a previous dip in performance.

3.3 Placements

- 3.3.1 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.
- 3.3.2 Long-term placement stability has reduced very slightly to 61.1% although in real terms there have been 5 more children in the same placement for over 2 years, bringing the total to 116 children (improving from 90 to 116 children over the course of the year). However, this performance will continue to be impacted by a small number of foster carers accepting a Special Guardianship Order (SGO) / Child Arrangements Order (CAO) or a plan for adoption to achieve permanence for the children in their care.
- 3.3.3 The number of children with 3 or more placement moves in the previous 12 months has increased slightly from 10.9% to 11.1%. This is only one child in real terms and the general trend is still an improving one over the course of the year and only 0.5% higher than the statistical neighbour average of 10.6%.

- 3.3.4 The number of children in family based setting has improved over the course of the past 3 months to 79.3% which has reversed the previous worsening trend.
- 3.3.5 The number of children living in a commissioned placement increased slightly by 3 children (0.7%) but the ongoing work within the House Project and Out of Authority step-down plans should positively impact on this performance in the coming months.

3.4 Health and Dental

- 3.4.1 Performance for Initial Health Assessments (IHA) in December was 94.7% (with only one child not having their IHA in timescale) and was at 100% in November. The year to date performance equates to 84.9% and this is no longer deemed to be an area of critical need for attention for the Clinical Commissioning Group (CCG).
- 3.4.2 Health Needs Assessments (HNA's) performance has dropped by 3.1% in December to 81.9%. However, the data held by the LAC nurse team is significantly better indicating some delayed inputting that should see performance figures increase slightly. In addition much of the shortfall is due to older teenagers refusing to access their HNA.
- 3.4.3 Dental checks have also started to decline in performance to 80.1% up to date at the end of December. A quarter of the shortfall is due to older teenagers refusing to access a dental check which would otherwise push performance into the mid 80%'s. However, there needs to be some focussed efforts to address the remaining shortfalls.

3.5 LAC Education

- 3.5.1 Rotherham has a local standard to ensure that each Personal Education Plan (PEP) is of good quality and refreshed every term (rather than the annual minimum standard).
- 3.5.2 At the end of the Summer Term, 97.5% of eligible LAC population had a Personal Education Plan and 95% of LAC had a PEP meeting during the term 2018-19. PEP completion rate for the Autumn term will be similar however, due to staff turnover, not all PEPs had a Virtual School adviser present at them. This may mean that some PEPs were not completed and as such the completion rate may be slightly lower than previous terms. Where possible, in these circumstances, social workers lead on the completion.
- 3.5.3 Of the children who have been in care for 12 months or more, 14.4% were classed as persistent absentees at the end of December. This means they had more than 10% of sessions

missing. This measure has been consistent over the last few months and remains above the statistical neighbour average of 10%. This is due to a number of children with Education, Health and Care Plans (EHCP's) not in provision. To mitigate this, it is being challenged on a weekly basis by the Education Health and Care Assessment Team (EHCAT). The cohort is tracked on a weekly basis by both the VS and EHCAT in a shared tracking and monitoring document. Most of the learners in this specific cohort have a tuition offer in place.

3.5.4 Of the children who have been in care for 12 months or more, 9.3% had at least one fixed term exclusion as at the end of December. For this measure, we sit below the statistical neighbour average of 13.7%. The Virtual School continues to challenge fixed term exclusions and seeks to support schools directly when they exclude LAC and with training and advice to prevent exclusions. Action plans are being drawn up to further develop and formalise the offer of support and challenge to both primary and secondary schools. The split between in and out of authority remains similar to last year at 54:46 respectively. There are differences in exclusion rates between Primary and Secondary; 5% of Primary children have been excluded this term, 13% of Secondary aged children have been excluded this term.

3.5.5 At the end of December, we had 5.9% of all LAC on reduced timetable arrangements. Reduced provision timetables are only ever agreed in exceptional circumstances and are monitored closely and reviewed regularly.

3.6 Care Leavers

3.6.1 The numbers of Care Leavers eligible for a service remains high at 320 at the end of December.

3.6.2 Pathway Plans remain stable for our care leavers with 89.9% having a plan and 86.2% having an up to date plan at the end of December.

3.6.3 We continue to perform higher than the statistical neighbour averages with an increase to 98.8% of care leavers in suitable accommodation and an increase to 65.6% of our care leavers in employment, education or training.

3.7 Fostering

3.7.1 At the end of December we had 68.1% of our LAC in fostering placements (both in house and IFA households), the highest of the year. This figure excludes relative and friend placements.

- 3.7.2 Since April, we have recruited 14 new households, had 12 resignations and deregistered 3, giving us a net reduction of 1 household so far this financial year.
- 3.7.3 There are a further 15 potential new fostering households in application and 5 in assessment.
- 3.7.4 The refreshed foster care recruitment website and process as designed with Bright Sparks was launched on the 23rd September 2019. From the interest they have drawn so far, there have been 56 initial visits and 26 follow up visits. Those with follow up visits are the ones that are more likely to progress.
- 3.7.5 To supplement this, a more refined performance management process is in the midst of being developed in order to support the team to minimise any delays in the assessment and approval process with the aim of reducing the overall timescale from Initial Visit to Approval to an average of less than 4 months.

3.8 Adoptions

- 3.8.1 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.
- 3.8.2 There were 3 adoptions finalised over the course of December bringing the yearly 2019/20 total to 25. Over half of these children are categorised as 'harder to place'.
- 3.8.3 A further 31 children are already living in their adoptive placements, and 13 children have an adoptive family identified. We are also family finding for an additional 13 children.
- 3.8.4 Taking this in to account, the current forecast is approximately 34 adoptions by the end of 2019/20.
- 3.8.5 The LAC Service is currently undertaking 4 revocations of Placement Orders. This means we are no longer planning for adoption for these children. The service is undertaking an internal review to clarify if there are any lessons to be learned from these changes in plans for children. An additional report will be presented to Corporate Parenting Panel once this is complete.
- 3.8.6 The national target for the number of days between a child entering care and having an adoption placement is a maximum of 426 days. The average for our 25 adoptions so far is on target at 408 days

and is lower than the latest published statistical neighbour average of 479 days.

3.8.7 The national target for the number of days between a child receiving a placement order and being matched to an adoptive family is a maximum of 121 days. The average for the children adopted so far this year is over the target at 146 days. However, this is lower than the latest published statistical neighbour average of 205 days.

3.8.8 In adopter recruitment 12 adoptive families have already been approved this financial year. There are currently a further 13 potential adopters in assessment; 7 at stage 1 and 6 at stage 2.

3.9 Caseloads

3.9.1 The average caseload in the LAC Service has increased slightly. This is largely due to a number of social workers leaving the employment of RMBC and some long-term sickness issues meaning that the remaining social workers have had to be allocated more cases. At an average of 19.7 for the long-term LAC Teams, this equals the highest average figure for the year, although recent recruitment should ensure the figure will start to reduce once again in the foreseeable future.

3.9.2 The average caseload in the Court and Permanence teams has reduced slightly primarily due to a number of care proceedings coming to an end with permanence arrangements being positively secured for a number of children.

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. Corporate Parenting Panel members 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
ian.walker@rotherham.gov.uk

