



Report to OCG

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

October 1st – 31st 2020



**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	% 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. (A1)
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

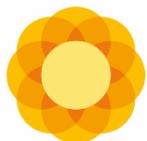
1.1 To provide contractual performance information.

2. Background

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

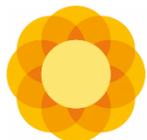
2.2 Information contained within this report will include all 15 of the Key Performance Indicators judged against target, tolerance, trend chart and narrative from operational staff.

2.3 The performance information relates to the period 1st to 31st October 2020.



Comparisons of headline rates per capita to published statistics

Rate per 10000	Latest published statistics					
	October 20	Birmingham		SN	National	WM
		Nov-19				
Referrals	536 (Rolling 12M)	519	681	545	593	
Assessments completed	423 (Rolling 12M)	513	660	532	569	
Children subject to S47 enquiries	141 (Rolling 12 M)	160	234	168	187	
Children subject of an ICPC	46 (Rolling 12 M)	63	83	65	71	
Children in Need	279	291	397	334	352	
Children with a CP Plan	46	45	54	44	47	
Children in Care	67	67	80	65	82	

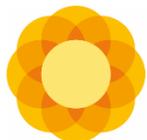
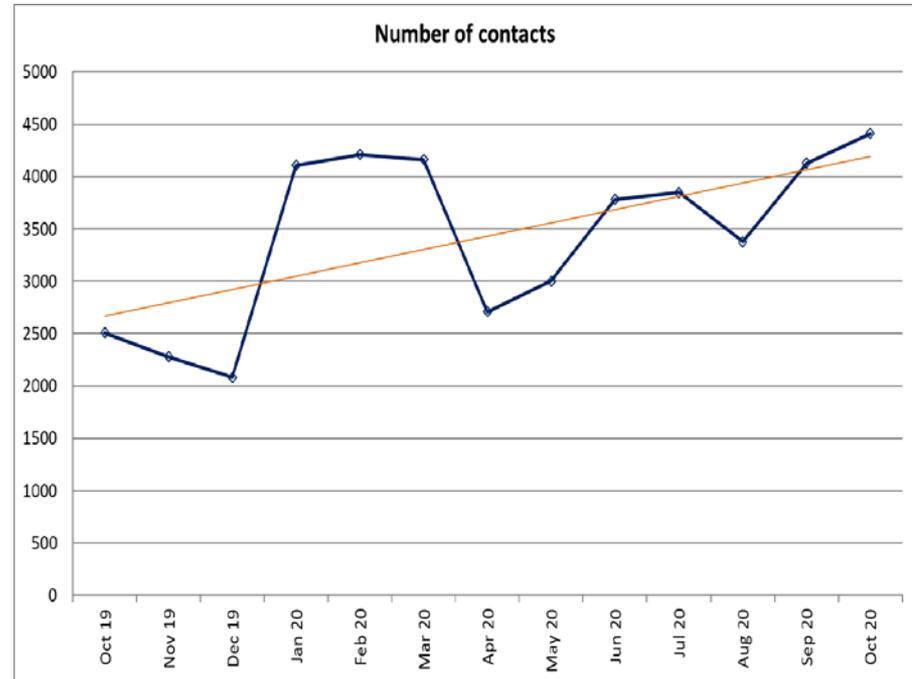


Number of contacts received: CASS

		Prev. 12 months	
	Oct-19	average	Oct-20
No. of contacts	2,509	3,350	4,413

Commentary

Contacts to the Trust have increased by 285 this month. As expected, we have seen this increase as a result of children returning to school in September.

