



**Report to OCG**

**Contract Key Performance  
Indicators of Birmingham  
Children's Trust**

**June 1st – 30th 2021**

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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	% Initial CP Conferences (ICPCs) held within 15 working days
KPI 5	% of children who become the subject of a CP plan for a second or subsequent time within the last 2 years
KPI 6	% 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
KPI 7	% children experiencing 3 or more moves in a year
KPI 8	% of looked after reviews held on time
KPI 9	% of care leavers who are in Education, Employment, and Training (EET)
KPI 10	% YTD care leavers in suitable accommodation (19-21)
KPI 11	Average time between a child entering care and moving in with its adoptive family, for children who have been adopted. (A2)
KPI 12	No of children who have been adopted in the year or who leave care
KPI 13	% of agency social workers (including team managers)
KPI 14	Average caseload of qualified social workers
KPI 15	% of social workers who have had supervision (in month)

## 1. Purpose of the Report

1.1 To provide contractual performance information.

## 2. Background

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

2.2 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.

2.3 The performance information relates to the period 1st to 30th June 2021.



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## Comparisons of headline rates per capita to published statistics

Rate per 10000	Latest published statistics				
	Birmingham		SN	National	WM
	June 21	May 21			
Referrals	561 (Rolling 12M)	540	666	535	529
Assessments completed	456 (Rolling 12M)	445	660	532	569
Children subject to S47 enquiries	145 (Rolling 12 M)	145	221	167	221
Children subject of an ICPC	35 (Rolling 12 M)	36	79	64	68
Children in Need	311	304	374	323	338
Children with a CP Plan	41	43	53	43	46
Children in Care	67	66	85	67	82



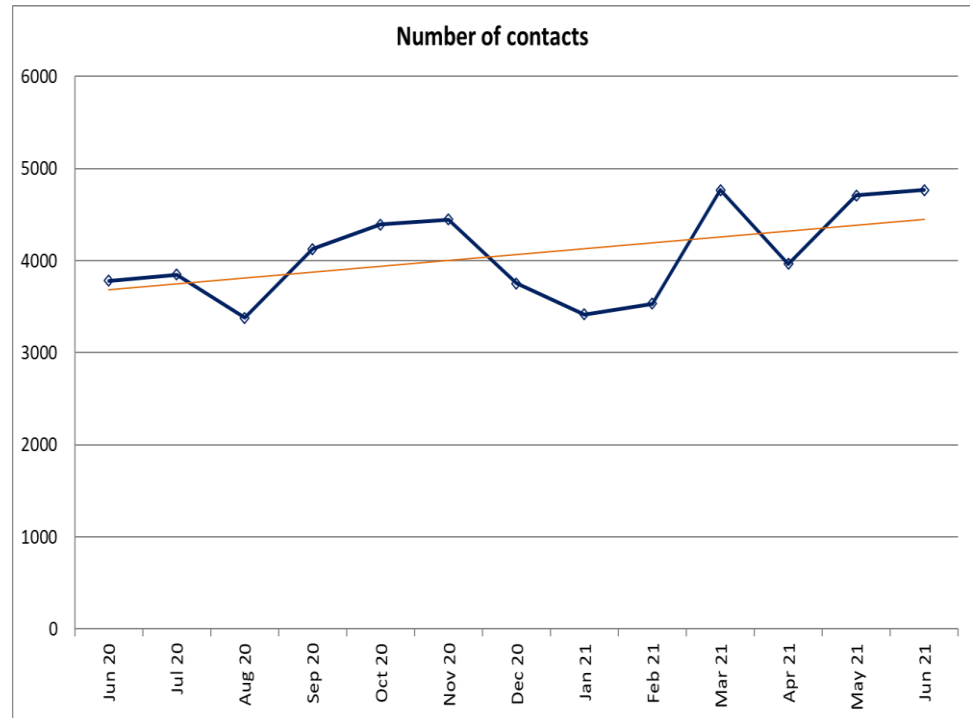
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## Number of contacts received: CASS

No. of contacts	Prev. 12 months		
	June-20	average	June-21
	3,784	4,010	4,768

### Commentary

Contacts to the Trust have risen by 58 this month.



