BIRMINGHAM CITY COUNCIL

CHILDREN'S SOCIAL CARE OVERVIEW AND SCRUTINY COMMITTEE

**WEDNESDAY, 12 DECEMBER 2018 AT 10:00 HOURS
IN COMMITTEE ROOMS 3 & 4, COUNCIL HOUSE, VICTORIA
SQUARE, BIRMINGHAM, B1 1BB**

A G E N D A

1 NOTICE OF RECORDING/WEBCAST

The Chairman to advise/meeting to note that this meeting will be webcast for live or subsequent broadcast via the Council's Internet site (www.civico.net/birmingham) and that members of the press/public may record and take photographs except where there are confidential or exempt items.

2 DECLARATIONS OF INTERESTS

Members are reminded that they must declare all relevant pecuniary and non pecuniary interests arising from any business to be discussed at this meeting. If a disclosable pecuniary interest is declared a Member must not speak or take part in that agenda item. Any declarations will be recorded in the minutes of the meeting.

3 APOLOGIES

To receive any apologies.

4 ACTION NOTES

3 - 8

To confirm the action notes of the meeting held on the 14th November 2018.

5 CHILDREN'S TRUST (10AM - 11AM)

9 - 122

Andrew Christie, Chair; Andy Couldrick, Chief Executive; Professor Jon Glasby, a Non-Executive Director appointed by the Council to the Children's Trust Board and Jenny Turnross, Director of Practice will be attending to provide an update on the Children's Trust.

123 - 146

6 **CABINET MEMBER FOR CHILDREN'S WELLBEING (11AM - 12)**

Councillor Kate Booth, Cabinet Member for Children's Wellbeing and Anne Ainsworth, Acting Corporate Director for Children and Young People in attendance.

147 - 152

7 **WORK PROGRAMME**

For discussion.

8 **DATE OF NEXT MEETING**

The next meeting is scheduled to take place on Wednesday 16 January 2019 at 1000 hours in Committee Rooms 3 & 4, The Council House.

9 **REQUEST(S) FOR CALL IN/COUNCILLOR CALL FOR ACTION/PETITIONS RECEIVED (IF ANY)**

To consider any request for call in/councillor call for action/petitions (if received).

10 **OTHER URGENT BUSINESS**

To consider any items of business by reason of special circumstances (to be specified) that in the opinion of the Chairman are matters of urgency.

11 **AUTHORITY TO CHAIRMAN AND OFFICERS**

Chairman to move:-

'In an urgent situation between meetings, the Chairman jointly with the relevant Chief Officer has authority to act on behalf of the Committee'.

BIRMINGHAM CITY COUNCIL

CHILDREN'S SOCIAL CARE OVERVIEW AND SCRUTINY (O&S) COMMITTEE – PUBLIC MEETING

10:00 hours on Wednesday 14th November 2018, Committee Rooms 3 & 4 – Actions

Present:

Councillor Mohammed Aikhlaq (Chair)

Councillors: Diane Donaldson, Shabrana Hussain, Kerry Jenkins and Alex Yip.

Also Present:

Councillor Kate Booth, Cabinet Member for Children's Wellbeing
Councillor Mary Locke, Learning, Culture and Physical Activity O&S Committee
Councillor Kath Scott, Learning, Culture and Physical Activity O&S Committee
Rabia Shami, Learning, Culture and Physical Activity O&S Committee
Anne Ainsworth, Acting Corporate Director for Children and Young People
Rose Kiely, Group Overview & Scrutiny Manager
Jennifer Langan, Travel Assist Lead
Sharon Scott, Acting AD for SEND
Amanda Simcox, Scrutiny Officer

1. NOTICE OF RECORDING

The Chairman advised that this meeting would be webcast for live or subsequent broadcast via the Council's Internet site (www.civico.net/birmingham) and that members of the press/public may record and take photographs except where there were confidential or exempt items.

2. OTHER URGENT BUSINESS

The Chair brought the item forward on the agenda and welcomed Councillor Kerry Jenkins in place of Councillor Safia Akhtar as a Member on the Committee.

RESOLVED:

Councillor Kerry Jenkins noted as a Member on the Committee.

3. DECLARATIONS OF INTERESTS

Councillor Alex Yip declared he is a school governor at Wilson Stuart School.

4. APOLOGIES

Apologies were submitted on behalf of Councillor Charlotte Hodivala.

5. **ACTION NOTES**

(See document 1)

<u>**RESOLVED**</u>:

The action notes of the meeting held on the 17th October 2018 were confirmed.

6. **TRAVEL ASSIST**

(See document 2)

The Chair informed the Committee that members of the Learning, Culture and Physical Activity O&S Committee had been invited to attend, as Travel Assist was also within their remit. The Chair welcomed Councillor Mary Locke, Councillor Kath Scott and Rabia Shami to the meeting.

Councillor Kate Booth, Cabinet Member for Children's Wellbeing, Anne Ainsworth, Acting Corporate Director for Children and Young People, Sharon Scott, Acting AD for SEND and Jennifer Langan, Travel Assist Lead, presented the item and answered Members' questions.

The discussion included the following commitments and information requested. It was acknowledged that some of the information could not be provided until the new IT was in place:

*   The Cabinet Member recognises this is an important issue, as it is about getting the right outcomes for our young people and scrutiny's role with this. Therefore, she is more than willing to come back to a further committee meeting and / or have a monitoring team or support group etc.

Guides

*   There are no legal requirements regarding guides, instead this is covered by good practice.
*   This is an ageing workforce and a difficult job for quite low pay.
*   They rely on agency staff.
*   Council staff are paid a grade two, however, pay varies for each agency contract.
*   They work with a lot of schools regarding the guides.
*   They have rolling recruitment and hope there will be an improvement in recruiting.
*   The decision is made by the Panel as to whether a child needs a guide.
*   From now on communication with parents/carers will state whether their child needs a guide.
*   They are currently working on the guides having a separate telephone line so they can get through to the service.
*   Cllr Yip queried the safety and whether risk assessments and legal advice were undertaken when guides were removed in September with a three day notice period. Also queried was whether the decision was taken because these were the shortest routes. The Cabinet Member stated that the guide that was on the route previously was not there for their child, however, acknowledged that the

notice period was unacceptable and measures have been put in place so this does not happen again. Also, the Panel decision was not made because of these being the shortest routes.

EHCP

- Members requested if school travel recommendations could be included in the Education, Health and Care Plan (EHCP). However, the Acting AD stated that Local Authorities must adhere to the statutory guidelines and travel could not be written into EHCP's.

Personal Transport Budgets

- The Travel Assist Lead would encourage Personal Transport Budgets (PTBs).

Risk Assessments

- There is a generic risk assessment for every route and there is an annual risk assessment for children.

Budget

- The Travel Assist budget is £18.4m and has a budget pressure of £3.5m.
- Post 16 travel costs are subsidised by the Council.
- There are increases in: demand for the service, fuel and commissioning costs.
- This sits within the wider SEND agenda and they are working through the Ofsted report and undertaking a review of the sufficiency of suitable school places.
- Also, a number of mitigations are being explored: back office costs, whether the budget can be passed to the schools and undertaking realistic modelling. Due to the financial pressures schools may already be under Members expressed concern regarding the ability of schools to provide the service if this was a cost cutting exercise and the budget wasn't ringfenced.

New IT System

- There is a spending freeze, however, they may be able to borrow from reserves for the cost for the new IT system as this should save money. For instance they currently have some stand alone systems they have to pay for. Also, contractor compliance and KPIs is not as robust as it could be and the new IT will assist with this. The new App would also assist parents and carers to track progress of the minibus so they will know when their child arrives at school.

Complaints

- The complaints database will be rolled out by the end of the month.

Vehicles

- They have brought in a vehicle compliance officer due to concerns raised previously on the state of the vehicles.
- Issues with the Clean Air Zone (CAZ).

Cabinet Report

- Members queried whether the decisions within the 26th June 2018 Cabinet report, including the contract tendering process, are on track and therefore a further Cabinet report will be presented in the autumn seeking approval for the new 0-25 policy and proposed procurement strategy. It was confirmed that they were on track and a lot of resources are being put into this. The Cabinet Member confirmed they are more than willing to report back to scrutiny.

Post 19-travel

- Cllr Yip asked why the Council has been without a post 19 travel policy for five years and this needs to be urgently resolved. The Cabinet Member thanked Cllr Yip for bringing this to her attention.

Head Teachers of Special Schools

- Cllr Yip raised the issue of the letter of no confidence that had been signed by 15 Head Teachers. The Acting AD stated that they had addressed the concerns in writing and this has been sent to all the Head Teachers of the 27 special schools. There was also a discussion at the Special Heads Forum and the matter has been resolved and closed.

Requested Information

- Members requested the following information, however, it was acknowledged that not all the requested information can be provided until the new IT system is in place:
  - A further breakdown on the average travel figures.
  - Figures on out of city.
  - Details of the routes that have two guides or more.
  - First aid training specification.
  - Figures on all appeals to include how many applied, reasons and outcomes.
  - Details of the core cities benchmarking.
  - Breakdown on the data and cost of taxis.

RESOLVED:

Update noted and further information to be provided.

7. **WORK PROGRAMME**

(See document 3).

RESOLVED:

The work programme was noted and the following was agreed:

- The Cabinet Member to be requested to attend the 12th December 2018 committee meeting to provide an update on her portfolio and budget.
- Today's discussion was welcomed and following the commitments given by the Cabinet Member and Officers regarding Travel Assist it was agreed that a Travel Assist Inquiry was not needed at this time. Rather, this can be discussed after the report has gone to Cabinet and the political leads on the Committee can meet bi-monthly.
- A further update on the Children Missing from Home and Care Inquiry was requested.

8. **DATE OF NEXT MEETING**

RESOLVED:

Noted the next meeting is scheduled to take place on Wednesday, 12th December 2018 at 1000 hours in Committee Rooms 3 & 4.

9. **REQUEST(S) FOR CALL IN/COUNCILLOR CALL FOR ACTION/PETITIONS**

None.

10. **AUTHORITY TO CHAIRMAN AND OFFICERS**

RESOLVED:

That in an urgent situation between meetings the Chair, jointly with the relevant Chief Officer, has authority to act on behalf of the Committee.

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The meeting ended at 12.42 hours.

Self-Assessment of Social Work Practice

November 2018

Contents

1. Introduction

Children's social care services in Birmingham are delivered by Birmingham Children's Trust. The Trust is owned by but operationally independent from Birmingham City Council. The Trust Board, chaired by Andrew Christie CBE, is fully operational. A detailed contract which includes finance, performance and governance is in place. Andy Couldrick, the Chief Executive of the Trust, is responsible for the delivery of the contract. Anne Ainsworth is the Acting Director of Children's Services in Birmingham City Council. Anne provides strategic and systems leadership for children's services and education. There are a series of regular performance and contract meetings between the Trust and Council, providing a high support and high challenge environment. These arrangements began on 1 April 2018; the contract is in place for five years.

The Trust vision is to build a service that provides excellent children's social work and social care services for the city's most vulnerable children, young people and families. We aim to always deliver services with compassion and with care, through positive relationships, building on strengths. We work in collaboration with children and young people, families and our partners. We strive to always listen to, involve and include children and their families in our work. We aim to achieve the best outcomes by supporting children to be healthy, happy and resilient.

The last full Ofsted inspection of children's services in September 2016 found that services for children overall were inadequate. Services for children looked after, adoption and care leavers were judged to require improvement. Services for children needing help and protection, leadership, management and governance were judged to be inadequate. Since then, Ofsted have carried out six monitoring visits, all of them demonstrating a positive trajectory, as well as identifying where further improvement is required, in order to deliver consistently 'good' services to children. **Our self-assessment, using the Ofsted ILACS performance criteria, is that overall we require improvement to be good.**

2. Progress since the last self-assessment and inspection

The Ofsted inspection in September 2016 found clear progress in a number of key areas. However, the changes at the front door of the service were still new and practice was inconsistent and rarely good. As a result, some children continued to receive inadequate services. Subsequent monitoring visits have seen continuous improvement. We have systematically completed all of the recommendations raised by Ofsted during the inspection, and those raised during subsequent monitoring visits. We now have an effective front door and a fit for purpose multi-agency safeguarding hub. We are completing increasingly purposeful work with children and their families, and this is resulting in better outcomes for more children. Monitoring visits have confirmed that we have an accurate understanding of ourselves; we know that we have areas of practice that we still need to improve.

We are developing a learning and reflective practice culture. The service is calmer, systemic supervision training for team managers and heads of service is in place, caseloads are stable and average 17 children per social worker. Staff turnover and agency staff numbers are lower than statistical neighbours and the England average. There is a strong, targeted early help family support service, a greater focus on practice and on effective social work interventions. We are increasingly seeing good social work practice from committed social workers who know their children well.

We have developed a number of key priorities that we are working on now

- We continue to embed the relationship-based practice model to drive improving practice.
- We continue to build collaboration, understanding, and capacity within the Trust Board.
- We continue to develop and sustain a skilled and confident workforce.
- We are working hard to improve placements, choice and sufficiency for children in care.
- We are developing a practice response to children at risk of contextual harm.
- We are reviewing our service response to disabled children.

Examples of improvements since the 2016 inspection and the last self-assessment include:

- An effective front door: the Children's Advice and Support Service/Multi-Agency Safeguarding Hub (CASS/MASH) service is efficient in processing contacts and referrals about children. Police, health, education, domestic abuse specialists, adult and 0-25 mental health staff are located in the MASH.

- Caseloads for social workers are consistently lower and more manageable. Children are seen when they should be, and work is allocated promptly across the service.

- Work with children and their families is more purposeful and focused. Direct work with children routinely takes place and children are seen alone.

- More social work posts are now filled permanently: 86% of social workers and managers are permanent. Three years ago, 33% of social work posts were covered by agency staff.

- Our staff receive regular supervision which is increasingly reflective.

- Assessments of children's needs are timely, and children are routinely seen as part of their assessment.

- The child protection (CP) conference system works effectively. The strengthening families model ensures clear exploration of strengths and risks with parents. Fewer children's plans end too quickly; few plans last longer than they need to.

- Most children in care are placed in stable care arrangements. Placement stability performance is in line with the national average and statistical neighbours. Children's care plans are regularly, thoroughly, and independently reviewed.

- The majority of care leavers are in suitable accommodation and are in education, employment or training at a higher rate than national and statistical comparators.

- The voices of children in care and care leavers are prominent in influencing services and service leaders. No senior appointments are made in the Trust without the involvement of young people.

- The introduction of practice weeks has connected senior leaders to practice as well as enhancing our quality assurance system.

- We know ourselves well.

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We are not yet offering consistently good services - our challenges

We continue to have challenges. The numbers of children subject to child protection plans has increased in the last year, especially relating to babies and older teenagers. We understand the reasons for this increase, and we are responding to this by developing a stronger family group conferencing function and an innovative edge of care offer. We know that this is effective in supporting children to remain safely with their families. We are also committed to developing a multi-agency contextual safeguarding hub to address the rising number of teenagers who need to be protected, but not necessarily through child protection planning. The number of children in care has increased steadily by 4% between October 2017 and September 2018 (71 more including 14 unaccompanied asylum seeking children). We struggle to find sufficient placements for children in care, especially for those with more challenging needs - this is a regional issue. We are keen to further develop our own in-house sufficiency to mitigate some of these pressures and we are working with the market to understand how best we can secure high quality placements for our children.

3. We know ourselves well

The Trust Board and Executive were clear in April 2018 that the priority was to deliver a smooth transition that supported transferring staff and ensured the ongoing improvements were not disrupted. This was achieved. All 1900 staff transferred without a problem. Payroll, fostering payments etc. all worked as they needed to post-transfer.

Engagement with staff has been a priority for the Trust, and many events and meetings have taken place, before and since the Trust launch ensuring that the workforce understood the role and purpose of the Trust, the reasons for its establishment, the opportunities it brings, and what it means for staff. Engagement has been successful and we have not seen any increase in leavers. Increasingly we are becoming an attractive employer in the region and, for senior roles, nationally. Strong shortlists for Director, Assistant Directors and other senior posts evidence this.

The Trust has had to fill a number of senior posts since going live, due largely to retirements. The new Director of Practice and the Assistant Directors (one of whom was an internal candidate) have settled well into the roles and are building a strong platform for ongoing service improvement and to begin the Transformation programme the Trust's Executive is developing. The programme is predicated on an improved inspection judgement as this will give us the stable platform needed from which to build change and acceleration in improvement. The programme will be signed off by the Trust Board in January and will inform the next iteration of the Trust business plan.

Our risks for the future

- The lack of an established strategic children's partnership across the city has been acknowledged by the recently appointed Chief Executive of the City Council. The strategic partnership response has not historically been effective in driving improvement. More recently, we are seeing the emergence of a strengthened commitment to partnership work both strategically and operationally.
- Our current case recording system will be replaced by a new system in March 2019; this major change has the potential to affect social work practice.
- We need to develop new systems and approaches to child exploitation and contextual safeguarding and we need partners to commit to those.
- Partner ownership of their early help responsibilities needs to be consistently in place and embedded.
- The Trust will invest in a pay and rewards structure that offers a more effective framework for progression and helps to strengthen recruitment, retention and best practice.

How do we know ourselves?

We have introduced the Quality Strategy to the Trust. The strategy provides a clear framework for helping us to understand social work and social care practice. In addition to this, the strategy is supported by a clear plan which outlines how we will identify areas of development and areas of good practice. The strategy also states the key drivers to 'what good looks like,' a subject that we have discussed with Ofsted during a number of our monitoring visits. We understand our practice through:

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- Management and performance data

- Practice evaluations (audit)

- Practice Weeks

- Thematic audits

- Service diagnostics

- Learning from Ofsted monitoring visits

- Peer challenge

- Feedback from young people and parents

- Staff consultation and engagement activity

- Learning from complaints and compliments

- Serious incidents and serious case review.

Practice evaluations

In response to feedback from within the organisation and from Ofsted, we launched a new practice evaluation (PE) approach in June 2018. This launch was a little earlier than had originally been planned and hence we knew that it would take some time to embed.

Our new approach is predicated upon the practitioner sitting down with a manager other than their own and the two reviewing the case together, in large part in conversation, but also with the practitioner showing the evaluator records on the case file that evidence the work. It is also predicated upon the triangulation of information from that perspective with feedback from a parent, carer or the young person and from a partner who is also working with the family.

This new approach is designed to achieve a number of objectives:

- It aims to move away from a focus on compliance and perusal of the case record alone to a focus on practice and outcomes.

- It aims to be more engaging and collaborative and as such a better vehicle for learning.

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- And it aims to be more in keeping with our practice model being relationship-based.

We have learned from our evaluations that:

- There is an ongoing need to remain as sensitive and professionally curious as possible in undertaking culturally sensitive work whilst maintaining robust thresholds and expectations, particularly in a city as diverse as Birmingham.
- When relationships are good they tend to be very good and sometimes this includes having overcome initial barriers due to prior experience of less empathetic workers. When engagement is less good there can be a tendency to "blame" families, seeing them as "non-compliant/resistant", rather than asking ourselves what we are doing or could do to contribute to the situation. There are times where escalating to CP and pre-proceedings appears to be more about forcing compliance than a careful interrogation of the presence (or not) of significant harm.
- It also appears that matters are escalated more quickly than they are de-escalated thus leading to children and young people remaining on plans and in pre-proceedings for considerable periods where the level of concern would not meet the threshold for those activities to commence. There were also questions raised as to whether CP plans are an effective response to concerns about CSE and a need to explore alternatives, which we are actively pursuing.

Practice weeks

During July 2018 we trialled our practice week approach. Eleven senior leaders each spent three days out in the areas observing practice across the case holding teams. Our aim was to connect senior leaders to front-line practice and to enable both organisational learning and individual learning for those involved.

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The findings from the 33 practice evaluations received back are incorporated into the PE section below. Three evaluations included parent views and some evaluators also visited families and gained the views of five parents. We also received back 19 practice observation forms. Findings from these are as follows:

Parent and carer views from practice evaluations

These were all very positive with parents commenting that the practitioners have been supportive and understanding; they have been treated with respect and are clear why the Trust is involved. They have felt listened to and positive relationships have been built. Support is directed at the whole family and is of both a practical and emotional nature. The practitioner has the child's welfare at heart, and the plan has brought family and agencies together and has effected positive change. One family commented they were pleased Trust involvement was ending but sad to lose the relationship they have with the practitioner. Points for reflection identified within the feedback were that: When a parent self-referred support was not offered and it was only later when police referred that support was offered; and one foster carer indicated she felt quite pressured at times to adopt certain strategies she felt were not appropriate for the child/family.

Key messages from practice evaluations: quality assurance

- We are finding very few examples of 'inadequate practice' (randomly selected cases).
- We are confident that social workers know their children and their cases.
- We are seeing many good examples of work with partners – but this is not yet consistent.
- Social workers tell us that they value their supervision.
- Recording does not always reflect the work undertaken.
- Social workers largely feel they have manageable caseloads. The average is still around 17 children, but is higher in some areas. We continue to closely monitor and ensure effective supervision to individual social workers.
- Management and leadership of practice is focused, engaged and effective but there is room for further improvement.

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- We are relentless in our focus on practice improvement.

4. Quality and impact of practice

Early help and family support

Areas where we are making most progress

- Early Help and Safeguarding Partnership – jointly chaired with West Midlands Police.
- Adoption of a partnership plan with shared outcomes reviewed at the LSCB Quality Impact and Outcomes Group.
- Improved processes for contextual safeguarding with more focus on helping young people and families change behaviour and a more area-based approach. This is alongside a greater focus on disruption by West Midlands Police and partners.
- New multi-agency domestic abuse strategy and more effective police-led screening.
- Good Think Family offer with 1200+ families supported at any one time with a range of effective tools and interventions.
- Family support staff trained in City & Guilds Level 4 working with complex families.
- New multi-agency guidance – Right Help, Right Time, emphasising all agencies' early help responsibilities.
- Increasing number of early help conversations, assessments and plans at Universal Plus, with a requirement to adopt them in the Early Years Health and Wellbeing Service.
- Increased monitoring of quality and performance to ensure an effective city-wide offer.
- Embedded 'step up, step down' processes between Family Support and Assessment and Short Term Intervention (ASTI) teams, safeguarding teams, and the Disabled Children's Teams.
- Developing triage arrangements and panels to address the needs of children not in education and for families who are living in temporary housing.

- Embedded Primary Mental Health Workers (Forward Thinking Birmingham) and Neighbourhood Police Officers into the Trust Early Help Services.

Areas for further development

- Embedding Right Help, Right Time with partners to ensure consistent application.
- Continued encouragement of greater use and reporting of early help assessments and plans from partners.
- Reducing exclusions, particularly with primary school pupils.
- Ensuring effective step down from children in need to Family Support.
- Developing strategic systems leadership partnership across the Council, Trust, Police and Health, and others.

Key messages: early help and family support

- Early Help: the robustness of the early help offer from partners is still not consistently good. Some partners do this well. But too many cases are still referred into the Trust. The Early Help and Safeguarding Partnership is focused on strengthening partners' understanding of early help.
- Over 1110 families (1600 children) are worked with by our family support service at any given time – this includes our Troubled Families programme.

How do we understand the quality of practice?

- From January to July 2018, a total of 105 early help assessements were quality assured. No assessments were judged to be inadequate and the majority of assessmenst were either good or very good. Assessments clearly outlined the child / families need and the vast majority of assessments identified clear actions that were approroately focused on improving the child's situation. Managers continue to dip sample early help assessments and plans including those produced by partner agencies to assist us in

understanding the quality of assessments and plans completed across the partnership. We continue to sample work in this part of the service.

Children in need and child protection

Areas where we are making most progress

- Changes to the front door are resulting in improvements in decision-making and flow of work. MASH activity is better focused on children suffering significant harm; our response to children is more proportionate and consistent. ASTI managers now chair strategy meetings for children who are first referred to children's services. This means that the teams are involved in the child's assessment from the earliest point.
- Improved CASS-MASH front door. Work flows better; improved decision-making without delays.
- Good partner information sharing at front door around contacts and child protection enquiries.
- Assessments have improved in both quality and timeliness, with an improved focus on children and young people.
- Shared understanding and implementation of the thresholds for intervention and the further development of effective early help.
- All children are allocated to social workers and their progress reviewed frequently.
- Increase in purposeful work with vulnerable children and their families.
- Use of scaling tool within child protection conference and core groups to give clarity to the family and partners in respect of the change required.
- Effective use of step down when appropriate for children subject to child protection and child in need plans.
- Improved quality of social work practice: we are seeing improved outcomes for disabled children and their families.

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Areas for further development

- We are focusing on children subject to child protection and child in need plans for 3 months or less, and children subject to plans for a subsequent time.
- Purposeful visits and the need to link analysis of direct work undertaken to the child's plan and the impact of the plan.
- Management oversight and supervision recording to link back to the child's plan.
- Quality of recording, particularly of reflective discussions with families in worker supervision.
- Use of escalation pathways when change is not being seen eg. lack of school placement.
- Further work on effective partnership working particularly with mental health and other health services, schools and education services.
- Ensuring partners have a clear understanding of children in need and their role in improving children's lives.

Key messages: assessment, child protection and children in need

- Performance continues to be strong around timeliness of assessment; children are seen as part of their assessment.
- Only 25% of child protection enquires result in an initial child protection conference. We know that we are undertaking too many strategy discussions.
- Despite the high volume of assessments and plans, work continues to flow through the system efficiently and in the child's timescale.
- 25% plans are for a second time ever. However, the figure for the last 12 months is 11%.
- Vast majority of plans end within 2 years
- Children are always seen alone at child protection visits, this is good practice.

How do we know about the quality of practice?

Contacts to the service

We closely monitor the timeliness and quality of phone calls into the front door of our service. Managers listen in and assess the call handler (referral and advice officer – RAO) against 14 standards. These standards include appropriate questioning and listening techniques, provision of correct information and advice, control of the call, personalising the call and the use of plain English rather than jargon. In August 2018, managers completed 22 call assessments with all 14 standards being fully met in 19/22 calls and with 13 met fully in the remaining calls. Feedback was given to the call handlers to support improvements in practice.

Strategy discussions

In August 2018, an audit of strategy discussions was undertaken. The audit concluded that practice was within the Right Help, Right Time (RHRT) guidance. In the majority of cases, the key agencies were involved. Outcomes were not always accurately recorded by other agencies. Action has been taken to address this; the chair of the meeting now distributes the key actions immediately after the strategy meeting to ensure all agencies have the same record. The timing and the length of strategy meetings are appropriate to ensure that all information is shared. Strategy meeting minutes are written up and distributed within 48 hours with administrative support.

Safeguarding diagnostic

During May and June 2018, the Heads of Service for Safeguarding and Disabled Children's Social Care (DCSC) undertook a practice diagnostic across safeguarding teams and DCSC. This was followed by a meeting to collate and reflect on the findings. The diagnostic exercise included holding a joint live table top exercise looking at the quality of child protection plans; observation of an initial child protection conference followed by group discussions. A diagnostics audit of 58 children's electronic records was undertaken. There was also a review of caseloads and staffing numbers across the service.

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The diagnostic looked at 58 children in need plans and 6 child protection plans. The cases were graded using the Ofsted judgements. Eleven cases were judged to be inadequate, 43 require improvement and 4 were judged to be good. No children were considered to be at immediate risk, but the judgement reflected the lack of focus on the child's lived experience and/or the lack of key documents of sufficient quality on electronic records. The key findings were fed back to the service and an action plan was put in place to support service improvement.

Assessment and Short Term Intervention Service (ASTI)

In April 2018, the Assessment and Short Term Intervention teams undertook an audit of 54 cases to examine progress against the ASTI improvement plan. The plan had identified 5 areas for improvement, leading to 5 core standards agreed by managers. The purpose of the standards was to increase the consistency of social work practice. An audit tool was created that aligned to the improvement areas. Team Managers audited cases and the ASTI Heads of Service dip-sampled the audited cases.

The audits identified areas of progress, but inconsistency against the core standards. Managers undertaking the audit reported that joint audit activity helps managers in their understanding of 'what good looks like.' The process was repeated in August 2018 when 43 audits were completed. The table below demonstrates the rate of improvement. This process will be repeated in November 2018.

Findings in April and August were as follows:

	Good	Requires Improvement	Inadequate
April	12%	52%	36%
August	32.5%	46.5%	21%

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Families with no recourse to public funds (NRPF)

Areas where we are making most progress

- All families with NRPF have an allocated worker, an annual assessment and child in need quarterly reviews. There are no unallocated cases.

- Our assessments are robust and where families do not meet our threshold (not destitute) our rationale is clearly recorded to explain how we reached our decision. These families are signposted to other services for help and support.

- There has been a significant reduction in the number of legal challenges. A year ago we were being challenged on the quality of our assessments and the focus has now shifted to our policy as opposed to our practice.

- As a result of the changes we have made significant savings and the budget is more stabilised. We have move from a team of almost all agency workers to all permanent workers. There are no vacant posts..

- Partnership working with CASS ensures that referrals to this service meet the threshold in line with our service offer. A worker from NRPF is based in CASS one day per week to support these arrangements. We are working with partners at a local, regional and national level to continue to improve our service, particularly with the Home Office.

Areas for further development

- Our recording of children's ethnicity, GP, school and extended family although improved is an area we need to keep a focus on.

- Access to specialist legal immigration advice available is a challenge although advice is regularly sought from the range of NRPF partners including the Home Office and DWP.

Children in care and achieving permanence

Areas where we are making most progress

- Introduction of revised long term fostering procedures, which includes clear understanding and identification of the matching process.
- Use of technology for children in care to give their views (Mind of My Own app).
- A more stable workforce providing consistency for foster carers and the children in their care.
- Strong Children in Care Council.
- Review of section 20 cases with focus on rehabilitation and permanence planning.
- Annual awards and recognition events for children in care and their foster carers.
- Promoting Staying Put arrangements as children begin to plan for leaving care.
- Direct access to the Therapeutic and Emotional Support Service (TESS is our in-house CAMHS for children in care).
- Regional framework for supported accommodation is offering more choice and better quality.
- External placement review panels are meeting in the 3 geographical areas to review placements and long-term planning for the young person, challenge costs in relation to outcomes delivered and identify options for step down or return home.
- New pathway plan developed with children in care and care leavers.
- New child care review process that is more child-centred is in place.
- Independent reviewing officers are becoming increasingly effective in driving care plans

Areas for further development

- Specialist training programmes for foster carers and staff in terms of supporting placement stability - now in place.

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- We need to strengthen the quality and timeliness of care proceedings.

- We need to ensure that where appropriate children are consistently supported to live with connected carers through alternative orders.

- Need to embed practice around strengths-based placement requests to improve placement matching.

- Access to Tier 3 CAMHS for children, and delivery by Forward Thinking Birmingham of the contract requirement (which includes a service to our children who are placed within 30 miles of the city).

- Scarce capacity for secure welfare is problematic - regional options being explored.

- Review of in-house fostering is required to explore further improvements in recruitment activity, including a focus on carers for teenagers with complex needs and out of hours provision.

- Continue to increase referrals to step down fostering and also explore other step down options such as reunification home and supported accommodation.

- Encouraging more delegated responsibility for foster carers and embracing learning from DfE fostering stocktake.

- The legacy of frequent changes of social worker persists as a real experience for some of our young people, we need to continue to focus on maintaining a stable workforce.

Key messages: children in care

- The Numbers of children in care are rising: increase of 40 in last 6 months. This is a significant cost-driver.

- 43 new unaccompanied asylum seeking children in care in the last 3 months (currently 145).

- 12% of children exiting care were adopted (lower than statistical neighbours and England average); 39% returned to family; 12% into independent living.

- 98% of children had their latest review on time.

- 69% in foster care or placed for adoption; 7% in residential care; 6% living with parents; others in supported accommodation.

- Short-term placement stability good. Long-term stability above SN average and at national average.

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How do we understand the quality of practice?

- 81 care plans were sampled between August and September 2018. 96% of children had a permanence plan in place at their second review. Only 3 children did not have a plan of permanence, 2 of whom were older young people UASC and one child was subject to an escalation by an IRO. This provides evidence of effective care planning.