Ailsa Barr, Assistant Director Safeguarding Children
ailsa.barr@rotherham.gov.uk

Corporate Parenting Monthly Performance Report

As at Month End: December 2019

***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, Draft 2

Date Created: 16/01/20

Created by: Performance & Quality Team

Performance Summary

As at Month End: December 2019

*'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)	2019 / 20					DOT (Month on Month)	RAG (in month)	Target and Tolerances			YR ON YR TREND					LATEST BENCHMARKING					
				Oct-19	Nov-19	Dec-19	YTD 2019/20	DATA NOTE			Red	Amber	Target Green	2014/15	2015/16	2016/17	2017/18	2018/19	STAT NEIGH AVE	BEST STAT NEIGH	NAT AVE	NAT TOP QTILE THRESHOL		
LOOKED AFTER CHILDREN	6.1	Number of Looked After Children	Info	Count	622	615	609	-	As at mth end	↓			n/a	407	432	488	627	642						
	6.2	Rate of Looked After Children per 10,000 population aged under 18 (Council Plan Indicator)	Low	Rate per 10,000	109.2	108.0	106.9	-	As at mth end	↑			99.1	70	76.6	86.6	110.8	112.7	87.8	62.0	64.0	-		
	6.3	Admissions of Looked After Children	Info	Count	16	13	19	170	Financial Year	↑			n/a	175	208	262	330	271						
	6.4	Number of children who have ceased to be Looked After Children	High	Count	16	22	27	204	Financial Year	↑			n/a	160	192	215	194	254						
	6.5	Percentage of LAC who have ceased to be looked after due to permanence (Special Guardianship Order, Residence Order, Adoption)	High	Percentage	68.8%	35.0%	33.3%	37.0%	Financial Year	↓		<33%	33%>	35%+	37.5%	40.1%	27.9%	27.3%	31.5%					
	6.6	Number of SGOs started (Legal Status)	High	Count	7	1	0	40	Financial Year	↓				-	-	-	67	62						
	6.7	Percentage of LAC who have ceased to be looked after due to a Special Guardianship Order	High	Percentage	50.0%	9.1%	11.1%	18.1%	Financial Year	↑				-	-	9.8%	8.2%	13.1%	12.3% (2017)	22.0% (2017)	12.0% (2017)	17.0% (2017)		
	6.8	LAC cases reviewed within timescales	High	Percentage	90.6%	93.3%	92.0%	91.2%	Financial Year	↓		<90%	90%>	95%+	94.9%	83.3%	91.3%	90.6%	88.6%					
	6.9	% of children adopted	High	Percentage	18.8%	9.1%	11.1%	12.3%	Financial Year	↑		YTD	<20%	20%>	22.7%+	26.3%	22.4%	14.4%	13.9%	12.6%	19.2%	32.0%	13.0%	19.0%
	6.10	Health of Looked After Children - up to date Health Assessments	High	Percentage	89.2%	85.0%	81.9%	-	As at mth end	↓		<90%	90%>	95%+	81.4%	92.8%	89.5%	83.7%	91.8%					
	6.11	Health of Looked After Children - up to date Dental Assessments	High	Percentage	86.3%	83.2%	80.1%	-	As at mth end	↓		<90%	90%>	95%+	58.8%	95.0%	57.3%	72.5%	88.4%					
	6.12	Health of Looked After Children - Initial Health Assessments carried out within 20 working days	High	Percentage	80.0%	100.0%	94.7%	84.9%	Financial Year	↓					20.0%	8.4%	18.2%	55.7%	51.1%					
	6.13	% of LAC with a PEP	High	Percentage	-	-	TBC Feb 19	-	As at term end	n/a		<90%	90%>	95%+	76.0%	97.8%	97.0%	93.6%	97.5%					
	6.14	% of LAC with up to date PEPs (Report Termly - End Dec, Mar, Jul)	High	Percentage	-	-	TBC Feb 19	-	As at term end	n/a		<90%	90%>	95%+	-	-	98.9%	97.4%	95.0%					
	6.15	LAC Overall absence - % of sessions lost due to absence	Low	Percentage	6.1%	6.3%	5.9%	-	As at mth end	↑					5.0%	4.1%	5.7%	4.7%	TBC	4.7%	3.5%	4.5%	3.8%	
	6.16	% of LAC who are classed as persistent absentees	Low	Percentage	14.4%	14.2%	14.4%	-	As at mth end	↓					11.7%	12.2%	13.3%	11.7%	TBC	10.0%	7.1%	10.6%	8.8%	
	6.17	% of LAC with at least one fixed term exclusion	Low	Percentage	4.9%	7.7%	9.3%	-	As at mth end	↓					11.8%	13.1%	15.5%	TBC	TBC	13.7%	9.0%	11.8%	9.6%	
	6.18	% of LAC on reduced timetable arrangements	Low	Percentage	5.5%	5.8%	5.9%	-	As at mth end	↓					-	-	-	-	-					
	6.19	% of eligible LAC with an up to date plan	High	Percentage	91.3%	91.5%	88.9%	-	As at mth end	↓		<93%	93%>	95%+	98.8%	98.4%	79.1%	89.5%	98.0%					
	6.20	% LAC visits up to date & completed within timescale of National Minimum standard	High	Percentage	97.8%	96.3%	95.1%	-	As at mth end	↓		<95%	95%>	98%+	95.2%	98.1%	74.0%	97.5%	96.9%					
CARE LEAVERS	7.1	Number of care leavers	Info	Count	319	319	320	-	As at mth end	↑			n/a	183	197	223	256	299						
	7.2	% of eligible LAC & Care Leavers with a pathway plan	High	Percentage	90.9%	90.9%	89.9%	-	As at mth end	↓		<93%	93%>	95%+	-	69.8%	99.3%	93.9%	88.1%					
	7.3	% of eligible LAC & Care Leavers with an up to date pathway plan	High	Percentage	89.3%	89.0%	86.2%	-	As at mth end	↓					-	-	-	70.3%	81.4%					
	7.4	% of care leavers in suitable accommodation	High	Percentage	96.2%	96.2%	98.8%	-	As at mth end	↑		<95%	95%>	98%+	97.8%	96.5%	97.8%	96.1%	96.3%	88.3%	94.0%	84.0%	91.0%	
	7.5	% of care leavers in employment, education or training	High	Percentage	62.7%	62.4%	65.3%	-	As at mth end	↑		<70%	70%>	72%+	71.0%	68.0%	62.9%	64.1%	64.9%	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	62.3%	61.7%	61.1%	-	As at mth end	↓		<68%	68%>	70%+	71.9%	72.7%	66.2%	61.2%	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	12.7%	10.9%	11.1%	-	Rolling Year	↓		13%+	13%<	10.8%<	12.0%	13.0%	11.9%	13.4%	13.3%	10.6%	8.0%	10.0%	8.9%	
	8.3	% of LAC in a family based setting (Council Plan Indicator)	High	Percentage	77.7%	78.4%	79.3%	-	As at mth end	↑				85%>	-	-	81.1%	81.0%	81.9%					
	8.4	% of LAC placed with parents or other with parental responsibility (P1)	Low	Percentage	4.5%	5.0%	4.7%	-	As at mth end	↑					-	-	5.3%	4.3%	7.2%					
	8.5	% of LAC in a Commissioned Placement	Low	Percentage	53.7%	52.8%	53.9%	-	As at mth end	↓					-	43.6%	43.2%	50.5%	52.3%					
FOSTERING	9.1	Number of LAC in a Fostering Placement (excludes family/friend carers)	High	Count	420	404	415	-	As at mth end	↑				-	-	353	414	427						
	9.2	% of LAC in a Fostering Placement (excludes family/friend carers)	High	Percentage	67.5%	65.7%	68.1%	-	As at mth end	↑				-	-	72.3%	66.0%	66.5%						
	9.3	Number of Foster Carers (Households)	High	Count	149	149	151	-	As at mth end	↑				-	156	161	154	149						
	9.4	Number of Foster Carers Recruited	High	Count	2	0	6	14	Financial Year	↑				-	13	32	16	11						

*'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

F	NO.	INDICATOR	GOOD PERF IS	DATA NOTE (Monthly)	2019 / 20					DOT (Month on Month)	RAG (in month)	Target and Tolerances			YR ON YR TREND					LATEST BENCHMARKING			
					Oct-19	Nov-19	Dec-19	YTD 2019/20	DATA NOTE			Red	Amber	Target Green	2014/15	2015/16	2016/17	2017/18	2018/19	STAT NEIGH AVE	BEST STAT NEIGH	NAT AVE	NAT TOP Q TILE THRESHOL
	9.5	Number of Foster Carers Deregistered	Info	Count	0	0	4	15	Financial Year	↑					-	16	22	25	21				
ADOPTIONS	10.1	Number of adoptions	High	Count	3	2	3	25	Financial Year	↑					-	43	31	27	32				
	10.2	Number of adoptions completed within 12 months of SHOBPA	High	Count	0	2	1	8	Financial Year	↓					-	23	12	16	11				
	10.3	% of adoptions completed within 12 months of SHOBPA	High	Percentage	0.0%	100.0%	33.3%	32.0%	Financial Year	↓	Red	<83%	83%>	85%+	37.0%	53.5%	38.7%	59.3%	34.4%				
	10.4	Average number of days between a child becoming Looked After and having a adoption placement (A1)	Low	YTD Average	451.2	410.2	408.0	-	Financial Year	↑	Green	511+	511<	487<	393.0	296.0	404.0	325.3	386.9	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	161.4	149.4	146.1	-	Financial Year	↑	Red	127+	127<	121<	169	136	232.9	124.8	212.4	205.6	89.0	220.0	171.8
CASELOAD	11.4	Maximum caseload of social workers in LAC	Low	Average count	29	29	29	-	As at mth end	→	Red	21+	20<	18<	-	19.2	17.0	18.0	23.0				
	11.5	Average number of cases per qualified social worker in LAC Teams 1-3	Within Limits	Average count	18.1	18.1	19.7	-	As at mth end	↑	Green	1+ above range	1 above range	14-20	-	-	-	12.6	19.4				
		Average number of cases per qualified social worker in LAC Teams 4 - 5	Within Limits	Average count	15.8	15.8	14.8	-	As at mth end	↓	Green	1+ above range	1 above range	14-20	-	-	-	11.8	15.3				

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.

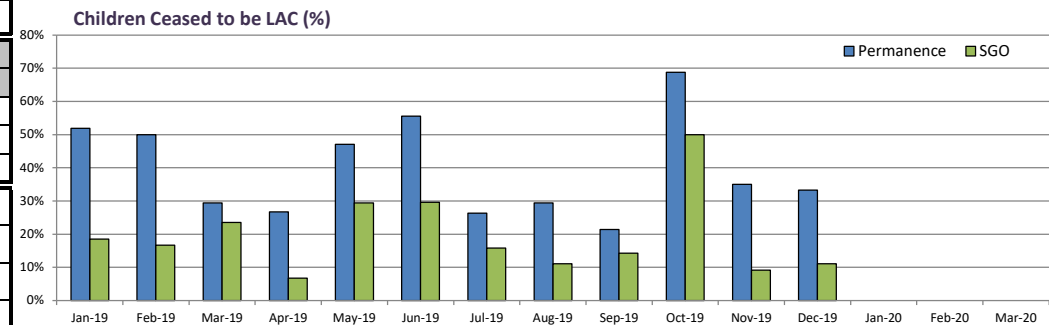
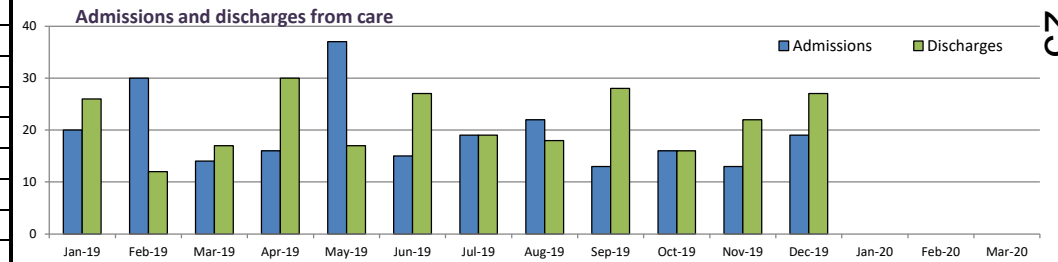
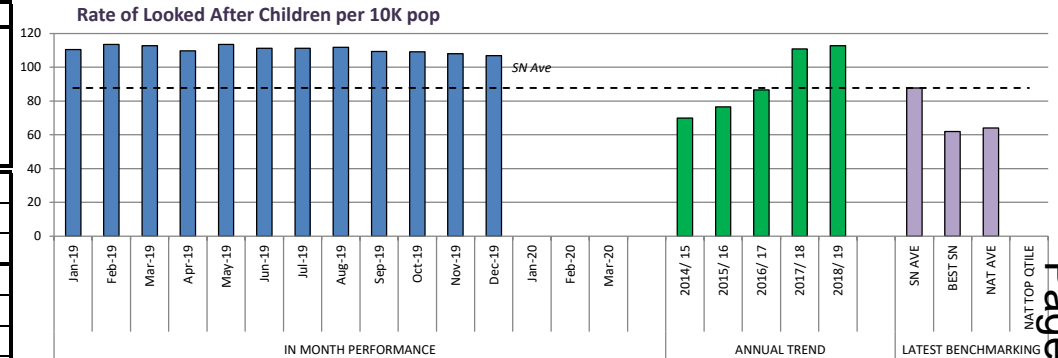
PERFORMANCE ANALYSIS There were 19 admissions to care and 27 ceased care equating to a net reduction of 8 children bringing the overall number down to 609 which is the lowest figure for all of 2019. Although the rate per 10k of population (106.9) remains significantly above the statistical neighbour average (87.8); the trend remains an improving one with the target set for the Demand Management Strategy of 600 by the end of the financial year looking to be a realistic one. Performance could have been even more significant but for the fact that a large sibling group of 7 children were admitted to care on an emergency basis, but this was a risk highlighted in previous monthly narratives.