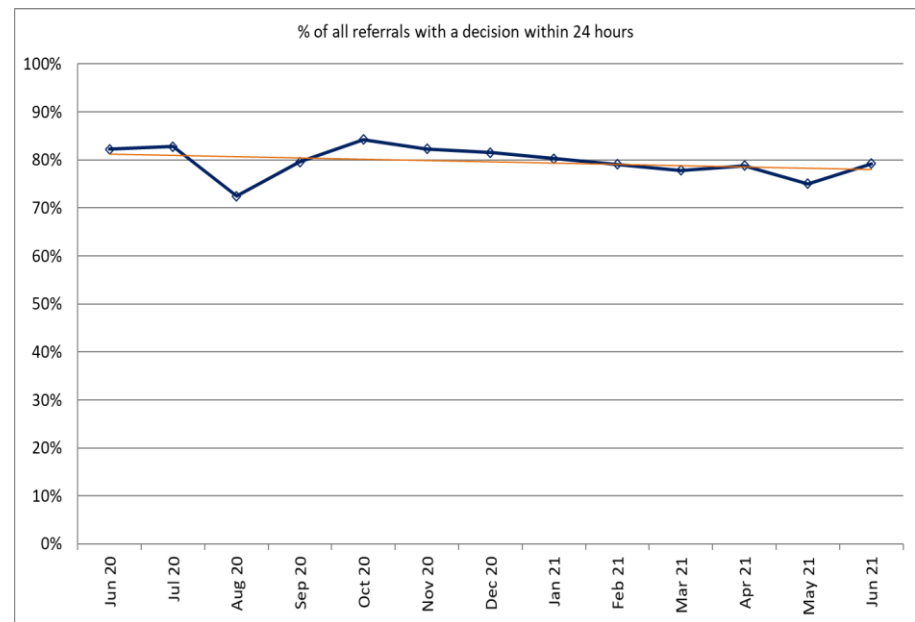
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Performance Indicator 1	% of referrals with a decision within 24 hours Good = High/Increasing	Target 21/22 80%	Tolerance 75 - 95%
		June-20 82%	Prev. 12 months cumulative June-21
Referrals with a decision within 24 hours			12,150
Total referrals authorised			15,252
% of all referrals with a decision within 24 hours			80%
			79%

### Commentary

Timeliness of decision-making has increased from 75% to 79% this month. This is well within tolerance.

We know that delays in receipt of vital partnership information have affected the timeliness of some decisions. We have taken a stance to make well-informed decisions for children, as opposed to poor but more timely decisions.



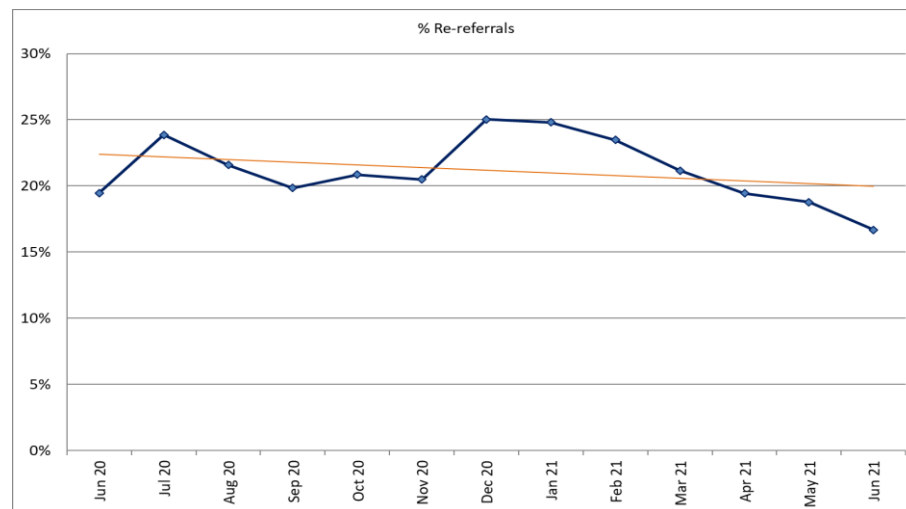
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Performance Indicator 2	% of re-referrals to children's social care within 12 months Good = Low/Decreasing	Target 21/22 22%	Tolerance 17-28%
		June-20 19%	Prev. 12 months cumulative June-21
No. re-referrals			3,461 289
Total referrals Initiated			16,189 1,732
Re-referrals %			21% 17%

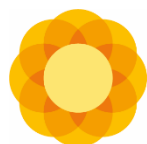
### Commentary

The rate of re-referrals has fallen from 19% to 17% this month and is now within target and tolerance.

We are performing better than both the national average and our statistical neighbours.



National average	23%
Statistical neighbour average	22%



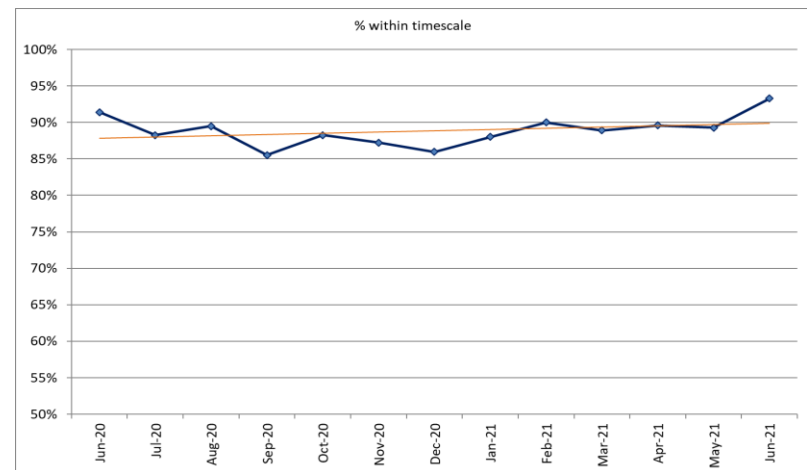
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Performance Indicator 3	% of assessments completed within 45 working days Good = High/Increasing	Target 21/22 85%	Tolerance 80-90%
		June-20 91%	Prev. 12 months average June-21
No. inside		973	1,334
No. outside		127	96
Total		1,101	1,430
% Inside		88%	93%

## Commentary

The figure has risen this month from 89% to 93%. Performance in this area has remained above target and tolerance since April 2020.