- Practice evaluations in the period include over 100 children in care cases evaluated. Themes emerging from evaluations include evidence of child-centred practice, increasing stability and consistency of social worker and IRO for children in care and interventions increasingly purposeful. In some cases, planning and management oversight was identified as in need of improvement. Parents' feedback indicates understanding of Trust involvement and that they are largely involved in decisions about their children. A lower proportion felt listened to or felt Trust involvement had helped.

- Pathway plans are quality assured by managers and samples of health plans for care leavers have led to meetings to explore improvements in the health offer.

- The voice of care leavers and children in care drives practice improvement (for example the new heath passports and Care Leaver Offer) and acts to inform leaders about practice.

Children in education

- An Education Children in Need of Protection (CNP) team has been developed over the last year and became operational on 22 October 2018, funded through dedicated services grant.

- Its purpose is to ensure that the most vulnerable children in Birmingham have the same access to education and therefore positive educational and life outcomes, as do other children do. Children with child protection/child in need plans are particularly disadvantaged in terms of poor school attendance which in turn impacts their life chances and the ability of professionals to monitor their well-being. Schools are generally places of safety for children experiencing difficult home lives, and can provide much needed stability, friendships, positive adult relationships and educational opportunities.

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- The team comprises of three Pupil Attendance Advisors, providing advice, guidance and challenge to colleagues working in safeguarding and family support teams and in schools. The team are supported and supervised by the Lead Attendance Officer for the city. Once a month, the team receive a report of all children in the city with CP/CIN plans and proceed to review the children's attendance data in relation to those of compulsory school age and reception age.

- If colleagues from Social care have done all they can to encourage better engagement in education, conversations will switch to discussions with Head teachers in terms of next steps relating to possible legal action against parents when they have failed to ensure their child receives a full time education.

- Schools will also be challenged if the appropriate support hasn't been offered or the necessary steps have not been taken to improve the child's engagement in education, for example failing to refer to James Brindley School or failing to use FAST-track to Attendance.

- The Education CINP team also provides a support and advice service for colleagues in youth offending, safeguarding and family support teams who are struggling to improve a child's engagement in Education. Queries can include children who are vulnerable under 'Right Help, Right Time' but are being assisted under Early Help so do not have a CP/CIN plan. If the team are unable to resolve queries (which are followed up 4 weeks after the query was made) the colleague from social care will be asked to complete a referral to the Attendance and Children Out of School Panel. Queries from schools are answered by the Court Section.

- Social workers understand and use this process. They are making referrals, referrals are being triaged, challenged and discussed. As a result of the triage process this work is focused on the most significant cases.

- In 2017/18 there were 1538 children in the city of compulsory school age (also including reception children) who were in receipt of CP/CIN plans, with 90% or less attendance and progress from there if there is time before the next list is released.

- The work of the team will be evaluated independently from Easter 2019. The aim is that the numbers of children with CP/CIN plans with the poorest levels of educational engagement will improve. If the numbers at that level fall significantly, the team will be able to start their work each month at a higher attendance threshold.

- In June 2018 Ofsted and the Care Quality Commission (CQC) undertook an inspection of Birmingham's services for children with special educational needs and disabilities. In response to identified weaknesses a Written Statement of Action needs to be submitted by the City Council and Clinical Commissioning Group by 7 December 2018. Birmingham currently has 9659 children with an education, health and care plan (EHCP) and the number has been increasing, with applications for around 55 new EHCPs per month.

- 66 children with an EHCP are out of school currently of whom 47 are receiving interim provision. The remainder may be newly arrived to the city, or currently not engaging. Cases are monitored weekly to resolve any placement challenges but there are sufficiency and capacity issues around special school placements. The team are up to date with safe and well checks/home visits.

- There are 660 children and young people educated out of Birmingham in independent and maintained provision. The City Council is undertaking a sufficiency assessment to ensure that children are in the right placements, the designations of special schools and resource bases are correct and respond to demand, and the Council is undertaking the appropriate place planning in line with projected increases for some conditions.

Adoption

Areas where we are making most progress

- We are now registered as a VAA.
- Weekly permanence advice meetings, facilitated by the family finding service are running in each area to improve the timeliness of care planning and to raise the profile of adoption.
- Stage 2 adopter assessment timescales have improved from 85% in 2016-17 to 88% in 2017-18.
- We work in partnership with a Voluntary Adoption Agency (VAA). We hold quarterly exchange events specifically for our children and this has resulted in a number of positive matches.

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- We have a strong adoption support offer, creating national interest.
- The percentage of children who wait less than 14 months between entering care and moving in with their adoptive family is 56%. This is a significant improvement from 2016-2017 of 40%. This is better than England average of 53% and statistical neighbours of 46%.

Areas for further development

- We need to strengthen the sufficiency of our adopters to ensure placement choice.
- The Trust is yet to join a Regional Adoption Agency, discussions are taking place but we do not yet have a firm plan in place.
- The number of plans for children aged over 4 years was 17% compared to 29% in 2016/2017, we need to work with the judiciary to support adoption as a positive option.

Key messages: adoption

- The number of children with a plan of adoption agreed has increased from 145 in 2016-2017 to 161 in 2017/2018.
- 92 children were placed for adoption in 2017-2018 compared with 103 children in 2016-2017.
- 40/319 (12%) children who ceased to be in care were adopted in last 6 months.
- Performance against A2 measure (time between court order to place and decision on a match) has improved significantly and is now better than national and statistical neighbours.

How do we understand the quality of practice?

- There were 3 adoptive placement disruptions involving 4 children in '17-'18. This figure represents only 3.72% of the 93 children who were adopted in 2017-18, reflecting positively on matching processes in Birmingham and the resilience and commitment of our adoptive families.

- Stage 2 assessment timescales have improved from 85% in 2016-2017 to 88% of the assessments meeting the target of 4 months from starting assessment to agency decision.

- The Trust's policy is to always seek permanence for all children in care.   This depends on securing the right placement for the right child at the right time. One of the key functions is to ensure that each child in care has a plan for permanence by the time of the second review, as set out in the statutory guidance to the 2002 Act. This is progressed in all our care planning through to Adoption if required. This means that adoption is considered for all children where this is in their best interest.

- The Adoption Support Fund has supported 69 families accessing therapeutic support to the value of £331,606.68, with 92 claims made and only 1 rejected as it was deemed to be out of scope.

- Permanence Advice Clinics run weekly in Hubs across the city to support timely identification of children needing a plan of adoption or long term fostering. The impact is increased confidence amongst area social worker in planning for permanence and understanding the range of options and process. This positive impact can be seen in the in-year and 3 year improve A1 scorecard.

- Last year, we were one of the first Local Authorities in the country to pilot a brand new therapeutic parenting programme written by Kim Golding (Consultant Clinical Psychologist) based on the principles of Dyadic Developmental Psychotherapy & PACE parenting (Hughes, 2016) and we are now able to offer this group on a rolling programme to both pre and post order adoptive families in Birmingham. Groups take place throughout the year, excluding school holidays. 'Foundations for Attachment' is a 6 week therapeutic group specifically developed to support parents of children who have experienced significant attachment disruption, loss and complex / developmental trauma. The group is facilitated by our Principle Clinical Psychologist, Dr Marie Kershaw, along with a Senior Social Worker from the Adoption Service. Since the launch of the group last year, we have seen it go from strength to strength. We have now supported 26 families through the programme, and the feedback has been overwhelmingly positive.

Care leavers

Areas where we are making most progress

- At the end of September 2018, the percentage of care leavers aged 17 to 21 who are in employment, education or training is 61%; this is better than the national average of 48% and better than our statistical neighbours at 52%.

- We are currently supporting 94 care leavers at university which is 13.6% of the current cohort. In 2015 The National Audit Office reported just 6% of care leavers being in higher education. The breakdown of the 94 students is as follows:
    - 53 continuing students
    - 36 new starters this academic year
    - 4 new MA students
    - 1 continuing MA

- The percentage of care leavers aged 17 to 21 living in suitable accommodation is 87%, against a national average of 83% and against our statistical neighbours at 80%. The implementation of the revised City Council housing allocation policy in which care leavers are in the highest banding as well as the current supporting people funded accommodation that is available from a number of city-based housing providers is sustaining this performance.

- The council tax exemption for care leavers has now been implemented and young people have appreciated and welcomed this financial support. As for all authorities this is currently ring-fenced to those care leavers who are liable for council tax payment to Birmingham only. However exploratory cost modelling has been undertaken to support care leavers who are liable for council tax but living in other local authorities.

- There are currently 85 (12%) of care leavers living with their former foster carers in staying put arrangements, this represents good practice.

- The Trust offers a dedicated emotional wellbeing support to care leavers in the form of 'case consultation' which has been secured through 'TESS / CAMHS' and Forward Thinking Birmingham.

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- The Care Leavers Forum continues to grow both in terms of numbers and their engagement and 'contribution' on operational and strategic issues. Most recently, 18 care leavers have contributed to the revision of the pathway plan that has now been formatted on a strengths-based, solution-focused and 'signs of safety' approach. The forum is also assisting in developing a communication strategy using text, e-mail, letters and WhatsApp.
- The Trust has co-produced the formal 'Offer to Care Leavers' which has been fully supported by the Care leavers Forum, we are making sure that all care leavers understand their entitlements.
- The Trust has signed up to the Care Leavers covenant and has pledged to support up to 20 Trust apprenticeships during 2019/20.

Areas for further development
- There is a robust monitoring system to ensure that all care leavers have a health passport.
- Birmingham is currently supporting 119 unaccompanied asylum seeking children (UASC) care leavers, with another 121 UAS children in care aged 16-17. In response to this substantial and rising cohort, service development work is planned to both capture their collective voice and create a 'virtual' multi-disciplinary support hub to support the young people.
- We are reviewing the caseloads in leaving care teams as numbers have increased as a result of the changes in care leaver regulations (April 2018).

Key messages: care leavers
- 844 care leavers: number rising due to legal change in age eligibility.
- 61% in education, employment or training (EET); 87% in suitable accommodation.
- Care leavers have a strong and influential voice through the Care Leavers Forum.
- More access to apprenticeship and City Council opportunities are needed for care leavers.

How do we understand the quality of practice?

- Young people said that they did not know enough about their health histories. A long term collaborative piece of work was undertaken with health as it became apparent that there was minimal use of the current health passports. Young people discussed and agreed the content and the design of the new health passport and were present at a formal launch. The passport was launched successfully in May 2018 and is now being rolled out. CICC and CLF together developed a resource that was bigger and better than expected. Through our young people's involvement all children in care now have access to a passport to health and NOT just care leavers.

- Young people worked alongside the Care Leavers Service to develop our local Offer to Care Leavers. Young people are currently working alongside the head of our care leaver service to develop and review the offer – this has been ongoing and has taken much of the forum's time. Young people have contributed 40 plus hours to ensure the information is appropriate and meets young people's needs. The CLF have supported this piece of work to make a difference for all 21 – 25 year olds who may not have been able to have support from the Trust. The extended offer will allow those young people to still feel they can 'lean' on the Trust.

- Young people wanted to make more use of social media and YouTube. Young people have produced several short videos that are uploaded onto our YouTube account. This is ongoing and we have developed a YouTube plan to take us into 2019. We hope to make more use of this, reach more young people, reach more professionals and support the Trust's intranet and website to raise the profile of both our Children in Care Council and Care Leavers Forum as well as children's rights and entitlements. This is a resource we can grow and develop and encourage more young people to be involved in as it develops.

Missing from home and care

Areas where we are making most progress

- Daily missing triage is resulting in a timelier response to children who are missing.
- We have reviewed our recording processes. The outcomes of return home interviews are sent directly to social workers to inform children's plans.

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- Dip sampling of over 100 return home interviews have been undertaken to identify any themes. These have been shared with the workforce.

- Weekly reports of children going missing from care and home are distributed twice a week to senior managers and team managers to support management oversight in relation to our most vulnerable children.

- The Chief Executive of the Trust and the Director of Practice receive a weekly briefing on children who go missing.

- Increased use of child sexual exploitation (CSE) screening tools and risk assessments which are reviewed and updated when new information comes to light, therefore risk being considered as situations change.

- We are developing good partnership working and engagement with Barnardo's, Aquarius and the Police.

- There is growing evidence that social workers are undertaking relationship-based work with children, demonstrating persistence and flexibility in maintaining contact with children who go missing – this is evident in the dip sampling of return home interviews and practice evaluations undertaken.

Areas for further development

- To strengthen our performance reporting to help give greater insight and intelligence to managers to analyse what is working well, challenges, trends and impact – moving to a more outcome-led approach, which informs our commissioning of services and strategic approach.

- To work alongside partners to develop a multi-agency approach to all children who are being exploited and to better understand the difference between vulnerability and risk and seek to provide a co-ordinated response to risk that looks at disruption and enforcement activity, alongside care planning for children as opposed to placing the responsibility on the child.

- Continue to deliver training to educate and challenge culture/practice regarding victim's status and associated language.

- Develop a consistent offer in relation to return home interviews (RHIs) for those children who are placed outside of the city.

- Social workers to use the information and intelligence gathered during RHIs consistently and use this to inform planning for children.

- Develop the use of missing action plans in line with the missing guidance to understand why children go missing and to reduce the risks of this happening.
- With the ending of the Children's Society contract in April 2018, we have developed a stronger 'Missing' team, part of an enhanced child exploitation and missing team, to support good practice with area social workers and increased take up and learning from return home interviews.

Domestic abuse, radicalisation, female genital mutilation (FGM)

Areas where we are making most progress

- A multi-agency domestic abuse strategy has been implemented.
- The Police and Crime Commissioner has funded a Respect programme for perpetrators of domestic abuse focusing on fathers of children subject to child in need and child protection plans.
- Family support workers in the north of the city are piloting a second Respect programme supported by Bristol University with plans to cascade Respect training across the city.
- We are in our third year of funding for a Prevent Early Help lead managed through the Head of Service for Early Help and Family Support. The Prevent lead and Head of Service both attend the Channel panel and meet regularly with Education, Youth Offending Service and Safer Communities leads around Channel and radicalisation. This has led to an increase in partnership work on cases and pathways of support.
- A guidance and screening tool have been developed for all services and partners to use. This is now on the LSCB website. It was developed alongside Early Help, Education, Health, Police (CTU) and Children's Trust colleagues. These have both been embedded into practice and teams have started to use both the screening tool and guidance. There are good working relationships developing across the partnership such as Police, Health, Education, YOS, Mental Health and the Department for Work and Pensions through the Channel panel, case discussions and direct work with individual social care cases.

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- The Prevent lead continues to develop a process to monitor the quality of interventions and practice through working with the guardians and case dip sampling and offer WRAP 3 training and awareness-raising as part of the offer.
- Awareness of female genital mutilation (FGM) has been raised through continuous work of Birmingham against Female Genital Mutilation (BAFGM) working in partnership with the local safeguarding children board (LCSB).
- Level 2 and 3 training sessions have been supported by the LCSB to enable front-line staff to have half day sessions promoting an understanding of FGM multi-agency procedures.
- A lesson pack has been designed for KS2 pupils and training for staff on delivery has been provided for schools in Birmingham
- BAFGM have designed a screening and risk assessment tool available to all agencies via the website www.bafgm.org which has received positive feedback from agencies.
- A manager with the lead for FGM in CASS is now in place and sits on BAFGM group to ensure effective communication and work across agencies wishing to make a referral to children's social care.
- We receive quarterly data reports on referrals and open cases related to FGM.

Child sexual exploitation (CSE) and child exploitation (CE)

Areas where we are making most progress

- Over the last twelve months we have strengthened the focus around children at risk of being sexually exploited, particularly around the need to incorporate risks into children in need and child protection plans, improving processes and performance management arrangements, and moving into an area-based CSE panel approach.
- We have a team manager and three CSE co-ordinators who work closely with the area-based social work team to offer support and consultation and to share intelligence on locations and disruption.
- Clear referral pathways are in place where there is a CSE concern and in the majority of cases risk is appropriately assessed and considered within multi-agency sexual exploitation (MASE) meetings.

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- All children who are considered to be at medium or high risk of CSE are subject to statutory services receiving support that is proportionate to risk.
- A Local Government Association (LGA) peer diagnostic undertaken in 2017 highlighted strengths and areas for development. We have completed the action plan associated with this.
- Police and health are co-located alongside the CSE co-ordinators within CASS, which has afforded opportunities to develop improvements with partners, to make referrals easier and to be more responsive.
- Joint chairing arrangement in place (Children's Trust/Police) of the CSE Operational Groups reporting into the strategic group.
- We are improving our safeguarding activity to support children who are affected by criminal exploitation, 'county lines' and gang affiliation. Right Help, Right Time practice guidance has increased awareness of the extra familial risks. We have strengthened our multi-agency responses in strategy discussions in CASS/MASH and have established new city-wide multi-agency arrangements with the purpose of increasing partnership offers to children and families alongside statutory responses, and to increase disruption activity. New Criminal Exploitation and Gang Affiliation practice guidance has been written to embed these arrangements

Areas for further development

- To strengthen our performance reporting to help give greater insight and intelligence to managers to analyse what is working well, challenges, trends and impact – moving to a more outcome-led approach to practice, which informs our commissioning of services and strategic approach. To work alongside partners to develop a multi-agency approach to all children who are being exploited – linked to the multi-agency work on gangs and violence and county lines.
- Develop a robust approach to educate and challenge the culture and subsequent use of language which can place responsibility on the child. This will result in planning which looks at mitigating the actual risk and disrupting perpetrators.
- Improved mapping required: commitment from the LSCB to deliver. An analyst started at the beginning of October 2018.
- Deliver, with partners, the recommendations of the LGA Peer Review.
- To further strengthen our response to children who are at risk of contextual exploitation.

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Youth offending

Areas where we are making most progress

- Birmingham is maintaining good performance against the national youth justice indicators: reducing re-offending and reducing the use of the Secure Estate. Birmingham has sustained one of the lowest re-offending rates of all core cities (36.1%) and is below the national average (41.6%); the number of young people (96) sentenced to custody in Birmingham continues to fall year on year and is comparable with other core cities.

- Birmingham Youth Offending Service (YOS) utilises a range of evidence-based assessments and interventions including AIM2, Triple P Teen, Multi Systemic Therapy, Restorative Practices, Family Group Conferencing, Good Lives, Dialectical Behaviour Therapy, Motivational Interviewing, and Female Gender Specific Interventions. The YOS has adopted a whole family response under the city's 'Think Family' approach and provided training and clinical supervision to all front-line YOS workers in trauma informed practices.

- The YOS leads or contributes to effective Integrated Offender Management (IOM), Youth Multi-Agency Public Protection Panel (MAPPP), reducing gang involvement and criminal exploitation arrangements that recognise the differences in managing the risk of children and young people including extra familial risks.

- There has been a reduction in the number of children in care who re-offend; this is in line with the national average.

- Birmingham continues to perform well against the national average and other core cities in the percentage of young people in full-time education, training and employment at the end of their order (84.4%). All young offenders sentenced to custody with special educational needs (SEN) are tracked, to ensure they are being provided with an appropriate education in accordance with their Education, Health and Care Plan. This process established in Birmingham has been lauded in the Youth Justice SEN 'bubble' as an example of best practice.

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- There is a well-regarded Harmful Sexual Behaviour Service 7-17 years. Following a programme of work, 99% of young people were no longer engaging in the referral behaviour.

Areas for further development

- The number of young people who entered the youth justice system for the first time has decreased in 2017/18 but remains above the national average.
- There continues to be an over-representation of Black young males and young people from a mixed heritage background within the criminal justice system.
- Whilst the outcomes for training and employment in the YOS are better than the national average, only 69.2% of young people above school age are being engaged in education, training and employment by the end of their court order.

5. Workforce

Support to our workforce is of huge significance to the Trust leadership team. We strive to create an open and transparent culture, where our staff feel empowered to carry out their roles in a safe and inclusive environment. The Chief Executive of the Trust runs a regular Employee Forum.   The aim of the Employee Forum is to provide an active, open and positive two-way communication process involving and engaging employees and enabling them to contribute to the development and success of the Trust. It also offers the Trust Board and Executive Team the opportunity to have direct engagement with the voice of its workforce, to consult over business-related issues and to gain commitment to change and improvement. The Employee Forum acts as a communication platform for all employees, enabling them to voice their ideas as well as their concerns. The Forum has a valuable impact across the Trust, involving and engaging employees by listening and responding to matters which directly affect them in their place of work. Although in its infancy, the Forum has already identified a number of internal processes and practices which are overly burdensome and detract from efficient

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working. The Trust has been able to address these to reduce the administrative burden on staff and speed up routine processes, for example enabling managers to use electronic signatures as approval (in place of manual signing of printed off requests which are then scanned back into the system). A recent social work and social care survey is providing us with some key messages about what social workers and their managers think about working for the Trust. The senior leadership team continues to be very visible to the workforce.

Areas where we are making most progress

- Turnover has reduced to 11% and we have more permanent staff and team managers.

- Reduction to 14% agency social work staff and managers.

- Successful recruitment of large numbers of our students and other newly qualified staff this year.

- A strong assessed year (ASYE) offer with dedicated support.

- An 'always on' recruitment pipeline.

- 5 Frontline units and13 students completed their social work training in 2017/18 and are beginning work as ASYEs.

- 6 Frontline units with 24 students started in September 2018.

- Completed fourth cohort of systemic practice training for team managers.

- Manageable caseloads and stability have helped retention since the 2016 inspection and the move to the Children's Trust.

- Positive engagement with and support for Children's Trust across the workforce.

- Held to West Midlands agency cap rates.

- Good staff development/ASYE offer linked to 6 key practice documents and using Tri-X and RiP to disseminate and build a culture of continuous learning and reflection.

- Series of academic speakers at quarterly team manager events.

- An emerging social work and leadership academy as we further develop our relationship with the University of Birmingham.

Areas for further development

- Build staff engagement and ownership as part of Trust development.

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- Strengthen front-line staff engagement in our improvement journey.

- Strengthen and make more comprehensive our workforce development plan.

- Strengthen our recruitment media and offer, and make our process speedier.

- Improved Trust induction programme.

- Review offer to social workers who have completed ASYE and for senior practitioners to improve retention.

- More strongly define and embed senior practitioner role.

- Develop offer to non-social work staff moving to the Trust.

- Participate in WM ADCS Future Social programme and regional step up to social work.

- Explore innovation (e.g. flexible working over 7 days; stronger personal assistant support for social workers/teams).

- Explore the benefit of social workers completing the National Accredited Assessment Award.

6. Feedback

Feedback from children and families

What difference are we making? What our children are telling us (this section was written by children)

Birmingham Children's Trust has two large and vibrant groups of young people who come together regularly to share their experiences, their views, discuss issues relating to care and other matters. They work alongside the Trust as supportive friends AND at times critical friends.

CICC and CLF told us they wanted to meet regularly as a group of care experienced children and young people. CICC meet every three weeks and Care Leavers Forum every four weeks. Between April to September our CICC met 9 times and CLF 6 times. Both groups have met separately as well to review different areas of work and campaigns and have been involved in one off pieces of work including

visiting a neighbourhood Trust to see how they engage with their children in care. Our CICC and CLF make a difference to the Trust every day. They have held the Trust to account, they have challenged the Trust, they have praised the Trust and worked alongside the Trust to make sure that children and young people's views and experiences are always central to its thinking.

CICC and CLF told us they wanted dedicated campaigns to focus on. We supported the young people to identify areas they would like to focus on and shared appropriate data and links to professionals to support campaigns. Young people have hosted a range of professionals at their meetings and asked them to share information. Young people have benefitted from these meetings and are working hard to get to know the care process not just from their own experiences. CICC and CLF continue to make a difference by leading the agenda. Birmingham Children's Trust and Corporate Parent Agenda are led by *real* children in care and *real* care leaver issues.

CICC have recently voted for their next campaign to be about helping social workers to better support children through puberty and adolescence in general. CICC are currently looking forward to working with training and development colleagues to produce online resources and also speaking to professionals to get a better understanding of support that is currently offered to children in care. Young people have also identified other bite size training packages they would like to be involved in such as MOMO. CICC and CLF are making a difference by influencing Birmingham Childrens Trust training packages offered to front-line staff. We want staff to be able to say 'I've completed this training because our young people asked me to!'

Young women involved on CICC have asked for a specific young women's group to focus on periods. Young women want to create a wish for all young women in care to be supported each month appropriately and not to feel embarrassed. Young people have only just started this piece of work but already through conversations with colleagues we can hear them say *'I hadn't thought of that before'*. CICC and CLF are making a difference by encouraging discussion and reflection within our workforce.

Some young people told us they would like to meet as young parents. This group has met twice and their experience shared with colleagues. That has initiated lengthy discussion and now a group of professional are meeting to explore how we can better support our

care leavers who become young parents and our corporate 'grand parenting' responsibility to their children. This piece of work and our young people's experiences will help colleagues focus on how we can improve our practice to support these young people.

CICC and CLF asked to take the lead in launching the Trust and the Trust formally recognised all the hard work and commitment young people played in supporting it. Our young people made a difference to the launch by being centre stage and leading with confidence and authority. The launch was delivered as the Trust means to go on - in the spirit of children and young people being centre to our thinking.

Both groups received an award from our Virtual School to recognise their commitment. Young people were asked to contribute to the Trust business plan and wrote the forward including these 'top tips' and their direct challenge to the Trust

We challenge Birmingham's Children's Trust to say 'WOW' more often and really make a difference!

Our top tips for Birmingham Children's Trust are:

1. *Listen to real first hand experiences.*

2. *Work alongside me, work with me, explain things, and explain things again! Remember I am at the centre.*

3. *Don't think you know what I am trying to say, don't second guess me, use the words I choose to use.*

4. *Talk to children and young people, have conversations, properly listen and please take an interest in my life.*

Young people wanted to have more meaningful involvement in recruitment and selection. Young people have been involved at all senior appointments including the Director and most recently two new Assistant Directors. Best practice has now been agreed including a new rewards and recognition document that will support young people's engagement and recognition for their commitment to this process. Young people made a difference in a very evident way by having a say in the most senior appointments we have. Our young

people started a relationship with those successful appointments before they were even in post. This has kept CICC and CLF at the forefront of senior managers' minds and priorities.

Young people raised again the use of social workers language and 'jargon'. This work was shared but had not been embedded in to practice as much as we hoped. There was a wide breadth of feelings around language and no common consensus on what terms should be used. Young people questioned many 'common' phrases and a paper was shared with front-line staff and included in training. This work is being shared constantly and the Trust is now embedding 'children in care' and stopped using 'LAC'.

Young people tell us they want social workers who see them as individuals and not just a 'case'. By taking the time to think about language and words our young people feel heard and listened to. Our CICC and CLF are making a difference to children and young people's relationships with social workers on a daily basis with this one piece of advice!

Complaints and compliments

The Customer Services Team respond to complaints and compliments on behalf of the Trust. As one of a number of sources of information, complaints helpfully highlight specific concerns at particular times allowing remedial action to resolve issues. In the period April to June 2018 we received 87 complaints and 43 compliments. There was a spread of complaints across social work teams without a notable concentration in any one team/service. 32% of complaints considered at Stage 1 were either upheld or partially upheld and 14 complaints were registered at Stage 2. Three complaints were referred to the Ombudsman who declined to investigate two cases and found no fault in the third. While the complaints received in this period were relatively disparate, there were a number of recurring themes.

The Customer Service Manager produces quarterly reports where the themes are shared with the Executive Team and with the operational service.

Some examples of learning and changes to practice for the Trust are:

- o   Completion of a review of Staying Put arrangements in the event of placement breakdown and carer conduct issues.
- o   A review of practice to ensure that correct information is recorded on the distribution sheet for child protection conferences, with clear instructions about who is to receive minutes. In addition, a review of how we use the confidential section of meeting minutes for redacted information to ensure there is consistent practice across the service.
- o   A reminder to Team Managers to share meeting minutes with all relevant parties.
- o   Guidance to staff on Child Arrangement Orders and Special Guardianship Orders, and the support associated with these, and a review of the arrangements for CAO and SGO allowances.

7. Conclusion

Transformation

Looking ahead, the key elements of transformation will include:

- Care, Edge of Care and alternatives: strengthening and extending hours of the Edge of Care team; investment in family-based decision-making and in families' ability to find solutions and build plans for their children; releasing resource properly to support family plans.
- More generally, we will embed family meetings and family group conferences (FGCs) as a key plank of our decision-making and ensure resources are oriented around supporting family plans.
- Family Placement Transformation: recruitment and retention; fee structures; developing an innovative proposition for working in a regional adoption agency (RAA) model; exploring different strategic partnership models for delivering and supporting more Trust carers.

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- Contextual Safeguarding: implementing new models for delivering service to, and managing risks faced by, vulnerable adolescents at risk from exploitation, gangs, drugs, 'county lines'. We recognise traditional models are not fit for purpose and we are developing models with partners for a new and different approach.

- Transforming the children's judicial system in Birmingham: we have agreed with the senior District Judge a system review to support swifter and more effective decision-making in the courts. Trust and confidence between stakeholders needs to be rebuilt. Work begins in November and will conclude in January 2019.

- A review of our structural arrangements. They have served improvement well since 2015-16, but we are stronger now and need to review these in the context of:
  o Exploring different management roles within the team structure
  o Reducing the number of changes of social worker that children and families still experience
  o Exploring the introduction of allied professionals into social work teams: Adult Mental Health, Domestic Abuse, Substance Misuse: we see the impact this has had in CASS/MASH and want to exploit wider opportunities across the service
  o Building stronger local connections with our partners in schools, Health, Police etc

- We need to review and improve progression pathways for social workers, linking pay and non-pay rewards, the development of a social work academy with higher education (HE) partners, improving our Learning and Development/Continuing Professional Development offer.

- We are seeking to develop a bespoke leadership and management development programme for all practice leaders and senior leaders in the Trust. We will not get the traction we need through small numbers of managers gaining places on nationally accredited programmes. We are in discussion with a national provider around delivery of the first element, for practice leaders.

We recognise the importance of timing and phasing of this programme of significant change. We would have hoped to have begun the implementation in autumn 2018 but the changes in the leadership and other events have led us to delay until Quarter 4 of 2018-19.

19 November 2018

Report to OCG

Contract Key Performance Indicators of Birmingham Children's Trust

October 1st– 31st 2018

BIRMINGHAM CHILDREN'S TRUST

No.	Indicator
KPI 1	% of all referrals with a decision within 24 hours
KPI 2	% of re-referrals to children's social care within 12 months
KPI 3	% assessments completed within 45 working days
KPI 4	Child in Need cases open for more than 2 years
KPI 5	% Initial CP Conferences (ICPCs) held within 15 working days
KPI 6	% of children who become the subject of a CP plan for a second or subsequent time within the last 2 years
KPI 7	% of children (under 16 years) who have been looked after for 2.5 years or more, and in the same placement (or placed for adoption) continuously for 2 years or more
KPI8	% of looked after reviews held on time
KPI9	% of care leavers who are in Education, Employment, and Training (EET)
KPI 10	Average time between the LA receiving court authority to place a child and deciding on a match (A2)
KPI 11	% of young offenders that re-offend
KPI 12	% of agency social workers (including team managers)
KPI 13	% child protection plans ending within 3 months or less
KPI 14	Average caseload of qualified social workers
KPI 15	% of social workers who have had supervision (in month)
Bi-monthly	Practice Quality: Audit and Evaluation Report, setting out what PE/Audit/Review work has been done in the period, and the outcomes/impact

1. **Purpose of the Report**
1.1 To provide contractual performance information .

2. Background
2.1 The contractual and performance of Birmingham Children's Trust is monitored monthly through the Operational Commissioning Group.

2.2 BCT went live on April 1st 2018.

2.3 Information contained within this report will include all 15 of the Key Performance Indicators judged against target, tolerance, trend chart and narrative from operational staff.