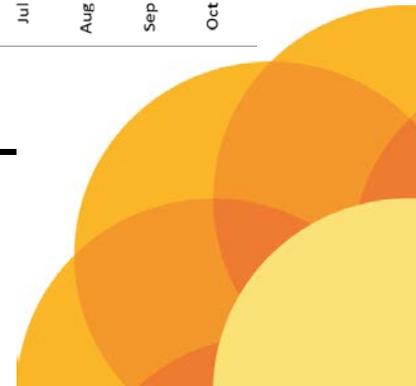
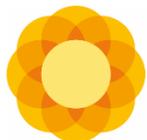
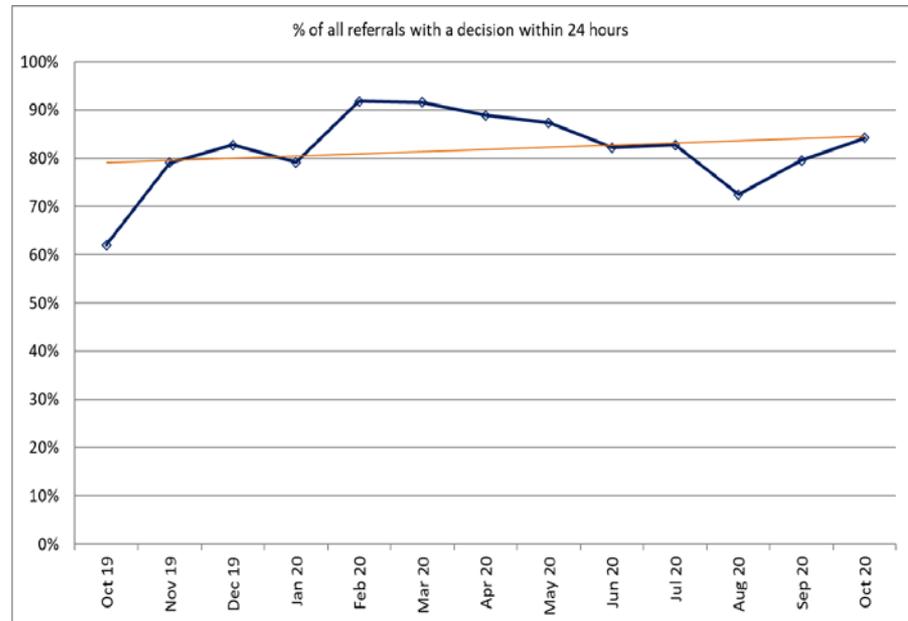


Performance Indicator 1	% of referrals with a decision within 24 hours Good = High/Increasing	Target 19/20 80%	Tolerance 75 - 95%
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	Oct-19 62%	Prev. 12 months cumulative	Oct-20
Referrals with a decision within 24 hours		11,203	1,130
Total referrals authorised		13,488	1,342
% of all referrals with a decision within 24 hours		83%	84%

Commentary

Timeliness of decision-making has improved this month. There continues to be a focus on timely and appropriate decisions at the front door of children’s services.