We consistently perform better than the England average and our statistical neighbours.



National average	84%
Statistical neighbour average	82%



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**Performance  
Indicator 4**

**% initial CP conferences (ICPCs) held within  
15 working days**  
Good = High/Increasing

**Target 21/22  
80%**

**Tolerance  
75-85%**

**June-20**

**86%**

**Prev. 12 months average**

**June-21**

**Number of ICPCs held within 15 working days**

**115**

**133**

**Number of ICPCs**

**135**

**151**

**% of ICPCs held within 15 working days**

**85%**

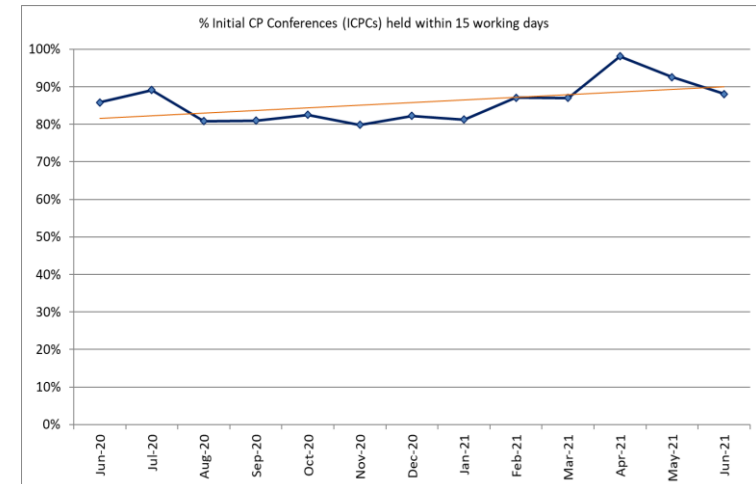
**88%**

## Commentary

This month 88% of initial child protection conferences were held within 15 working days of the strategy discussion. Although this is lower than last month, performance remains above target and tolerance.

We continue to closely monitor the reason why a small number of conferences are outside of timescales.

We perform significantly better than the national average and our statistical neighbours.



National average

**78%**

Statistical neighbour average

**78%**



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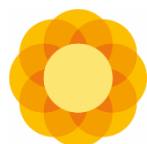
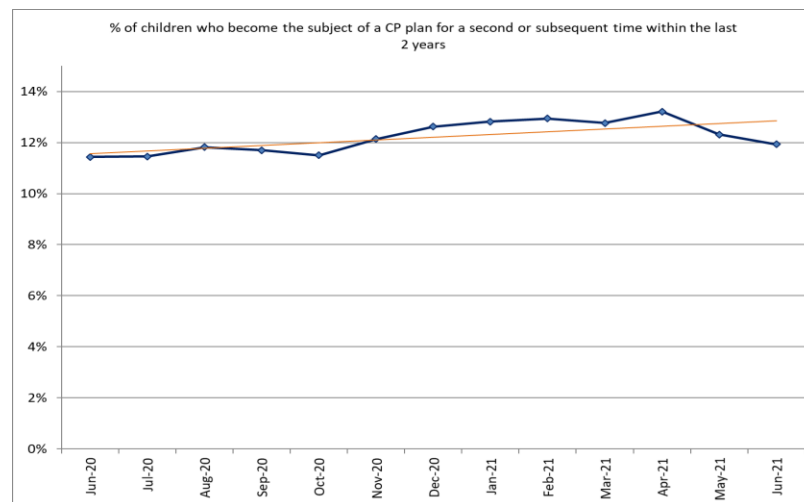


Performance Indicator 5	% of children who become the subject of a CP plan for a second or subsequent time within the last 2 years Good = Low/Decreasing	Target 21/22 10%	Tolerance 9-14%
	June-20 11%	Prev. 12 months average	June-21
Total CP Plans opened from 12 months to reporting date		1,611	1,576
Number of children who become the subject of a CP plan for a second or subsequent time within the last 2 years		197	198
% of children who become the subject of a CP plan for a second or subsequent time within the last 2 years		12%	12%

## Commentary

We expected to see an increase in second or subsequent plans as a result of the pandemic. However, performance remains within tolerance though above target at 12%.

We have undertaken audits to provide additional insight as to the reasons why some children become subject to a child protection plan for a second or subsequent time and have developed an action plan to address the findings.