2.5 The performance information relates to the period 1st to 31st October 2018.

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Comparisons of headline rates per capita to published statistics

Rate per 10000	Oct-18	Latest published statistics			
		Birmingham Mar-18	SN	National	WM
Referrals	514 (Rolling 12M)	605	685	553	649
Assessments completed	513 (Rolling 12M)	513	660	532	569
Children subject to S47 enquiries	156 (Rolling 12 M)	159	241	167	192
Children subject of an ICPC	67 (Rolling 12 M)	64	94	67	76
Children in Need	295	312	410	341	369
Children with a CP Plan	46	41	61	45	47
Children in Care	66	64*	74*	62*	75*

* Mar-17 figures

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Number of contacts received: CASS

	Prev. 12 months average	Oct-18
No of contacts	2,875	2,577

Commentary

The number of contacts received has been reducing over the past 12 months. There are seasonal variations during school holidays where numbers being referred from schools decline, but start to increase again from the beginning of term.

Number of contacts

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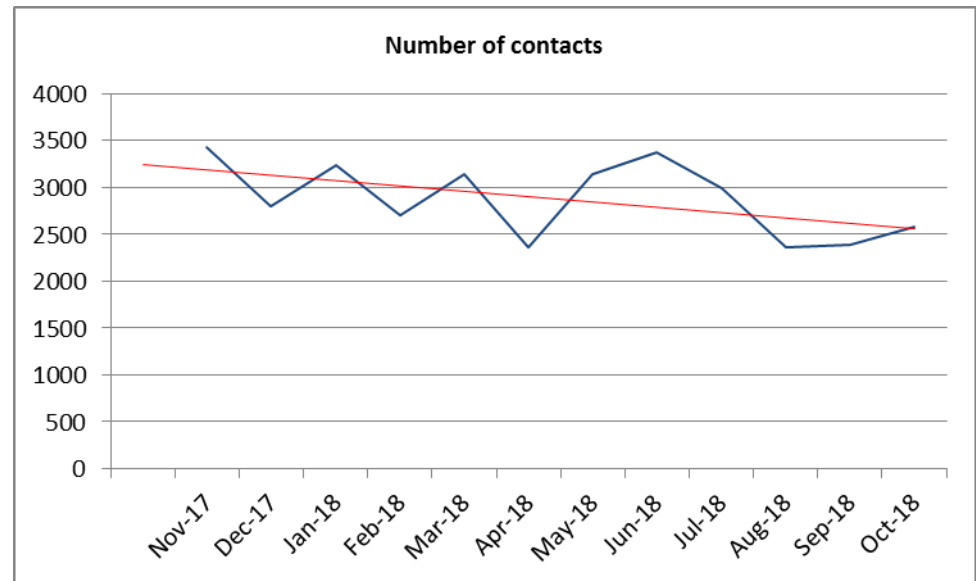
Performance Indicator 1	% of referrals with a decision within 24 hours Good = High/Increasing	Target 18/19 85%	Tolerance 75% - 95%

	Prev. 12 months cumulative	Oct-18
Referrals with a decision within 24 hours	10,756	571
Total Referrals Authorised	12,729	675
% of all referrals with a decision within 24 hours	84%	85%

Commentary

Good progress has been maintained and performance is within tolerances and on target both in month and cumulative. This means that children are receiving a timely response when they are first referred to Children's Services.

% of all referrals with a decision within 24 hours

BIRMINGHAM **CHILDREN'S TRUST**
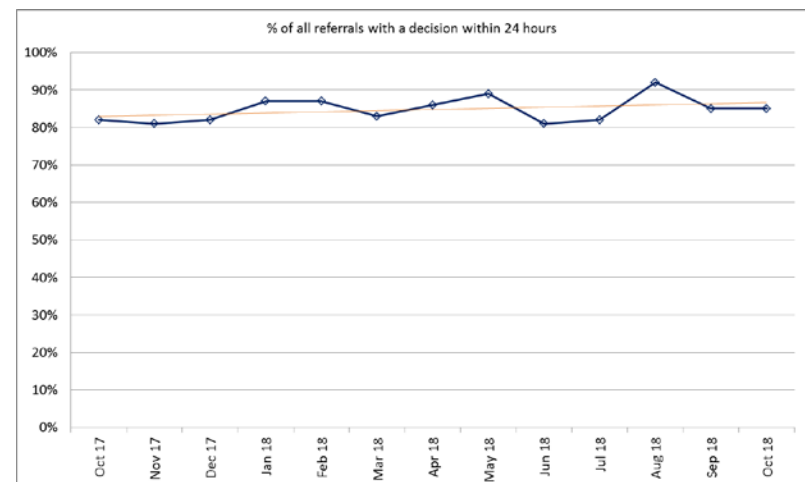
Performance Indicator 2	% of re-referrals to children's social care within 12 months Good = Low/Decreasing	Target 18/19 21%	Tolerance 17-24%

	Prev. 12 months cumulative	Oct-18
No. re-referrals	3,383	256
Total Referrals Initiated	15,065	1,061
Re-referrals %	22%	24%

Commentary

This month has shown a decrease in the referral rate to within tolerance. Work has been undertaken by CASS and Asti to review thresholds. CASS are undertaking routine lateral checks for all contacts prior to being recommended as a referral for statutory services. Weekly dip sampling of decision making is undertaken by the Head of Service.

% Re-referrals
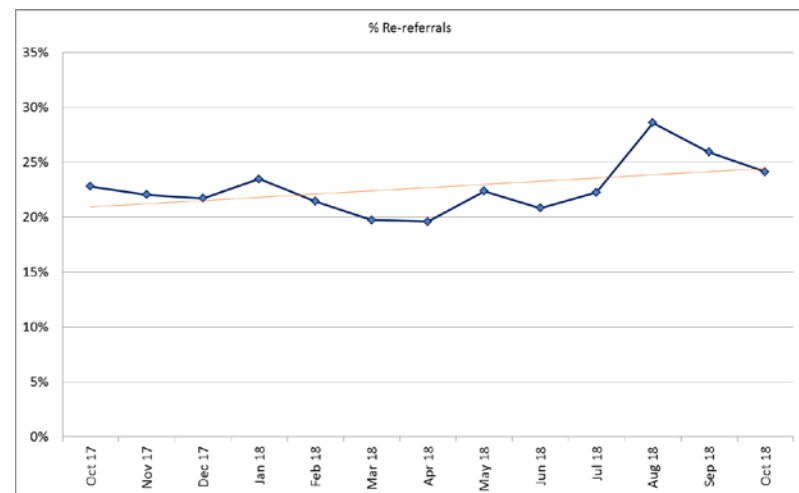
National average	22%
Statistical Neighbours average	23%

BIRMINGHAM CHILDREN'S TRUST

Performance Indicator 3	% of assessments completed within 45 working days Good = High/Increasing	Target 18/19 85%	Tolerance 80-90%

	Prev. 12 months average	Oct-18
No. inside	1,110	1,063
No. outside	121	102
Total	1,231	1,165
% Inside	90%	91%

Commentary

We are maintaining good performance in this area, particularly in the ASTI teams where most assessment activity takes place. We are still performing above the national average and statistical neighbours.
A high figure is better and therefore being above tolerance is very good performance.

% within timescale
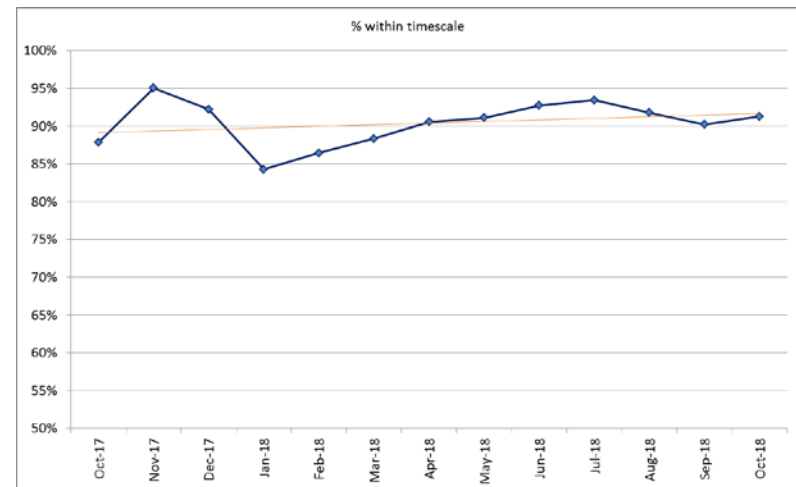
National Average	83%
Statistical Neighbours Average	83%

Performance Indicator 4	Child in need cases open for more than 2 years Good = Low/Stable	Target 18/19 30%	Tolerance 24-36%

		Prev. 12 months average	Oct-18
Total of CIN cases open for more than 2 years		2,200	2,223
Total Number of CIN Cases		8,652	8,083
% of Child in Need cases open for more than 2 years		25%	28%

Commentary

Performance is stable and remains within tolerance. We are always likely to have a lower than national average of open CiN cases, because we have a strong Family Support service working with families below the CiN threshold, and effective step-down processes that mean social work teams can close some cases earlier.

% Child in Need cases open for more than 2 years
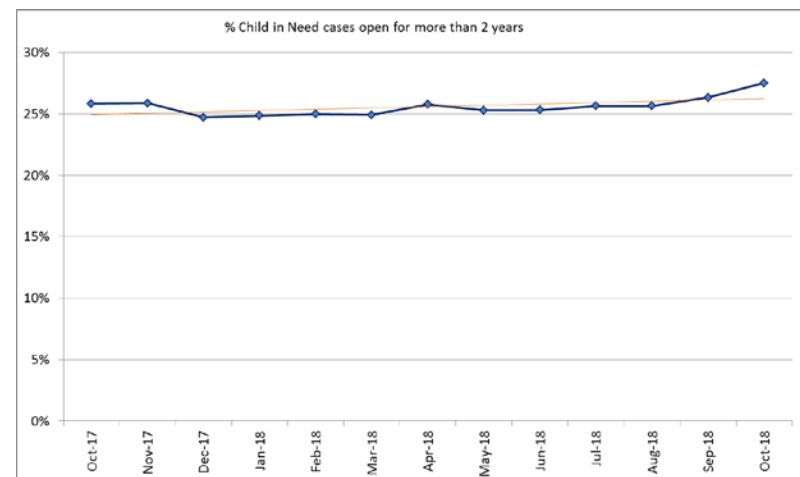
National Average (2017)	31%
Statistical Neighbours Average (2017)	29%
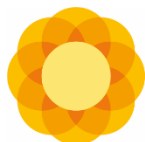
Performance Indicator 5	% Initial CP Conferences (ICPCs) held within 15 working days Good = High/Increasing	Target 18/19 80%	Tolerance 75-85%

At least one visit in a month	Prev. 12 months average	Oct-18
Number of ICPC's held within 15 working days	124	152
Number of ICPC's	160	163
% of ICPC's held within 15 working days	77%	93%

Commentary

We are exceeding the upper tolerance which indicates very good performance and the rolling 12 month figure is continuing to improve.

We are currently higher than the national average and statistical neighbours.

Significant work has taken place to ensure to ensure that initial child protection conferences take place within 15 working days of the decision.

We have put measures in place to maintain this target and we continue to closely monitor performance.

% Initial CP Conferences (ICPCs) held within 15 working days
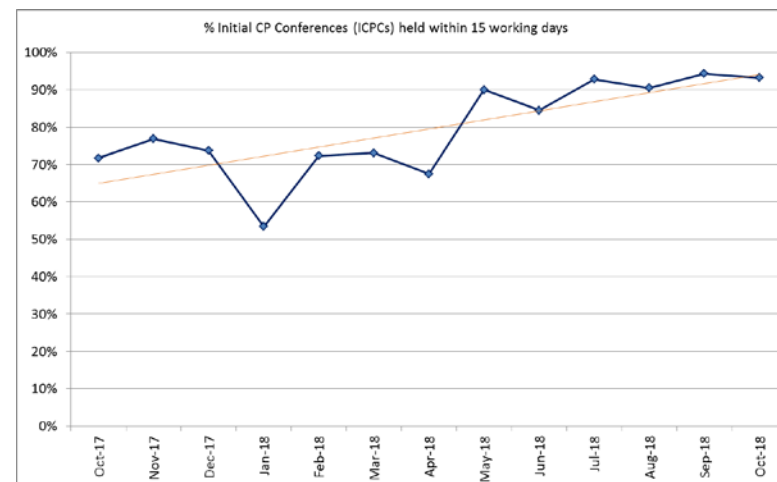
National Average	77%
Statistical Neighbours Average	81%

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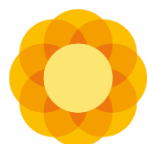
Performance Indicator 6	% of children who become the subject of a CP plan for a second or subsequent time within the last 2 years Good = Low/Decreasing	Target 18/19 12%	Tolerance 9-14%

	Prev. 12 months average	Oct-18
Number of children on a CP Plan	1,714	1,837
Number of children who become the subject of a CP plan for a second or subsequent time within the last 2 years	193	200
% of children who become the subject of a CP plan for a second or subsequent time within the last 2 years	11%	11%

Commentary

Performance in this area is stable. A lower number means that children who are subject to child protection plans benefit from this level of intervention.

This indicator is monitored monthly by examining individual children's situations. We understand the issues leading to children having repeat CP plans and are working across the Trust and partnership to ensure more robust long-term support is in place.

% of children who become the subject of a CP plan for a second or subsequent time within the last 2 years

BIRMINGHAM CHILDREN'S TRUST
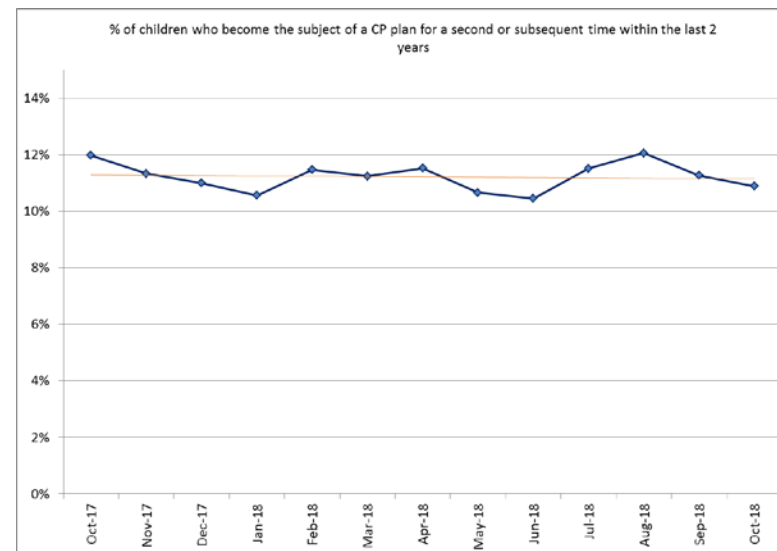
Performance Indicator 7	% of children (under 16 years) who have been looked after for 2.5 years or more, and in the same placement (or placed for adoption) continuously for 2 years or more	Target 18/19	Tolerance
	Good = High/Increasing	65%	62-69%

	Prev. 12 months average	Oct-18
Looked after > 2.5 years, same placement > 2 yrs, or placed for adoption	474	466
Total Children	691	680
%	69%	67%

Commentary

This is a long-term indicator that should not vary greatly month by month. We are performing a little above target.
The majority of children in care experience stable, long term placements.

% of children (under 16 years) who have been looked after for 2.5 years or more, and in the same placement (or placed for adoption) continuously for 2 years or more
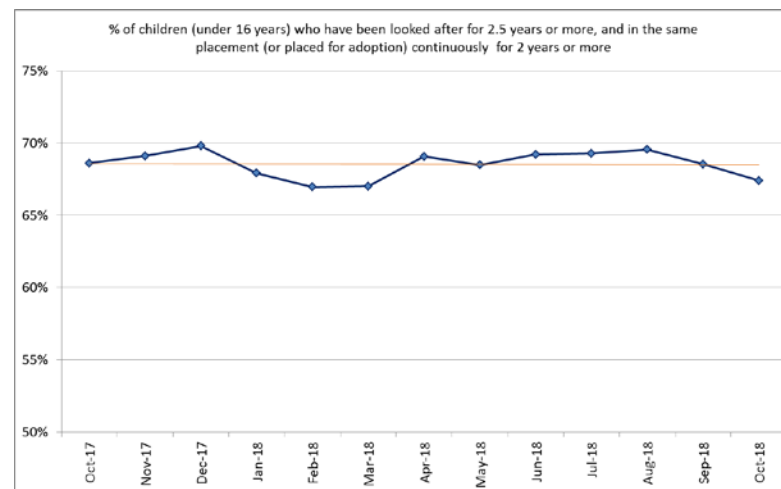
National Average	70%
Statistical Neighbours Average	69%

Performance Indicator 8	% of looked after reviews held on time Good = High/Increasing	Target 18/19 96%	Tolerance 86-100%

	Prev. YTD	Oct-18
In Time (YTD)	2,314	2,773
Total LAC Reviews (YTD)	2,407	2,867
%	96%	97%

Commentary

Performance in this area is stable and remains with tolerances, exceeding the target again this month. There is ongoing work to ensure both the timeliness of reviews and recording.

The vast majority of children have their care plans reviewed in a timely way. This is good practice. We will review the 3% of children who have not received their reviews on time to understand why this is the case.

% of looked after reviews held on time

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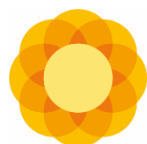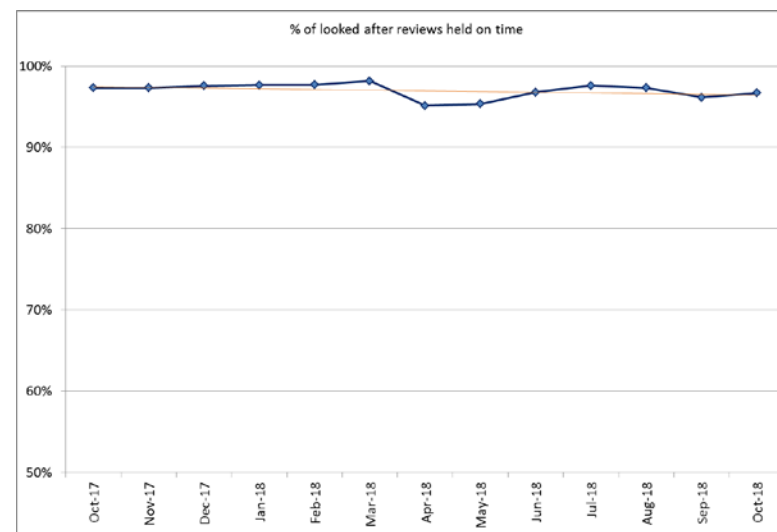
Performance Indicator 9	% of care leavers who are in Education, Employment and Training (EET) Good = High/Increasing	Target 18/19 55%	Tolerance 50-80%

	Prev. YTD	Oct-18
Care leavers in EET (YTD)	196	234
Total care leavers (YTD)	320	376
EET %	61%	62%

Commentary

Care leavers aged 19 to 21 who are EET. Performance continues to improve in this area. This is an area of good practice. We are performing better than statistical neighbours and nationally.

Work continues to maintain performance and to ensure that Care Leavers have the best possible opportunities to access education, employment and training.

Care Leavers EET % By Month
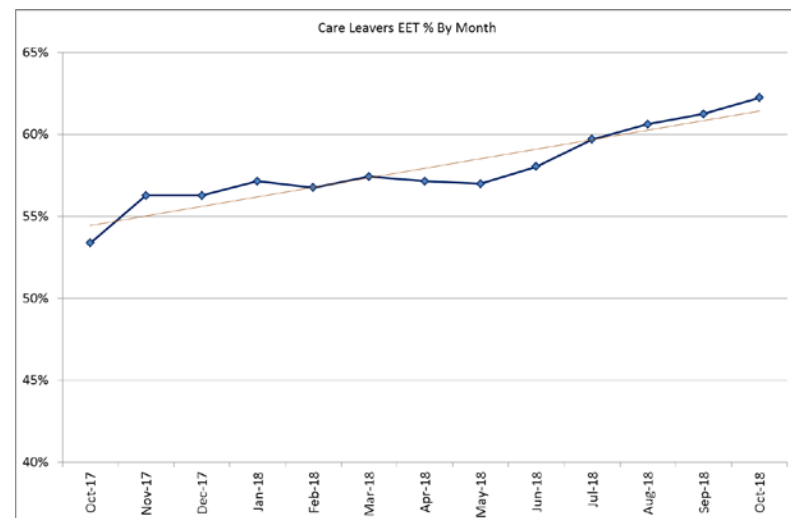
National average	50%
Statistical Neighbours average	48%

BIRMINGHAM CHILDREN'S TRUST

Performance Indicator 10	Average time between LA receiving court authority to place a child & deciding on a match (A2) Good = Low/Decreasing	Target 18/19 240 days	Tolerance 220-260 days

	3 Years Average	Oct-18 (Rolling 12 Mon)
Average no. of days taken to match decision	242	168

Commentary

Performance on the three year figure is within tolerance whilst the rolling 12 month figure is considerably better than target. Our 3 years average is now better than statistical neighbours. As the graph shows there has been a sustained and significant improvement in performance over last 12 months which reflects an improved adoption service.

Despite some challenges in the timeliness of court care proceedings, children are matched to their adopters quickly. This is good practice.

Days between receiving placement order and deciding on a match to an adoptive family
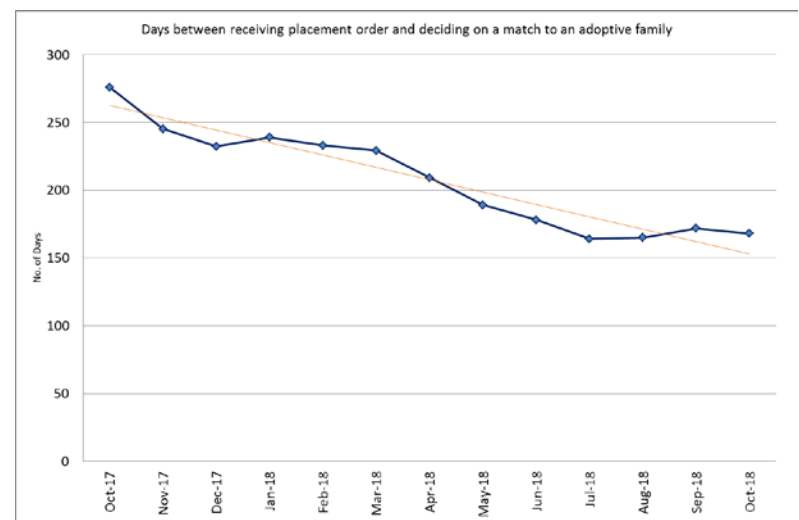
National Average (2017)	220
Statistical Neighbours Average (2017)	252

BIRMINGHAM CHILDREN'S TRUST

Performance Indicator 11	% young offenders that re-offend within 1 year Good = Low/Decreasing	Target 18/19 45%	Tolerance 30-60%

	Jul 2015-Jun 2016	Oct 2015 – Sep 2016
Re-Offenders	395	401
Offenders	1,082	1,110
%	36.5%	36.1%

Commentary

Data comes from the Ministry of Justice (MoJ), reported in August 2018. Performance is reported every 3 months and aggregated for a 12 month cohort. The cohort consists of all young people who received a pre-court or court disposal or were released from custody in a 12 month period. This indicator is reported after a big time lag nationally to determine how many offenders go on to reoffend in subsequent year.

Our rate is 5% below the National Average and 4% below the WM average.

Performance is in the top quartile of all YOTs

National Average	41.0%
WM average	40.5%
YOT family	44.7%

BIRMINGHAM CHILDREN'S TRUST

Performance Indicator 12	% established social worker posts (including team managers) filled by agency / interim staff Good = Low/Decreasing	Target 18/19 13%	Tolerance 10-15%

	Prev. 12 months average	Oct-18
% agency social workers	14%	15%
% agency team managers	7%	10%
% agency total (Social Workers & TM's)	14%	14%

Commentary

Rapid recruitment campaigns have been introduced to drive and add pace to permanent recruitment. This will in turn reduce the reliance on agency workers. Closer monitoring of agency staff is being introduced to ensure that assignments are closed promptly when a position is filled.

% established social worker posts filled by agency/interim staff

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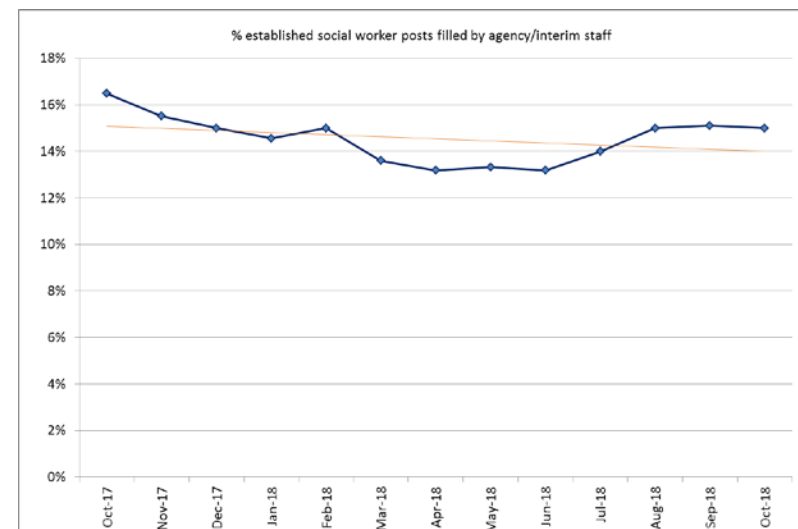
Performance Indicator 13	% child protection plans ending within 3 months or less Good = Low/Decreasing	Target 18/19 25%	Tolerance 20-30%

	Prev. 12 months average	Oct-18
child protection plans ending within 3 months or less	84	69
Total CP Plans de-listed during 3 months to reporting month end	355	430
%	24%	16%

Commentary

Performance is now well below target which is very positive.

This reduction has been in response to discussion and action taken both within the CP service as well as in collaboration with area colleagues. This debate remains live. CP service monitors monthly cases where children's plans end at 3 months.

% child protection plans ending within 3 months or less
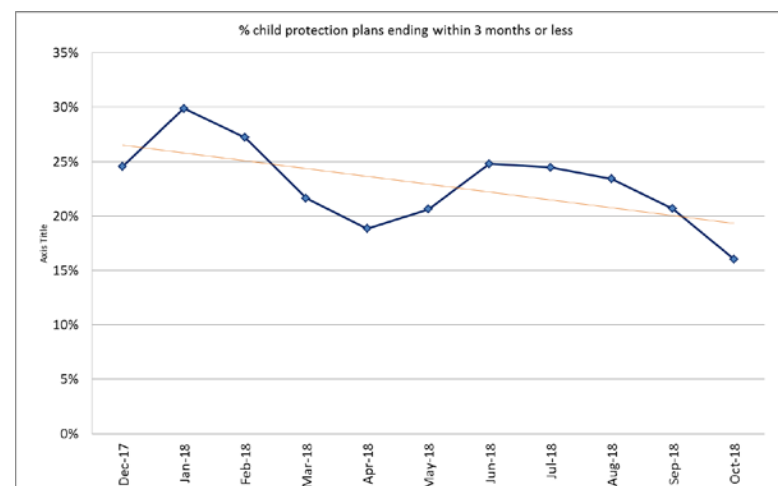
National Average (2017)	20
Statistical Neighbours Average (2017)	26

BIRMINGHAM CHILDREN'S TRUST
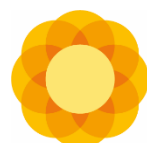
Performance Indicator 14	Average caseload of qualified social workers Good = Low/Decreasing	Target 18/19 15	Tolerance 12-20

	Prev. 12 months average	Oct-18
Average Caseload - City	16	16

Commentary

The caseload this month has not changed from last month. Caseload average in BCT remains better than the national average and statistical neighbours. Caseload is counted by children. The caseload figure by family would be lower.

Average caseload of qualified social workers)
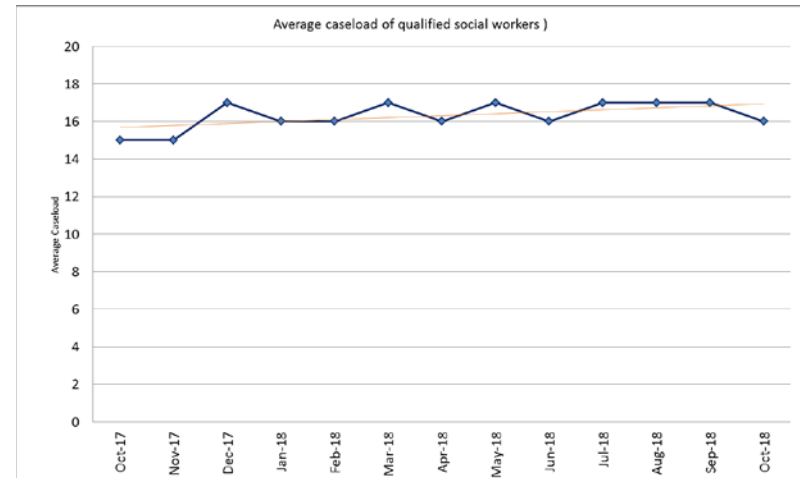
National Average*	18
Statistical Neighbours Average	18

*Experimental statistics

Performance Indicator 15	% of social workers who have had supervision (in month) Good = High/Increasing	Target 18/19 86%	Tolerance 80-90%

	Prev. rolling 12 months average	Oct-18
Supervisions	451	484
Total No. of social workers	513	536
% supervised	88%	90%

Commentary

Performance remains within the tolerance and above the target, which is good.

Social workers are being supervised to the required level and we would expect to see social workers supervised at least 10 times per year.

% of social workers who have had supervision (in month)

Council Business Plan Measure	First time entrants into the youth justice system (per 100,000 population aged 10 to 17) Good = Low/Decreasing	Target 18/19	Tolerance

		Apr 2017 - Mar 2018)
First time entrants into the youth justice system		453

Commentary

While we are not performing as well as core cities, our performance has improved on the last period by 3%.

Improvement actions in place:
Review decision making and guidance with Police and CPS for Community Resolutions and entry into formal youth justice system.
Greater analysis on those most likely to enter the system including those young people on Education, Health and Care Plans or with Special Educational Needs.
Support the OPCC's commissioning of intensive mentoring across the City and a broader community and faith offer for young people not in the formal youth justice system but at risk of gang affiliation and criminal exploitation
Identify funding sources to wrap support around those young people subject to community resolutions, those at risk of exclusion and SEND young people
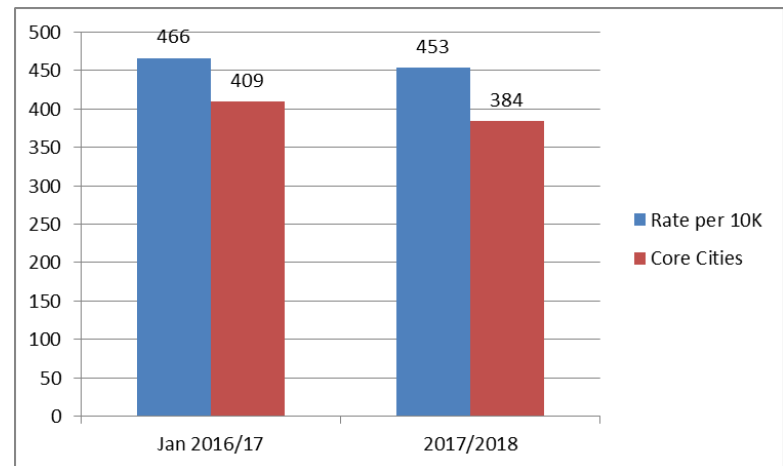
Core Cities (Jan 2017 - Dec 2017)	409
Core Cities (Apr 2017 - Mar 2018)	384

BIRMINGHAM **CHILDREN'S TRUST**

Council Business Plan Measure	Average time between a child coming into care and being placed with an adoptive family Good = Low/Decreasing	Target 18/19 578 days	Tolerance 550-600 days

	Oct-18 (3 Year Average)
Average no. of days taken to placement	572

Commentary

Improvement actions in place:

- Media company providing a 3 month targeted Facebook campaign #RoomForMe which has resulted in more social media traffic and an upturn in enquiries in October (furthermore it was National Adoption Week 17th-23rd Oct).
- Recruitment of a full time Marketing Officer. We anticipate that this and recruitment re-design should see an increase in adopter recruitment.
- Greater geographical reach from a 30 mile radius to a 50 mile radius.
- Increase in the number of Early Permanence Carers.
- Monthly Adoption Monitoring Meeting in each area.
- Weekly Permanence Advice Service clinics in each area of the city.
- Delivery of Child's Permanence Report writing training/workshops.
- There has been an increase in the number of information evenings on offer for prospective adopters to hear about adoption with Birmingham which has resulted in more ROIs.