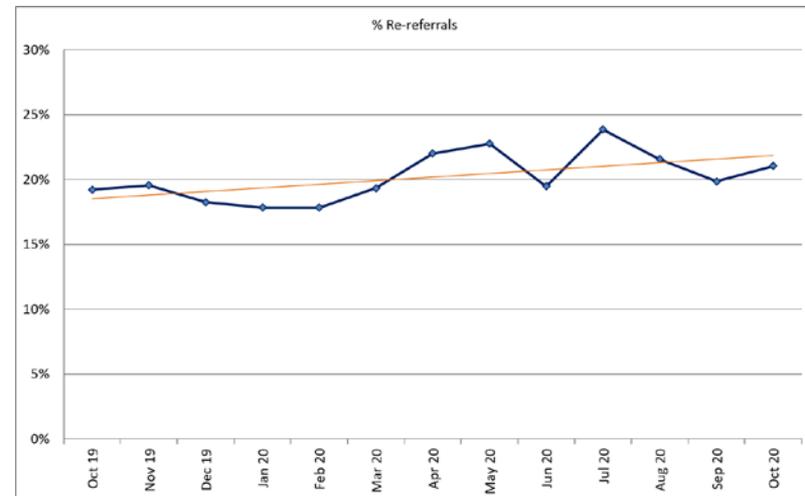


Performance Indicator 2	% of re-referrals to children's social care within 12 months Good = Low/Decreasing	Target 20/21 22%	Tolerance 17-24%
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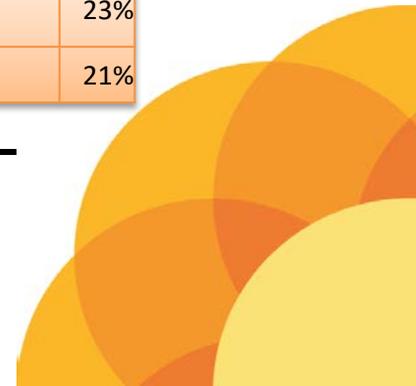
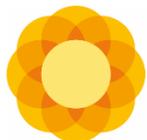
	Oct-19 19%	Prev. 12 months cumulative	Oct-20
No. re-referrals		3,167	305
Total referrals Initiated		15,865	1,462
Re-referrals %		20%	21%

Commentary

Performance in this area continues to be on target. Given the increase in referrals this is a good news story. We continue to work with partners to ensure that families are signposted to the correct services or receive statutory services where appropriate.



National average	23%
Statistical neighbour average	21%



Performance Indicator 3

% of assessments completed within 45 working days
Good = High/Increasing

Target 20/21
85%

Tolerance
80-90%

Oct-19
99%

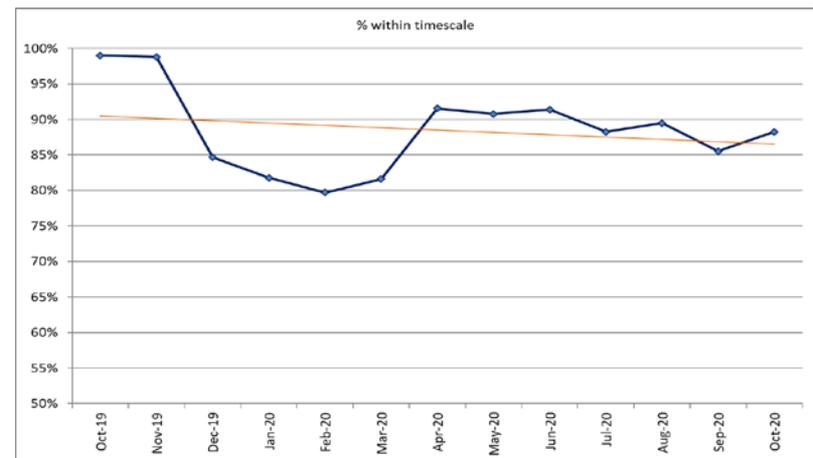
Prev. 12 months average

Oct-20

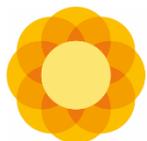
No. inside	809	1,066
No. outside	119	142
Total	928	1,208
% Inside	87%	88%

Commentary

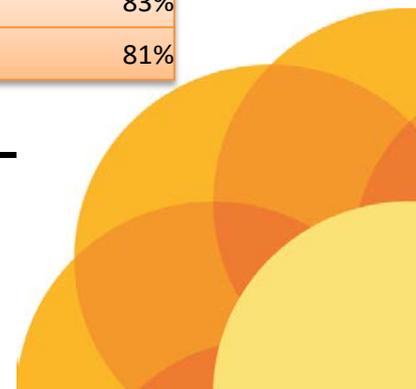
Performance in this area has improved again this month and has regularly remained above target since April 2020. We consistently perform better than the England average and our statistical neighbours.