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**Performance  
Indicator 6**

**% 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  
Good = High/Increasing**

**Target 21/22  
68%**

**Tolerance  
65-70%**

**June-20**

**72%**

**Prev. 12 months average**

**June-21**

**Looked after > 2.5 years, same placement > 2 yrs, or placed for adoption**

**614**

**643**

**Total children**

**826**

**847**

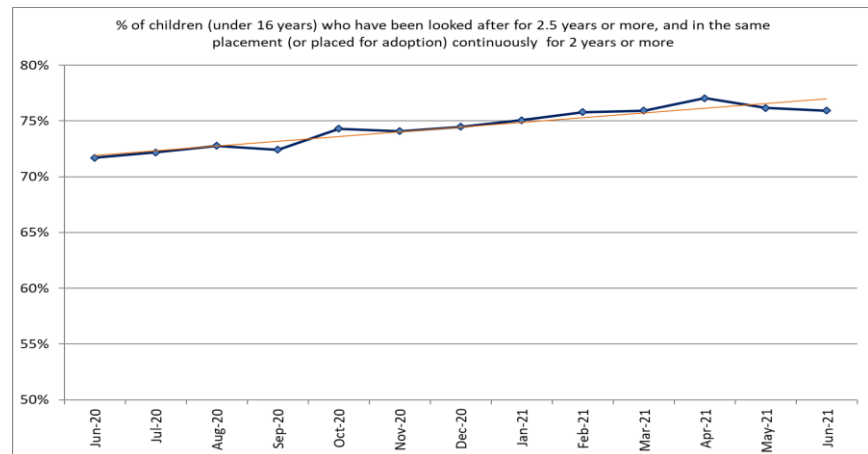
**%**

**74%**

**76%**

**Commentary**

We have exceeded our target and tolerance again this month.



**National average**

**69%**

**Statistical neighbour average**

**67%**



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**Performance  
Indicator 7**

**% children experiencing 3 or more moves in a year**  
Good = Low/Decreasing

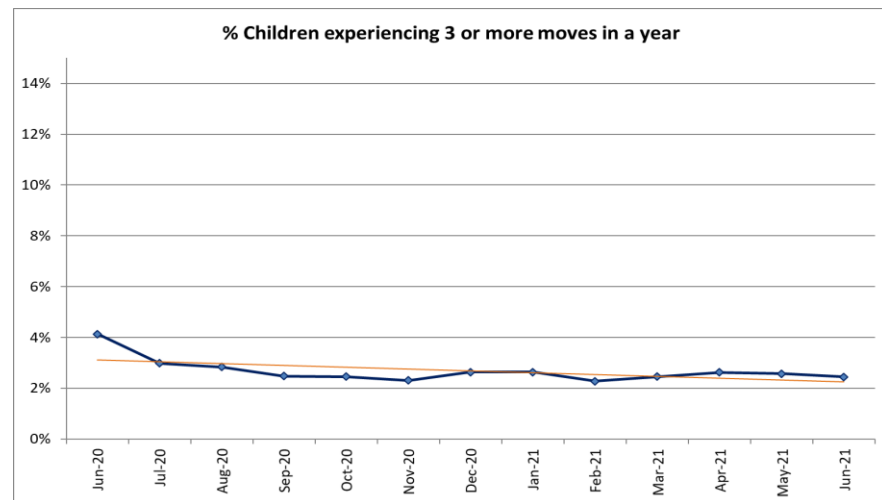
**Target 21/22  
10%**

**Tolerance  
5% - 13%**

	June-20 4%	Prev. month	June-21
No. of children who had 3 placements or more		50	48
No. of placements in 12 months for children in care		1,950	1,964
%		3%	2%

**Commentary**

This month we have recorded 2% of children with three or more placement moves. This is lower than last month's figure of 3%.