Average days between a child entering care and being placed for adoption
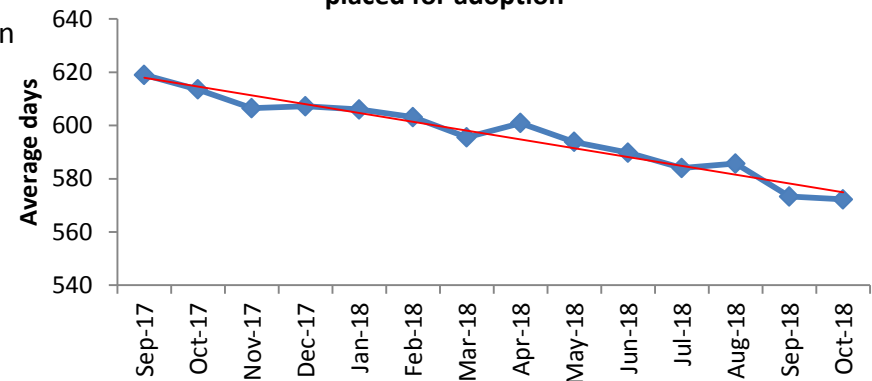
National Average	520
Statistical Neighbours Average	578

BIRMINGHAM CHILDREN'S TRUST

Jeanette Young
Interim Director of Commissioning & Innovation
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Birmingham Children's Trust

6 Month Performance Summary

April 2018 – October 2018

Compiled by Penny Arcatinis

Performance and Intelligence Manager

Contents

2 *Data relates to the period April 1st – Sept 30th 2018 taken from the ChAT tool (Annex A dataset). Three month data is for the period July 1st – Sept 30th 2018*

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3 *Data relates to the period April 1st – Sept 30th 2018 taken from the ChAT tool (Annex A dataset). Three month data is for the period July 1st – Sept 30th 2018*

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Introduction

Having a detailed overview of our performance is key to understanding the strengths, needs and challenges within our services.

By analysing our performance, alongside learning from audit and observations of practice, and also by listening to the views of children and families who use our services, we triangulate what we find and this provides us with a clear overview of our work.

We will continue to review our performance information to ensure that all children and their families receive the most appropriate services to meet their needs.

We must constantly ask ourselves about the difference we are we making to children's lives. This report supports us in asking this important question.

The summary report will be regularly updated and reported to the Trust Board, the Council and the Commissioner of the Trust services.

Jenny Turnross

Director of Practice

4 *Data relates to the period April 1st – Sept 30th 2018 taken from the ChAT tool (Annex A dataset). Three month data is for the period July 1st – Sept 30th 2018*

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Purpose of Report

- ➢ To provide a summary of progress against the Trust contractural performance indicators for the period April to October 2018.

- ➢ Highlight areas of particular success, issues requiring attention and remedial activity in place to deal with these.

- ➢ To assist us in understanding the progress and impact of practice since the Trust began on 1st April 2018.

Relevant background

- ➢ The performance of Birmingham Children's Trust is monitored monthly through the Operational Commissioning Group and quarterly via the Children's Trust Partnership Governance Group.

- ➢ Information contained within this report will include all 15 of the Key Performance Indicators judged against target, tolerance, trend charts and a narrative account of performance, issues and mitigation.

- ➢ The performance information relates to the period 1st April to 30th September 2018. This report therefore provides an overview of practice since the Trust began on 1st April 2018.

5 *Data relates to the period April 1st – Sept 30th 2018 taken from the ChAT tool (Annex A dataset). Three month data is for the period July 1st – Sept 30th 2018*

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Trust Performance Indicators

No.	Indicator
KPI 1	% of all referrals with a decision within 24 hours
KPI 2	% of re-referrals to children's social care within 12 months
KPI 3	% assessments completed within 45 working days
KPI 4	Child in Need cases open for more than 2 years
KPI 5	% Initial CP Conferences (ICPCs) held within 15 working days
KPI 6	% of children who become the subject of a CP plan for a second or subsequent time within the last 2 years
KPI 7	% of children (under 16 years) who have been looked after for 2.5 years or more, and in the same placement (or placed for adoption) continuously for 2 years or more
KPI8	% of looked after reviews held on time
KPI9	% of care leavers who are in Education, Employment, and Training (EET)
KPI 10	Average time between the LA receiving court authority to place a child and deciding on a match (A2)
KPI 11	% of young offenders that re-offend
KPI 12	% of agency social workers (including team managers)
KPI 13	% child protection plans ending within 3 months or less
KPI 14	Average caseload of qualified social workers
KPI 15	% of social workers who have had supervision (in month)
Bi-monthly	Practice Quality: Audit and Evaluation Report, setting out what practice evaluation/audit/review work has been done in the period and the impact of this work for children and their families.

6 *Data relates to the period April 1st – Sept 30th 2018 taken from the ChAT tool (Annex A dataset). Three month data is for the period July 1st – Sept 30th 2018*

High level summary of indicators

PI	Measure	Target met or within tolerances last 6 months
1	% of all referrals with a decision within 24 hours	5 out of 6 months
2	% of re-referrals to children's social care within 12 months	4 out of 6 months
3	*% assessments completed within 45 working days	6 out of 6 months
4	Child in Need cases open for more than 2 years	6 out of 6 months
5	% Initial CP Conferences (ICPCs) held within 15 working days	5 out of 6 months
6	% of children who become the subject of a CP plan for a second or subsequent time within the last 2 years	6 out of 6 months
7	*% of children (under 16 years) who have been looked after for 2.5 years or more, and in the same placement (or placed for adoption) continuously for 2 years or more	6 out of 6 months
8	% of looked after reviews held on time	6 out of 6 months
9	*% of care leavers who are in Education, employment, and Training (EET)	6 out of 6 months
10	*Average time between the LA receiving court authority to place a child and deciding on a match (A2)	6 out of 6 months
11	*% of young offenders that re-offend	6 out of 6 months
12	% of agency social workers (including team managers)	6 out of 6 months
13	% child protection plans ending within 3 months or less	6 out of 6 months
14	Average caseload of qualified social workers	6 out of 6 months
15	% of social workers who have had supervision (in month)	6 out of 6 months

> ➢ 12 out of 15 indicators within the 6 months met target or were within the agreed tolerances.

> ➢ *5 indicators consistently exceeded target for the whole period.

7 *Data relates to the period April 1st – Sept 30th 2018 taken from the ChAT tool (Annex A dataset). Three month data is for the period July 1st – Sept 30th 2018*

What has gone well

1. Overall performance against the contractual KPI's has been strong since the Trust's inception. 12 out of 15 have been on target since the Trust went live.

2. Assessment timeliness is strong.

3. The timescales for children achieving permanence through adoption are improving.

4. The numbers of care leavers in education, employment and training, in suitable accommodation and who we are in touch with.

5. We continue to offer a good service to children who offend.

6. CP & IRO functions work efficiently & effectively.

What we need to improve

A deep dive of practice in respect of re-referrals in the Children's Advice and Support Service on 1 October 2018 found that in a small number of cases inconsistent management decisions between CASS & ASTI managers led to needs not being fully assessed and a subsequent referral being made.

Action has been taken to reduce the occurrence of this practice:

- A joint session with the CASS and ASTI managers to test threshold decision making.

- An expectation that the CASS team undertake detailed screening including contacting the referrer prior to making their recommendation to the ASTI team. This practice has not been routinely followed due to capacity issues. The CASS team is now fully staffed and the expectation is that routine lateral checks are undertaken for all contacts prior to being recommended as a referral for statutory services or any other services.

- Weekly dip sampling of the decision making at the CASS and MASH interface by the responsible head of service to ensure that lateral checks are undertaken and decisions are made in accordance with the right help, right time guidance.

- We have continued to look at this indicator to understand practice decision making. On 18 October 2018 the referral rate is within the tolerance allowed in the contract, providing evidence that decision making at the front door of our services has improved.
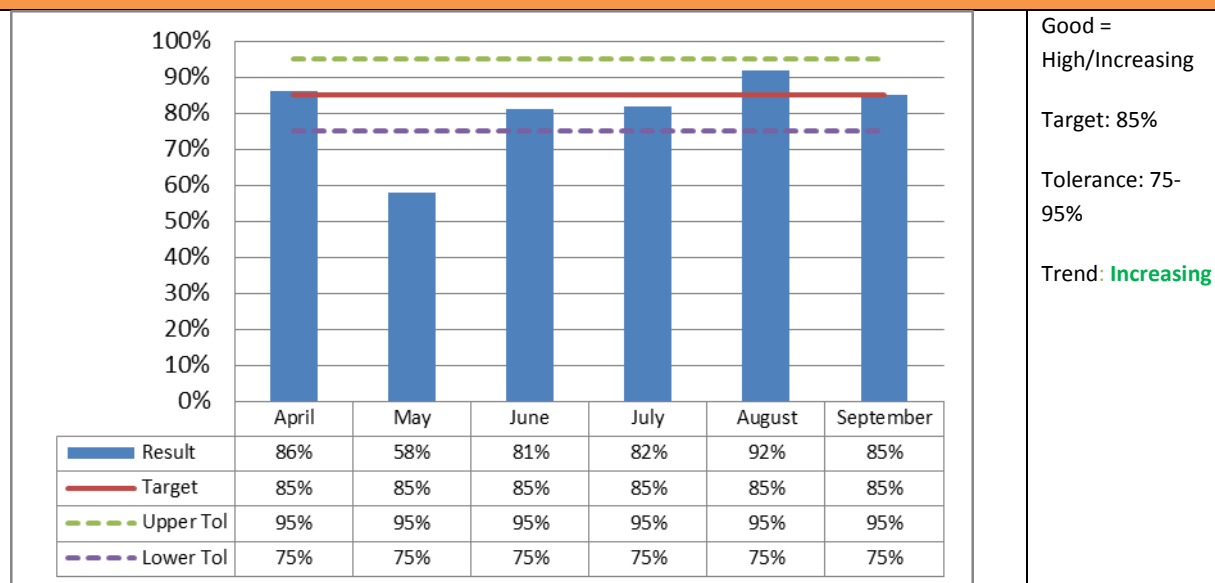
8 *Data relates to the period April 1st – Sept 30th 2018 taken from the ChAT tool (Annex A dataset). Three month data is for the period July 1st – Sept 30th 2018*

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KPI 1: % of all referrals with a decision within 24 hours

	April	May	June	July	August	September
Result	86%	58%	81%	82%	92%	85%
Target	85%	85%	85%	85%	85%	85%
Upper Tol	95%	95%	95%	95%	95%	95%
Lower Tol	75%	75%	75%	75%	75%	75%

Good = High/Increasing

Target: 85%

Tolerance: 75-95%

Trend: **Increasing**

Good progress has been maintained and performance is within tolerances and on target both in month and cumulative. This means that children are receiving a timely response when they are first referred to Children's Services. Changes in process and decision making were made earlier in the year to correct performance and counting issues.

KPI 2: % of re-referrals to children's social care within 12 months

	April	May	June	July	August	September
Result	20%	22%	21%	22%	29%	26%
Target	21%	21%	21%	21%	21%	21%
Upper Tol	24%	24%	24%	24%	24%	24%
Lower Tol	17%	17%	17%	17%	17%	17%

Good = Low/Decreasing

Target: 21%

Tolerance: 17-24%

Trend: **Increasing**

National: 22%

Statistical Neighbours: 22%
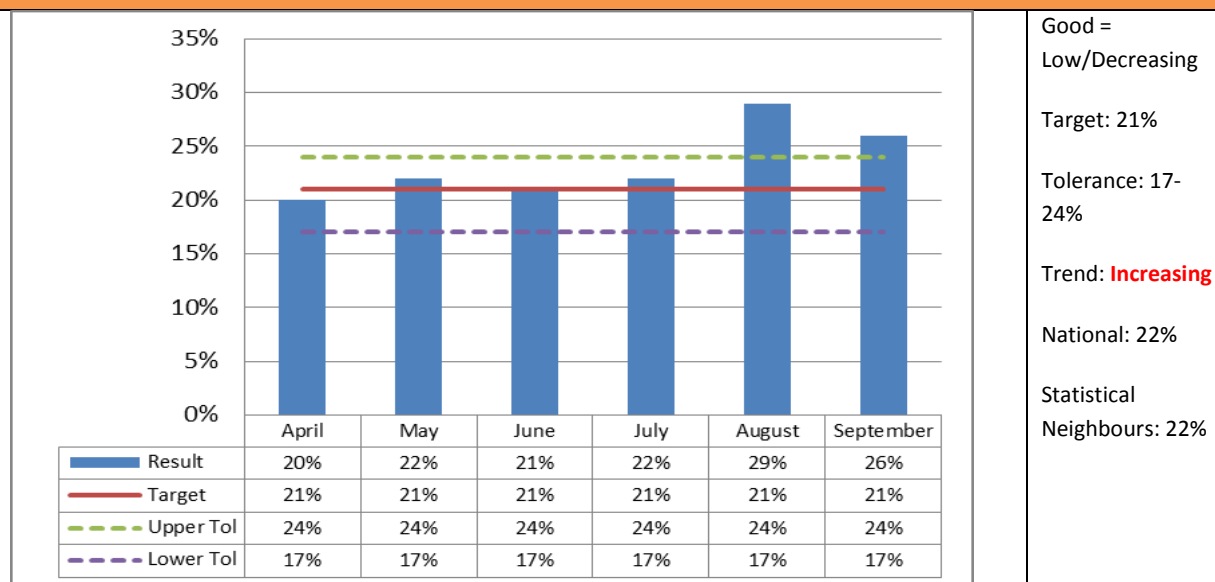
The re-referral rates to Children's Social Care were within tolerance for the first four months of the year. During August they rose to 29% and then dropped to 26% in September which is still too high. A deep dive into re-referrals on 1st October 2018 resulted in a number of actions. The impact will only be shown in the October performance. We continue to closely monitor this indicator to ensure that children receive an appropriate response.
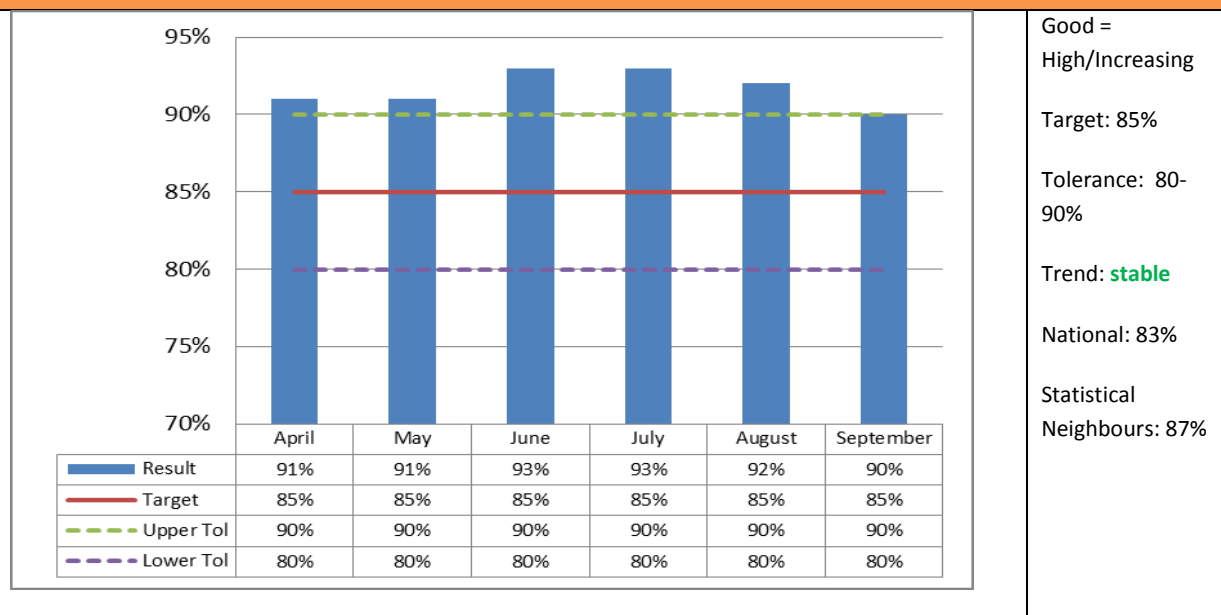
9 *Data relates to the period April 1st – Sept 30th 2018 taken from the ChAT tool (Annex A dataset). Three month data is for the period July 1st – Sept 30th 2018*

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![Birmingham Children's Trust logo]

KPI 3: % assessments completed within 45 working days

	April	May	June	July	August	September
Result	91%	91%	93%	93%	92%	90%
Target	85%	85%	85%	85%	85%	85%
Upper Tol	90%	90%	90%	90%	90%	90%
Lower Tol	80%	80%	80%	80%	80%	80%

Good = High/Increasing

Target: 85%

Tolerance: 80-90%

Trend: **stable**

National: 83%

Statistical Neighbours: 87%

We are maintaining good performance in this area, particularly in the ASTI teams where most assessment activity takes place. We are still performing above the national average and statistical neighbours. A high figure is better and therefore being above tolerance is very good performance.

KPI 4: CIN cases open > 2 years
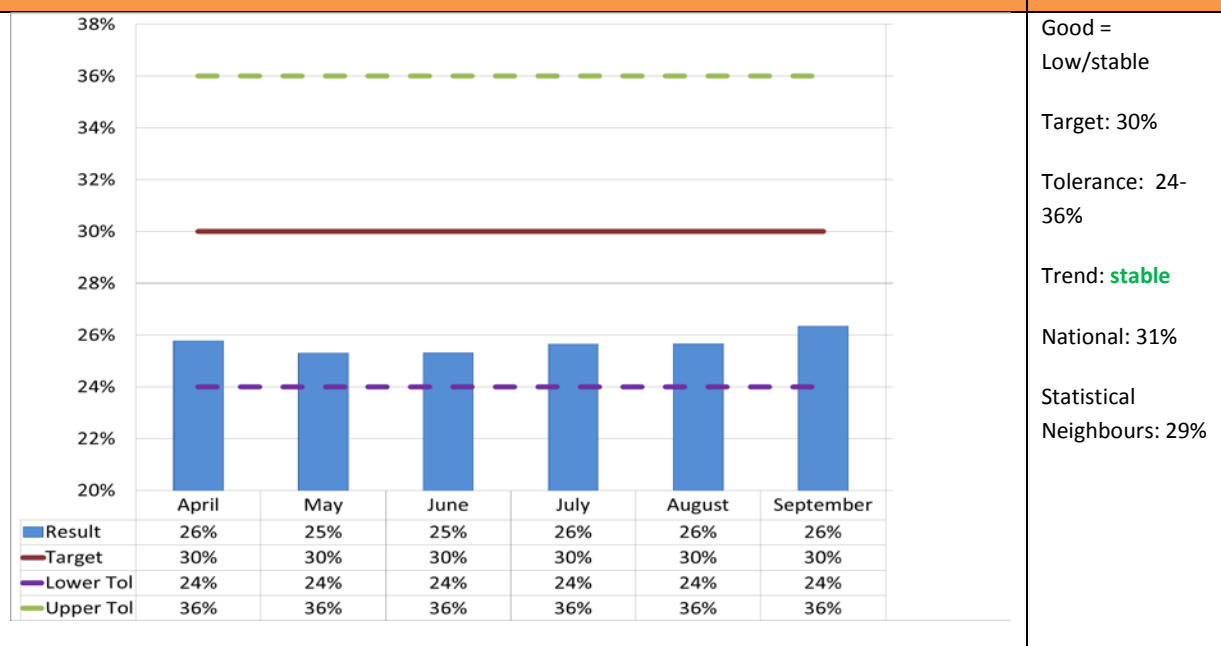
	April	May	June	July	August	September
Result	26%	25%	25%	26%	26%	26%
Target	30%	30%	30%	30%	30%	30%
Lower Tol	24%	24%	24%	24%	24%	24%
Upper Tol	36%	36%	36%	36%	36%	36%

Good = Low/stable

Target: 30%

Tolerance: 24-36%

Trend: **stable**

National: 31%

Statistical Neighbours: 29%

Performance is stable and remains within tolerance. We are always likely to have a lower than national average of open CiN cases, because we have a strong Family Support service working with families below the CiN threshold, and effective step-down processes that mean social work teams can close some cases earlier.

10 *Data relates to the period April 1ˢᵗ – Sept 30ᵗʰ 2018 taken from the ChAT tool (Annex A dataset). Three month data is for the period July 1ˢᵗ – Sept 30ᵗʰ 2018*

KPI 5: %CP conferences held in 15 working days

	April	May	June	July	August	September
Result	68%	90%	85%	93%	90%	94%
Target	80%	80%	80%	80%	80%	80%
Upper Tol	85%	85%	85%	85%	85%	85%
Lower Tol	75%	75%	75%	75%	75%	75%
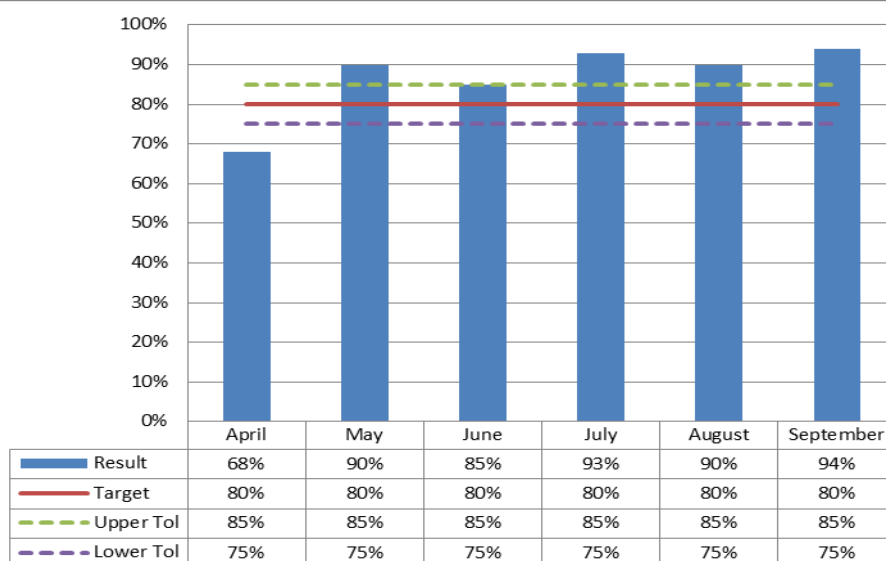
Good =
High/Increasing

Target: 80%

Tolerance: 80-90%

Trend: **Increasing**

National: 77%

Statistical Neighbours: 84%

A focus on practice and administration earlier in the year has led to a sustained improved performance.

KPI6: % of children who become the subject of a CP plan for a second or subsequent time within the last 2 years

	April	May	June	July	August	September
Result	12%	11%	10%	12%	12%	11%
Target	12%	12%	12%	12%	12%	12%
Upper Tol	14%	14%	14%	14%	14%	14%
Lower Tol	9%	9%	9%	9%	9%	9%
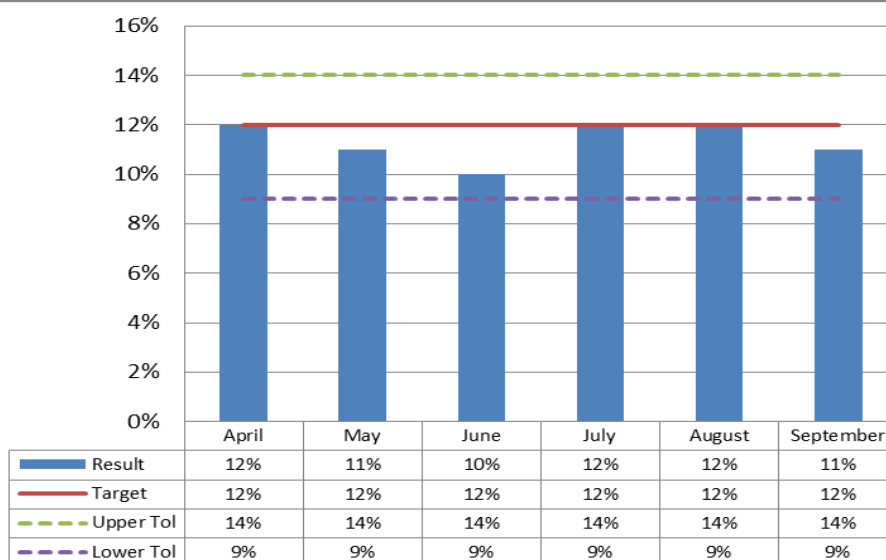
Good =
Low/Decreasing

Target: 12%

Tolerance: 9-14%

Trend: **stable**

Performance in this area has fluctuated in the period and while improved in September it will remain an area of management focus. Performance on this indicator and KPI 13 are examined in parallel.

11 *Data relates to the period April 1st – Sept 30th 2018 taken from the ChAT tool (Annex A dataset). Three month data is for the period July 1st – Sept 30th 2018*

KPI7: % of children (under 16 years) who have been looked after for 2.5 years or more, and in the same placement (or placed for adoption) continuously for 2 years or more

	April	May	June	July	August	September
Result	69%	68%	69%	69%	70%	69%
Target	65%	65%	65%	65%	65%	65%
Upper Tol	69%	69%	69%	69%	69%	69%
Lower Tol	62%	62%	62%	62%	62%	62%

Good = High/Increasing

Target: 65%

Tolerance: 62-69%

Trend: **Increasing**

National: 70%

Statistical Neighbours: 69
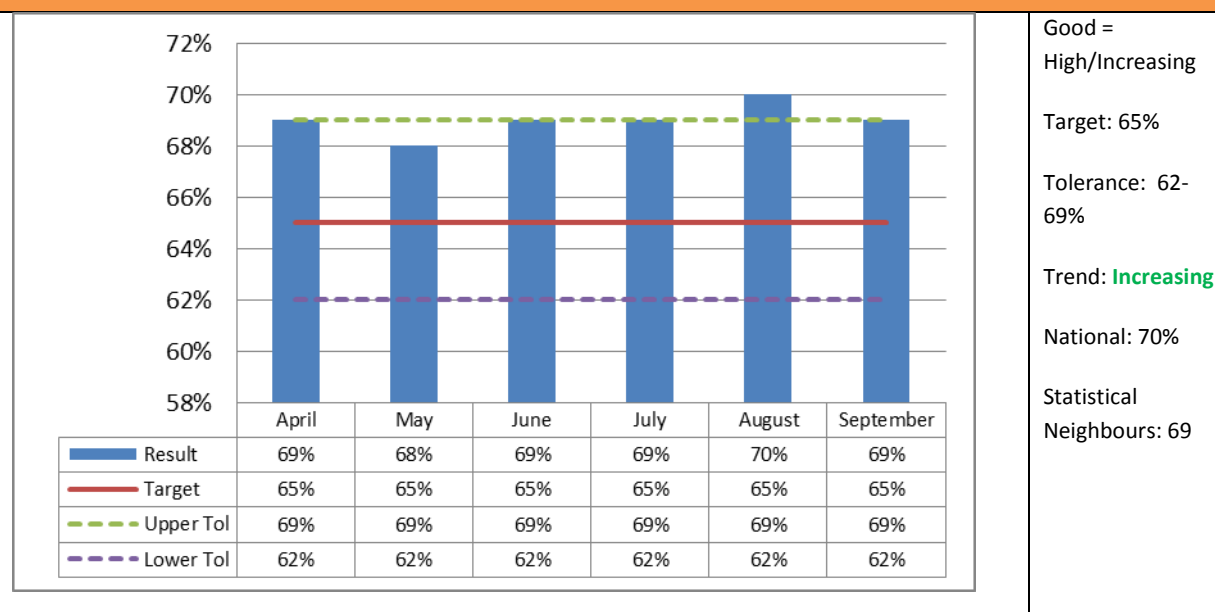
This is a long-term indicator that should not vary greatly month by month. Performance has improved and is now above target and tolerance. We are aligned with the national average and in line with our statistical neighbours. The majority of children in care experience stable, long term placements.

KPI8: % of looked after reviews held on time

	April	May	June	July	August	September
Result	95%	95%	97%	98%	97%	96%
Target	96%	96%	96%	96%	96%	96%
Upper Tol	100%	100%	100%	100%	100%	100%
Lower Tol	86%	86%	86%	86%	86%	86%

Good = High/Increasing

Target: 96%

Tolerance: 86-100%

Trend: **Increasing**
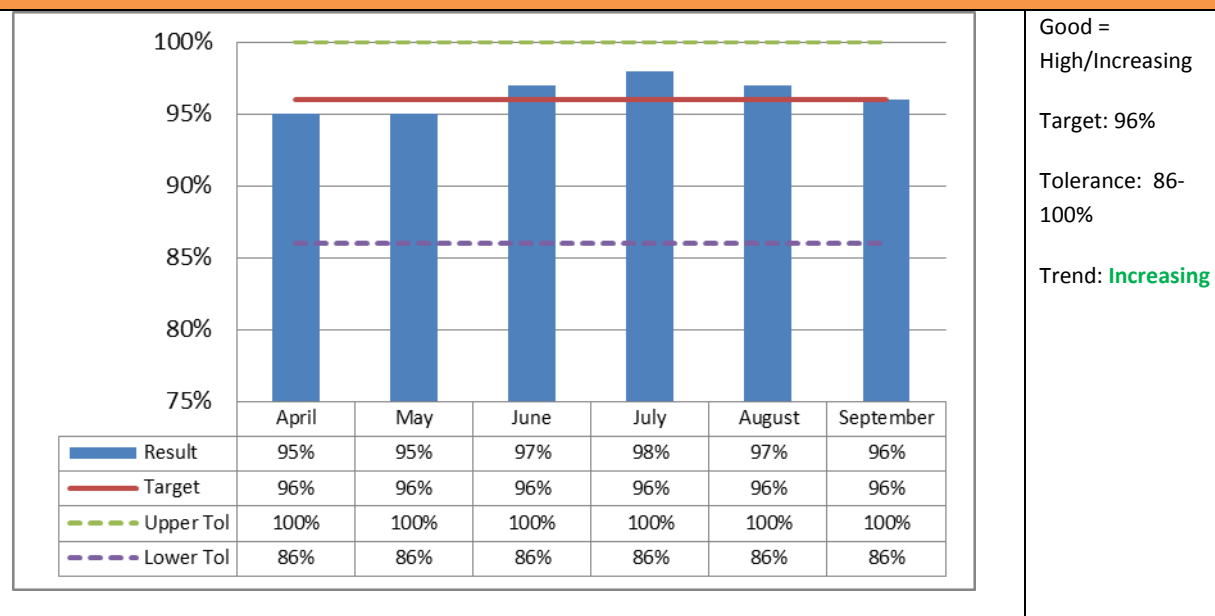
Performance has been strong with targets meet consistently since June. Management action is taken to ensure that for the 4% whose reviews are out of timescale, there is no impact on drift or delay for the children.