National average	83%
Statistical neighbour average	81%



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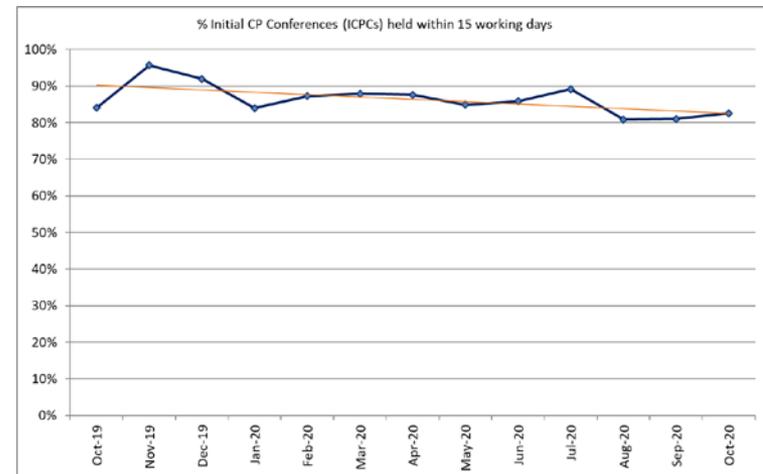
Performance Indicator 4	% initial CP conferences (ICPCs) held within 15 working days Good = High/Increasing	Target 20/21 80%	Tolerance 75-85%
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	Oct-19	Prev. 12 months average	Oct-20
Number of ICPCs held within 15 working days	84%	106	85
Number of ICPCs		123	103
% of ICPCs held within 15 working days		86%	83%

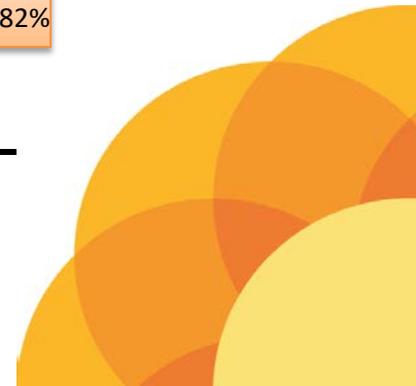
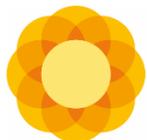
Commentary

This month 83% of initial child protection case conferences were held within 15 days of the strategy discussion. Practice continues to remain above our target and within tolerance.

We continue to monitor the reason why conferences are outside of timescales.



National average	79%
Statistical neighbour average	82%



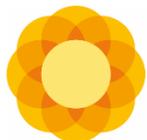
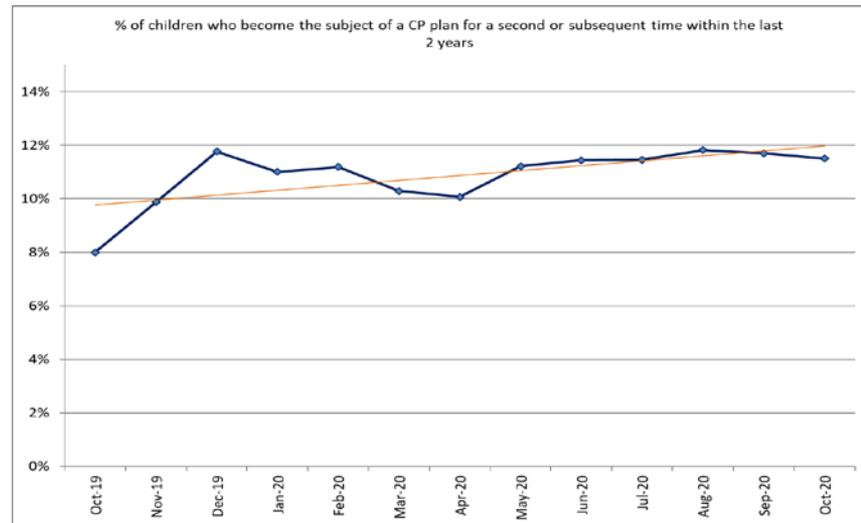
Performance Indicator 5	% of children who become the subject of a CP plan for a second or subsequent time within the last 2 years Good = Low/Decreasing	Target 20/21 10%	Tolerance 9-14%
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	Oct-19 8%	Prev. 12 months average	Oct-20
Total CP Plans opened from 12 months to reporting date		1,515	1,722
Number of children who become the subject of a CP plan for a second or subsequent time within the last 2 years		165	198
% of children who become the subject of a CP plan for a second or subsequent time within the last 2 years		11%	11%

Commentary

We expected to see an increase in second or subsequent plans as a result of the pandemic. Current performance remains within tolerance, although above target.