National average	11%
Statistical neighbour average	10%



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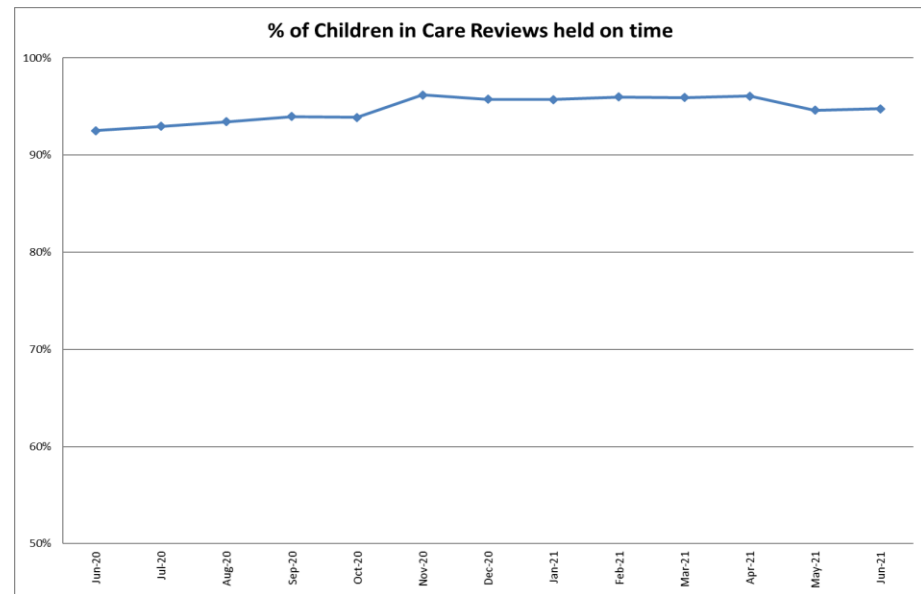
<b>Performance Indicator 8</b>	<b>% of children in care reviews held on time</b> <b>Good = High/Increasing</b>	<b>Target 21/22</b> <b>96%</b>	<b>Tolerance</b> <b>90-100%</b>
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	<b>June-20</b> <b>93%</b>	<b>Prev. month YTD</b>	<b>June-21</b>
<b>In time (YTD)</b>		774	1,194
<b>Total children in care reviews (YTD)</b>		818	1,260
<b>%</b>		95%	95%

## Commentary

We continue to ensure the majority of children in care receive timely statutory reviews.

In June, 95% of reviews were held on time, which remains well within tolerance.



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**Performance  
Indicator 9**

**% of care leavers who are in education,  
employment and training (EET) (19-21)**  
**Good = High/Increasing**

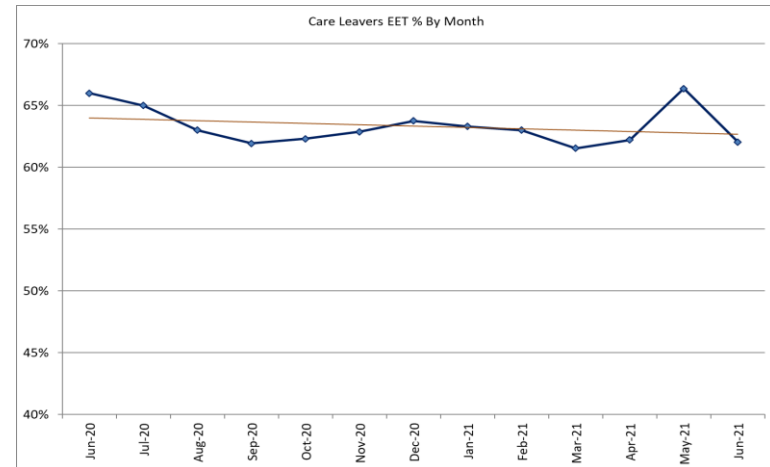
**Target 21/22  
62%**

**Tolerance  
50-80%**

	June-20 66%	Prev. month YTD	June-21
Care leavers in EET (YTD)		73	103
Total care leavers (YTD)		110	166
EET %		66%	62%

### Commentary

Despite the volatility of the EET figure, we continue to be on the right side of our target and are doing well compared to our statistical neighbours. We have excellent support from CGL - Change Grow Live - who are funded by ESF to deliver intensive support to around 100 NEET care leavers. We have a strong partnership with the job centre and they are gradually transferring all care leavers to specialist Youth Employment Coaches. We have an excellent relationship with the Virtual School 16+ team. This newly formed team is working with us to make stronger transition arrangements so that children in care don't fall out of EET during the transfer to Care Leavers. We work closely with the Corporate Parenting team which links us with employers, and we are now working to produce an App to better communicate all EET opportunities to our young people.



National average

53%

Statistical neighbour average

52%



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**Performance  
Indicator 10**

**% of care leavers who are living in suitable  
accommodation (19-21)**  
Good = High/Increasing

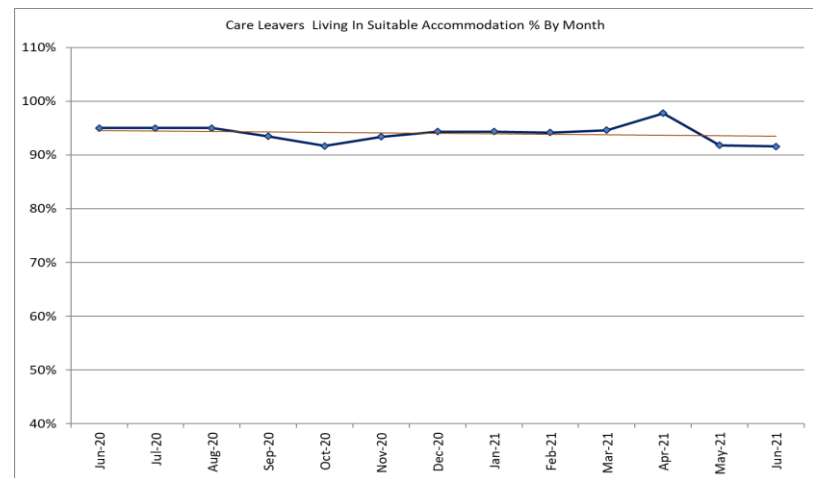
**Target 21/22  
93%**

**Tolerance  
85 -100%**

	June-20 95%	Prev. month YTD	June-21
Care leavers living in suitable accommodation (YTD)		101	152
Total care leavers (YTD)		110	166
In suitable accommodation %		92%	92%