Although the post Christmas period usually brings additional pressures on the system and a likely increase in numbers of LAC in January/February there are currently 53 discharges planned between the start of January and the end of March, indicating that a figure of 600 by the end of the financial year remains a realistic one.

The initial scoping for Right Child Right Care (RCRC) phase 3 has commenced with 156 children now being identified for discharge from care over the course of the year, although a proportion of these plans are yet to be fully confirmed with timescales.

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 (Episodes)	No. of children who have ceased to be LAC (Episodes)	% of children ceased to be LAC due to permanence (Episodes)	Number of SGO's started (Legal Status)	% of children ceased to be LAC due to an SGO
IN MONTH PERFORMANCE	Jan-19	110.5	629	20	26	51.9%	5	18.5%
	Feb-19	113.4	646	30	12	50.0%	7	16.7%
	Mar-19	112.7	642	14	17	29.4%	6	23.5%
	Apr-19	109.8	625	16	30	26.7%	2	6.7%
	May-19	113.4	646	37	17	47.1%	7	29.4%
	Jun-19	111.2	633	15	27	55.6%	5	29.6%
	Jul-19	111.2	633	19	19	26.3%	7	15.8%
	Aug-19	111.9	637	22	18	29.4%	4	11.1%
	Sep-19	109.4	623	13	28	21.4%	7	14.3%
	Oct-19	109.2	622	16	16	68.8%	7	50.0%
	Nov-19	108.0	615	13	22	35.0%	1	9.1%
	Dec-19	106.9	609	19	27	33.3%	0	11.1%
	Jan-20							
Feb-20								
Mar-20								
YTD	2019/20	-	-	170	204	37.0%	40	18.1%
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%
	2018/ 19	112.7	642	271	254	31.5%	62	13.1%
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.

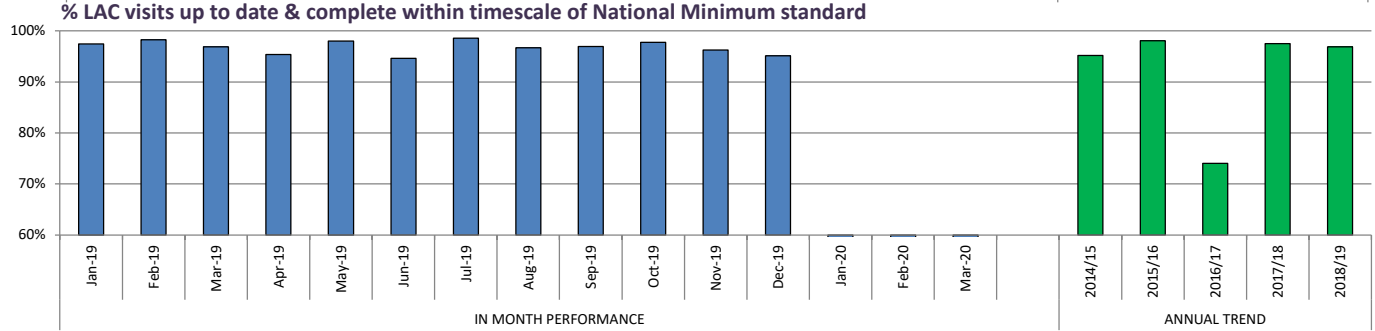
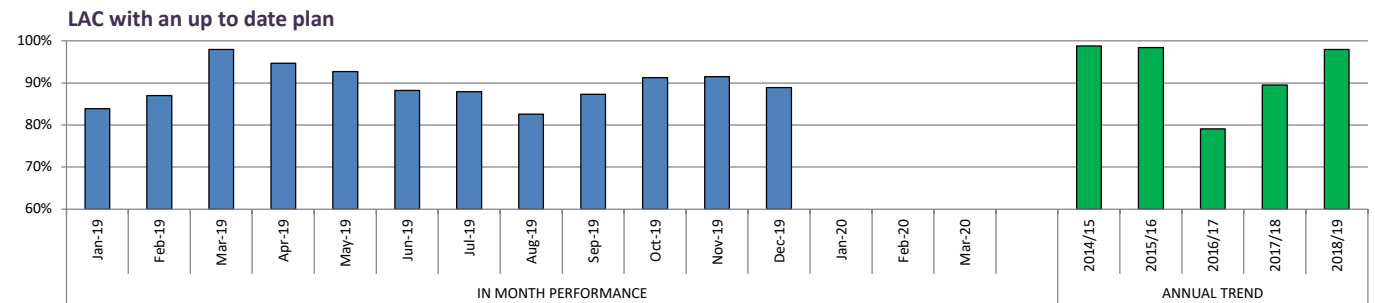
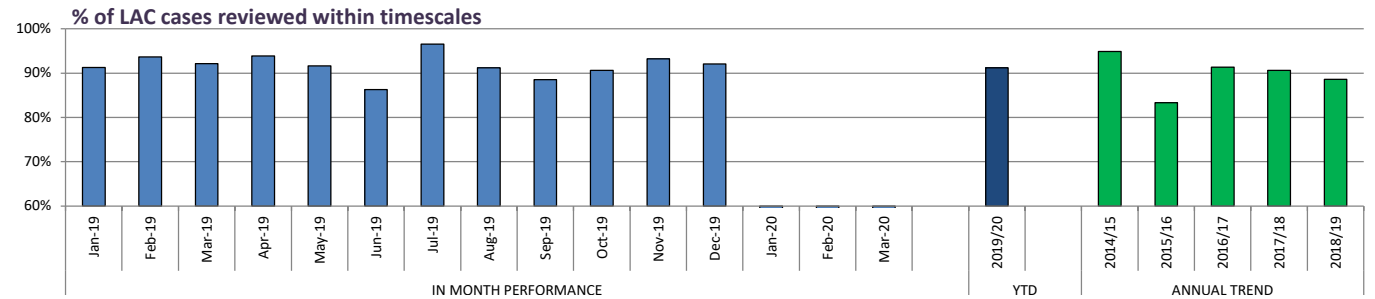
PERFORMANCE ANALYSIS Performance in respect of reviews has improved over the course of the last two months and in December achieved 92%, a shortfall of 7 reviews over the course of the month. These reviews were linked to social worker availability; linked to court and carer sickness. The Service Manager for the IROs is completing a monthly template identifying the reasons for the shortfalls and these will feed into the LAC Performance Clinics to ensure that the recent performance improvements continue into the future.

There has been a slight decline in respect of up to date care plans albeit by only 1.6% and it appears that the Christmas holiday period has been the major factor in this decline.

However, performance in respect of statutory visits has maintained a highly creditable 95.1% despite the ongoing capacity issues in the service caused by vacancies and long-term sickness absence. This means that performance has remained above 95% for all bar one of the previous 12 months.

6.8	6.19	6.20
% 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-19	125 of 137	91.2%	83.9%	614 of 630	97.5%
	Feb-19	148 of 158	93.7%	87.0%	636 of 647	98.3%
	Mar-19	164 of 178	92.1%	98.0%	622 of 642	96.9%
	Apr-19	123 of 131	93.9%	94.7%	598 of 627	95.4%
	May-19	142 of 155	91.6%	92.7%	638 of 651	98.0%
	Jun-19	151 of 175	86.3%	88.2%	601 of 635	94.6%
	Jul-19	141 of 146	96.6%	87.9%	626 of 635	98.6%
	Aug-19	93 of 102	91.2%	82.6%	619 of 640	96.7%
	Sep-19	154 of 174	88.5%	87.3%	605 of 624	97.0%
	Oct-19	155 of 171	90.6%	91.3%	609 of 623	97.8%
	Nov-19	152 of 163	93.3%	91.5%	592 of 615	96.3%
	Dec-19	81 of 88	92.0%	88.9%	583 of 613	95.1%
	Jan-20					
Feb-20						
Mar-20						
YTD	2019/20	1192 of 1305	91.2%	-		-
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%
	2018/19	1668 of 1883	88.6%	98.0%		96.9%



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.