We continue to monitor this indicator closely.



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 20/21
68%

Tolerance
65-70%

	Oct-19	Prev. 12 months average	Oct-20
Looked after > 2.5 years, same placement > 2 yrs, or placed for adoption	40%	542	616
Total children		773	829
%		70%	74%

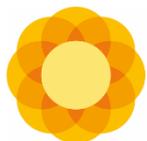
Commentary

We have exceeded our target again this month.

We continue to perform better than the England average and statistical neighbours. This demonstrates we are continuing to improve our practice in respect of placement stability.



National average	69%
Statistical neighbour average	67%



Performance Indicator 7

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

Target 20/21
10%

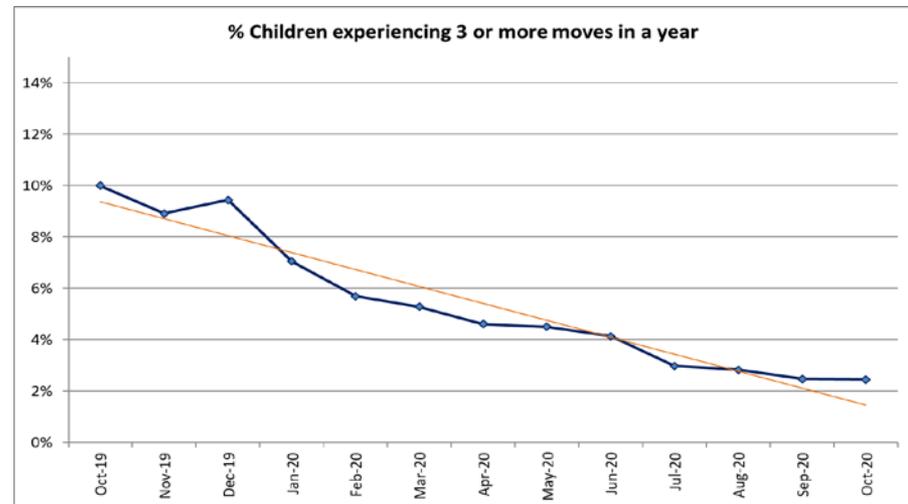
Tolerance
5% - 13%

	Oct-19 10%	Prev. month	Oct-20
No. of children who had 3 placements or more		108	48
No. of placements in 12 months for children in care		1,909	1,954
%		6%	2%

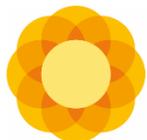
Commentary

This month we have again recorded 2% which demonstrates excellent progress and evidences fewer children are experiencing placement moves within the Trust.

We are continuing to perform better than the England average and our statistical neighbours and are exceeding both our target and tolerance figure.



National average	10%
Statistical neighbour average	10%



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Performance Indicator 8

**% of children in care reviews held on time
Good = High/Increasing**

**Target 20/21
96%**

**Tolerance
90-100%**

Oct-19

88%

Prev. month YTD

Oct-20

In time (YTD)

2,206

2,591

Total children in care reviews (YTD)