**Commentary**

Performance this month has reached 92%, which has remained consistent for many months now. The KPI remains above the national and statistical neighbour averages. This is supported by the availability of accommodation through the City Council and third sector housing providers, care leavers being a priority for City Council housing. Although there is an established Care Leavers Housing Pathway, the 'choice' as to the location and type of the accommodation remains limited and there is more to do in this area.



National average	85%
Statistical neighbour average	86%



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## Performance Indicator 11

Average time between the LA receiving court authority to place a child and deciding on a match (A2)  
Good = Low/Decreasing

Target 21/22  
200 days

Tolerance  
175-225 days

Jun-20  
190

Jun-21  
(3 Year Average)

Average time between LA receiving court authority to place a child and deciding on a match

213

## Commentary

Performance over the last 3 years can be broken down as follows:

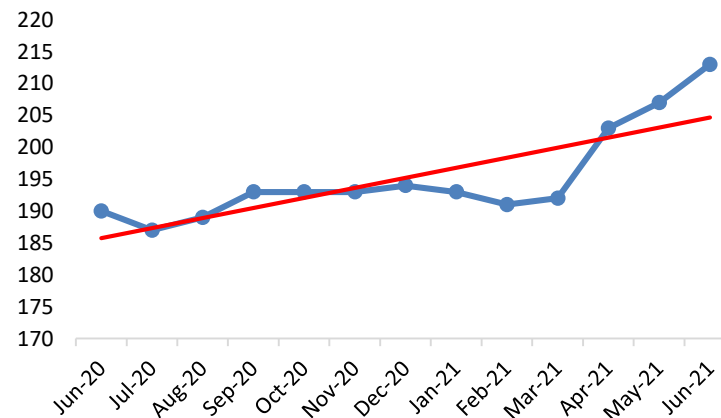
- July 2018 – June 2019: 79 children adopted with an A2 average of 177 days.
- July 2019 – June 2020: 65 children adopted with an A2 average of 226 days.
- July 2020 – June 2021: 90 children adopted with an A2 average of 237 days.

Birmingham's 3-year average performance in June 2021 is better than statistical neighbours but slower than the national average.

The increase since March is as a result of 3 sibling groups of two adopted since April 2021, all of whom waited between 16-28 months for a match following their placement orders.

Improvement actions in place:

- 4 out of 13 approvals YTD were of Early Permanence carers (of which 1 was a repeat adopter) compared to 2 out of 10 approvals in the same period last year. Rise in number of Early Permanence referrals and some placements taking place.
- There is a clear focus across the service to continue to improve recruitment and there are new systems in place to focus on early identification of children and matching with internally approved adopters.



National Average	178
Statistical Neighbours Average	217



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**Performance Indicator 12**

**No. of children who have been adopted in the year**  
**Good = High/Increasing**

**Target 20/21**  
**85**

**Tolerance**

**Jun-20**  
**0**

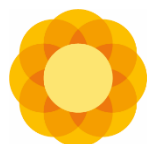
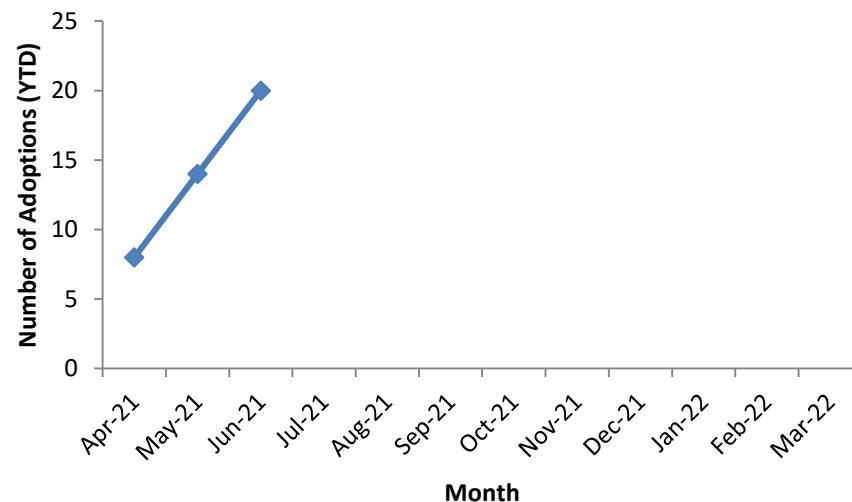
**Jun-21**  
**(YTD)**

**No. of children who have been adopted in the year**

**20**

**Commentary**

- 6 adoption orders were granted in June, bringing the YTD total to 20. This time last year, 0 adoption orders had been granted due to Covid-19 and the resulting court delays.
- There are currently 65 children in an adoptive placement awaiting an adoption order.
- Management tracking systems are in place to monitor and progress adoption orders.
- The provisional release of the ASGLB 2020-21 dataset indicates that Birmingham Children's Trust had the highest number of adoption orders granted in the year, evidencing the good tracking systems in place. The top 3 local authorities were:
  - Birmingham – 70
  - Lancashire – 64
  - Northamptonshire - 56
- There are links between the Local Family Justice Board and the Trust and this relationship has helped in addressing the backlog of adoption order hearings which arose during the pandemic.