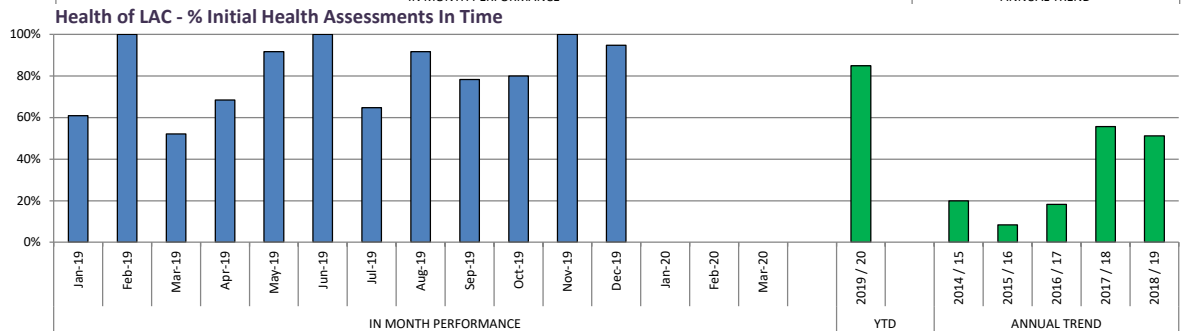
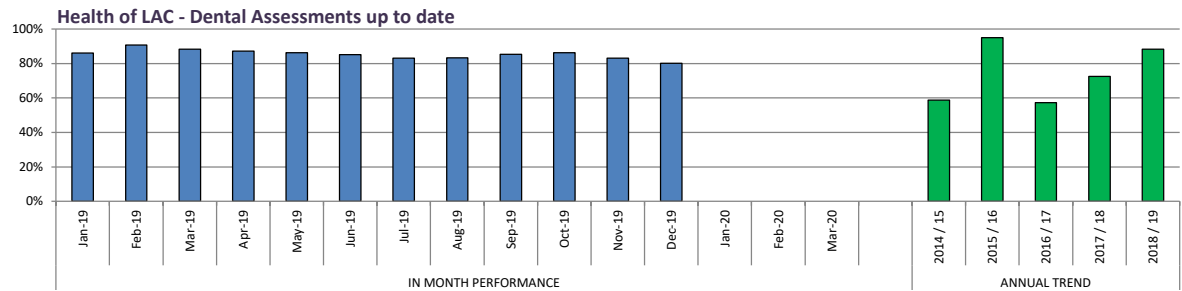
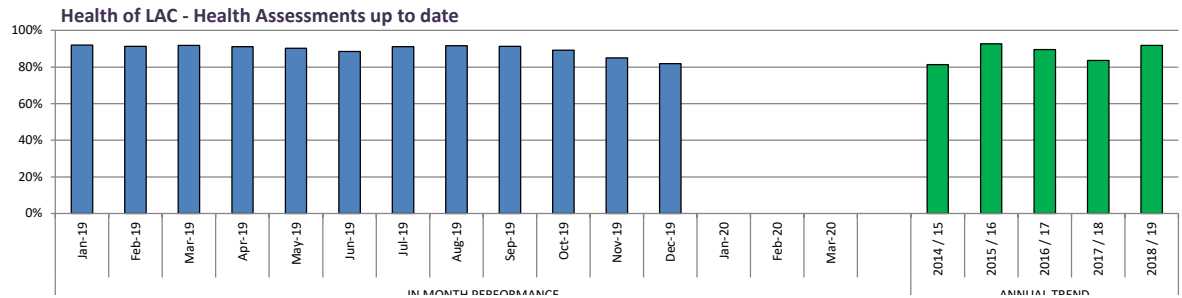
PERFORMANCE ANALYSIS

Performance regarding Initial Health Assessments (IHA) in December was 94.7% with only one child not having their IHA in timescale. The year to date performance has therefore improved once again to 84.9% and this is no longer deemed to be an area of critical need for attention for the Clinical Commissioning Group (CCG).

Dental checks have started to decline (80.1%) once again but previous experience would indicate that these will improve following senior management interventions. 26% of the shortfall is due to older teenagers refusing to access a dental check which would otherwise push performance into the mid 80%'s. However, there needs to be some focussed efforts to address the remaining shortfalls.

Similarly Performance in respect of Health Needs Assessments (HNA's) has also dropped by 3.1%, although the data held by the LAC nurse team is significantly better than this on a month by month basis and also improves once the report is re-run mid-month. In addition 20% of the shortfall is due to older teenagers also refusing to access their HNA.

		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-19	92.1%	86.0%	14 of 23	60.9%
	Feb-19	91.4%	90.7%	14 of 14	100.0%
	Mar-19	91.8%	88.4%	12 of 23	52.2%
	Apr-19	91.1%	87.2%	13 of 19	68.4%
	May-19	90.2%	86.3%	22 of 24	91.7%
	Jun-19	88.6%	85.1%	22 of 22	100.0%
	Jul-19	91.2%	83.2%	11 of 17	64.7%
	Aug-19	91.6%	83.3%	11 of 12	91.7%
	Sep-19	91.3%	85.3%	18 of 23	78.3%
	Oct-19	89.2%	86.3%	12 of 15	80.0%
	Nov-19	85.0%	83.2%	8 of 8	100.0%
	Dec-19	81.9%	80.1%	18 of 19	94.7%
	Jan-20				
Feb-20					
Mar-20					
YTD	2019 / 20	-	-	135 of 159	84.9%
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%
	2018 / 19	91.8%	88.4%	136 of 266	51.1%
LATEST BENCHMARKING	SN AVE				
	BEST SN				
	NAT AVE				
	NAT TOP QTILE				



LOOKED AFTER CHILDREN - EDUCATION

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. (PEPs are now in place for LAC aged two to their 18th birthday.)

PERFORMANCE ANALYSIS

Exclusions appear high, and have increased again this month. This follows the standard trend at this time of year. A number of the exclusion marks have been updated and as such days lost to exclusion is now correct. Ideally, exclusion data would be compared with data from the equivalent time period from previous years, to allow more detailed analysis and a measure of progress. The Performance Team is investigating this as a future scorecard improvement. The Virtual School (VS) continues to challenge fixed term exclusions and seeks to support schools directly when they exclude LAC and with training and advice to prevent exclusions. Action plans are being drawn up to further develop and formalise the offer of support and challenge to both primary and secondary schools. The split between in and out of authority remains similar to last year at 54:46 respectively. There are differences in exclusion rates between Primary and Secondary; Primary children make up 24% of the cohort of excluded children, 5% of Primary children have been excluded this term, 13% of Secondary aged children have been excluded this term.

Persistent absence is high, as a number of LAC with Education, Health and Care Plans (EHCP's) are still not in provision. This is being challenged on a weekly basis by the Education Health and Care Assessment Team (EHCAT) team. Most of the learners in this specific cohort have a tuition offer in place. This cohort is tracked on a weekly basis by both the VS and EHCAT in a shared tracking and monitoring document.

Reduced provision timetables are only ever agreed in exceptional circumstances and are monitored closely and reviewed regularly.

PEP completion rate will be similar to last term, however, due to staff turnover not all PEPs had a VS adviser present at them. This may mean that some PEPs were not completed and as such the completion rate may appear slightly lower than previous terms, although where possible in these circumstances social workers will lead on completion. Autumn Term performance is to be confirmed in the January 20 report.

Data Note: System produced reports have now been introduced for the below measures which has caused some changes in performance. (PEP data from April 19 onwards is now produced direct from the ePEP system. From June 19 onwards all attendance data is now extracted direct from attendance systems.)

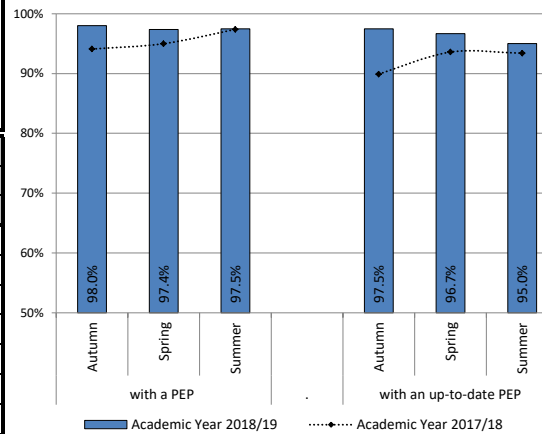
	6.13	6.14	6.15	6.16	6.17	6.18
	% LAC with a Personal Education Plan (Termly)	% LAC with up to date Personal Education Plan (Termly)	LAC Overall absence - % of sessions lost due to absence (LAC continuous for at least 12 months)	% of LAC who are classed as persistent absentees (LAC continuous for at least 12 months - missing 10%+ sessions)	% of LAC with at least one fixed term exclusion (LAC continuous for at least 12 months)	% of LAC on reduced timetable arrangements (All LAC)

IN MONTH PERFORMANCE	Term	2018/19		2019/20			
		6.13	6.14	6.15	6.16	6.17	6.18
IN MONTH PERFORMANCE	Jan-19	97.4%	96.7%	-	-	-	-
	Feb-19	Spring Term (Academic Year 2018/19)	Spring Term (Academic Year 2018/19)	-	-	-	-
	Mar-19	6.5%	14.2%	10.1%	-	-	-
	Apr-19	97.5% Summer Term (Academic Year 2018/19)	95.0% Summer Term (Academic Year 2018/19)	6.2%	16.6%	10.4%	4.3%
	May-19			6.6%	16.1%	10.0%	4.8%
	Jun-19			6.5%	15.7%	11.4%	10.7%
	Jul-19	9.0%	14.8%	11.7%	10.7%	-	-
	Aug-19	n/a	n/a	n/a	n/a	n/a	n/a
	Sep-19	Autumn Term (Academic Year 2019/20)	Autumn Term (Academic Year 2019/20)	6.9%	18.1%	2.3%	3.6%
	Oct-19			6.1%	14.4%	4.9%	5.5%
	Nov-19			6.3%	14.2%	7.7%	5.8%
	Dec-19			5.9%	14.4%	9.3%	5.9%
	Jan-20	Spring Term (Academic Year 2019/20)	Spring Term (Academic Year 2019/20)	-	-	-	-
Feb-20	-	-	-	-	-	-	
Mar-20	-	-	-	-	-	-	
YTD	2019/20	-	-	-	-	-	-