12 *Data relates to the period April 1st – Sept 30th 2018 taken from the ChAT tool (Annex A dataset). Three month data is for the period July 1st – Sept 30th 2018*

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KPI9: % of care leavers who are in Education, Employment, and Training (EET)

	April	May	June	July	August	September
Result	57%	57%	58%	60%	61%	61%
Target	55%	55%	55%	55%	55%	55%
Upper Tol	80%	80%	80%	80%	80%	80%
Lower Tol	50%	50%	50%	50%	50%	50%
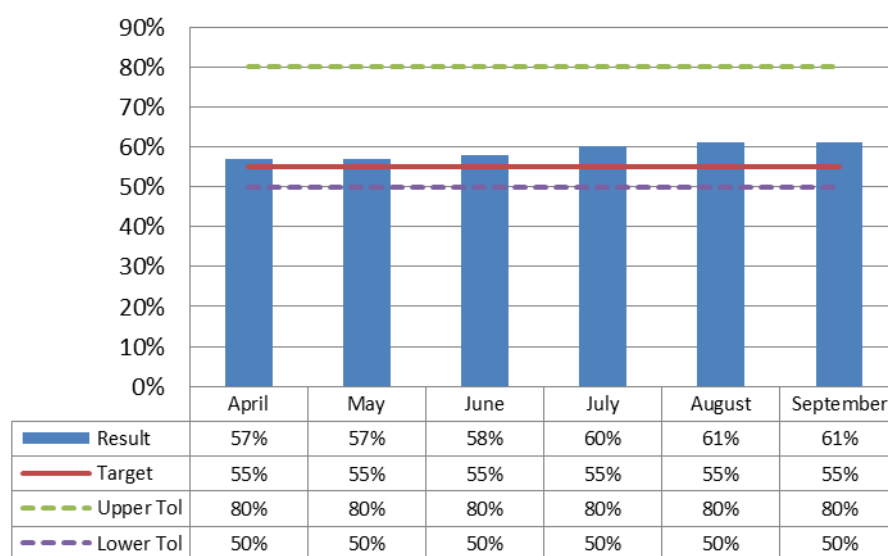
Good = High/Increasing
Target: 55%
Tolerance: 50% to 80%
Trend: **Increasing**
National: 50%
Statistical Neighbours: 48%

Care leavers aged 19 to 21 who are in education, employment or training. Performance continues to improve in this area. This is an area of good practice. We are performing better than statistical neighbours and the national average. Work continues to maintain performance and to ensure that Care Leavers have the best possible opportunities to access education, employment and training. We continue to support those young people who are not in EET.

KPI10: Average time between the LA receiving court authority to place a child and deciding on a match (A2)

	April	May	June	July	August	September
Result	209	189	178	164	165	172
Target	240	240	240	240	240	240
Upper Tol	260	260	260	260	260	260
Lower Tol	220	220	220	220	220	220
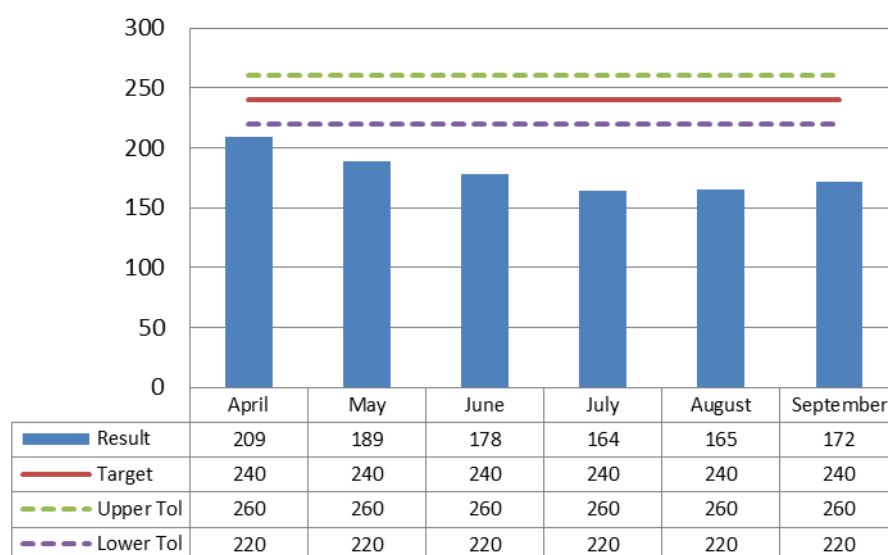
Good = Low/Decreasing

Target: 240 days

Tolerance: 220-260 days

Trend: **Decreasing**

National: 220

Statistical Neighbours: 252

Performance on the three year figure is within tolerance whilst the rolling 12 month figure is considerably better than target. There has been a sustained and significant improvement in performance over last 12 months which reflects a greater focus. Despite some challenges in the timeliness of court care proceedings, children are matched to their adopters quickly.

13 *Data relates to the period April 1ˢᵗ – Sept 30ᵗʰ 2018 taken from the ChAT tool (Annex A dataset). Three month data is for the period July 1ˢᵗ – Sept 30ᵗʰ 2018*

KPI11: % of young offenders that re-offend

	April	May	June	July	August	September
Result	29.7%	36.50%	36.50%	36.1%	36.1%	36.1%
Target	45.00%	45.00%	45.00%	45.00%	45.00%	45.00%
Upper Tol	60.00%	60.00%	60.00%	60.00%	60.00%	60.00%
Lower Tol	30.00%	30.00%	30.00%	30.00%	30.00%	30.00%
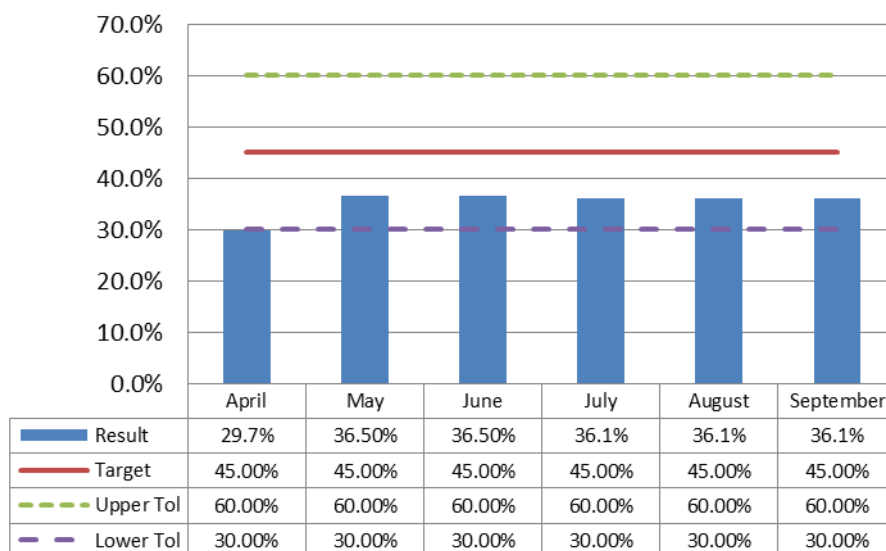
Good =
Low/Decreasing

Target: 45%

Tolerance: 30-60%

Trend: **Increasing**

National: 41%

WM average: 40.5%

YOT Family: 44.7%

The cohort consists of all young people who received a pre-court or court disposal or were released from custody in a 12 month period. This indicator is reported after a big time lag nationally to determine how many offenders go on to reoffend in subsequent year. Our rate is 5% below the National Average and 4% below the WM average. Performance is in the top quartile of all YOTs which means that we perform consistently well in this area.

KPI12: % of agency social workers (including team managers)

	April	May	June	July	August	September
Result	12%	12%	12%	14%	14%	14%
Target	13%	13%	13%	13%	13%	13%
Upper Tol	15%	15%	15%	15%	15%	15%
Lower Tol	10%	10%	10%	10%	10%	10%
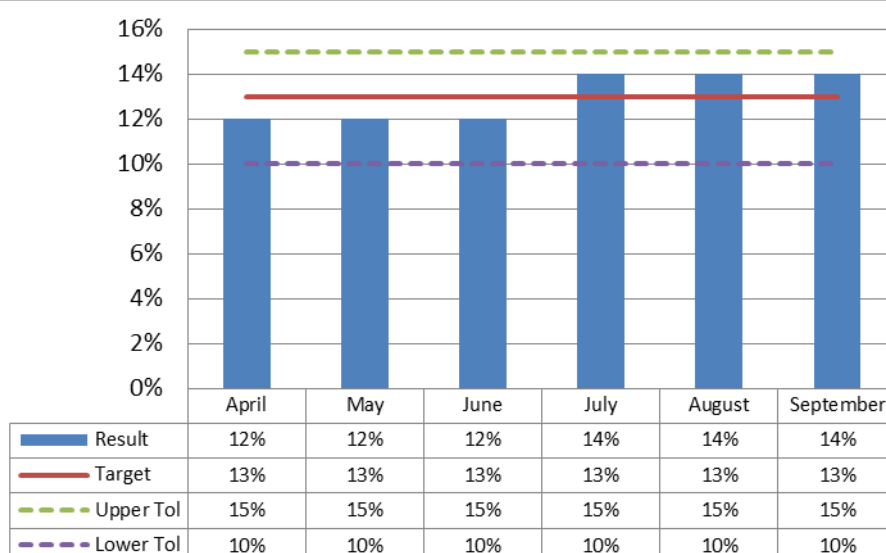
Good =
Low/Decreasing

Target: 13%

Tolerance: 10-15% days

Trend: **Increasing**

Rapid recruitment campaigns have added drive and pace to permanent recruitment. This will in turn reduce the reliance on agency workers. Closer monitoring of agency staff has been introduced to ensure that assignments are closed promptly when a position is filled. The recruitment and retention of good quality social workers and team managers continues to be a challenge both within the Trust and regionally. We have introduced a number of initiatives to improve the sufficiency of our workforce. This is an area of continuous high activity and recently candidate quality has improved.

14 *Data relates to the period April 1st – Sept 30th 2018 taken from the ChAT tool (Annex A dataset). Three month data is for the period July 1st – Sept 30th 2018*

![Birmingham Children's Trust logo]

PI13: % child protection plans ending within 3 months or less

	April	May	June	July	August	September
Result	19%	22%	25%	25%	24%	21%
Target	25%	25%	25%	25%	25%	25%
Upper Tol	30%	30%	30%	30%	30%	30%
Lower Tol	20%	20%	20%	20%	20%	20%

Good =
Low/Decreasing

Target: 25% days

Tolerance: 20%-30%

Trend: **Increasing**

National: 20%

Statistical
Neighbours: 26%
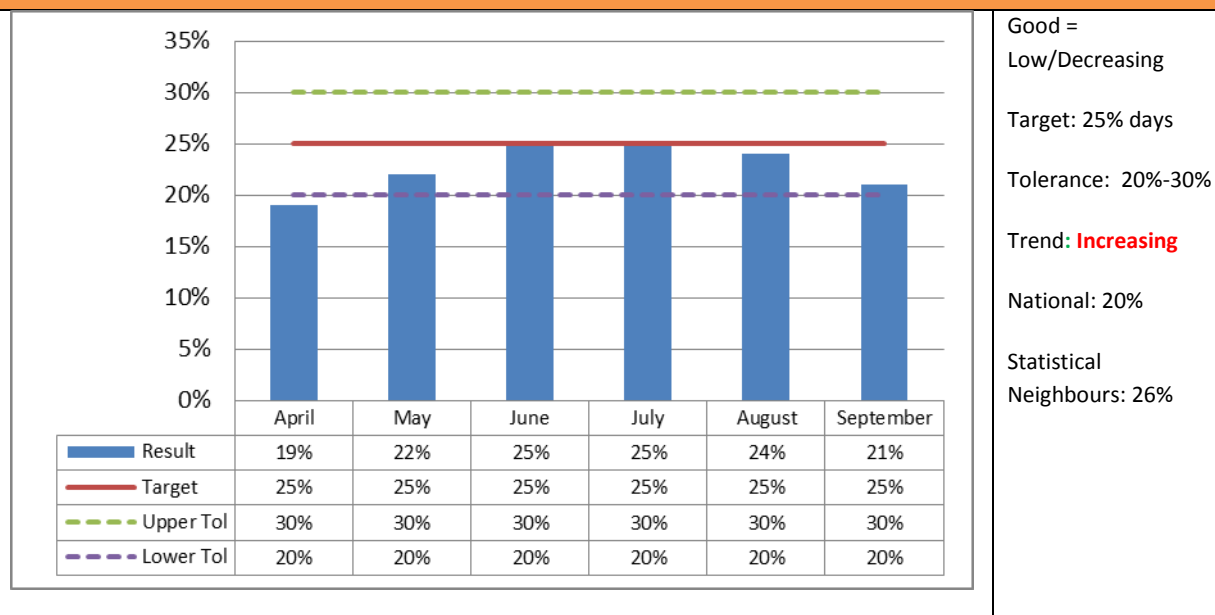
We are performing better than statistical neighbours, but remain slightly above the national average. We continue to monitor performance to ensure that child protection plans do not end too soon. We monitor this indicator alongside KPI6 (plans for a second time) to ensure that children do not step down from child protection too soon.

KPI14: Average caseload of qualified social workers

	April	May	June	July	August	September
Result	16	17	16	17	17	17
Target	16	16	16	16	16	16
Upper Tol	20	20	20	20	20	20
Lower Tol	12	12	12	12	12	12

Good =
Low/Decreasing

Target: 16

Tolerance: 12-20

Trend: **Increasing**

National: 18

Statistical
Neighbours: 18
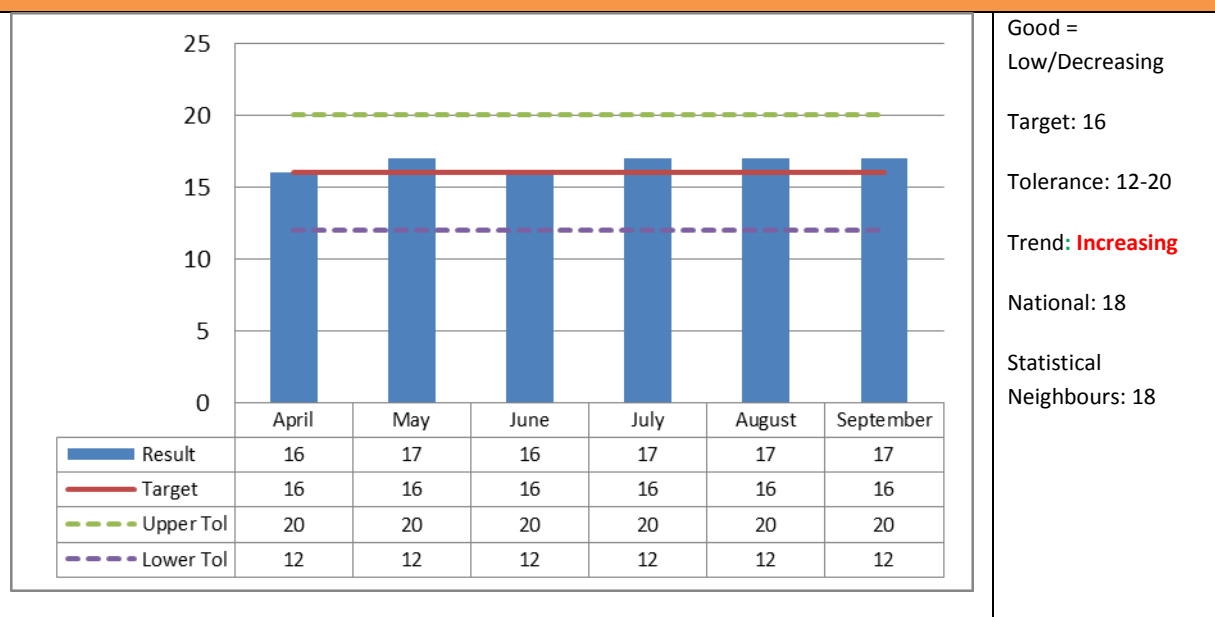
Caseload averages in BCT remain better than the national average and statistical neighbours. Caseload is counted by children. The caseload figure by family would be lower. This is an area of high scrutiny as we know that excessive caseloads do not support purposeful practice or staff retention.

15 *Data relates to the period April 1st – Sept 30th 2018 taken from the ChAT tool (Annex A dataset). Three month data is for the period July 1st – Sept 30th 2018*

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KPI15: % of social workers who have had supervision (in month)

	April	May	June	July	August	September
Result	88%	93%	86%	85%	83%	87%
Target	86%	86%	86%	86%	86%	86%
Upper Tol	90%	90%	90%	90%	90%	90%
Lower Tol	80%	80%	80%	80%	80%	80%

Good =
High/Increasing

Target: 86%

Tolerance: 80-90%

Trend: **Decreasing**

Performance remains within the tolerance and above the target, which is good. Social workers are being supervised to the required level and we would expect to see social workers supervised at least 10 times per year. We saw a dip in performance during August; this was due to summer annual leave. Within area performance meetings, staff who have not been supervised for one or two months are flagged and a review is undertaken by the HoS.

16 *Data relates to the period April 1ˢᵗ – Sept 30ᵗʰ 2018 taken from the ChAT tool (Annex A dataset). Three month data is for the period July 1ˢᵗ – Sept 30ᵗʰ 2018*

ChAT Commentary / Live data on 1 October 2018

LIST 1 - CONTACTS

Data as at	01/10/2018		
Period	3	months	
	no.		
Total number of contacts	8,459	Total for ages 0-17	8,378
Children with a contact	7,326		

Commentary:

Appears on referral list		
Yes	3,323	39%
No	5,136	61%

Commentary:

Contact source		
Police	2507	30%
Health services	2172	26%
LA services	1081	13%
Schools	848	10%
Legal agency / Court / CAFCASS, etc.	516	6%
Individual	500	6%
Anonymous	379	4%
Education services	217	3%
Housing	210	2%
Unknown	22	0%
Other	0	0%
Not recorded	7	0.082%

Referral comparison		
Police	1,087	32%
Health services	725	21%
LA services	488	14%
Schools	322	9%
Legal agency / Court / CAFCASS, etc.	225	7%
Individual	182	5%
Anonymous	187	5%
Education services	88	3%
Housing	57	2%
Unknown	4	0%
Other	45	1%
Not recorded	0	0%

Commentary: Police and health continue to be our greatest referrers which we would expect. Every contact with the Trust is recorded as a 'contact' including requests for information. 39% of contacts progress to a referral, this is in line with SN and EA.

Contacts in period (contacts)		
1	6,387	76%
2	1,572	19%
3	366	4%
4	92	1%
5	30	0%
6	12	0%

Commentary: A very small number of multiple contacts are made to the Trust which indicates that we are taking appropriate action when children come to our attention.

17 *Data relates to the period April 1st – Sept 30th 2018 taken from the ChAT tool (Annex A dataset). Three month data is for the period July 1st – Sept 30th 2018*

Contacts in period (children)

1 contact	6387	87%
2 contacts	786	11%
3 contacts	122	1.7%
4 or more	31	0.4%

Commentary: We have audited the repeat contacts to assure ourselves that children receive a timely and appropriate response.

LIST 2 - EARLY HELP (6 months default)

	no.	%		
Total number of CAF/EHA	1,401		Total for ages 0-17	1,385
Children with CAF/EHA	1,388	96%		

Appears on referral list

Yes	68	5%
No	1,333	95%

Commentary: A very small number of CAFS/EHA appears on the referral list; this means that children are receiving targeted services without the involvement of statutory services, which is good.

Organisation completed

NWC	549	39%
South	435	31%
East	417	30%

Commentary: Currently we only record EHA/CAF completed by the Trust on the electronic case recording system. However, we do collate the activity of partners and other agencies.

EHAs in period (by assessment)

1	1,375	98%
2	26	2%

EHAs in period (by child)

1 EHA/CAFs	1375	99%
2 EHA/CAFs	13	1%
3 EHA/CAFs	0	0%
4 or more	0	0%

Commentary: The low numbers of repeat EHA/CAFs represents evidence that the use of early help assessments and plans are successful in supporting children and families.

LIST 3 - REFERRALS (3 months default)

Data as at	01/10/2018	
Period	3	months

	no.	rate per 10,000		
Total number of referrals	3,410	473	Total for ages 0-17	3,377

Commentary: 2017/18 referral rate per 10K: England 553, Birmingham 605, SN 685

Referrals result in NFA

NFA	245	7%
Further action	3,165	93%

Commentary: Only 7% of referrals result in NFA; this means that children receive a service to support them when we are

18 *Data relates to the period April 1st – Sept 30th 2018 taken from the ChAT tool (Annex A dataset). Three month data is for the period July 1st – Sept 30th 2018*

aware of their needs. This is good practice.

Multiple Referrals

Re-referral	720	21%
First referral	2514	74%
Not recorded	0	0%

Commentary:

Re-referrals in last 12 months

Yes	720	21%
No	2514	74%
Not recorded	0	0%

Commentary: See KPI 2 for further information – we continue to monitor this area of practice.

Referral source

Individual	182	5%
Schools	322	9%
Education services	88	3%
Health services	725	21%
Housing	57	2%
LA services	488	14%
Police	1,087	32%
Legal agency / Court / CAFCASS, etc.	225	7%
Other	45	1%
Anonymous	187	5%
Unknown	4	0%
Not recorded	0	0%

Commentary:

No. referrals in the last 12 months

1 referral	2514	74%
2 referrals	563	17%
3 referrals	128	4%
4 or more	29	1%
Not recorded	0	0%

Commentary: The majority of children receive a response at the first referral. We dip sample re-referrals to ensure that children are receiving a proportionate response.

LIST 4 - ASSESSMENTS (6 months default)

Data as at	01/10/2018			
Period	6	months		

	no.	Rate per 10k		
Total no. of assessments	7,214	501	Total for ages 0-17	7,117
Completed assessments	6,459	448		
Ongoing assessments	755			

Assessment timeliness (completed)

In time	6014	93%
Not in time	445	7%
Date error	0	0%

Assessment duration (completed) We continue to maintain excellent practice in this area.

19 *Data relates to the period April 1st – Sept 30th 2018 taken from the ChAT tool (Annex A dataset). Three month data is for the period July 1st – Sept 30th 2018*

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same day	451	7%
1 - 10 days	697	11%
11 - 20 days	2,083	32%
21 - 30 days	1,317	20%
31 - 40 days	985	15%
41 - 45 days	481	7%
46 - 50 days	160	2%
51 - 60 days	132	2%
61+ days	153	2%
Date error	0	0%

Commentary: The vast majority of assessments are completed within 35 days. We continue to sample short assessments and longer assessments to assure ourselves of an appropriate response and that there is no drift.

Assessment duration (completed)

Average (working days)	24	1%

Child seen during assessment (completed)

Child seen	6,119	95%
Not seen	340	5%
Unknown	0	0%

Commentary: Dip sampling of the 5% indicates that the children concerned are babies or unborn children.

LIST 5 - SECTION 47s (6 months default)

S47 where ICPC not required

	no.	Rate per 10K	
Total number of S47s	2,531	176	
Number of ICPCs	766	53	

Commentary: Over half of s47s do not progress to ICPC; we know that we currently complete too many s47s; this is due to partner confidence and our own confidence in managing risk.

Multiple S47s

Yes	302	12%
No	2224	88%
Not recorded	5	0%

Commentary: A very small number of children are subject to subsequent s47s – this is effective practice.

ICPC result in CPP

Yes	691	90%
No	75	10%
Not recorded	0	0%

Commentary: The majority of ICPCs result in child protection plans. This means that the management decision to progress to ICPC is appropriate.

Multiple ICPCs

Yes	10	0.4%
No	2521	100%
Not recorded	0	0%

Commentary: A very small number of children are subject to multiple ICPCs; this is good practice.

ICPC timeliness

In time	640	84%

20 *Data relates to the period April 1ˢᵗ – Sept 30ᵗʰ 2018 taken from the ChAT tool (Annex A dataset). Three month data is for the period July 1ˢᵗ – Sept 30ᵗʰ 2018*

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Not in time	126	16%
Date error	0	0%

Commentary: The majority of ICPCs are in time; we monitor those that take place over 15 days to ensure minimal delay. ChAT dataset relies on S47 to record and therefore our performance in ChAT looks lower. KPI dataset shows 94% achievement.

No. of S47s in the last 12 months

1 S47 enquiry	2,224	88%
2 S47s	244	10%
3+ S47s	58	2%
Not recorded	5	0%

Commentary: Good performance is maintained

No. ICPCs in the last 12 months

None	1,765	70%
1 ICPC	756	30%
More than 1	10	0%
Not recorded	0	0%

Commentary: The majority of children are not subjected to unnecessary multi-agency involvement. Where there is more than one ICPC in 12 months this is looked at to ensure response has been proportionate and children are safe.

S47 to ICPC duration

a) 0 - 10 working days	73	10%
b) 11 - 15 days	567	74%
c) 16 - 20 days	60	8%
d) 21+ days	66	9%

Commentary: We are currently auditing the cases that do not progress to ICPC within 21 days (66 children)

LIST 6 - CHILDREN IN NEED (3 months default)

	no.	Rate per 10k		
Total CIN in period	11,864			
CIN started in period	3,526	490		
CIN ceased in period	3,546	492		
Current open CIN	8,318	289	Current open CIN age 0-17	7,419

Commentary: The children in need numbers appear static. However we can see that a considerable number of plans have started and the same have ceased during the period. These are not the same children.

CIN ceased - duration open case

0-3months	2,683	76%
3 >= 6 months	259	7%
6 months > 1 year	271	8%
1yr > 2yrs	190	5%
2+ yrs	143	4%
Date error	0	0%

CIN ceased - reason ceased We are completing a diagnostic of CIN plans as we can see from the data that the majority of plans end within 3 months.

Adopted	7	0%
Died	7	0%
Residence Order	2	0%
Special Guardianship Order	1	0%
Transfer to another LA	16	0%
Transfer to Adult Social Services	13	0%
Other' incl. Child no longer in need	1,045	29%
Child not in need after assessment	2,158	61%

21 *Data relates to the period April 1st – Sept 30th 2018 taken from the ChAT tool (Annex A dataset). Three month data is for the period July 1st – Sept 30th 2018*

Not recorded / error	297	8%

Commentary: This large figure of plans that have ceased after an assessment represents the work of ASTI where social workers complete short term interventions. As above, a diagnostic of the effectiveness of child in need plans will be completed by 30 November 2018

Current CIN - category of need

Abuse or neglect	5,059	61%
Child's disability	483	6%
Parents illness or disability	111	1%
Family in acute stress	701	8%
Family dysfunction	534	6%
Socially unacceptable behaviour	152	2%
Low income	43	1%
Absent parenting	329	4%
Other than CIN	1	0%
Not stated	763	9%
Code error	142	2%

Commentary: We would expect that the majority of CIN plans would be due to abuse or neglect.

Current CIN - duration open case

0-3months	1,994	24%
3 >= 6 months	942	11%
6 months > 1 year	1,482	18%
1yr > 2yrs	1,121	13%
2+ yrs	2,779	33%
Date error	0	0%

Current CIN - child last seen

In the last 6 weeks	3,986	48%
6 - 12 weeks ago	1,295	16%
12 - 18 weeks ago	339	4%
18 or more weeks ago	908	11%
No visit (New CIN<1month)	592	7%
No visit (CIN 1+month)	992	12%
Date error	206	2%

Commentary: We are completing a diagnostic of CIN and we will consider the rate of visits and children seen by 30 November 2018. The context of CIN refers to all open cases, not just CIN plans.

CIN cohort on other lists

Referrals	1,549	19%
Assessments ongoing	729	9%
Assessments completed	2,270	27%
Section 47s	1,484	18%
ICPCs	719	9%
CPP open	1,321	16%
CPP closed	287	3%
CLA open	1,913	23%
CLA closed	254	3%
Care leavers	749	9%
Adoptions	276	3%

Commentary:

LIST 7 - CHILD PROTECTION PLANS (3 months default)

	no.	Rate per 10k			

22 *Data relates to the period April 1st – Sept 30th 2018 taken from the ChAT tool (Annex A dataset). Three month data is for the period July 1st – Sept 30th 2018*

Total CPP in period	1,707				
CPP started in period	371	52			
CPP ceased in period	379	53			
Current open CPP	1,328	46	Total for ages 0-17	1,327	

Commentary: 2017/18 rate per 10K: Birmingham 41, England 45, SN 61

CPP starters - second or subsequent plan

Re-registration	99	27%
No previous plan	272	73%
Not recorded	0	0%

Commentary: The majority of subsequent plans appear high at 27%. However this is 'ever'. We are measured on subsequent plans within the last 12 months which is 11%

CPP Ceased - 2+ years

Yes	8	2%
No	371	98%
Not recorded	0	0%

Commentary: We are satisfied that the 8 children who are subject to 2+ year plans are appropriate.

CPP starters - Initial abuse category

Neglect	164	44%
Physical abuse	25	7%
Sexual abuse	16	4%
Emotional abuse	166	45%
Multiple	0	0%
Not recorded	0	0%

Commentary: We recognise that the numbers/rate of children subject to plans through neglect is high. This is a true reflection of our population. The neglect strategy aims to address this matter.

CPP ceased - Length of time on plan

0-3months	76	20%
3 >= 6 months	56	15%
6 months > 1 year	191	50%
1yr > 2yrs	48	13%
2+ yrs	8	2%
Date error	0	0%

Commentary: Recent work has seen that there have been a small number of instances where children have been taken off plans too soon. Performance is beginning to improve.

CURRENT OPEN CPP

Subject to EPO / CO / SO or PP

Yes	19	1%
No	1,309	99%
Not recorded	0	0%

Commentary: Additional protective action is rarely used; this evidences that we are planning appropriately for the vast majority of our children.

CPP current - Latest abuse category

Neglect	570	43%
Physical abuse	56	4%
Sexual abuse	41	3%

23 *Data relates to the period April 1st – Sept 30th 2018 taken from the ChAT tool (Annex A dataset). Three month data is for the period July 1st – Sept 30th 2018*

Emotional abuse	661	50%
Multiple	0	0%
Not recorded	0	0%

Commentary: Additional protective action is rarely used; this evidences that we are planning appropriately for the vast majority of our children.

CPP current - Length of time on plan

0-3months	345	26%
3 >= 6 months	417	31%
6 months > 1 year	437	33%
1yr > 2yrs	121	9%
2+ yrs	8	1%

Commentary: As above, work has been completed to ensure that children are not removed from plans too soon.

Time since last statutory visit (open CPP)

In the last 4 weeks	1,046	79%
4 - 8 weeks ago	212	16%
8 - 12 weeks ago	23	2%
12 or more weeks ago	20	2%
No visit (New CPP<1month)	19	1%
No visit (CPP 1+month)	6	0%
Date error	2	0%

Commentary: The majority of children subject to plans are seen in accordance with the timescales agreed in their plan. We are currently auditing those children who appear not to have been seen in accordance with the plan.

Child seen alone (of those recorded)

Yes	671	100%
No	0	0%
Not recorded or N/A	657	49%

Commentary: This is good practice.

OPEN CPP DURATIONS (MONTHS)

24 Data relates to the period April 1st – Sept 30th 2018 taken from the ChAT tool (Annex A dataset). Three month data is for the period July 1st – Sept 30th 2018

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BIRMINGHAM CHILDREN'S TRUST

LIST 8 - LOOKED AFTER CHILDREN (6 months default)

	no.	Rate per 10k			
Total CLA in the last 6 months	2,222				
CLA started in the last 6 months	304	21			
CLA ceased in the last 6 months	308	21			
Current open CLA	1,914	66	Total for ages 0-17	1,910	

We are assured through audit that our rate and numbers of children in care is appropriate and not out of line with SN and EA. A number of strategies are in place to ensure that children are suitably placed, achieve permanence and exit care safely.

Placement location in / out borough (open CLA)

Out of borough	795	42%
In borough	1,119	58%
Not recorded	0	0%

Commentary: We know that too many children are placed outside of Birmingham. This is not unusual for a large city. We are reassured that only 5% of our children live outside of a 20 mile radius of their home address.

Short term placement stability (open CLA)

1-2 placements	1690	88%
3+ placements	224	12%
Not recorded	0	0%

Commentary: The vast majority of children experience stable placements. Work is underway to see how we can further support the children who have had 2+ placements.

Long term placement stability (open CLA 30+ months aged under 16)

Less than 2 years	225	32%
2+ years	475	68%
Not recorded	0	0%

Commentary: We continue to perform well in this area against EA and SN

HEALTH

Dental check in time

Yes	1,169	82%
No	263	18%

Commentary: Work is underway to further improve performance.

Health assessment in time

Yes	1,278	89%
No	154	11%

Commentary: Work is underway to further improve performance.

Health in time for current open CLA for 12+ months looked after

AGED UNDER FIVE		
Yes in the last 6 months	136	72%
No	52	28%
AGED FIVE-PLUS		
Yes in the last 12 months	1,142	92%
No	102	8%

Commentary: We know that this is an area of strength; however we continue to look at ways of strengthening practice and completion of assessments in a more timely way.

25 *Data relates to the period April 1st – Sept 30th 2018 taken from the ChAT tool (Annex A dataset). Three month data is for the period July 1st – Sept 30th 2018*

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CLA Ceased – Adoption

Yes	37	12%
No	270	88%
Not recorded	1	0%

Commentary: 12% have left care through adoption. This is not yet in line with EA but is an improving picture.