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<b>Performance Indicator 13</b>	<b>% established social worker posts (including team managers) filled by agency/interim staff</b> <b>Good = Low/Decreasing</b>	<b>Target 21/22</b> <b>12%</b>	<b>Tolerance</b> <b>10-15%</b>
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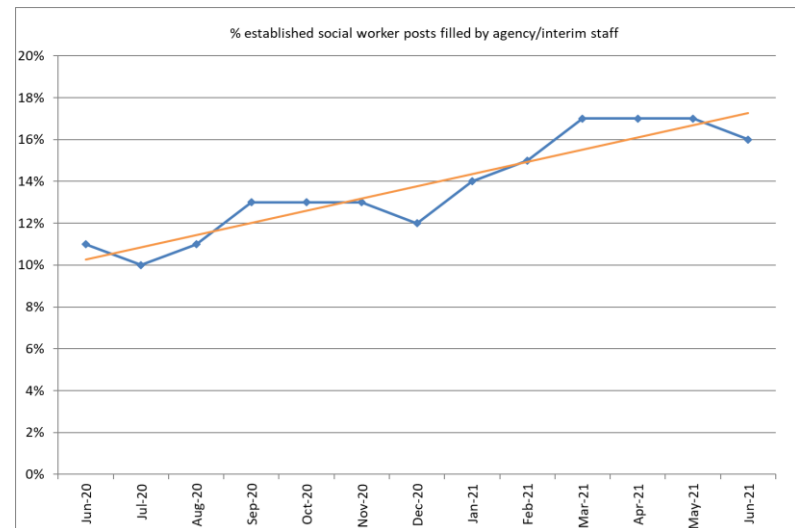
	<b>June-20</b> <b>11%</b>	<b>Prev. 12 months</b> <b>average</b>	<b>June-21</b>
<b>% agency social workers</b>		16%	20%
<b>% agency team managers</b>		11%	12%
<b>% agency total (Social Workers &amp; TMs)</b>		13%	16%

#### Commentary

OCG has acknowledged this KPI will be out of tolerance for some time yet. Permanent recruitment during the Covid pandemic has seen a reduction in the mobility and supply of suitable permanent social workers. This has also affected the supply for agency social workers. This is not a Birmingham issue but a national one.

Recruitment and retention are a key priority for us. We have invested in an HR specialist to provide expert advice and support and a marketing specialist to improve our marketing campaigns. We are also in the midst of refining and enhancing our support offer to students, front-line practitioners and managers. Our aim is to become a centre of excellence and the best employer in the region. We are also continually reviewing an enhancing our benefits offer.

We have seen a recent increase in the numbers of permanent social workers recruited or interested in joining the Trust. As the restrictions start to ease, aligned to our social media and marketing campaigns and additions to the value proposition, we anticipate increases to the numbers of social workers we attract and retain. However, we are competing with private companies that offer significantly higher pay, which is hard to compete with.



National average	15%
Statistical neighbour average	20%



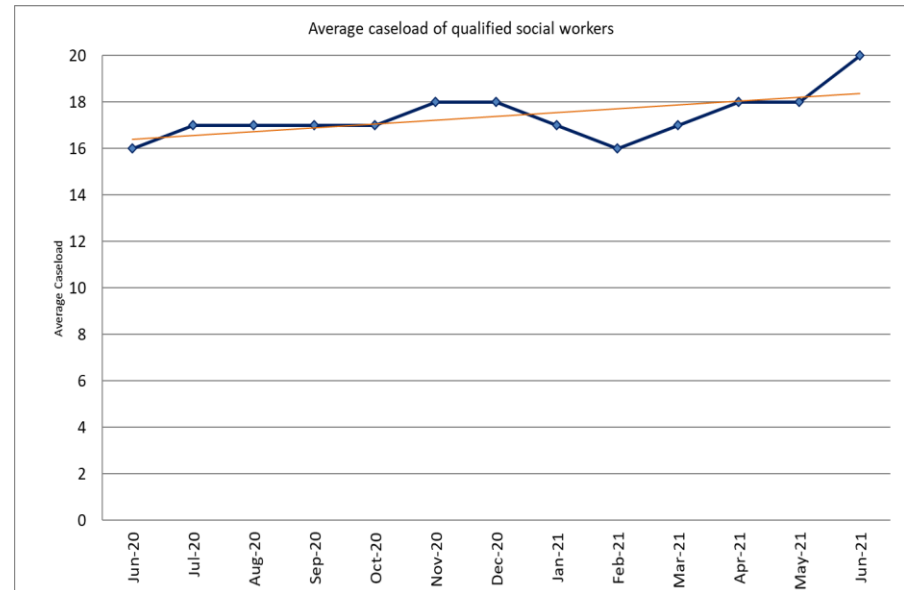
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<b>Performance Indicator 14</b>	<b>Average caseload of qualified social workers</b> <b>Good = Low/Decreasing</b>	<b>Target 21/22</b> <b>15</b>	<b>Tolerance</b> <b>13-20</b>
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	<b>June-20</b> <b>16</b>	<b>Prev. 12 months average</b>	<b>June-21</b>
<b>Average caseload - city</b>		<b>17</b>	<b>20</b>