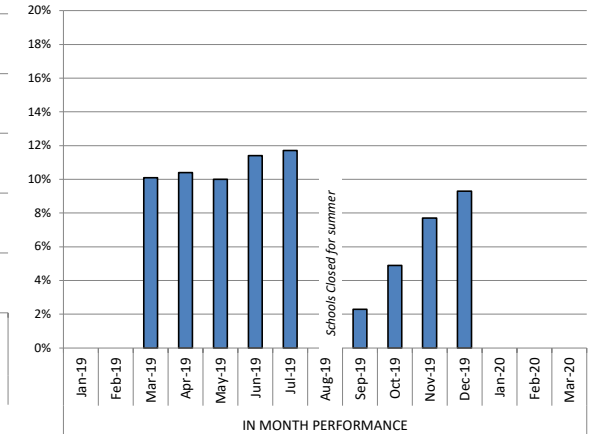
ANNUAL TREND (ACADEMIC YEAR)	2019/20						
	2014/15	76.0%	-	5.0%	11.7%	11.8%	-
	2015/16	97.8%	-	4.1%	12.2%	13.1%	-
	2016/17	97.0%	98.9%	5.7%	13.3%	15.5%	-
	2017/18	93.6%	97.4%	4.7%	11.7%	TBC	-
2018/19	97.5%	95.0%	TBC	TBC	TBC	-	

LATEST BENCHMARKING	2019/20						
	SN AVE	-	-	4.7%	10.0%	13.7%	-
	BEST SN	-	-	3.5%	7.1%	9.0%	-
	NAT AVE	-	-	4.5%	10.6%	11.8%	-
	NAT TOP QTILE	-	-	3.8%	8.8%	9.6%	-

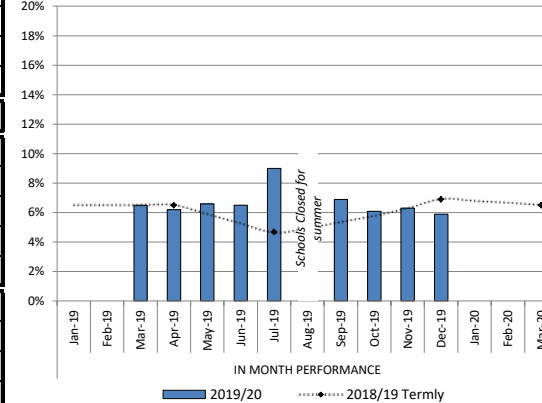
% of LAC with a PEP & % with an up-to-date PEP



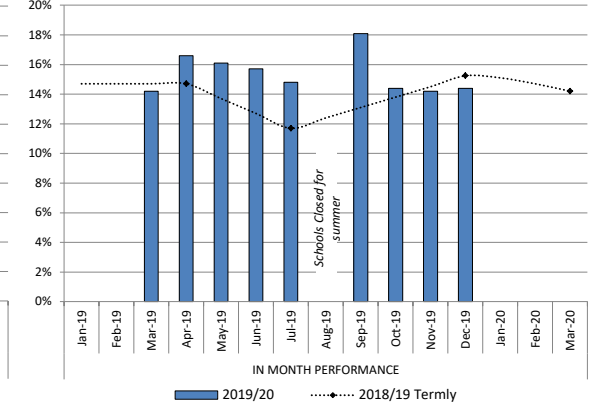
% of LAC with at least one fixed term exclusion



% of sessions lost due to absence



% of LAC who are classed as persistent absentees



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

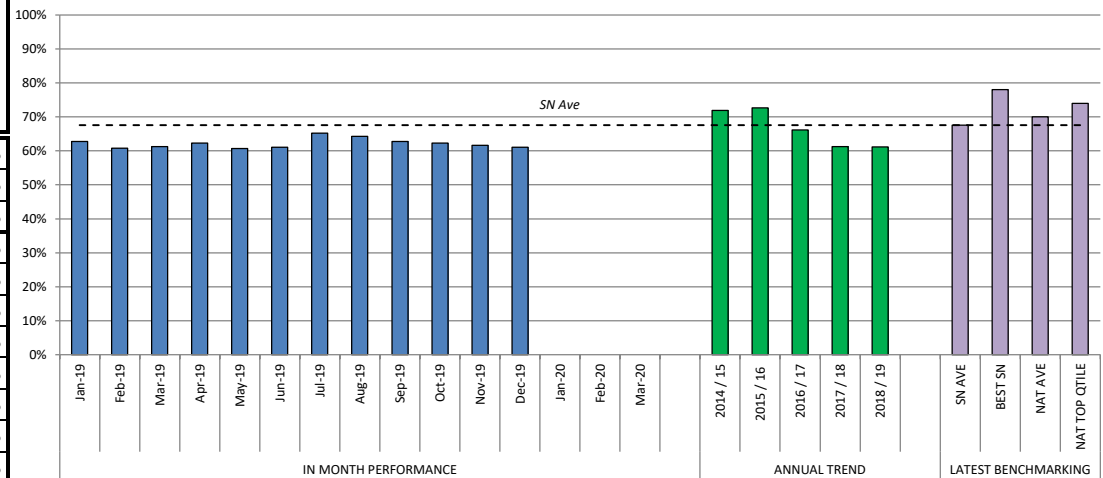
Long-term placement stability has reduced very slightly to 61.1% although in real terms there have been 5 more children in the same placement for 2 years or more bringing the total to 116 which in real terms is the best performance of the year thus far (improving from 90 to 116 children over the course of the year). However, this performance will continue to be impacted by a small number of foster carers accepting a Special Guardianship Order (SGO) / Child Arrangements Order (CAO) or a plan for adoption to achieve permanence for the children in their care.

The number of children with 3 or more placement moves in the previous 12 months has increased slightly from 10.9% to 11.1% but this is only one child in real terms and the general trend is still an improving one over the course of the year.

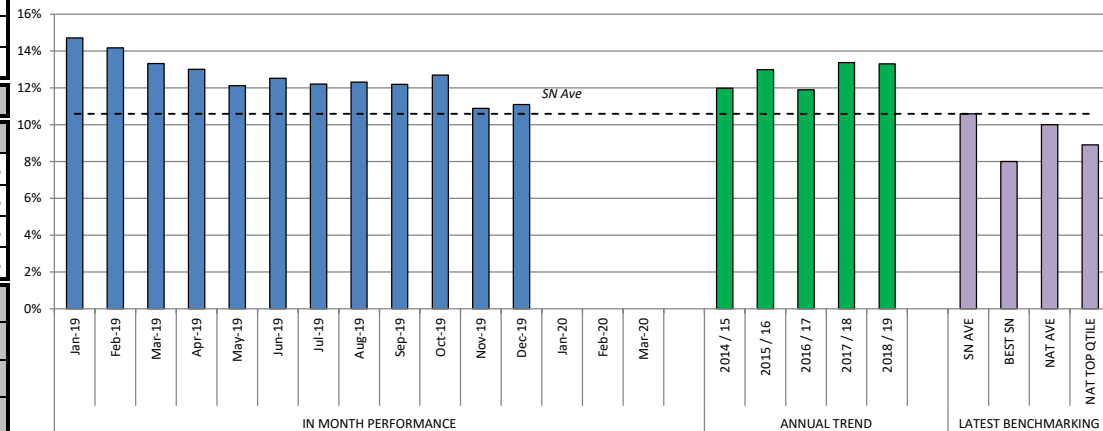
The number of children in family based setting has improved over the course of the past 3 months which seems to have reversed the previous worsening trend. The number of children living in a commissioned placement increased slightly by 3 children (0.7%) but the ongoing work within the House Project and Out of Authority (OoA) step-down plans should positively impact on this performance in the coming months.

		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-19	91 of 145	62.8%	92 of 625	14.7%	82.4%	7.8%	339 of 629	53.9%		
	Feb-19	90 of 148	60.8%	91 of 642	14.2%	82.5%	8.2%	331 of 646	51.2%		
	Mar-19	90 of 147	61.2%	85 of 638	13.3%	81.9%	7.2%	336 of 642	52.3%		
	Apr-19	99 of 159	62.3%	81 of 623	13.0%	79.8%	5.9%	336 of 625	53.8%		
	May-19	99 of 163	60.7%	78 of 643	12.1%	78.6%	4.6%	342 of 646	52.9%		
	Jun-19	99 of 162	61.1%	79 of 631	12.5%	78.2%	4.1%	353 of 633	55.8%		
	Jul-19	105 of 161	65.2%	77 of 631	12.2%	77.9%	4.1%	352 of 633	55.6%		
	Aug-19	106 of 165	64.2%	78 of 633	12.3%	78.0%	4.7%	336 of 637	52.7%		
	Sep-19	108 of 172	62.8%	76 of 623	12.2%	77.0%	4.0%	344 of 623	55.2%		
	Oct-19	114 of 183	62.3%	79 of 622	12.7%	77.7%	4.5%	334 of 622	53.7%		
	Nov-19	111 of 180	61.7%	67 of 615	10.9%	78.4%	5.0%	325 of 615	52.8%		
	Dec-19	116 of 190	61.1%	68 of 613	11.1%	79.3%	4.7%	328 of 609	53.9%		
	Jan-20										
Feb-20											
Mar-20											
YTD	2019 / 20		-		-		-		-		
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%		
	2018 / 19	90 of 147	61.2%	85 of 638	13.3%	81.9%	7.2%	336 of 642	52.3%		
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

Once again there has been minimal impact on the net gain of in-house foster carers (6 approvals and 4 resignations/deregistration's) meaning a net loss of one foster family over the course of the financial year. The refreshed foster care recruitment website and process as designed with Bright Sparks was launched on the 23rd September 2019 and is beginning to show some impact. This has increased the average monthly enquiries per month from around 30 to 150. From these enquiries there have been 56 initial visits and 26 follow up visits - this is less than a 50% conversion rate and further work needs to be undertaken to gain a greater understanding for this relatively low rate. One measure already taken to address this has been for social workers to be directed to book the follow up visit at the initial visit stage to keep these prospective carers fully engaged. There is also a 90% drop-out rate between people clicking a link to book a meeting and actually booking this meeting and some follow up contacts to be made to gain a greater understanding of the underlying reasons for this.