CLA Ceased - SGO

Yes	3	1%
No	304	99%

Commentary:

MISSING INCIDENTS

Any missing incidents (all CLA)

Yes	173	8%
No	2,049	92%

Commentary: Only 8% of children in care had a missing incident and this compares well to SN & EA.

OFFERED (Missing children)

Offered return interview	102	59%
Not offered interview	72	41%
Not recorded	0	0%

Commentary: This is the data recorded on CareFirst. However we have contemporaneous data which demonstrates that the actual figure in practice is much higher. We are currently reviewing this data / practice.

ACCEPTED (Missing children)

Accepted return interview	41	40%
Did not accept interview	61	60%
Not recorded	0	0%

Commentary: Again this data with scrutinised.

OFFERED (Missing children)

Offered return interview	102	59%
Not offered interview	71	41%
Not recorded	0	0%

Commentary:

ACCEPTED (Missing children)

Accepted return interview	41	24%
Did not accept interview	61	35%
Not recorded	0	0%

Commentary:

Number of CLA with a missing incident	173
Percentage of CLA with a missing incident	8%
Total number of missing incidents	724
Average number of missing incidents per CLA who went missing	4.2

Commentary: This is an area that requires improvement.

CLA STARTED

Category of need (starters)		
Abuse or neglect	199	65%

26 *Data relates to the period April 1st – Sept 30th 2018 taken from the ChAT tool (Annex A dataset). Three month data is for the period July 1st – Sept 30th 2018*

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Child's disability	2	1%
Parents illness or disability	3	1%
Family in acute stress	24	8%
Family dysfunction	21	7%
Socially unacceptable behaviour	10	3%
Low income	0	0%
Absent parenting	43	14%
Other than CIN	0	0%
Not recorded	0	0%
Code error	2	1%

Commentary:

Second/Subsequent episode (new CLA)

Yes	17	6%
No	287	94%
Not recorded	0	0%

Commentary:

CLA CEASED

Reason Ceased (ceased)

Adopted	37	12%
Died	0	0%
Care taken by another LA	1	0%
Returned home to live with parents/ relatives	120	39%
Live with parents/relatives (not PR)	3	1%
Residence order granted	6	2%
Special Guardianship Orders	3	1%
Moved into independent living	35	11%
Transferred to residential care funded by ASS	8	3%
Sentenced to custody	11	4%
Accommodation on remand ended	1	0%
Age assessment determined child was 18+	2	1%
Child moved abroad	0	0%
Any other reason	80	26%
Not recorded / Error	1	0%

CURRENT OPEN CLA

Plan to reunify	232

Commentary: A large number of children (39%) return to live with their parents; work is underway to assure ourselves that the outcomes for these young people are appropriate.

Placement type (current open CLA)

Placement type (current open CLA)	a) Own LA	b) Private	c) Other	Total
Foster placement	0	554	708	1262
Placed for adoption	18	1	47	66
Placed with parents	1	2	123	126
Independent living	10	9	19	38
Residential employment	0	0	0	0
Residential accommodation	16	116	16	148
Secure Children's Homes	1	1	2	4
Children's Homes	0	131	23	154
Residential Care Home	1	1	0	2

27 *Data relates to the period April 1st – Sept 30th 2018 taken from the ChAT tool (Annex A dataset). Three month data is for the period July 1st – Sept 30th 2018*

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NHS/Health Trust	0	1	1	2
Family Centre	0	4	3	7
Young Offender Institution	0	5	13	18
Residential school	0	2	1	3
Other placements	2	0	80	82
Temporary placement	0	0	0	0

Own provision	49	3%
Other provision	1,777	93%
Not recorded	88	5%

Foster placements	1,262	66%
Other placements	650	34%
Not recorded	2	0%

Legal status (current open CLA)

a) Interim care orders	235	12%
b) Full care orders	1,153	60%
c) Freed for Adoption	0	0%
d) Placement order granted	170	9%
e) Accommodated under S20	335	18%
f) Detained on child protection grounds in LA accommodation	0	0%
g) Youth justice legal Statuses	21	1.1%
Not recorded / code error	0	0.0%

Commentary: The majority of our children are subject to care orders or an interim care order which is good practice.

Child last seen by SW (current open CLA)

In the last 6 weeks	1,480	77%
6 - 12 weeks ago	350	18%
12 - 18 weeks ago	37	2%
18 or more weeks ago	28	1%
No visit (New CLA<1month)	6	0%
No visit (CLA 1+month)	13	1%
Date error	0	0%

Commentary: The vast majority of children in care are seen in accordance with statute which is good practice. Visits to children are monitored in Area Performance Meetings and anywhere they have not been visited are interrogated and action required identified.

Time since last CLA Review (current open CLA)

a) 0 > 3 months	962	50%
b) 3 > 6 months	834	44%
c) 6 > 9 months	70	4%
d) 9 > 12 months	7	0%
e) 1 year or more	7	0%
No review (New CLA <1month)	21	1%
No review (CLA 1+ month)	7	0%
Date error	6	0%

Commentary: We are reviewing the 5% of children in care who have not been reviewed within 6 months.

Review in time (current open CLA)

Yes	1,846	96%
No	39	2%
Not recorded	29	2%

Commentary: As above

PLACEMENTS (CURRENT OPEN CLA)

28 *Data relates to the period April 1st – Sept 30th 2018 taken from the ChAT tool (Annex A dataset). Three month data is for the period July 1st – Sept 30th 2018*

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No. placements last 12 months (current open CLA)

|		
1	1,265	66%
2	425	22%
3	117	6%
4	54	3%
5	28	1%
6	10	1%
7+	15	1%
Not recorded	0	0%

Commentary: A placements causing concern meeting has been established, we look at any child where we are concerned that their placement is not meeting their needs and ensure appropriate actions are in place to find a suitable placement which can meet their needs

Placement duration (Under16s open CLA for 30+ms)

0 > 3 months	40	6%
3 >= 6 months	31	4%
6 months > 1 year	56	8%
1 year > 2 years	98	14%
2+ years	475	68%
Date error	0	0%

Commentary:

TOTAL MISSING EPISODES PER CLA
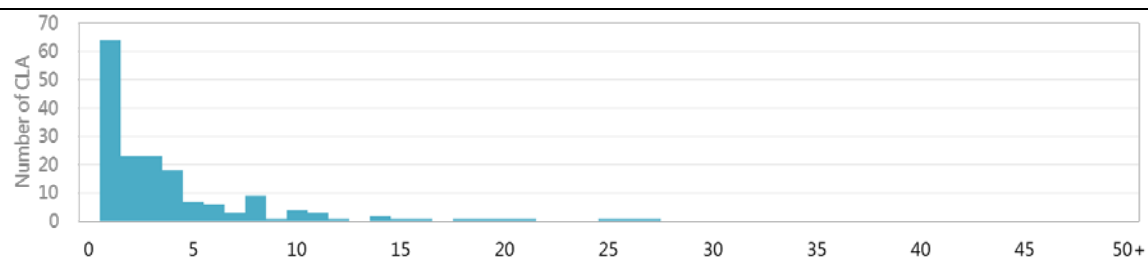
Commentary:

LIST 9 - CARE LEAVERS (CURRENT)

Data as at	01/10/2018	
	no.	**Rate per 10k**
Total care leavers	759	
Care leavers aged 17-18	264	86
Care leavers aged 19-21	448	70

Suitable accommodation (17-18YOs)

Cohort 17-18s (minus excluded)	264	
Suitable	228	86%
Not	13	5%
No info	23	9%
Suitable accommodation (19-21YOS)		
Cohort 19-21s (minus excluded)	447	
Suitable	391	87%
Not	24	5%
No info	32	7%

29 *Data relates to the period April 1st – Sept 30th 2018 taken from the ChAT tool (Annex A dataset). Three month data is for the period July 1st – Sept 30th 2018*

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Commentary: We are in touch with the vast majority of our care leavers and most of them are in suitable accommodation.

EET (17-18YOS)

Cohort 17-18s (minus excluded)	264	
EET	192	73%
NEET	49	19%
No info	23	9%
EET (19-21YOS)		
Cohort 19-21s (minus excluded)	448	
EET	264	59%
NEET	152	34%
No info	32	7%

Commentary: Practice in this area is very strong

Aged 16+ in care till 18th bday

(from LAC list)		
Yes till 18th bday	112	76%
No before 18th bday	35	24%
Total 16-plus ceased	147	100%

Commentary: The majority of children remain in care until their 18th birthday

ELIGIBILITY CATEGORY:

Relevant	15	2%
Former relevant	717	94%
Qualifying	16	2%
Other	11	1%
Not recorded / code error	0	0%

Care leaver ages (all)

Age 17	24
Age 18	240
Age 19	185
Age 20	166
Age 21	97
Age 17-18	264
Age 19-21	448

Commentary: We now consider young people aged 21-25.

LA in touch - Cohort

Age 17	24	2%
Age 18	238	17%
Age 19	185	13%
Age 20	166	12%
Age 21	97	7%
Age 17-18	262	18%
Age 19-21	448	31%

Commentary: As above

LA in touch

Age 17	6	25%
Age 18	235	99%
Age 19	174	94%
Age 20	152	92%
Age 21	90	93%

30 *Data relates to the period April 1st – Sept 30th 2018 taken from the ChAT tool (Annex A dataset). Three month data is for the period July 1st – Sept 30th 2018*

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Age 17-18	241	92%
Age 19-21	416	93%

Commentary: As above

In EET - Cohort

Age 17	6	25%
Age 18	186	78%
Age 19	115	62%
Age 20	88	53%
Age 21	61	63%
Age 17-18	192	73%
Age 19-21	264	59%

Commentary:

In Suitable Accommodation - Cohort

Age 17	5	21%
Age 18	223	93%
Age 19	163	89%
Age 20	141	85%
Age 21	87	90%
Age 17-18	228	86%
Age 19-21	391	87%

Commentary:

Education, Employment, Training (EET) - 17-18 Yos

Education, Employment, Training (EET) - 17-18 Yos		
EET: In higher education (beyond A level)	1	0%
EET: In education other than higher	154	58%
EET: In training or employment	37	14%
NEET: illness/ disability	2	1%
NEET: other reasons	38	14%
NEET: pregnancy or parenting	9	3%
LA does not have information	23	9%
Education, Employment, Training (EET) - 19-21 Yos		
EET: In higher education (beyond A level)	47	10%
EET: In education other than higher	105	23%
EET: In training or employment	112	25%
NEET: illness/ disability	13	3%
NEET: other reasons	103	23%
NEET: pregnancy or parenting	36	8%
LA does not have information	32	7%

Accommodation 17-18 years

Accommodation - 17-18 Yos		
a) With parents or relatives	24	9%
b) Community home	14	5%
c) Semi-independent transitional accommodation	68	26%
d) Supported lodgings	13	5%
e) Gone abroad	0	0%
f) Deported	0	0%
g) Ordinary lodgings	2	1%
h) Residence not known	0	0%
i) No fixed abode / homeless	0	0%
j) Foyers	2	1%
k) Independent living	39	15%
l) Emergency accommodation	1	0%
m) Bed and breakfast	1	0%

31 | *Data relates to the period April 1st – Sept 30th 2018 taken from the ChAT tool (Annex A dataset). Three month data is for the period July 1st – Sept 30th 2018*

n) In custody	14	5%
o) With Former Foster Carer	59	23%
p) Other accommodation	4	2%
q) Local authority does not have information	23	9%
r) Not recorded	0	0%
Accommodation - 19-21YOs		
a) With parents or relatives	71	16%
b) Community home	18	4%
c) Semi-independent transitional accommodation	43	10%
d) Supported lodgings	9	2%
e) Gone abroad	0	0%
f) Deported	0	0%
g) Ordinary lodgings	2	0%
h) Residence not known	1	0%
i) No fixed abode / homeless	0	0%
j) Foyers	4	1%
k) Independent living	182	41%
l) Emergency accommodation	1	0%
m) Bed and breakfast	2	0%
n) In custody	25	6%
o) With Former Foster Carer	48	11%
p) Other accommodation	10	2%
q) Local authority does not have information	32	7%
r) Not recorded	0	0%
Houses of multiple occupancy		
Yes in HMO	0	0%
No	0	0%
Not recorded	759	100%

Commentary: A large number of care leavers live with their former foster carers which is positive.

LIST 10 - ADOPTIONS (12 months default)

Data as at	01/10/2018	
Period	12	months
Total children	334	
Children adopted in period	87	
Children waiting to be adopted	202	
Children waiting with PO	146	
Children with decision reversed	45	

Commentary:

Adoption Scorecard 1		
Ave days btwn entering care and moving in	467	
Adoption Scorecard 2		
Ave days btwn PO and match	199	
Adoption Scorecard 3		
Waited less than 14m btwn entering care and place	162	49%
16+ months	172	51%
Total	334	100%
CLA Ceased aged 5+		
(from LAC list)		
Total CLA ceased aged 5+	233	

32 *Data relates to the period April 1st – Sept 30th 2018 taken from the ChAT tool (Annex A dataset). Three month data is for the period July 1st – Sept 30th 2018*

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CLA Ceased aged 5+ adopted	3	1%
Decision reversed	45	13%

Commentary: Performance against A1 and A2 indicators continues to improve.

DETAILED BREAKDOWNS

Reason decision changed

Child's needs changed	0
Court did not make a PO	4
Prospective adopters cannot be found	29
Any other reason	12
Not recorded / code error	0

ADOPTION INDICATOR A1 - GROUPINGS

0 > 6 months	4	5%
6 months > 1 year	40	46%
1 year > 1½ years	26	30%
1½ years > 2 years	6	7%
2+ years	11	13%

ADOPTION INDICATOR A2 - GROUPINGS

0 > 6 months	61	72%
6 months > 1 year	20	24%
1 year > 1½ years	3	4%
1½ years > 2 years	0	0%
2+ years	1	1%

TIMELINESS OF STAGES
(using Ofsted Adoption Tool)

	Ave. days	Children
Stage 1 to 2	249	329
Stage 2 to 3	55	244
Stage 3 to 4	199	152
Stage 4 to 5	22	148
Stage 5 to 6	254	87
Stage 1 to 5	519	149

SHORTEST AND LONGEST CASES
(using Ofsted Adoption Tool)

	Shortest	Longest
Stage 1 to 2	64	2218
Stage 2 to 3	0	251
Stage 3 to 4	14	1313
Stage 4 to 5	0	224
Stage 5 to 6	35	837
Stage 1 to 5	121	2702

Commentary: A1 groupings show that the highest proportion of children placed took between 6 months to a year from entering care to being placed (46%). Regarding stage timeliness, we have seen improvements in both average days between entering care and having an adoption plan approved (Stage 1 to 2) and average days from placement order to finding a match (Stage 3 to 4). Historically we have had many outliers due to delays with these stages so it is good to see such an improvement.

AS3: DURATIONS

33 *Data relates to the period April 1st – Sept 30th 2018 taken from the ChAT tool (Annex A dataset). Three month data is for the period July 1st – Sept 30th 2018*

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2012-15 threshold
639
639
608
547
487
426
2012-15 threshold
213
213
182
152
121
121

Commentary: The DfE threshold for A1 is currently 426 days and 121 days for A2. Therefore, this cohort of children in the 12 month period are on average 41 days over the A1 threshold and 78 days over the A2 threshold; however we continue to move closer to these thresholds compared to previous years.

LIST 11 - ADOPTERS (12 months default)

Data as at	01/10/2018	
Period	12	months
Total individuals	112	
Enquirer	21	
Applicant	34	
Adopter with placement	26	
Adopter without placement	16	
Other	15	
Not recorded / code error	0	

Commentary: List 11 includes any individual who has enquired, been approved or had a child placed with them in the 12 month period – in this 12 month period there were 112 individuals who fit this criteria. In next month's cohort, we will expect to see an increase in enquirers due to marketing for National Adoption Week.

TIMELINESS OF STAGES

	Ave days	Adults
Stage 1 to 2	54	89
Stage 2 to 3	112	66
Stage 3 to 4	108	56
Stage 4 to 5	41	56
Stage 5 to 6	142	6
Stage 6 to 7	373	6
Stage 7 to 8	187	15
Stage 2 to 7	559	41

Commentary Stage 2 to 7 is Application to Placement – 41 individuals in this cohort with a child placed with them took on average 559 days from their application date to placement. We know about outliers in stage 1 due to delays with medical and DBS checks as well as applicants personal circumstances that cause delays.

SHORTEST AND LONGEST CASES

	Shortest	Longest
Stage 1 to 2	8	214
Stage 2 to 3	0	487

34 *Data relates to the period April 1st – Sept 30th 2018 taken from the ChAT tool (Annex A dataset). Three month data is for the period July 1st – Sept 30th 2018*

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Stage 3 to 4	0	386
Stage 4 to 5	0	270
Stage 5 to 6	62	260
Stage 6 to 7	223	774
Stage 7 to 8	106	244
Stage 2 to 7	91	1432

Commentary: As above to explain the longest cases.

APPICATION TO PLACEMENT STAGES

Duration to be placed in months
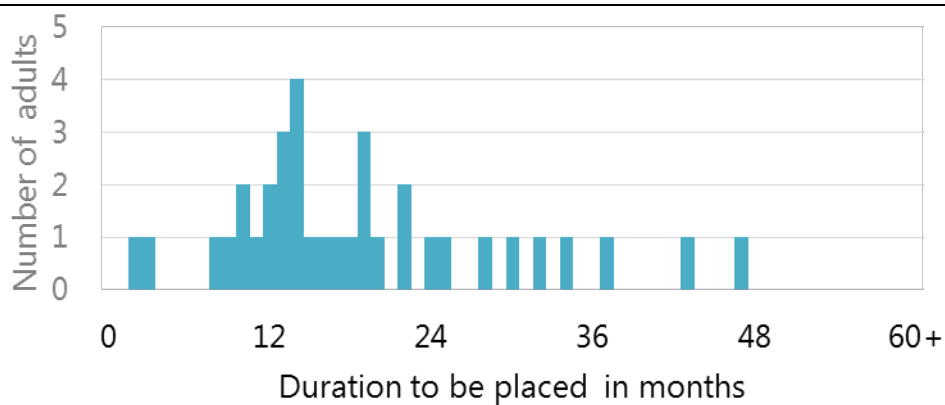
Commentary: The graph above displays the duration between application and placement for the 41 individuals in the cohort with a child placed with them. 24 out of 41 individuals (59%) took between 12 and 24 months from application to placement.

35 *Data relates to the period April 1st – Sept 30th 2018 taken from the ChAT tool (Annex A dataset). Three month data is for the period July 1st – Sept 30th 2018*

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Children's Trust Background Paper

1   Purpose

1.1   Andrew Christie, Chair; Andy Couldrick, Chief Executive; Professor Jon Glasby, a Non-Executive Director appointed by the Council to the Children's Trust Board and Jenny Turnross, Director of Practice will be attending to provide an update on the Children's Trust. In addition, Councillor Kate Booth, Cabinet Member for Children's Wellbeing (Lead Member for Childrens Services) will also be in attendance.

1.2   This cover note sets out a short summary and some suggested questions for Members to assist with exploring how the arrangements with the Trust and Council are working and whether the improvement journey is on course. It does not set out a definitive set of questions to be asked but suggests a range of questions that could be asked, and to assist Members to think through other possible questions.

1.3   Please find attached:

- Appendix A: Fifth Ofsted monitoring visit – 15 and 16 May 2018.

- Appendix B: Sixth Ofsted monitoring visit – 14 and 15 August 2018.

2   Background

2.1   The Council has been rated as inadequate in the delivery of its responsibilities to children for some years. The decision was made that a Trust offers greater agility and focus which would improve the chances of delivering excellent social work in an effective and sustainable way. The challenge facing the Council and the Trust is to sustain the improvement work.

2.2   The commencement of the delivery of children's early help, social care and related services through the Birmingham Children's Trust on behalf of the Council came into effect on 1st April 2018. Previously the Trust had been established for a shadow period (from April 2017 to March 2018) to develop and test the governance arrangements between the Council and the Trust.

2.3   'The Trust budget for 2018/19 is £194.1m which includes activities funded from government grant of £10.3m. Also included within the Trust budget is a sum of £10.0m which will meet the costs of support services provided by the Council to the Trust'.[1]

2.4   'The Trust is supporting over 8,000 children and young people every day, including 1,900 in care, 1,200 with child protection plans, children with disabilities and unaccompanied asylum-seeking young people.

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[1] 27 February 2018 Joint Cabinet Member and Interim AD Report

2.5   They are also working with some 2,000 families through the family support service and think family programme, as well as supporting young people who have been drawn into youth offending'.[2]

2.6   As stated in the Children's Trust Strategic Business Plan 2018 – 2023:

> **The Trust has one focus: we will deliver better services and better outcomes for the city's most vulnerable children, young people and families. We will do this by strengthening the quality of practice across the Trust; by creating the conditions that enable better practice and management; by ensuring that we understand and act upon the performance and quality information we gather about our work; and by engaging and forging strong and purposeful collaboration with children, young people and families, with those we work with, with the Council as our commissioner, with our partners, and with our staff.**

3   Responsibilities and Duties

The Contract

3.1   The Council remains accountable for the welfare and wellbeing of children and young people and for improving outcomes.

3.2   Through the Service Delivery Contract the Trust will be responsible for determining how those outcomes of most relevance to its work are achieved and also for the day-to-day running of children's services. The Trust will provide children's services functions on behalf of the Council and will seek to ensure it is meeting the Council's statutory duties.

3.3   The contract length is for five years, with a provision to extend for a further five years, following a review.

3.4   The contract will include DfE third party rights whilst the Council remains in intervention (meaning some decisions, for example, termination of the contract, would require agreement with the DfE).

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[2] Children's Trust Strategic Business Plan 2018 - 2023

Governance Arrangements and Accountability

3.5 The Birmingham Safeguarding Children Board (BSCB) retains its role in ensuring the effectiveness of co-operation between agencies in safeguarding and promoting the welfare of children and young people. Penny Thompson, Chair of the BSCB and Simon Cross, Business Manager were in attendance at the Committee's October 2018 meeting.

3.6 The Ofsted letter for the August monitoring visit mentions an improvement in multi-agency attendance at conference and core groups, but regular attendance from key agencies remains inconsistent.

3.7 The Council will continue to hold the statutory remits of the Lead Member for Children's Services (LMCS) under Section 19 Children Act 2004 and Director of Children's Services (DCS) under Section 18 Children Act 2004. The Council will be the body held accountable by Ofsted.

3.8 The Council has agreed a principle covering wide accountability of the Trust. That includes the role of the Lead Member, responding to relevant queries and casework from Members, all Councillors exercising their corporate parenting responsibilities and the **Trust Chair and senior Trust managers reporting to the relevant Scrutiny Committee** and others as appropriate.

3.9 The Children's Trust Board is there to provide support and challenge on the direction and strategy of the Trust and consists of a chair and six non-executive directors. Professor Jon Glasby is a Non-Executive Director appointed by the Council to the Children's Trust Board.

3.10 It is scrutiny's role to hold the Lead Member (Cllr Kate Booth, Cabinet Member for Children's Wellbeing) and the Director of Children's Services to account. However, the Chair and senior Trust Officers have and will continue to report to the Children's Social Care O&S Committee. Members of the Committee have visited the Trust and further visits will be programmed, as these allow Members to 'see for themselves' what is happening.

3.11 The contractual performance of the Trust is monitored monthly through the Operational Commissioning Group (OCG) and there are ultimately penalties if performance isn't met. The OCG membership is:

- The Council's Director of Children's Services.

- The Council's Assistant Director of Finance.

- The Council's Head of the Intelligent Client Function and appropriate members of the Intelligent Client Function.

- Chief Executive of the Trust.

- The Trust's Director of Resources.

- Appropriate members of the Trust's Senior Leadership Team (including its directors).

- A representative(s) of the Secretary of State up until the end of June 2018, unless otherwise agreed between the Parties in writing.

3.12   The Children's Trust Partnership Governance Group (CTPGG) meet quarterly representing the senior tier of performance monitoring. The CTPGG membership is:

- Leader of the Council.
- Lead Member.
- Chief Executive of the Council.
- The Council's Director of Children's Services.
- Appropriate members of the Intelligent Client Function.
- Chief Executive of the Trust.
- The Chair of the Trust.
- The Trust's Director of Resources.
- Appropriate members of the Trust's Senior Leadership Team (including its directors).

3.13   In addition to the OCG KPIs reports there are bimonthly practice reports.

3.14   As the Trust is a Council wholly owned company an annual report is presented to the Cabinet Committee - Group Company Governance.

3.15   The Corporate Parenting Board is multi agency and 'works to champion the rights of children in care, and bring about change to ensure improvements in the outcomes for young people'. This is chaired by the Cabinet Member for Children's Wellbeing and the Corporate Parenting Board's Annual report will be presented to the Committee on the 13th February 2019.

3.16   The below diagram sets out elements of the governance and accountability arrangements.
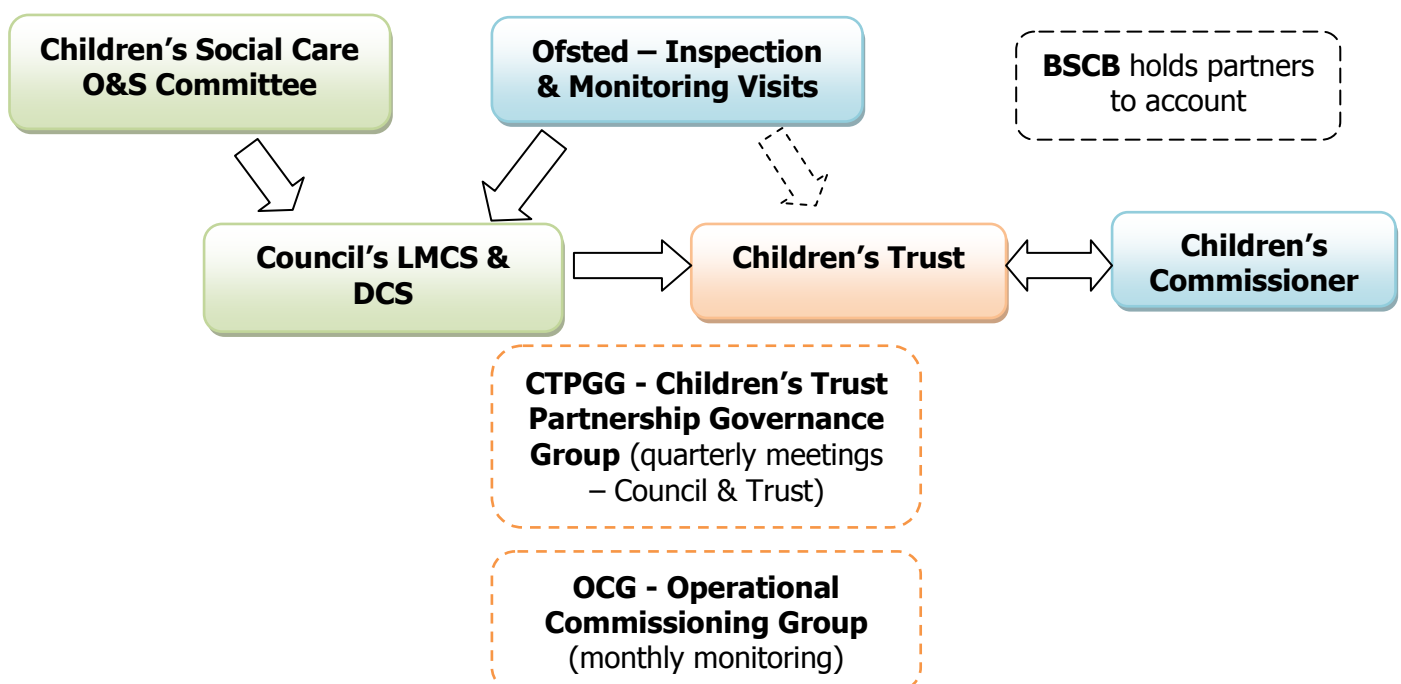
3.17   *Potential Questions*

To All

a)   What steps, if any, need to be made to improve governance and accountability?

b)   How can scrutiny add value?

c)   What support are you getting or do you need from partners, for example the Ofsted monitoring letter refers to regular attendance from key agencies remaining inconsistent?

To the Cabinet Member for Children's Wellbeing

d)   What work has been undertaken or ongoing to ensure Councillors and Directorates are supporting the work of the Trust – for example: Corporate Parenting, homeless families placed in inappropriate accommodation, school exclusions etc?

Priorities and Performance Indicators

3.18   Included within the Children's Trust Strategic Business Plan 2018 – 2023 is information on their Change and Improvement Strategy. This has four essential pillars of change and improvement to enable improved quality of practice leading to better outcomes for children, young people and families:

- Leadership, Management and Governance of Practice.

- Support for Practice and Management of Resources.

- Quality and Performance.

- Partnership and Engagement.

3.19   The Children's Trust's five priorities for 2018/19 are:

- Placements, Choice and Sufficiency.

- Quality and Performance.

- Workforce Development.

- Young People at Risk.

- Effective and efficient processes, systems and support.

3.20   There are 15 Key Performance Indicators (KPI) in the contract (there are other performance indicators that sit below the key performance indicators). Each KPI has a target and a tolerance level.

3.21   The Committee was informed that the Council and Trust will review the targets and tolerances within the year as part of the annual contract review process.

15 Key Performance Indicators (KPI) in the contract

No.	Indicator	Target 18/19	Tolerance	Oct 18
KPI 1	% of all referrals with a decision within 24 hours	85%	75–95%	85%
KPI 2	% of re-referrals to children's social care within 12 months	21%	17–24%	24%
KPI 3	% of assessments completed within 45 working days	85%	80–90%	91%
KPI 4	Child in need cases open for more than 2 years	30%	24–36%	28%
KPI 5	% initial Child Protection Conferences held within 15 working days	80%	75–85%	93%
KPI 6	% of children who become the subject of a Child Protection plan for a second or subsequent time within the last 2 years	12%	9–14%	11%
KPI 7	% of children (under 16 years) who have been looked after for 2.5 years or more and in the same placement (or placed for adoption) continuously for 2 years or more	65%	62–69%	67%
KPI 8	% of looked after reviews held on time	96%	86–100%	97%
KPI 9	% of care leavers who are in Education, Employment and Training	55%	50–80%	62%
KPI 10	Average time between LA receiving court authority to place a child & deciding on a match	240 days	220–260 days	168
KPI 11	% young offenders that re-offend within 1 year	45%	30–60%	36.1%
KPI 12	% established social worker posts (including team managers) filled by agency / interim staff	13%	10–15%	14%
KPI 13	% child protection plans ending within 3 months or less	25%	20–30%	16%
KPI 14	Average caseload of qualified social workers	15	12–20	16
KPI 15	% of social workers who have had supervision (in month)	86%	80–90%	90%

3.22   *Potential Questions*

To All

e)   Is it felt that the Key Performance Indicators and Tolerances are appropriate?

f)   When will the process start with regard to reviewing the targets and tolerances and at what time/point in the process would Scrutiny be able to have an input if they had a formal view and wanted to make a recommendation to the Lead Member?

To the Trust

g)   How are you progressing with your five priorities (Placements, Choice and Sufficiency; Quality and Performance; Workforce Development; Young People at Risk and Effective and efficient processes, systems and support)?

Staff Recruitment and Retention – Workforce Strategy

3.23   The Trust is made up of 1,900 staff. Members of the previous Schools, Children and Families O&S Committee were concerned about the effects of being transferred to the Trust under TUPE on staff morale and welfare.

3.24   Members were informed in July 2018 that a staff survey had been undertaken. This had a low response rate with the key message being that staff were reserving judgement as to whether the Trust will make a difference. Another staff survey will be undertaken where it is hopeful that there will be a bigger response rate and positive feedback.

3.25   ***Potential Questions to the Trust***

   h)   Has staff recruitment and retention improved?

   i)   The Ofsted monitoring letter refers to the new practice evaluation process not having been successfully embedded among frontline managers. How is this being addressed?

   j)   How are staff being supported?