## Commentary

The caseload average for June is 20 which is one more than the previous month. This relates to the recruitment and retention matter discussed in KPI 13. This figure remains within tolerance but above our target figure for 2020/21. We know that caseloads across the Trust vary and propose to review the operating model to ensure equity of caseloads and smoother transitions for children across the social care/social work system.



National average	16
Statistical neighbour average	17

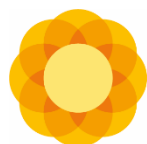
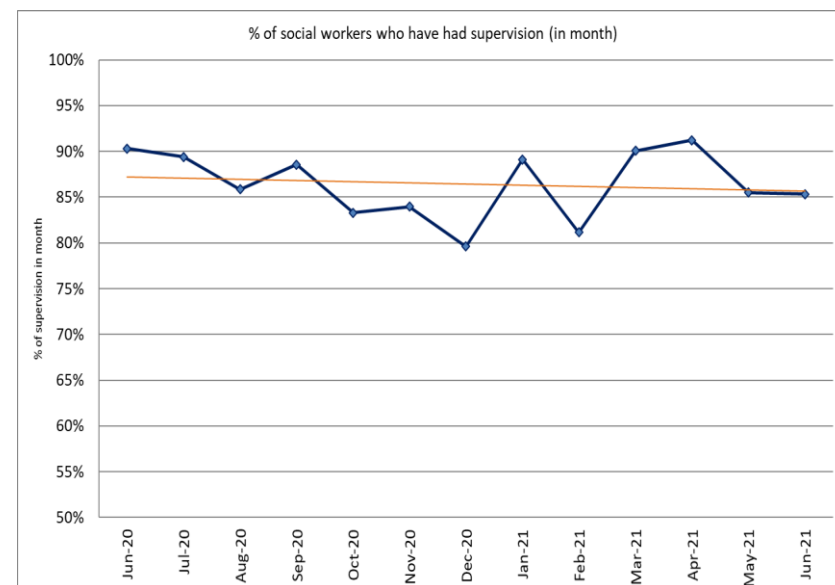


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Performance Indicator 15	% of social workers who have had supervision (in month) Good = High/Increasing	Target 21/22 86%	Tolerance 80-90%
	June-20 90%	Prev. rolling 12 months average	June-21
Supervisions		452	477
Total no. of social workers		522	569
% supervised		87%	85%

## Commentary

Supervisions have stayed at 85% this month and this is well within tolerance.



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**Council  
Business Plan  
Measure**

**First time entrants into the youth justice system (per 100,000 population aged 10 to 17)**  
**Good = Low/Decreasing**

**Target 21/22**

**Tolerance**

**(Oct 18 – Sept 19)**

**First time entrants into the youth justice system**

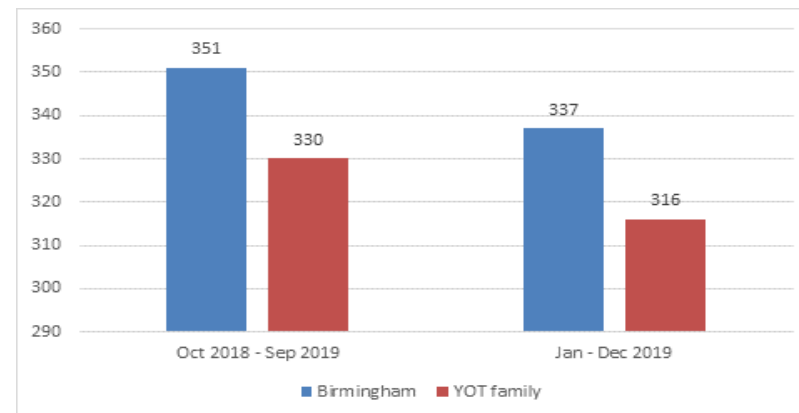
**351**

## Commentary

While we are not performing as well as core cities, our performance has improved on the last period by 9.5%. The figures have been going in the right direction over the last six months and we are approaching our comparators.

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 of 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.



	Oct 18 – Sep 19	Jan – Dec 19
Birmingham	351	337
YOT Family	330	316



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