There are currently 15 prospective carers in application stage and 5 in assessment. Thus far there have been 15 approvals in 2019/20 and if all applicants currently in progress are approved as planned between Jan and April there will be 15 more foster families (a 75% conversion rate will be 12 more foster carers and at 50% there will be 8).

Fostering social work visit performance is also reasonably strong with 88% of supervisory visits taking place in timescale and 95% of unannounced visits similarly taking place in timescale - up from the mid 60's of less than 12 months ago when this started to be measured.

A more refined performance management process is in the midst of being developed in order to support the team to minimise any delays in the assessment and approval process with the aim of reducing the overall timescale from Initial Visit to approval to an average of less than 4 months.

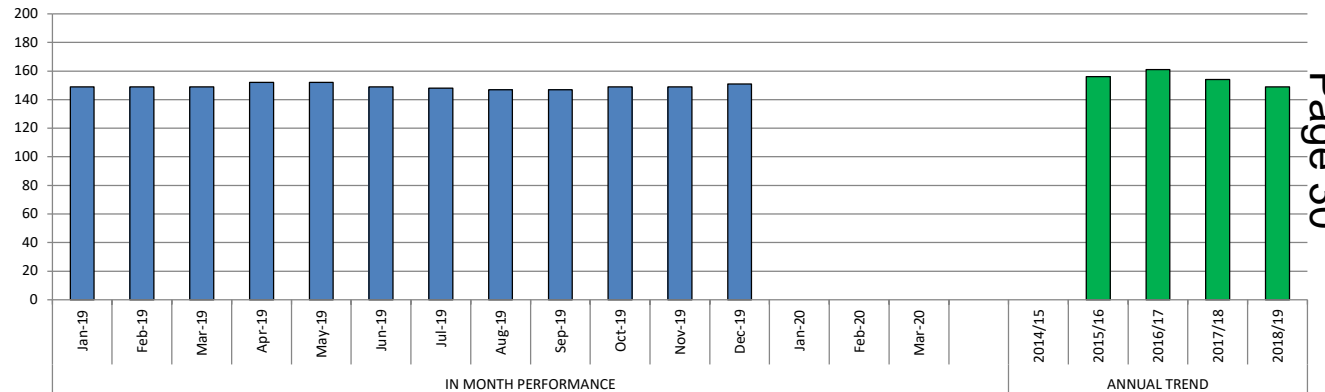
9.1	9.2	9.3	9.4	9.5
Number of LAC in a Fostering Placement (excludes relative/friend)	% of total LAC in a Fostering Placement (excludes relative/friend)	Number of Foster Carers (Households)	Number of Foster Carers Recruited (Households)	Number of Foster Carers De-registered (Households)

IN MONTH PERFORMANCE	Jan-19	428	68.0%	149	0	2
	Feb-19	436	67.5%	149	1	1
	Mar-19	427	66.5%	149	1	1
	Apr-19	414	66.2%	152	1	2
	May-19	433	67.0%	152	1	1
	Jun-19	426	67.3%	149	0	3
	Jul-19	419	66.2%	148	3	3
	Aug-19	426	66.9%	147	0	1
	Sep-19	423	67.9%	147	1	1
	Oct-19	420	67.5%	149	2	0
	Nov-19	404	65.7%	149	0	0
	Dec-19	415	68.1%	151	6	4
	Jan-20					
	Feb-20					
Mar-20						

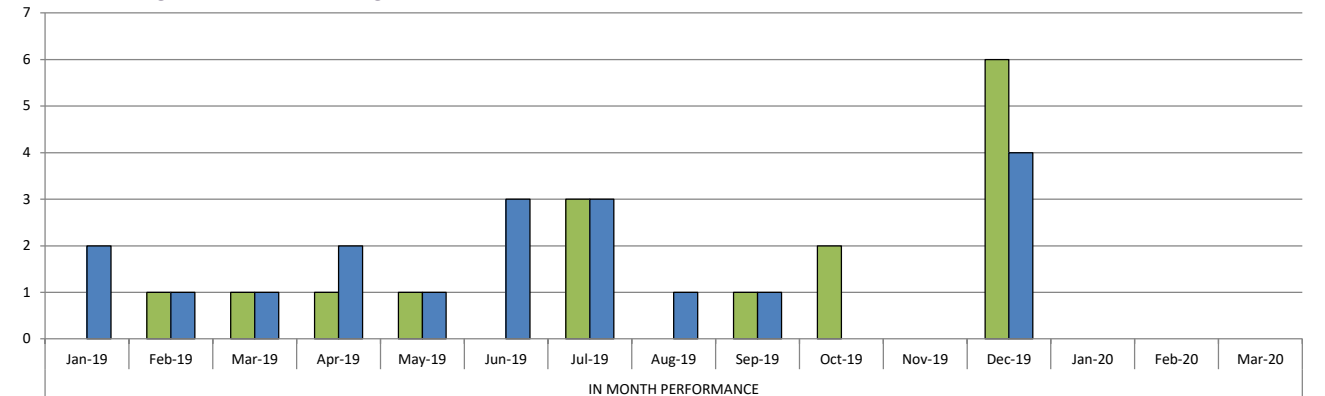
YTD	2019/20	-	-	-	14	15
-----	---------	---	---	---	----	----

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 3 adoptions finalised over the course of December 2019 bringing the yearly 2019/20 total to 25 of which 60% are in the 'Harder to Place' categories. In addition there are a further 31 children already placed with their adoptive parents and 13 more with a match identified and family finding ongoing for another 13 children. The current forecast is for there to be approximately 34 adoptions by the end of 2019/20 but more negatively the LAC service is currently undertaking 4 revocations of placement orders and the service is undertaking an internal review to clarify if there are any lessons to be learned from these changes in plans for children. This report will be presented to the Corporate Parenting Panel and the next LAC Performance Board meeting.

Performance in respect of the A1 and A2 scorecard has improved once again to 408 days and 146.1 days respectively and both remain better than the Statistical and National average and place Rotherham in the top quartile although this performance is likely to remain volatile given the relatively low numbers of children involved.

There are currently 13 adopters in the midst of their assessment; 7 at stage 1 and 6 at stage 2 with 12 adopters already having been approved in 2019/20 and so the team is well placed to surpass last year's performance of 12 adopters recruited.

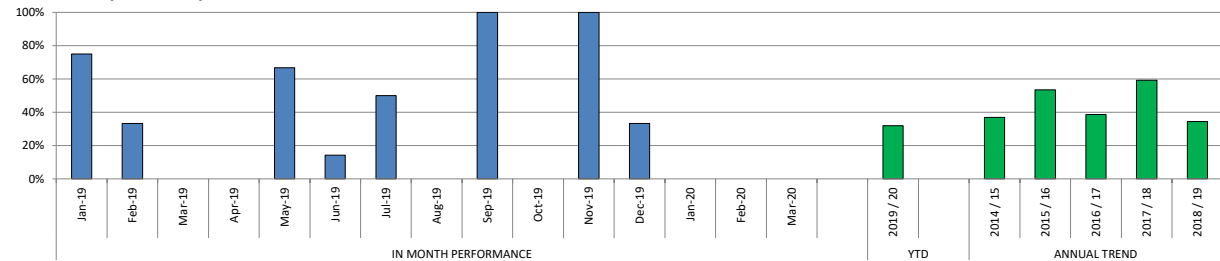
Data Note: Performance is taken from the services manual tracker as the data is not currently recorded on LCS

	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-19	4	3	75.0%	365.5	197.8
	Feb-19	3	1	33.3%	385.3	212.5
	Mar-19	0	0	-	386.9	212.4
	Apr-19	1	0	0.0%	233.0	118.0
	May-19	3	2	66.7%	372.8	162.8
	Jun-19	7	1	14.3%	407.9	167.1
	Jul-19	2	1	50.0%	420.4	172.7
	Aug-19	3	0	0.0%	449.6	167.4
	Sep-19	1	1	100.0%	440.5	160.9
	Oct-19	3	0	0.0%	451.2	161.4
	Nov-19	2	2	100.0%	410.2	149.4
	Dec-19	3	1	33.3%	408.0	146.1
	Jan-20					
Feb-20						
Mar-20						
YTD	2019 / 20	25	8	32.0%	-	-
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
	2018 / 19	32	11	34.4%	386.9	212.4
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

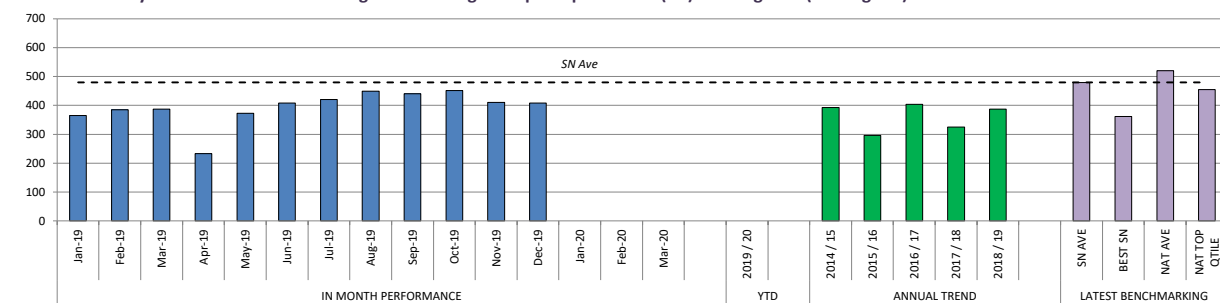
*Annual Trend relates to current reporting year April to Mar - not rolling year