4   Scrutiny Involvement and Visits

4.1   The previous committees (Education and Vulnerable Children and Schools, Children and Families O&S Committees) had undertaken three Inquiries: Child Sexual Exploitation (CSE), Children Missing from Home and Care and Corporate Parenting. It was agreed by the previous committee that updates on CSE would be incorporated into updates on Children Missing from Home and Care and these were primarily with regard to preventing repeat missing episodes and utilising the Return Home Interviews (RHI) fully. An update on Corporate Parenting is programmed for the 13th February 2019 committee meeting.

4.2   Andy Couldrick, Chief Executive attended the June informal meeting to brief the new Members on the Trust. The Trust's Chief Executive also attended the July formal meeting to provide a further update and this included performance information, children who go missing, and school attendance and children out of school.

4.3   The Committee visited the Children's Advice and Support Service (CASS) and Multi-Agency Safeguarding Hub (MASH) on the 19th September 2018. Members felt that seeing how this was set-up was very valuable for the work of the Committee. Especially, how the partners work together and deal with the large number of enquiries they have on a daily basis. The service is a credit and the Committee wanted to thank officers.

4.4   Members will be undertaking another visit on the 13th March 2019 to better understand casework. This will include child protection plans, court cases and children in care.

4.5   Also, the previous committee had the police in attendance to discuss their involvement in such things as CSE and Children Missing from Home and Care. Is it felt that scrutiny can add value by exploring a particular aspect of safeguarding with partners?

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8 June 2018

Mr Andy Couldrick
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Dear Mr Couldrick

Monitoring visit of Birmingham's children's' services

This letter summarises the findings of the monitoring visit to Birmingham children's services on 15 and 16 May 2018. The visit was the fifth monitoring visit since the local authority was judged to be inadequate in November 2016. The inspectors were Peter McEntee, HMI, and Andrew Waugh, HMI.

The local authority is continuing to make progress in relation to services for young people leaving care. However, the stability of placements for children living in long-term fostering arrangements is not as secure as it could be. This is because too many children have multiple contact arrangements with extended family members that have not been appropriately assessed or evaluated. Management oversight, including that of independent reviewing officers, has not been effective in recognising these issues and challenging them.

Areas covered by the visit

During the course of this visit, inspectors reviewed the progress made in services to young people leaving care at 18 years. Areas of particular focus included whether young people were being supported by personal advisers and had appropriate access to services, including accommodation, education, employment and training and health. Inspectors also considered the cohort of children who have been in care for at least two years. In particular, the quality and stability of their placements and the long-term plans to secure their permanence were evaluated. Also considered was whether the voice of children and young people was listened to and taken into account.

A range of evidence was considered during the visit, including electronic case records, supervision files and notes and other information provided by staff and

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managers. We had discussions with social workers, personal advisers and a number of young people in the Birmingham leaving care forum.

Overview

There has been progress since the last inspection in services for care leavers. Young people leaving care are all allocated a personal adviser and there has been further investment made in establishing a fifth 18+ leaving care team to support unaccompanied asylum-seeking young people. There is a continuing but not yet effective focus on reducing the numbers of young people not in education, employment or training (NEET). A significant number of young people benefit from staying put arrangements with former foster carers and also continuing support while completing higher education. Care leavers who need mental health support are benefiting from a new therapeutic care leavers support service (TESS) team. A new pathway plan template is enabling young people's views and aspirations to be better captured, although further work is required to ensure that all pathway plans are completed on a timely basis. Despite a policy that personal education plans will be undertaken post-18, none were seen on this visit and more work is required to ensure that staff understand the benefits of continuing this practice.

Children who have been in the care of Birmingham for two years or more are benefiting from, in almost all cases seen, stable, long-term living arrangements. Comprehensive plans are in place and are reviewed regularly. Contact with birth family is promoted, but in too many cases where multiple arrangements for contact are made with extended family members, there is a potential of increased instability and a greater risk of placement breakdown. These arrangements have not been adequately evaluated or overseen by managers and independent reviewing officers (IROs). In some cases, such contact arrangements are acting as a disincentive to foster parents further securing children's futures through applying for special guardianship orders (SGO). In some instances, children are saying they did not want this level of contact and their views are not being taken into account. Senior managers continue to be aware that further work needs to be done to ensure that services for children are of a standard at which their outcomes are consistently good.

Findings and evaluation of progress

Since the last inspection, Birmingham Children's Trust has made further progress in improving the quality of its services for young people leaving care. Young people leaving care are all allocated a personal adviser (PA) from the age of 18. Personal advisers know their young people well. They have an understanding of how young people are living and the issues they face. Advisers are aware of, and ensure young people have access to their, entitlements, a range of services and other agency support available. This includes mental health support and counselling through a new TESS leaving care team.

A new pathway plan format introduced this year is a significant improvement on the previous format. Pathway plans seen and in which the young person has co-operated are detailed, and good use is made of the strengthening families model to identify issues where progress needs to be made. The voice of young people and their aspirations are readily apparent. Almost all young people have pathway plans updated every six months, although in a few instances this is not happening on a timely basis. Plans are written in the first person and use language that a young person can easily understand.

Personal education plans (PEPs) are not routinely completed after young people reach 18. Although this is not a requirement, it is good practice to undertake PEPs if young people remain in or enter education at 18-plus. Current practice in Birmingham Children's Trust is to offer a PEP, but no examples were seen where young people were in education at 18 and beyond.

There is an appropriate focus on young people who are NEET. Overall numbers of NEET show a small reduction since the last full inspection. The trust reports that a significant percentage, 37%, of this cohort have a significant barrier to accessing education, employment or training (EET) because of parental status, mental health issues or special needs. The creation of a specialist post to focus and oversee EET is ensuring that all NEET cases are being tracked and followed up through termly meetings with allocated personal advisers, but this has yet to further reduce numbers of NEET. The number of care leavers currently in apprenticeships is now 17 and higher than at the last inspection. The practice of 'taster' days for young people at a variety of employment venues has been successful: 105 young people in the 18–21 cohort are attending higher education at L4 plus, university and postgraduate level.

The vast majority (95%) of young people are living in appropriate accommodation and benefit from priority in public housing allocation. They also receive appropriate financial support and the service has ensured support payments continue to be made while claims for universal credit are being processed. Good levels of liaison with other local authorities works effectively when young people experience accommodation difficulties. Eighty-eight young people are currently benefiting from staying put arrangements.

Good efforts are made to keep in contact with young people, despite this being challenging in some cases. Young people are seen regularly and, between visits, personal advisers maintain a high level of contact by way of texts and phone calls.

There are a wide range of corporate forums engaging with young people and those young people spoken to state that they felt 'genuinely listened to'. For instance, the care leavers' forum is well established and well attended. Additionally, the rights and participation service offers effective support and enables care leavers to challenge poor service delivery.

Children staying in care in Birmingham for two or more years are living in stable, long-term arrangements. These placements have, in most instances, been formally matched and the long-term plan formally approved. Many children have had the positive experience of a single social worker and IRO since their long-term plan was finalised.

Reviews are held regularly, although there was little evidence of young people attending reviews. In some cases, IROs had met young people in placement to ascertain their views, but these meetings were often only the week before the review. In many cases, reviews are being held in schools, despite these being potentially inappropriate venues because of the risk of stigmatisation. In some cases, it was stated by social workers that this was to ensure attendance of school staff. A reluctance by school staff to attend reviews otherwise, as reported in previous monitoring visits, indicates that they have yet to understand their central role as partners in these meetings and as corporate parents.

Social workers visit children regularly in accordance with statutory requirements and sometimes more frequently. Social workers know their children well and often develop positive relationships with them. Life-story books are in most cases underway or already completed. However, they are not always written in a child's language and it is not always clear how involved a child is in the book's creation.

Supervision of staff is, in the vast majority of cases, regular, with managers having a clear oversight of case issues by using the strengthening families approach. Where there are performance issues, these have been identified and are being addressed appropriately. Social workers have reasonable caseloads of between 14 and 17. This is a mixture of cases in proceedings and those where young people are in long-term placements. Some staff report difficulties in managing the requirements of both, with long-term 'stable' cases being adversely impacted as a result. These longer term cases are not being seen with the same priority and focus on practice.

Despite plans being in place and being reviewed regularly, there is a lack of consideration of the potential long-term impact of high levels of contact arrangements for children and how this might affect the future stability of placements. Contact arrangements of up to 12 times a year for multiple family members were evident in many cases and in some for those who had harmed the child. In some cases, this level of contact had been recorded as having a detrimental

impact on young people, but these arrangements were not subject to rigorous review or challenge. Lack of recognition and action by managers and IROs of this issue means that the risk of placement breakdown is higher than it should be. This lack of focus has meant that, in a number of cases, foster carers have been reluctant to consider the further securing of a child's future through an application for SGO. Also, in some cases there has been no consideration by the social worker, manager or IRO of the benefits of an SGO, even when children have been in placement for several years. This means that opportunities to strengthen a child's legal security and bonds with their carers are being missed.

Audits continue to focus on compliance, with little evidence of enquiry into qualitative issues. This means that auditors are in some cases missing key practice issues, which may affect future outcomes for young people. As a result, feedback to social work staff on their practice is limited and can inhibit their ability to understand practice deficits and learn as a result. The trust has indicated that a new audit format is to be introduced in June this year, and this will have a focus on qualitative practice.

The local authority has demonstrated that it has made some further improvements to the quality of social work practice since the last inspection. However, where children in care have long-term plans, there is a risk that a lack of focus on ensuring long-term security will result in instability in the future and poorer outcomes as a result. Further work remains to be done to ensure that practice is consistently good and that the best outcomes for all children are achieved on a timely and consistent basis.

I would like to thank all the staff who contributed to our visit and their positive engagement with the process. I am copying this letter to the Department for Education. This letter will be published on the Ofsted website.

Yours sincerely

Peter McEntee
Her Majesty's Inspector

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7 September 2018

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Dear Mr Couldrick

Monitoring visit of Birmingham children's services

This letter summarises the findings of the monitoring visit to Birmingham children's services on 14 and 15 August 2018. The visit was the sixth monitoring visit since the local authority was judged inadequate in November 2016. The inspectors were Peter McEntee, Her Majesty's Inspector, and John Roughton, Her Majesty's inspector.

The Trust is continuing to make some progress in improving services for its children and young people. However, a number of areas continue to require improvements in services for children and their families. These include the quality of the Trust's evaluation of social work practice, the consistent engagement of partners in contributing to multi-agency meetings and ensuring that in cases of neglect, over-optimism does not lead to inaction. More work is required to ensure that plans for improvement in children's circumstances are easily understood by parents and that plans detail what the next steps will be when no progress is being made.

Areas covered by the visit

During the course of this visit, inspectors reviewed the progress made where children are subject to a child in need plan or a child protection plan. Inspectors considered whether thresholds were met and whether plans focused on the right improvements and outcomes for children. We looked at the quality of contributions from partner agencies to making plans and how they are progressed. Inspectors also looked at the quality of managers' decision-making about further intervention when there was insufficient progress in achieving better outcomes for children. Consideration was also given to the quality and impact of the Trust's revised practice evaluation process.

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A range of evidence was considered during the visit, including electronic case records and supervision files and notes, and other information provided by staff and managers. In addition, we spoke to a range of staff, including managers and social workers.

Overview

There has been some progress since the last inspection of services for children subject to children in need or child protection plans. No children were seen to be at immediate risk or experiencing significant drift in the progression of work. Thresholds for children to be considered in need of services or requiring a child protection plan are appropriate and, in most cases, applied in a timely way. More engagement by partners is evident in multi-agency forums, although this is still not consistent and, where it is not happening, limits the effectiveness of these meetings. Plans in general clearly identify the risks to children and are focused on improvements to be made. In a small number of cases where issues of neglect are evident, there is a degree of over-optimism and this prevents decisions being made for further intervention at the right time. In the majority of cases, there is a willingness where appropriate to intervene further if sufficient progress has not been made. Further efforts are required to ensure that all work, including supervision, is well recorded and reflects the quality of work carried out by social workers. The Trust has made a positive step forward by introducing a new practice evaluation process. It is not yet fully embedded and further work is needed to ensure that evaluations of practice are completed to a standard that enables the Trust to fully measure and understand the quality of its practice with children and families.

Findings and evaluation of progress

The Trust continues to make some progress in ensuring that its services for children and families are continuing to improve. Senior managers understand that further work is required to ensure that the standard of services for children and families in Birmingham continues to improve.

In almost all cases, thresholds for intervention are appropriately applied and no children were seen to be at immediate risk or experiencing significant drift. In a small minority of cases, children remained on a child protection plan for too long. In some cases, this was as a result of partner agency anxiety. Other cases were not subject to consideration at a child protection conference, due to over-optimism about parental co-operation despite a history of neglect.

Assessments of need are timely and lead to appropriate plans for support and intervention. Pre-birth assessments seen are informed by family history and lead to timely interventions, including, where necessary, alternative care arrangements for children.

Child protection and children in need plans accurately identify areas of risk and improvements required. Although outcomes sought are identified, they are often very general and not specific enough to the circumstances of individual children.

This means that in some cases it is more difficult to measure progress towards desired outcomes. Plans are not consistently SMART, with some lacking measurable and time-related objectives. This makes a determination of progress more difficult and contributes to a few children remaining on plans for longer than they needed to.

Future plans for children are not always considered or recorded at case conferences and conference reviews. In some cases, significant decisions on the future direction of plans are taken outside of the conference format within days of a conference having been held and without the conference chair being consulted. In these cases, opportunities are lost to discuss options on a multi-agency basis and ensure that the conference chair has a role in case direction.

While, in many instances, there is an attempt in conferences and plans to explain what needs to improve, the language can still be complicated and difficult for some parents and older children to understand. Some language used is opaque. This is particularly the case in relation to contingency plans, which often contain the phrase 'the Trust will seek legal advice', rather than spelling out how the Trust will respond to increasing risks.

Core groups and children in need meetings are held regularly. Both meetings are used to update child protection and children in need plans, which helps to measure progress. In core groups, this could be enhanced by greater use of a risk scaling tool that is already used in child protection conferences.

During this visit, we saw an improvement in multi-agency attendance at conferences and core groups, but regular attendance from key agencies remains inconsistent. Where attendance is poor, the value of conferences and core groups is limited and progress and access to information, services and resources are hampered. In a small number of cases, schools do not demonstrate a clear understanding of their role in ensuring access to resources for those clearly in need of services. This includes a very late referral to the Trust for a severely disabled adolescent and not prioritising entry to school for a child on a protection plan. Social workers have expressed frustration about the high threshold for access to child and adolescent mental health services (Forward Thinking Birmingham) and long delays in the commencement of services when the threshold is met, delaying improved outcomes for children. Senior managers in the Trust are aware that cross-partnership working requires a continued focus if an effective frontline response to the needs of vulnerable children is to be delivered.

Social workers know their cases well. Children are being seen alone and their views and experiences are captured through age-sensitive direct work. Statutory visits are routinely undertaken within agreed timescales and often more frequently than that. Recording of visits is of variable quality, with the best demonstrating a clear link to the plan of intervention and poorer examples lacking relevance and purpose. Case summaries, chronologies and genograms are not consistently up to date.

Social workers reported that supervision is regular and recorded. However, in examples seen, the record does not always reflect the reported quality of the

discussion. A lack of reflection and analysis in supervision records means that they are less useful as a tool for embedding better practice. Most records identified tasks and actions needed, but often did not specify timescales for completion. This makes it more difficult to measure progress and ensure that priority actions are undertaken in a timely manner.

The Trust has introduced a new practice evaluation process, with a focus on the quality of work undertaken and the impact on outcomes for children. This is a positive move and should encourage and support a dialogue about good practice and achieving the best for children. However, the Trust is yet to successfully embed this process among frontline managers. The current execution of the process is poor, with too many sections of the evaluation template left blank or only partially answered by evaluators. Key sections such as learning outcomes often fail to address issues identified in the evaluation and as such cannot be a positive learning exercise for staff. It also means that the process is not yet contributing to the Trust's overall understanding of the quality of its practice with children and families.

The Trust has demonstrated that it has made some continued improvements in the quality of social work practice since the last inspection. Further work remains to be done to ensure that practice is consistently good and that the best outcomes for all children are achieved on a timely and consistent basis.

I would like to thank all the staff who contributed to our visit and their positive engagement with the process.

I am copying this letter to the Department for Education.

This letter will be published on the Ofsted website.

Yours sincerely

Peter McEntee
Her Majesty's Inspector

CHILDREN'S SOCIAL CARE OVERVIEW AND SCRUTINY COMMITTEE
WEDNESDAY 12th DECEMBER 2018
REPORT OF CABINET MEMBER FOR CHILDRENS WELLBEING
COUNCILLOR KATE BOOTH

1. PURPOSE OF REPORT

This report sets out my portfolio priorities and provides an update on areas of my portfolio of responsibility that relates to the Children's Social Care Overview and Scrutiny Committee.

2. ACCOUNTABILITY

The City Council's Constitution clearly sets out the portfolio and areas of accountability. The portfolio that I have political accountability covers all the local authority children's services and social care. My post is required by law to held directly accountability for the effectiveness, availability and value for money of the local authority's children's services (particularly education and children's social care.)

Lead Member for Children's Services (LMCS)	This role requires close joint working and formal reporting with the Cabinet Member for Education, Skills and Culture, Cllr Jayne Francis to ensure appropriate accountability for statutory education functions contained within the LMCS role – including fair access to schooling for all children, high quality early years provision and children's involvement in public decision making.
Safeguarding Children and Young People	With statutory partners, the safety and wellbeing of all children.
Children's Services	Leadership, strategy and effectiveness of children's services – responding to the needs of all children and young people, especially the most disadvantaged and vulnerable, and their families and carers.
Overseeing the Children's Trust	Oversight of the 'client side' role of the Children's Trust to ensure the delivery of agreed outcomes, KPIs and finances within the legal and contractual framework agreed
Overseeing Early Years	Ensuring a sufficiency of places and a citywide Early Years Health and Wellbeing offer.
Corporate Parenting	Political leadership on improving the lives of Children in Care.
	Ensuring all Council members, officers and services

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	understand and actively promote the Council's responsibilities to Children in Care.
Lead Member for Special Educational Needs and Disability (SEND) and Inclusion	Lead Member, working with the Cabinet Member for Education, Skills and Culture, leading the SEND agenda across children's agencies and holding officers and partners to account for the delivery of the Birmingham SEND strategy.

3. SUMMARY OF KEY PRIORITIES

Over the past six months since taking on this role, I initially concentrated on getting out and about meeting frontline staff to understand the wide breadth of the portfolio and get a greater understanding on frontline pressures. I have also been meeting key stakeholders and visiting some of our schools in the City.

The children's social care improvement journey is well documented and this Committee has received many reports from previous Cabinet Members and more recently from the Chair and Chief Executive of our Childrens Trust. The Trust was officially launched in April this year, and I am confident that our improvement trajectory continues although the change of the scale required does take time.

I reported earlier this year in July to the Learning, Culture and Physical Activity Overview and Scrutiny Committee setting out my priorities which include:

- Oversight of the Children's Trust; and in particular ensuring that we continue to focus on improving the safeguarding of our children and young people

- Working with our provider partners to improve outcomes through the Birmingham Forward Steps service created by the Early Years Health and Wellbeing contract. The integrated service is focused on improving how we provide universal antenatal visits and the child health programme as well as targeted services for the children and parents who need our intervention; ensuring they receive timely support locally, bringing together the health visiting service and children's centres.

- Focusing on our Special Educational Needs, improvement work was underway prior to the Ofsted Inspection into SEND in June this year. With Health jointly leading we have developed a comprehensive action plan to address the shortfallings highlighted in the report and more importantly to improve and better communicate our offer to our children.

- Linked to the above is the education provision for children with Special Educational Needs. I am keen to ensure that we work on a plan to look at how we can begin to work towards ensuring our children with special educational needs are able to access schools locally within Birmingham that meet their needs with appropriate support. Far too many of our children have been placed in schools outside of Birmingham.

- Travel Assist, has had a great deal of focus over the last year and was subject to a full debate at this Scrutiny Committee last month. I am aware we need to improve and provide better alternatives for our children and young people using this service. We need to improve the current offer and where appropriate support children and young people with disabilities to become more enabled and independent.

- Childhood exploitation is an area of work in which everyone need to be more vigilant. If we see or notice anything, it is all our responsibility to report it. I am pleased to note that social workers, the police, voluntary sector and our schools are doing some great work.

- Improving our Mental Health Offer through making information more easily accessible for our children and young people, with Cllr Alex Yip. The Post 16 Forum, chaired by Jane Götschel, Headteacher at Lordswood Girls School arranged a Post 16 Mental Health Conference in July, where Cllr Yip and I were keynote speakers. Following the success of the conference, the need for more resources and support for mental health and wellbeing was identified, including the opportunity to publish a mental health brochure for all young people, or the development of an App. Corporate sponsorship will be sought to fund this initiative. To inform this development, a young person's Focus Group has been arranged for 17 December 2018. To date, 10 schools and colleges have confirmed participation. Additionally, UCB and the Prince's Trust have been approached for student ambassadors to help facilitate the session.

  Further training to build capacity and confidence among Post 16 providers have also been arranged:
  - Cognitive Behavioural Approaches on 30 November 2018, facilitated by Education Psychology
  - Understanding the Teenage Brain in February 2019, facilitated by FTB
  - Managing Successful Transition to Post 16 and HE - July 2019.

4. PARTNERSHIP WORKING

As a City Council we are becoming more outward focused and work with our partners has improved. The issues on improving outcomes for our children are wide and cross all portfolios and agencies in the City. There are some great pockets of good practice in individual service areas; but more needs to be done to create a City where all children have the opportunity to realise their potential. Children are collectively all our responsibilities as Corporate Parents; the proverb 'It takes a whole village to raise a child' does resonate.

As there are many factors child poverty, adverse childhood experiences and homelessness that unfortunately impacts on our young children and their families. I know this is complex and multi-layered but we are clearer as an organisation with our partners that we need to focus far more on the early intervention and prevention activity to try and eradicate the cycle of deprivation and health inequalities that exist within our City.

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We are working far more closely with our schools, voluntary sector, health, police, our families and all other partners to improve the opportunities for our children so they get the best start in life with aspirations which will see them succeed. With our partners we have established a jointly resourced and integrated Children and Young People Strategic Partnership. Through this we will be establishing a jointly-resourced Childrens Improvement team, collocated work as an integrated turnaround team. The first meeting was held in the last week of November with Paul Jennings from health chairing, and there were over 80 delegates in attendance. Alongside Local Authority and Health colleagues, other delegates included Councillors and MPs, the Police, Probation Service, Birmingham Children's Trust, the West Midlands Combined Authority, Birmingham Education Partnership – plus representatives from a range of education settings and voluntary organisations. But the most important voice of all was that of parents. Together, we looked in detail at five key themes: continuous improvement; vulnerability; community development; partnerships; and integrated care delivery. It was good to see the commitment from everyone on improving outcomes for our children.

There has been a lot of training across all schools to assist in early recognition of radicalisation and setting out clear reporting lines. Birmingham works uniquely via the UNICEF Rights Respecting Award which produces resilient young people who understand how to avoid any extremist influences. Birmingham has 239 schools engaged with the UNICEF Rights Respecting School Award embedding the UN Convention on the Rights of the Child. The programme helps to support long term safeguarding, help children develop personal resilience, improving attendance, attainment and progress, community engagement, and children's wellbeing,

5. **Performance Update**

Within the Council Plan are a number of performance targets with either monthly or yearly returns. The recent monthly returns include:

REF 2.1.1   Percentage of new Education Health Care (EHC) plans issued within 20 weeks, excluding exceptions

Nationally there is a DFE target of 95% of plans completed within 20 weeks.
The national average for performance against this measure is 61% with 90% being seen by the DfE as the expected target for high performing LAs is 90%.

April	May	June	July	Aug	Sept	October
86.4%	65.70%	82.9%	86.9%	80.6%	84.6%	93.1%

Figures dipped at the beginning of the year due to work being done to finalise transfer of Education Statements to EHC plans. There has been a pick-up in plans although the figures are below the high council target of 95% completion. For October 93.1% equated to 54 out of the 58 plans being produced on time.

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REF 2.1.3 Children's Trust meeting or exceeding their performance targets

The Children's Trust reports monthly on 15 indicators. The agreed contractual position is that they should be delivered at the contractual target or an agreed level of tolerance.

For October, of the 15 contractual KPIs

- All 15 KPIs were performing within contractual target or tolerances
- 10 performing better than target level
- 1 performing at target level
- 3 missed target but performing within contractual tolerance

KPI 1 % of referrals with a decision within 24 hours
- performing at target during October
- Previous 12 month cumulative performance average not reaching target but performing within agreed contractual tolerance

KPI 2 % of re-referrals to CSC within 12 months
- not reaching target but performing within agreed contractual tolerance during October
- Previous 12 month cumulative performance average not reaching target but performing within agreed contractual tolerance

KPI 3 % of assessments completed within 45 working days
- Performance better than target during October
- Previous 12 month cumulative performance average better than target

KPI 4 Child in need cases open for more than 2 years
- not reaching target but performing within agreed contractual tolerance during October
- Previous 12 month cumulative performance average not reaching target but performing within agreed contractual tolerance

KPI 5 % of Initial Child Protection Conferences held within 15 working days
- Performance better than target during October
- Previous 12 month cumulative performance average not reaching target but performing within agreed contractual tolerance

KPI 6 % of children who become subject to a Child Protection plan for a second or subsequent time within the last 2 years
- Performance better than target during October
- Previous 12 month cumulative performance average better than target

KPI 7 % of children (under 16 years) who have been looked after for 2.5 years or more and in the same placement for 2 years or more
- Performance better than target during October
- Previous 12 month cumulative performance average better than target

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KPI 8 % of Looked After Reviews held on time
- Performance better than target during October
- Previous 12 month cumulative performance average better than target

KPI 9 % of care leavers who are in Education Employment or Training
- Performance better than target during October
- Previous 12 month cumulative performance average better than target

KPI 10 average time between LA receiving court authority to place a child and deciding on a match
- Performance better than target during October
- Previous 3 year average not reaching target but performing within agreed contractual tolerance

KPI 11 % of young offenders that re-offend within 1 year
- Performance better than target during October

KPI 12 % of established Social Worker posts filled by agency/interim staff
- not reaching target but performing within agreed contractual tolerance during October
- Previous 12 month cumulative performance average not reaching target but performing within agreed contractual tolerance

KPI 13 % of Child Protection plans ending within 3 months or less
- Performance better than target during October
- Previous 12 month cumulative performance average better than target

KPI 14 – average caseload of qualified Social Workers
- not reaching target but performing within agreed contractual tolerance during October
- Previous 12 month cumulative performance average not reaching target but performing within agreed contractual tolerance

KPI 15 - % of Social Workers who have had supervision in month
- Performance better than target during October
- Previous 12 month cumulative performance average not reaching target but performing within agreed contractual tolerance

6 UPDATE ON KEY BUDGET ISSUES/KEY FUTURE BUDGET ISSUES

For 2018/19 all reductions in spend have been achieved within the CYP Directorate, with the exception of Travel Assist. Work continues on this service as discussed in depth at the last Overview and Scrutiny Committee meeting in November.

The Children's Trust has been spending to profile.

One of the biggest challenges for Children's services in the city is the increasing demand for some services in particular and overall reducing budgets.

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Partnership working will be critical to changing existing practise that may currently lead to duplication or inefficiencies across service delivery for children and families.

For 2019/20 the biggest budget pressure remains Travel Assist, but other services linked to Early Years and SEND will need to be carefully managed to ensure that General Fund costs do not rise. Part of the savings plan involves increasing income targets in some areas, largely through subscriptions or payments to cover costs. These fees have been kept as low as possible, to limit the impact on subscribers, such as schools.

The relationship with the Schools Forum continues to develop, and as the commissioner of Schools Funding for the city, I will continue to work with them to ensure that schools are receiving the best value for money from services.

7 Challenges and Closing Summary

Safeguarding all our children remains this administration's key priority and in particular protecting our vulnerable children and children in need.

The budget also remains a fundamental challenge identifying and realising savings whilst ensure the impact is mitigated so the outcomes for our children and in particular our children is not compromised.

Latest Ofsted Inspection – Children's Services
The last week in November, Ofsted confirmed the start of their inspection of the council's children's social care services as delivered by Birmingham Children's Trust. The inspection is being undertaken over a three-week period. Ofsted spent the first week off-site and then a team of inspectors will spend two weeks on-site from today (3 December). During the off-site week, they looked at child-level data and case file audits, as well as other performance and management information. They will also have focused on social workers' direct practice with families. We are expecting feedback from the Inspection in January 2019.

I have been holding regular meetings with the Children's Trust Chief Executive Andy Couldrick and Chair Andrew Christie, as well as the Governance arrangements to monitor and have oversight on progress going forward.

Ofsted Inspection - April
At the previous Ofsted fifth monitoring visit in April, Ofsted reported that they had found 'further progress in improving the quality of services for young people leaving care.' This was the first Ofsted monitoring visit to the Children's Trust.

The report noted that personal advisors know their young people well and are aware of and ensure young people have access to their entitlements. It also found that:

✓ There is a continuing focus on reducing the number of young people Not in Education, Employment or Training (NEET)

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- ✓ A new pathway plan template is a 'significant improvement' enabling young people's views and aspirations to be better captured, although work is required to ensure these are completed in a timely manner
- ✓ There has been an increase in the number of care leavers in apprenticeships since the last inspection, and work-based taster days have been a success

The report highlighted areas for development, including the need to move to focus on quality over compliance, a greater understanding and use of reflection, and consideration of Special Guardianship Orders (SGO) for children in long-term foster care.

Ofsted Inspection – Special Educational Needs

Earlier in June we had an Ofsted Inspection of our Special Educational Needs, this was shared with this Overview and Scrutiny Committee in October this year. The inspection was difficult reading however we were aware that significant improvements are required in this service area. This was documented in in our self-evaluation which was shared with the Ofsted Team, prior to Inspection.

Work on improving this area started in the summer and jointly a draft Written Statement of Action (WSoA) has been produced which will be submitted to Ofsted for approval shortly. The statement of action has been **co-produced** between **partners** and **Birmingham Parent Carer Forum**, and will be subject to wider **engagement with schools**, **GP practices**, **wider partners** and **providers.** Ofsted will let us know whether they are content with the WSoA and if they are I will ensure this is shared.

We have supported the re-establishment and re-launch of the Parent Carer Forum and have identified and organised parent carer engagement opportunities such as 'The Journey of the Child' workshop, which took place on 13th November 2018. Birmingham Voluntary Service Council has also been commissioned to undertake a survey with parents, enhanced by a SEND consultation event with parents and the voluntary sector, to identify priorities. The Parent Carer Forum will be involved in workstreams and training as well as the quarterly oversight of progress against the 'Written Statement of Action'.

I know from the meetings that I have attended with special schools, parents and talks with our partners that we need to be clearer in our communications and ensure that the journey of our children with special educational needs is clear from the outset. Parents need to know what level of support their children will receive and at what times during their child's education changes will take place so they are better prepared. The approach taken will be in line with our whole life disability strategy. The communication of this is important so our parents are clear on the interventions and support they can expect for their child through their journey to adulthood.

There are an increasing number of children with merging and identified SEND in the PVI early years sector being notified to the Area SENCO team academic year on year. It is for this reason that I am keen that with our partners we can

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look at a whole life approach – so we do have clarity on when and where additional support can be provided and what support is most suited to improve outcomes.

Closing Remarks

Over the past six months I have been out to social work teams and setting and the seeing the dedication of our frontline social work staff is incredible. We have some fantastic staff who I know we are all so grateful for. There are areas that obviously need to be improved further but what I have seen in my visits fills me with the confidence that Birmingham is a great City and we can and will improve with our Partners our offer to our children.

➢ UNICEF Rights Respecting Schools Award: we have over 200 of our schools signed up to this from nurseries through to secondary schools. Human rights are fundamental and this includes children's rights so it is wonderful to see our young people so passionate about their rights and respecting others. They are so keen to help others learn about children's rights and why they are so important. Birmingham is a national leader in this area, it is fantastic to see so many schools getting involved and we will continue to support every school that wants to take part.

➢ Collaborative cross-party working to develop mental health resources for young people.