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

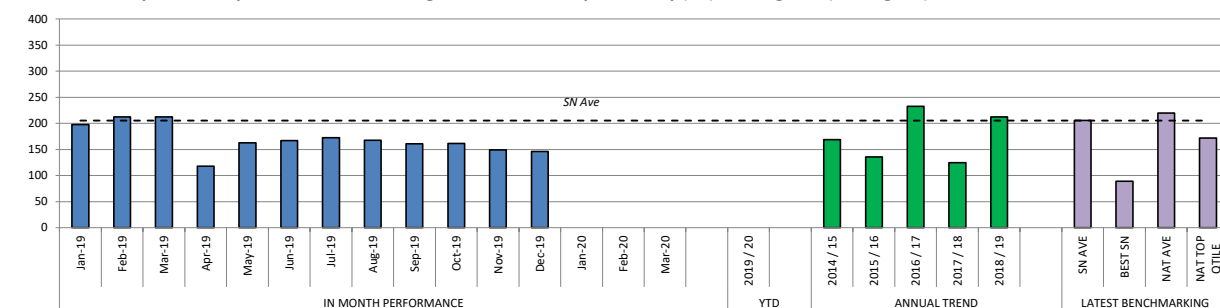
% adoptions completed within 12 months of SHOBPA



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)



CARE LEAVERS

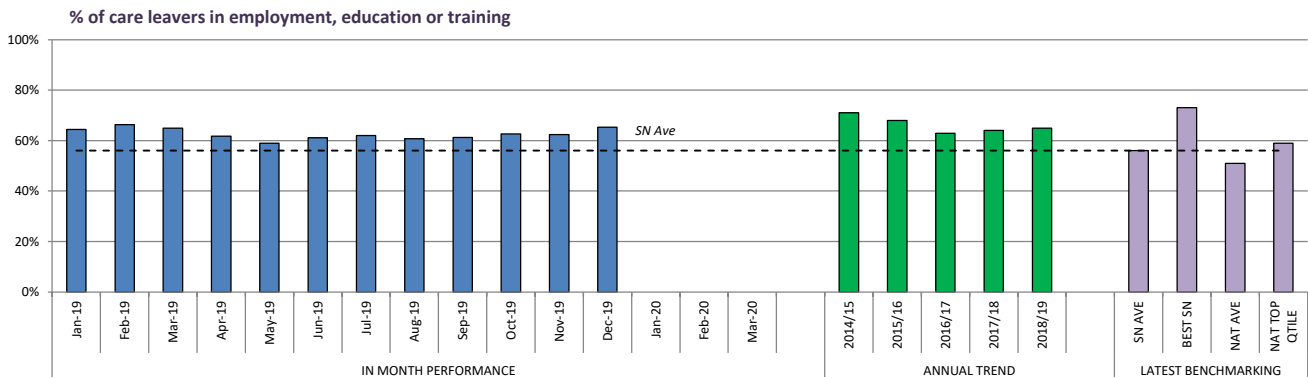
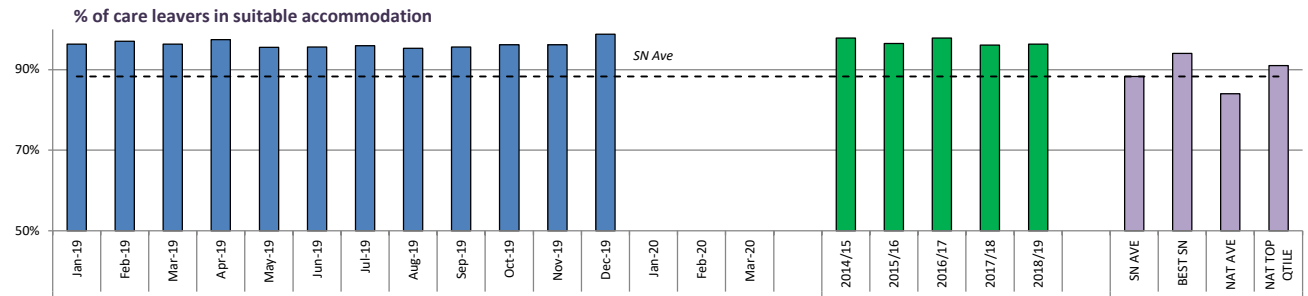
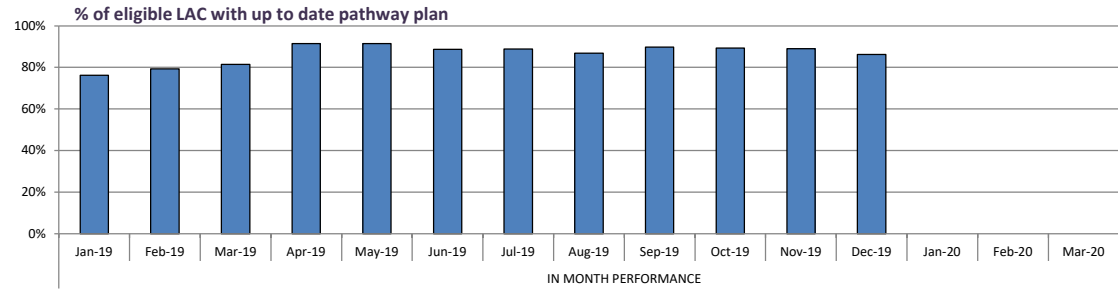
DEFINITION A care leaver is defined as a person aged 25 or under, who has been looked after away from home by a local authority for at least 13 weeks since the age of 14; and who was looked after away from home by the local authority at school-leaving age or after that date. Suitable accommodation is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

PERFORMANCE ANALYSIS

The number of care leavers receiving a service from the Leaving Care Team increased once again in December 2019 and currently stands at 320; the second highest figure recorded for the Service. Despite this and some ongoing capacity issues within the team due to a number of new Personal Advisors (PA's) being appointed, performance in respect of care leavers in suitable accommodation (98.8%) and care leavers in Employment, Education or Training (EET) (65.3%) were at the highest level for 2019 and both measures place RMBC well above the national average and in the top quartile.

Performance in respect of completed pathway plans has dipped slightly but a deeper review of this would indicate that some children's teams social workers are still updating care plans rather than formulating pathway plans for 16+ LAC which is impacting on performance.

		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-19	298	86.1%	76.2%	96.3%	64.4%
	Feb-19	297	87.4%	79.3%	97.0%	66.3%
	Mar-19	299	88.1%	81.4%	96.3%	64.9%
	Apr-19	303	91.4%	91.4%	97.4%	61.7%
	May-19	308	91.4%	91.4%	95.5%	59.0%
	Jun-19	315	89.1%	88.7%	95.6%	61.1%
	Jul-19	316	89.1%	88.8%	95.9%	62.0%
	Aug-19	321	88.0%	86.8%	95.3%	60.7%
	Sep-19	318	90.8%	89.8%	95.6%	61.3%
	Oct-19	319	90.9%	89.3%	96.2%	62.7%
	Nov-19	319	90.9%	89.0%	96.2%	62.4%
	Dec-19	320	89.9%	86.2%	98.8%	65.3%
	Jan-20					
Feb-20						
Mar-20						
YTD	2019/20	-	-	-	-	-
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%
	2018/19	299	88.1%	81.4%	96.3%	64.9%
LATEST BENCHMARKING	SN AVE				88.3%	56.0%
	BEST SN				94.0%	73.0%
	NAT AVE				84.0%	51.0%
	NAT TOP Q/TILE				91.0%	59.0%



CASELOADS

DEFINITION

Caseload figures relate to the number of children the social worker is currently the lead key worker. All averages are calculated on a full time equivalency basis, based on the number of hours the worker is contracted to work.

PERFORMANCE ANALYSIS

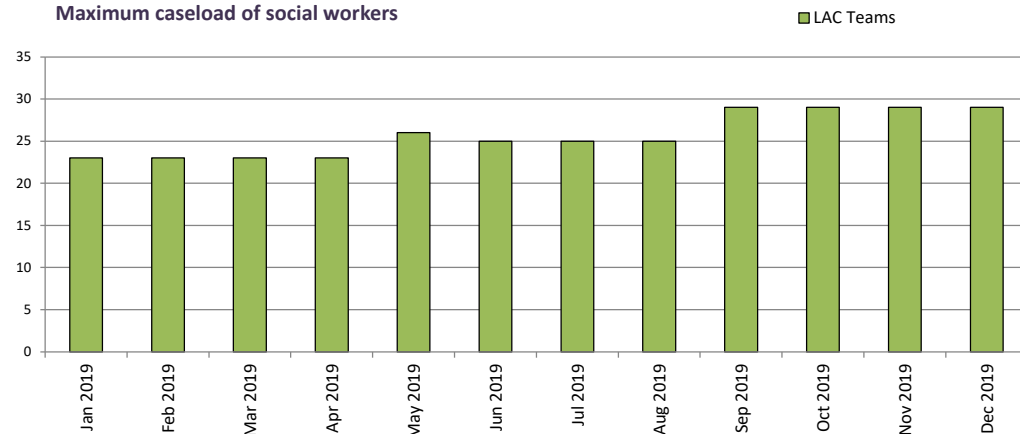
The average caseload in the LAC Service has increased once again largely due to a number of social workers leaving the employ of RMBC and some long-term sickness issues meaning that the remaining social workers have had to be allocated more cases. At an average of 19.7 for the long-term LAC Teams this equals the highest average figure for the year, although recent recruitment should ensure the figure will start to reduce once again in the foreseeable future. The average caseload in the Court and Permanence teams has reduced slightly primarily due to a number of care proceedings coming to an end with permanence arrangements being secured for a number of children.