➢ Building capacity and expertise among the Post 16 sector to better support young people with mental wellbeing. Ensuring any new resources are co-produced with young people.

➢ Fantastic social work practice on the frontline.

It continues to be a very challenging time, but I am optimistic that we have the right foundations in place to see improvements. I look forward to continuing to work with you all and our partners to ensure our children have the best possible start, protecting them and providing them with the aspirations and opportunities to thrive and realise their potential.

Councillor Kate Booth
Cabinet Member for Children's Wellbeing

Budget Consultation 2019+ Background Paper

1 Purpose of the Paper

1.1 Councillor Kate Booth, Cabinet Member for Children's Wellbeing will be attending today's committee meeting to provide an update on her portfolio. The Children's Trust Background Paper provides information on the Cabinet Member's role in relation to the Children's Trust.

1.2 The discussion is to also include the budget proposals as they relate to the Committee's remit.

1.3 The City Council's consultation on its proposed budget was launched on 13th November 2018. The closing date for the consultation is on the 31st December 2018. The Budget Consultation 2019+ documents including factsheets are available on the Council's website (https://bit.ly/2FWjsfq). The purpose of the paper is to assist Members with the Committee's response to the consultation.

2 Previous Budget Consultations

2.1 The Schools, Children and Families O&S Committee have previously met to discuss the budget consultations with the Cabinet Member for Children, Schools and Families and officers.

2.2 The Committee considered four key questions:

1) What impact would the proposals have on citizens of Birmingham?

2) What assumptions underpin the budget proposals?

3) Are there any other options that could be considered / explored?

4) What are the proposals for delivery of the proposals?

2.3 The Committee's responses to the previous budget consultations are attached:

- Appendix A – 11 January 2017 response to the budget consultation 2017+
- Appendix B – 15 January 2018 response to the budget Consultation 2018+

3 The Committee's Remit

3.1 The Committee's remit has changed since the last budget consultation and the Committee's new remit relates to any policies, services and activities concerning the Children's Trust, vulnerable children, corporate parenting and other child social care and safeguarding functions of the council.

3.2   The budget consultation 2019+ has the following savings and pressures that relate to the Committee and the Cabinet Member for Children's Wellbeing:

- CY104 19+ Education Safeguarding (this comes within Councillor Booth's and Councillor Francis's portfolio).

- CY108 19+ Children's Trust.

- CY109 19+ CYP – review of management grades across the Directorate (this comes within Councillor Booth's and Councillor Francis's portfolio).

- CY110 19+ Travel Assist (page 37 saving and page 57 pressure in the consultation document.

3.3   The relevant extracts from the Children's and Young People factsheet for the above proposals is attached as Appendix C.

Budget Consultation 2017+

Schools, Children and Families O&S Committee

1 Context

1.1 The City Council's consultation on its proposed budget was launched on 8th December 2016. The closing date for the consultation is on the 18th January 2017. The Schools, Children and Families O&S Committee met on the 11th January 2017 to review the proposals as they relate to the committee's remit and considered four key questions:

1. What impact would the proposals have on citizens of Birmingham?

2. What assumptions underpin the budget proposals?

3. Are there any other options that could be considered / explored?

4. What are the proposals for delivery of the proposals?

2 Budget Consultation 2017+ Paper

2.1 Members had a number of concerns regarding the consultation paper and made the following suggestions on how this can be improved:

- The budget lines should include the baseline budget figures so that the percentages of the savings can be known.

- It should be implicate that the budget being consulted on does not include savings already agreed for previous budgets.

- It should be explained that the savings per year are cumulative figures and each year shows the variance from the baseline of 2016/17.

- The narrative for the 'outline of the proposal' needs to clearly state how the savings are to be made as this was sometimes misleading.

- It was felt that the whole consultation was not clear enough for Members, let alone the public who are the audience for this consultation, even though it is the approach taken each year. In future there should be greater explanation of what the figures represent cuts from.

2.2 The Leader said at the last City Council meeting that each savings target would have a delivery plan attached to it with a named officer held to account for achieving it. These should be shared with O&S Committees to allow Members an opportunity to comment on them.

3   Children Budget Consultation

3.1   The Cabinet Member for Children, Schools and Families explained that these saving proposals are for £50.593m and are in addition to the £27.8m savings already consulted on and agreed previously. Some of these previously agreed savings have not yet been implemented.

3.2   Below is the feedback for the Cabinet Member for Children, Schools and Families portfolio (CH1 – CH6). This includes a risk rating of whether the Committee thought the savings are achievable (low risk to being achieved, medium risk to being achieved, high risk of not being achieved).

CH1: Contact and Escort

3.3   The proposed total saving for this is £100,000 from a £1.4m budget. Alastair Gibbons, Executive Director for Children's Services clarified that the service supervised too much contact and a number of visits need to be facilitated, rather than supervised. The number of supervised visits had reduced over the past two years and it was felt supervised visits could be further reduced, with the budget saving proposal having "no pain" and being achievable. On the information provided Members were satisfied with this proposal and the risk of this not being achieved was assessed as being low.

CH2: Residential Closure

3.4   The proposed saving for this is £300,000 for 2017/18 and an extra £100,000 in 2018/19 from a £5.1m budget for the disabled children's homes run directly by the City Council. The Executive Director for Children's Services clarified that the proposed savings are for the closure of one disabled residential children's home and the increase of foster carers costs were not factored into this. Members raised concerns about the need for short term breaks for disabled children and the risk of not finding sufficient foster carers with the expertise to offer short breaks, if a home is closed. On the information provided the majority of Members were satisfied with this proposal due to the current underuse of these homes and awarded this a medium risk to being achieved, due to the phased nature of merging the two children's homes.

CH3: CWD – Child Protection Resources (assessment of parenting capacity)

3.5   The proposed saving for this is £200,000 from a £310,000 budget. Concern was expressed regarding the last sentence 'This may mean that the service provided is not as flexible and families may be required to wait longer for this specialist assessment'. Alastair assured Members that this wording was incorrect and it was not the case, as demand for this has reduced in the last four years and the remaining team of five within this service can be integrated into the main service. On the information provided Members were satisfied with this proposal and the risk of this not being achieved was assessed as being low.

CH4: Education Travel

3.6   The consultation proposes that the baseline budget is increased by £476,000 in 2017/18, the baseline budget is then reduced by £824,000 in 2018/19 and a further £234,000 in 2019/20 (a

total £1.058m from the baseline budget). However, upon questioning Members ascertained that these figures being consulted on are incorrect. Moreover, it became clear there was a huge level of uncertainty about the current baseline budget. The Cabinet Member agreed to check whether it was possible to amend the budget proposals within the current public consultation.

3.7 Members were informed that the 2016+ budget had agreed savings for this budget which had since been had been scrapped.

3.8 Given the challenges faced with historic poor service delivery and the need to address this during 2017/18 Members are concerned that the changes required to make the savings will not be in place and therefore felt that the savings have a high risk of not being achieved.

CH5: Early Help – Commission and Brokerage

3.9 The consultation proposes a saving of £200,000 for 2017/18 with an additional £500,000 for 2018/19 (£700,000 in total) from a £5.4m budget. The Executive Director for Children's Services clarified that some contracts were coming to an end and the proposal is to commission differently by the pulling together of contracts. However, this was not within his remit and came under another senior officer.

3.10 There was insufficient detail to assess the impact this would make on citizens. Previous scrutiny inquiries have highlighted the benefits that third sector organisations can bring to service delivery and it was unclear how commissioning will meet current needs. Therefore, as there are presumably many contracts with different outcomes, it is impossible to say what the impact could be, let alone whether it is likely to be achieved.

CH6: Educational Psychologists

3.11 There are no proposed savings for 2017/18. Savings of £50,000 is proposed for 2018/19 and a further £50,000 proposed for 2019/20 (£100,000 in total over 2 years) from a 2016/17 budget that was not shared. The Executive Director for Education explained that the proposal was to reduce the need for an Education Health Care Plan (EHCP) where support can be provided without these. The plan to produce a lower level of assessment that sits below EHCPs currently has no detail or costings attached. Members were concerned about whether these would be robust within the legal framework and thought the savings have a high risk of not being achieved in 2018/19.

4   Other Saving Proposals

4.1 The Cabinet Member for Children, Schools and Families highlighted a number of saving proposals not within her portfolio that may impact negatively on children:

- JS1: Museums & Arts.

- HN1: Parks – 20% reduction to service.

- HN9: Merge youth and careers Service.

- HW1: Supporting People.

- CC2: Introduce a Corporate Future Operating Model (FOM) across all support services and management structures for the Council.

4.2   In relation to HW1: Supporting People savings proposals, Members were most concerned that these savings would result in added pressures to other portfolio budgets and savings proposal. For example, the work St Basil's does to support young people at risk of homelessness is effective and prevents a number of young people having to be taken into care which would be much more costly. Members also raised particular concern regarding the care leavers pathway.

4.3   In relation to CC2: Introduce a Corporate Future Operating Model (FOM) across all support services and management structures for the Council Members noted that there had been many FOMs in the Council previously and not all of which has delivered the required savings. Also, there is a difficulty of attributing savings to this model and of avoiding double counting with the other saving targets. Therefore, Members wanted reassurance that there would be the capacity to deliver both the savings and the services if there were future cuts to management. However, it was suggested that staff within the proposed Children's Trust would not be subject to this FOM.

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Amanda Simcox, Amanda.j.simcox@birmingham.gov.uk, tel: 0121 675 8444

Budget Consultation 2018+
Schools, Children and Families O&S Committee

1   Context

1.1   The City Council's consultation on its proposed budget was launched on 12th December 2017. The closing date for the consultation is on the 15th January 2018. The Schools, Children and Families O&S Committee met on the 10th January 2018 to review the proposals as they relate to the committee's remit and considered four key questions:

1. What impact would the proposals have on citizens of Birmingham?
2. What assumptions underpin the budget proposals?
3. Are there any other options that could be considered / explored?
4. What are the proposals for delivery of the proposals?

2   Budget Consultation 2018+ Paper

2.1   Members had similar concerns regarding this year's consultation paper as in the previous year and the following suggestions on how this can be improved are below:

- The budget lines should include the baseline budget figures so that the percentages of the savings can be known.

- It should be clear that the budget being consulted on does not include savings already agreed for previous budgets.

- It should be explained that the savings per year are cumulative figures and each year shows the variance from the baseline of 2017/18.

- The narrative for the 'outline of the proposal' needs to clearly state how the savings are to be made as this was sometimes insufficient.

- It was felt that the whole consultation was not clear enough for Members, let alone the public who are the audience for this consultation, even though it is the approach taken each year. In future there should be better explanation of what the figures represent cuts from.

3   Budget Consultation 2018+ for Children and Young People

3.1   The total Children's net budget for 2017/18 (Education and Children Social Care) as at Period 9 is £211.080m. This will reduce substantially in 2018/19 to reflect the new Children Trust arrangements. The new budget savings are in addition to the savings already consulted on and agreed previously. Some of these previously agreed savings have not yet been implemented.

3.2   Below is the feedback for the Cabinet Member for Children, Schools and Families portfolio (Children & Young People (exc Trust) - pages 21 and 22. This includes a risk rating of whether the Committee thought the savings are achievable (low risk to being achieved, medium risk to being achieved and high risk of not being achieved).

Education Psychology

3.3   The proposed total saving for this is £100,000 from a £1.969m 2017/18 baseline budget. This is in addition to the £50,000 agreed last year for 2018/19. Last year the proposal was to reduce the need for an Education Health Care Plan (EHCP) where support can be provided without these and Members were concerned and thought the savings had a high risk of not being achieved in 2018/19.

3.4   The additional £100,000 saving proposal involves the removal of the joint head of service post across the Access to Education and Education Psychology teams, plus an additional post from the Educational Psychologists team. In addition the service is working to develop a more commercial model of service to sell to other organisations and work is beginning to identify areas where investment may be needed to grow the business further to increase revenue.

3.5   The Cabinet Member clarified that the service was not going to fail on the Council's statutory duties and the Committee agreed that this proposal was a medium risk of being achieved.

Cityserve

3.6   This service area has a baseline budget of a £2.180m deficit with two of the three components to CityServe not being profitable (cleaning and catering). Members were concerned that maintained schools were being informed that they would have to TUPE staff, whereas non-maintained schools would be able to cancel their cleaning and/or catering contracts with CityServe. Members were informed that clarification would be provided.

School Setting / Improvements

3.7   The proposed saving is for £246,000 from a £1.183m 2017/18 baseline budget. The Cabinet Member confirmed that safeguarding and governance have been protected and the reduction is an acknowledgement that areas, such as performance management, could be dealt with corporately rather than at a directorate level. The Committee therefore agreed that this proposal was a low risk to being achieved.

School & Governor Support

3.8   This is a traded service with a 2017/18 deficit baseline budget of £36,000. Members were informed that subscriptions had not increased for a while and minimal price increases were being considered. Members queried whether this may result in some cancelling their subscription. In regards to the marketing and commercial awareness of the service, Members highlighted that it was cheaper for schools/academies to employ a trainer to train a number of people at the school/academy rather than attend a training course provided by this service.

School Financial Services

3.9   This is a traded service and the consultation proposes a saving of £35,000 for 2018/19 from a £150,000 2017/18 baseline budget. The proposal is to reduce staffing of the service by one member of staff. Members were informed that 85% of maintained schools buy financial support services packages and the Committee agreed that this proposal was a medium risk to being achieved. However, concern was expressed that there were maintained schools that were in debt and these debts would become the responsibility of the Council if they converted to an academy. The Cabinet Member informed Members that information would be provided on the maintained schools that were in debt and how this was being managed.

4   Other Saving Proposals

4.1   Under the Corporate Service Area there is an 'Efficiency' saving proposal of £5.656m for 2018/19 and that 'services will be required to adopt a range of efficiency measures in order to deliver services at a reduced cost'. Members were concerned as there is insufficient detail of how this would affect the Children and Young People budget.

Contact Officer: Amanda Simcox, Amanda.j.simcox@birmingham.gov.uk, tel: 0121 675 8444

SAVING PROPOSAL FACTSHEET

CY104 19+ Education Safeguarding

Directorate: Children and Young People   Service: Education Safeguarding

About this service

The Education Safeguarding team provides support and advice to schools around safeguarding concerns in education. This includes having advisors working with Birmingham Children's Trust to help respond to enquiries from schools

The service provides a range of training events and also carries out focused and targeted work where required.

Some of the work is funded through a traded offer to schools where they can purchase extra help and training above the statutory service provided.

Proposed changes

A minimal subscription has been required of schools to cover training events. Currently 96% of schools subscribe. This year the subscription will rise by approx 30%, (rates vary depending on the key stage of the school and on the pupil numbers), and will bring in an additional £20k this year if subscription rates are maintained. There is a risk that with the increase subscription charges that fewer schools will subscribe.

The amount currently spent on the service and the proposed reduction is shown below.

Total Spend 18/19	Income 18/19	Net Spend 18/19	Saving in 19/20	Saving in 20/21	Saving in 21/22	Saving in 22/23
£0.480m	(£0.100m)	£0.380m	(£0.020m)	(£0.020m)	(£0.020m)	(£0.020m)

What would this mean?

Previously a minimal charge had been made to schools for non-core training which required further subsidy. The subscription rates have now been revised and the service is now able to cover the cost of these operations allowing the subsidy to be returned.

We will try to reduce the impact by

Increased charges have been kept to minimum to reflect the costs of delivering the non statutory support.

Children and Young People

SAVING PROPOSAL FACTSHEET

CY108 19+ Children's Trust

Directorate: Children and Young People   Service: Children's Trust

About this service

In April 2018 a new Children's Trust was launched in Birmingham. The Trust is commissioned by Birmingham City Council to deliver services and outcomes for Children's Social Care in the city.

Proposed changes

The contract with the Trust will be reduced for the financial year 2019/20 through a contract variation, as part of annually agreed contract negotiations.

The Trust will seek to achieve the saving through improved efficiency, support service transformation and more effective demand management around alternatives to care. The Trust model allows for flexibility in delivery planning and there are no plans to reduce service levels to achieve this saving.

The amount currently spent on the service and the proposed reduction is shown below

Total Spend 18/19	Income 18/19	Net Spend 18/19	Saving in 19/20	Saving in 20/21	Saving in 21/22	Saving in 22/23
£201.904m	-	£201.904m	(£1.000m)	(£1.000m)	(£1.000m)	(£1.000m)

What would this mean?

The Trust, like many services for children and adult social care in the city, is trying to balance financial management with an increase in demand for services, including child protection and children in care. The Trust has a residual inherited saving target for 19-20 of c. £4m but will seek to deliver this saving in addition to previously agreed arrangements.

We will try to reduce the impact by

There are no plans to reduce service levels to achieve this saving. It will be achieved through changes to how the Trust organises services and delivers alternatives to care.

Birmingham City Council

SAVING PROPOSAL FACTSHEET
CY109 19+ Management Review and structure

Directorate: Children and Young People   Service: Management review

About this service

As part of the Council's review of staffing and management structures, the CYP Directorate will undertake an assessment of management grades to ensure that the organisation and operational management of teams across the Directorate work as effectively as possible.

Proposed changes

The changes will involve a review of management grades across the Directorate, in line with an organisational restructure, to ensure that the staffing resources of the Directorate are utilised in the most effective way.

The review will be undertaken with the intention of delivering better outcomes for children, families and service partners across the city, whilst making the best possible use of the staffing budget available to the Directorate.

The amount currently spent on the service and the proposed reduction is shown below.

Total Spend 18/19	Income 18/19	Net Spend 18/19	Saving in 19/20	Saving in 20/21	Saving in 21/22	Saving in 22/23
£0.657m	0	£0.657m	(£0.164m)	(£0.164m)	(£0.164m)	(£0.164m)

What would this mean?

A review of the entire staffing structure at management level will be undertaken to ensure that services are delivered in the most cost effective manner.

We will try to reduce the impact by

Any staffing review will be subject to full consultation with staff and options explored with respect of the council's HR processes.

Children and Young People

SAVING PROPOSAL FACTSHEET

CY110 19+ Travel Assist

Directorate: Children and Young People   Service: Travel Assist

About this service

Birmingham's Travel Assist Service was established to fulfil the Council's statutory duty to make transport arrangements for eligible children with Special Educational Needs and Disabilities (SEND) and to provide free transport to eligible children based on distance, safe walking routes and low income.

Travel Assist provides a variety of transport options to over 4,250 children on a daily basis, with an additional 1,500 receiving bus passes and has an overall budget of £18.4m for 2018/19. The majority of the children using the service have requirements related to SEND but the service also supports looked after children; children in temporary accommodation and other vulnerable groups. The service operates more than 590 routes and has a range of support options including: 1-to-1's; mini bus/coach transport; Travel Guides; personal transport budgets; bus passes and independent travel training.

Proposed changes

It is proposed that the service strengthens the offer to parents to make decisions that best suit them and their families, through the use of personal transport budgets; widen the offer for independent travel training and make available a wide variety of transport options for families and promote independence.

The Travel Assist Service has been the subject of an improvement plan since 2016. As part of the modernisation of the service it is important to keep reviewing the service, looking at examples of good practice from elsewhere, and developing our offer to children and families.

The service will continue to deliver its statutory duties and will focus on improving the offer currently available to school-age children.

The amount currently spent on the service and the proposed reduction is shown below

Total Spend 18/19	Income 18/19	Net Spend 18/19	Saving in 19/20	Saving in 20/21	Saving in 21/22	Saving in 22/23
£18.798m	(£0.403m)	£18.395m	(£1.718m)	(£2.488m)	(£2.488m)	(£2.488m)

What would this mean?

We will invest in independent travel training; helping children develop an important life skill wherever possible and from a younger age.

We will make available different forms of transport rather than just mini-buses or taxis. In line with good practise from elsewhere, coaches and pick up points will be explored for those routes and

schools where they would be suitable. This may mean that some children who are currently picked up from their home, may walk a short distance to a pick-up point for transport.

Transport for pre-school age children would be provided only in exceptional cases. The intention is that more children will attend schools and education providers closer to home, thereby reducing the number of pre-school children who require transport. Very young children generally feel more settled when they travel to pre-school with a parent/guardian.

We will work with parents to expand the adoption of personal transport budgets. This type of flexible support enables parents to be in charge of their own transport arrangements, as they can use the money in any way that supports their child to school.

Mini-bus travel for young people 16-18 would reduce. This would be provided only in exceptional circumstances and we would work with famlies to encourage the use of personal transport budgets. This will enable young people and their families to arrange transport in a way that suits the post 16 education day, and vocational training arrangements as appropriate, in a better fashion.

Post 19 transport will continue to be provided only in exceptional circumstances, as is the current practice.

We will try to reduce the impact by

We will undertake a comprehensive consultation on any proposed changes to the Travel Assist Service. This will involve parents/carers and schools; alongside health and children's social care colleagues. We want to strive toward co-production in this next stage of the development of the service.

There will still be a two stage appeal process for any families who wish to appeal any decisions made regarding initial offers of transport support.

Any proposed changes to existing travel arrangements will be preceded by a review, and risk assessment where necessary, and early notification for the family.

Travel Assist is part of the family of SEND services, which will be subject to review in line with the findings of the SEND Inspection in June 2018. As more children are able to access suitable education placements within the city, the need and demand for travel support will reduce. However, this must be balanced with the current modelling with regards to SEND which shows a continuing expected increase in the numbers of children with SEND in the city.

Children's Social Care O&S Committee: Work Programme 2018/19

Chair: Cllr Mohammed Aikhlaq

Committee Members: Cllrs: Diane Donaldson, Charlotte Hodivala, Shabrana Hussain, Morriam Jan, Kerry Jenkins, Lucy Seymour-Smith and Alex Yip

Officer Support: Rose Kiely, Group Overview & Scrutiny Manager (303 1730)

                        Amanda Simcox, Scrutiny Officer (675 8444)

                        Sarah Stride, Committee Manager (303 0709)

1   Terms of Reference

1.1   To fulfil the functions of an Overview and Scrutiny Committee as they relate to any policies, services and activities concerning the Children's Trust, vulnerable children, corporate parenting and other child social care and safeguarding functions of the council.

2   Priority Issues and Items to be Scheduled

2.1   The following were highlighted in June as the possible priority issues for the committee's 2017/18 municipal year:

- Children's Trust - July and December 2018 committee meetings and visits in September 2018 and March 2019.

- Safeguarding - to include the Birmingham Safeguarding Children's Board Annual report in October 2018 and Youth Justice Strategic Plan in December 2018.

- Special Educational Needs and Disabilities (SEND) - October 2018 and January 2019.

- Early Years, Health and Wellbeing contract – to be scheduled.

- Update on the Children Missing from Home and Care Inquiry – to be scheduled.

- Corporate Parenting – the Corporate Parenting Board Annual report and an update on progress with the Corporate Parenting Inquiry recommendations will be discussed in February 2019. Also, the Cabinet Member for Children's Wellbeing is the Lead Member for Children's Services (LMCS) and the LMCS and the Director of Children's Services (DCS) have a shared responsibility with all officers and members of the local authority to act as effective and caring corporate parents for Children in Care. The Cabinet Member is attending the November 2018 committee meeting.

3   Meeting Schedule

3.1   Below is the list of potential committee dates and Members may want to use some of these dates for other things other than committee meetings, such as visits, informal briefings etc.

All at 10 am	Session / Outcome	Officers / Attendees
20 June 2018 in committee room 6	Informal meeting to discuss the Work Programme and priorities.	Andy Couldrick, Chief Executive, Children's Trust; Seamus Gaynor, Head of Executive, Children's Trust; Sarah Sinclair, Interim AD, Commissioning; Natalie Loon, Corporate Parenting Coordinator.
25 July 2018 committee room 6

Report Deadline: 16 July 2018 | Cllr Booth, Cabinet Member for Children's Wellbeing. | Suman McCarthy. |
| | Children's Trust briefing and discussion. | Andy Couldrick, Chief Executive; Seamus Gaynor, Head of Executive; Sarah Sinclair, Interim AD, Commissioning; Dawn Roberts, AD, Early Help; David Bishop, Head of Service. |
| 19 September 2018 | Visit to the Children's Advice and Support Service (CASS) observe the work of the Children's Trust. | Seamus Gaynor, Head of Executive, Children's Trust; Rachel McCartan, Head of Service, CASS. |
| 17 October 2018 committee rooms 3 & 4

Report Deadline: 8 October 2018 | Birmingham Safeguarding Children's Board (BSCB) Annual Report. | Penny Thompson, Chair of BSCB; Simon Cross, Business Manager. |
| | Special Educational Needs and Disability (SEND)

Cllr Kath Scott and Martin Straker-Welds were in attendance from the Learning, Culture and Physical Activity O&S Committee. | Cllr Kate Booth, Cabinet Member for Children's Wellbeing; Anne Ainsworth, Acting Corporate Director for Children and Young People; Rachel O'Connor, Director of Planning & Performance, Birmingham and Solihull CCG. |
| 14 November 2018 committee rooms 3 & 4

Report Deadline: 5 November 2018 | Travel Assist

Cllr Kath Scott, Cllr Mary Locke and Rabia Shami were in attendance from the Learning, Culture and Physical Activity O&S Committee. | Cllr Kate Booth, Cabinet Member for Children's Wellbeing; Anne Ainsworth, Acting Corporate Director for Children and Young People; Sharon Scott, Acting AD for SEND; Jennifer Langan, Travel Assist Lead; Suman McCarthy, CSO |

All at 10 am	Session / Outcome	Officers / Attendees
12 December 2018 committee rooms 3 & 4 Report Deadline: 3 December 2018	Children's Trust report (10am – 11am)	Andrew Christie, Chair; Andy Couldrick, CEX; Professor Jon Glasby, Non-Executive Director; Jenny Turnross, Director of Practice
	Cllr Kate Booth, Cabinet Member for Children's Wellbeing Update (11am – 12) To provide an update on her portfolio (to include the budget proposals).	Suman McCarthy, CSO
16 January 2019 committee room 2 Report Deadline: 7 January 2019	Special Educational Needs and Disability (SEND) Members from the Health and Social Care O&S Committee and Learning, Culture and Physical Activity O&S Committee have been invited.	Cllr Kate Booth, Cabinet Member for Children's Wellbeing; Anne Ainsworth, Corporate Director for Children and Young People; Rachel O'Connor, Director of Planning & Performance, B'ham and Solihull CCG
	Youth Justice Strategic Plan (annual) Members from the Housing and Neighbourhoods O&S Committee to be invited for this item as it is linked to the work of the Community Safety Partnership.	Dawn Roberts, AD, Early Help; Trevor Brown, Head Of Youth Offending Services.
13 February 2019 committee rooms 2 Report Deadline: 4 February 2019	Update on the Child Poverty Commission	Councillor Tristan Chatfield, Cabinet Member for Social Inclusion, Community Safety & Equality, Marcia Wynter, Cabinet Support Officer and Suwinder Bains, Cohesion and Partnerships Manager
	Corporate Parenting Board report (annual) and a progress update on the Corporate Parenting Inquiry recommendations.	Andy Pepper, AD, Children in Care Provider Services and Natalie Loon, Corporate Parenting Support Officer
13 March 2019 committee room 2 Report Deadline: 4 March 2019	Visit to observe the work of the Children's Trust.	
17 April 2019 committee room 6 Report Deadline: 8 April 2019	TBC	

Children's Social Care O&S Committee, December 2018

4   Other Meetings

Call in Meetings

None scheduled

Petitions

None scheduled

Councillor Call for Action requests

None scheduled

It is suggested that the Committee approves Wednesday at 10.00am as a suitable day and time each week for any additional meetings required to consider 'requests for call in' which may be lodged in respect of Executive decisions.

5   Report to City Council / Pieces of Work

5.1   The committee to agree the topic for their report to City Council.

(Update on the Children's Trust- TBC)

Date	Item

6   Outstanding Tracking

Inquiry	Outstanding Recommendations	Date of Tracking
Children Missing from Home and Care	R2 – Develop an overarching strategy for missing children so responsibilities are clear and understood, **risk is managed well, especially for looked after children and persistent runaways, information is shared effectively and appropriate support is in place for children and families.**	Update received: 12 October 2016, 26 April 2017 and 18 October 2017
Corporate Parenting	R1 – R7	Update rec'd 18 Oct 17 & Annual Report 14 Feb 18

R01 - Councillors to commit to at least one activity from the 'menu of involvement'. This will then be published on the Council's website. A follow-up survey will be undertaken by the Scrutiny Office in nine months requesting an update from Councillors on this. Responsibility - All Councillors, by April 2017.

R02 - The menu of involvement for Councillors is developed into a corporate parenting handbook for Councillors for May 2018. This will include providing Councillors with examples of how they can undertake each task. Responsibility: Cabinet Member for Children, Families and Schools by May 2018.

R03 - Training is offered to Councillors in the first couple of weeks of becoming a Councillor. Responsibility: Deputy Leader by May 2018.

R04 - Every children's home in Birmingham that has a Birmingham child in care is visited by the end of July 2017 and

the District Corporate Parent Champions ensure this happens. Responsibility: District Corporate Parent Champions by July 2017.

R05 - Supporting documentation for completing cabinet reports includes a requirement that consideration is given as to any impact of the proposals on children in care. If there are likely impacts, the cabinet report should include this in the body of the report. Responsibility: Cabinet Member for Transparency, Openness and Equality by October 2017.

R06 - The AD, Children in Care Provider Services presents an annual Corporate Parenting Board report to the Schools, Children and Families O&S Committee. Responsibility: Cabinet Member for Children, Families & Schools by Feb 2018.

7 Useful Acronyms

ASTI = Assessment and Short Term Intervention BEP = Birmingham Education Partnership BSCB = Birmingham Safeguarding Children Board CAF = Common Assessment Framework CAFCASS = Child & Family Court Advisory Support Service CAMHS = Child and Adolescent Mental Health Services CASS = Children's Advice and Support Service CIC = Children in Care CICC = Children in Care Council CiCES = Children In Care Education Service (formerly LACES Looked After Children Education Service) COBS = City of Birmingham School CPR = Child Protection Register CRB = Criminal Records Bureau	CSE = Child Sexual Exploitation DFE =Department for Education EFA = Education Funding Agency EHE = Elective Home Education EYFS = Early Years Foundation stage FCAF = Family Common Assessment Framework FGM = Female Genital Mutilation FSM = Free School Meals IRO = Independent Reviewing Officer Key Stage 1(Ages 5-7) Years 1 and 2 Key Stage 2 (Ages 7-11) Years 3, 4, 5 and 6 Key Stage 3 (Ages 11-14) Years 7, 8 and 9 Key Stage 4 (Ages 14-16) Years 10 & 11 Key Stage 5 (ages 16 – 18) MASH = Multi Agency Safeguarding Hub NEET = Not in Education, Employment or Training NRPF = No Recourse to Public Funds Ofsted = Office for Standards in Education	PCT = Primary Care Trust PEP = Personal Education Plan (all CIC must have one of these). PEx = Permanent Exclusions RAG = Red, Amber, Green SCR = Serious Case Review SEN = Special Educational Needs SENAR = SEN Assessment and Review SENDIASS = SEND Information, Advice and Support Service SENCO = Special Educational Needs Coordinator SEND = Special Educational Needs and Disability SGOs = Special Guardianship Orders UASC = Unaccompanied Asylum Seeking Children YOT = Youth Offending Team

8 Forward Plan for Cabinet Decisions

8.1 The following decisions, extracted from the Cabinet Office Forward Plan of Decisions, are likely to be relevant to the Children's Social Care O&S Committee's remit.

ID Number	Title	Cabinet Member	Proposed Date	Date of Decision
005164/2018	T023 – Provision of Transport Services (Contract Extension)	Children's Wellbeing	26 Jun 18	26 Jun 18
005447/2018	Council Run Day Nurseries – Public Report	Children's Wellbeing	09 Oct 18	
005639/2018	Options for Next Stage of Early Years Health & Wellbeing Contract	Children's Wellbeing	13 Nov 18	
005729/2018	Youth Justice Strategic Plan 2018-19	Children's Wellbeing	11 Dec 18	
005449/2018	Consultation Outcome: 0-25 Policy for Home to School Transport and Commissioning Strategy	Education, Skills & Culture	13 Nov 18	