Data Note: Please note that from February 19 onwards adjustments were made to the average caseload calculations effecting FTE for Advanced Practitioners and Newly Qualified Social Workers as follows: AP's: 0.4 of their contracted FTE and NQSW's: 0.6 of their contracted FTE

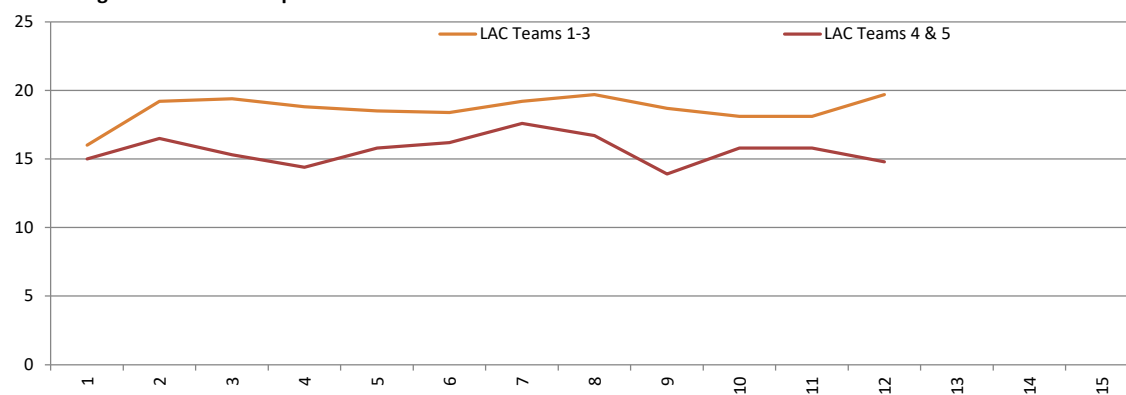
* Following changes to the HR system, further work with HR staff is needed to enable accurate reporting for the agency % measure. We can however confirm the actual number of agency staff (figure in brackets).

		11.3		11.4	
		Maximum caseload of social workers in LAC Teams		Av. no. cases in LAC Teams	
		Teams 1-3	Teams 4 & 5	Teams 1-3	Teams 4 & 5
IN MONTH PERFORMANCE	Jan-19	23	16.0	15.0	
	Feb-19	23	19.2	16.5	
	Mar-19	23	19.4	15.3	
	Apr-19	23	18.8	14.4	
	May-19	26	18.5	15.8	
	Jun-19	25	18.4	16.2	
	Jul-19	25	19.2	17.6	
	Aug-19	25	19.7	16.7	
	Sep-19	29	18.7	13.9	
	Oct-19	29	18.1	15.8	
	Nov-19	29	18.1	15.8	
	Dec-19	29	19.7	14.8	
	Jan-20				
Feb-20					
Mar-20					
YTD	2019/20	-	-	-	
ANNUAL TREND	2014/15	-	-	-	
	2015/16	19	-	-	
	2016/17	17	-	-	
	2017/18	18	12.6	11.8	
	2018/19	23	19.4	15.3	

Maximum caseload of social workers



Average number of cases per team



Review of LADO process and its impact on Foster Carer Retention

**Review of LADO process and its impact on Foster Carer retention at Rotherham
Metropolitan Borough Council (RMBC) conducted by a sub-group of Elected Members
from the Corporate Parenting Panel (CPP)**

Introduction

This review was undertaken with the agreement of Cllr Watson (Chair of CPP) as a result of concerns expressed that the LADO process at RMBC may be impacting on the retention of Foster Carers.

Concerns were as follows:

1. Anecdotal evidence from Fostering Panel throughout 2017/18 suggested that Foster Carers subject to LADO investigations were not sufficiently supported throughout the LADO process thereby resulting in the resignations of Foster Carers even when the outcome of the investigation proved unfounded or unsubstantiated.
2. In addition, anecdotal evidence suggested that there were inconsistencies in the outcomes of LADO investigations and following the change from one dedicated LADO officer to several officers was something the subgroup sought assurances on.

The subgroup consisted of Cllrs; Cusworth, Jarvis, Jayne Elliot and Mick Elliott. The subgroup met 4 times in total:

12th February 2019 – Rebecca Wall | Head of Safeguarding, Quality and Learning

4th April 2019 – Jo McCartan | Local Authority Designated Officer

12th June 2019 – Catherine Boaler | Service Manager Fostering, Adoption and Therapeutic Team

Key Lines of Enquiry

- What is a LADO and what do they do?
- What is the LADO process?
- Who is notified of the outcomes of a LADO?
- What does the Rotherham model look like?
- How does the process of a LADO investigation impact on Foster Carers?
- Is the LADO investigation process consistent?
- How is the LADO service working with the Fostering Service to minimise impact on Foster Carers and therefore on retention?

Review of LADO process and its impact on Foster Carer Retention

What is a LADO?

The Local Authority Designated Officer (LADO) is the person who should be notified when it has been alleged that someone who works with children has:

- behaved in a way which has harmed or might harm a child
- possibly committed a criminal offence against a child
- behaved towards a child or children in a way that indicates he or she would pose a risk of harm if they work regularly or closely with children

What Does the LADO do?

The (Local Authority) Designated Officer has responsibility for:

- the management and oversight of allegations against people who work with children;
- providing guidance to employers and voluntary associations about how to deal with allegations against people who work with children;
- liaising effectively with the Police and other organisations to ensure that cases are dealt with as quickly as possible; and
- reporting to the LSCB about all allegations against people who work with children and their outcomes

LADO procedures

LADO procedures should be used by all organisations providing services for children, including those who provide staff or volunteers to work with or care for children. A referral to LADO should be made in situations in which an allegation or concern arises about the conduct of a person who works with children. This applies to all children and includes anyone who has not yet reached their 18th birthday. <http://www.rscb.org.uk/lado>

Full guidance on Rotherham Safeguarding Children's Board LADO procedure can be found at https://rotherhamscb.proceduresonline.com/chapters/p_alleg_staff.html?zoom_highlight=Allegations+Against+Staff+Carers+and+Volunteers&zoom_highlight=Allegations+Against+Staff+Carers+and+Volunteers

In relation to the LADO process and its impact on Foster Carers the subgroup established the following:

- All allegations made against anyone working with children should be taken seriously and this includes Foster Carers

Review of LADO process and its impact on Foster Carer Retention

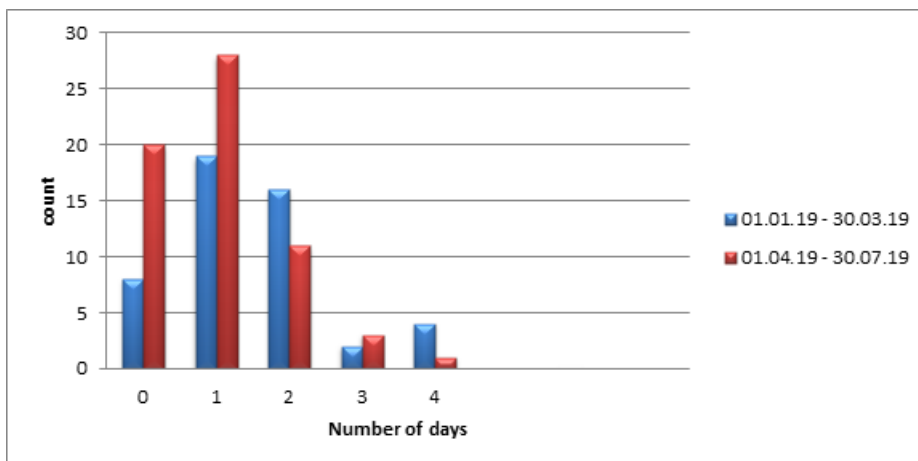
- Foster Carers should accept that if allegations are made they will be thoroughly investigated but they should also have confidence that any investigation will be balanced and they will be appropriately informed of the outcome.
- Joanne McCartan is RMBC’s LADO and she manages a team of seven allegation managers/independent conference chairs.
- Despite the shift from a single designated officer to the above model there is continuity because the allegation manager who picks up the case sees it through to the end and the LADO has oversight and provides quality assurance ensuring consistency is maintained.
- Where allegation doesn’t meet threshold for LADO it is still recorded on a matrix so patterns can be noticed – this can help to support employers and a LADO can be triggered manually if required.
- LADO investigations are much more timely since running new system (see below)

Timeliness - 01.04.19 – 30.07.19

Timeliness of Contact Decision Making

Timeliness of Contact Decision (Working Days)	Count	%
0	20	29.9%
1	28	41.8%
2	11	16.4%
3	3	4.5%
4	1	1.5%
5	4	6.0%
Total	67	

Review of LADO process and its impact on Foster Carer Retention



-

The decision of the initial LADO contact to progress to LADO has significantly increased over this quarter as you can see from the above chart. 71.1% of contact have been screened and progressed within 1 day of receiving the contact.

Timeliness of Investigations Closed in Period (Working Days)	Count	%
0-20	15	45.5%
21-40	4	12.1%
41-60	2	6.1%
61-80	1	3.0%
81-100	1	3.0%
100+	10	30.3%
Total	33	

Over half of the LADO investigations have concluded within 40 working days (8 weeks).

The ones that are over 100+ days are on the whole due to the length of police investigations, this are normally the historically offences or when the employee’s children are subject to CP planning and it is appropriate to ascertain the outcome of this planning prior to making a final decision on employment. This is a balanced and proportionate approach to LADO investigations.

-

Review of LADO process and its impact on Foster Carer Retention

- Rotherham is being recognised for good practice - Currently we are one of very few Local Authorities who are using the allegations database system to its full potential, given this we have been approached by a number of Local Authorities North Yorkshire, Hull, Bradford and Sheffield to share our experiences and benefits of moving towards having the allegations systems with LCS. Regional LADO's were extremely impressed with the demonstration of our recording system and suite of data within the performance dashboard. Regional authorities have reported back that our systems are significantly more developed than their own and other authorities and are in discussions with their leadership teams in terms of developing this further within their own authorities
- The Head of Looked After Children's Services, Ian Walker is made aware of any allegations triggering a LADO process and he sits on the LADO review panel thereby demonstrating a clear links between the LADO service and the Fostering service.

Conclusion

The sub-group is assured that changes have been implemented by the LADO service and the Fostering Service have had a positive impact on the experience of Foster Carers under investigation and that we are assured that the process is no longer impacting on the retention of Foster Carers.

We would like to note our thanks to both the LADO Service and the Fostering Service, particularly Rebecca Wall, Joanne McCartan and Catherine Boaler for assisting us with this review.

End of Report