2,348

2,760

%

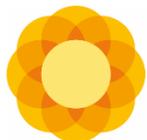
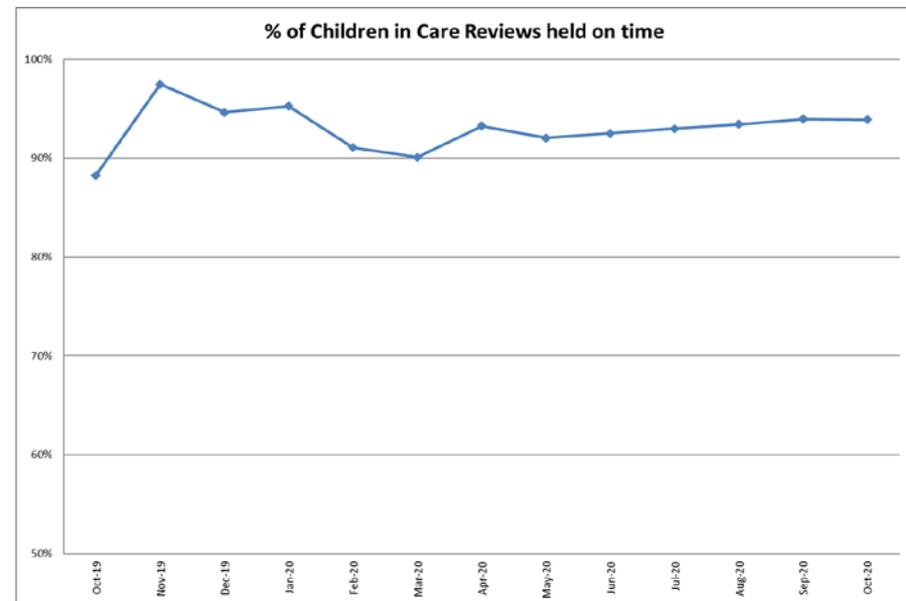
94%

94%

Commentary

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

In October we recorded 94% of reviews in time which remains well within tolerance but slightly below our target of 96%.



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Performance Indicator 9

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

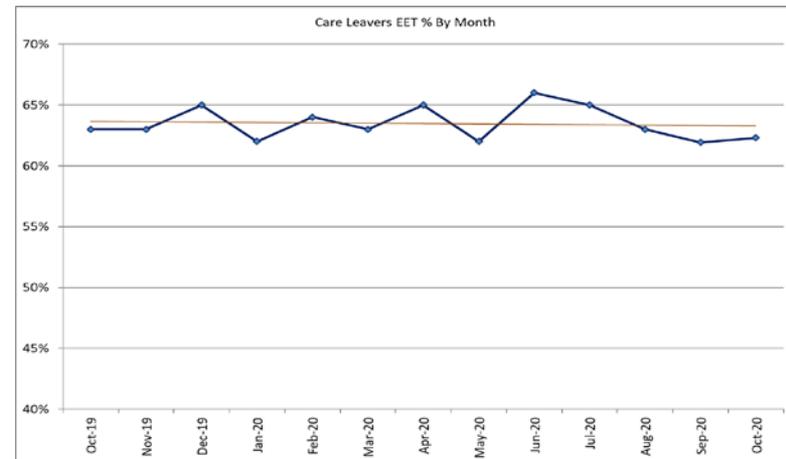
Target 20/21
62%

Tolerance
50-80%

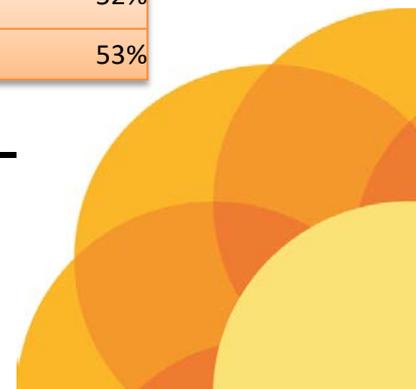
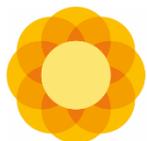
	Oct-19 62%	Prev. month YTD	Oct-20
Care leavers in EET (YTD)		218	243
Total care leavers (YTD)		352	390
EET %		62%	62%

Commentary

The EET performance for this month has stabilised but still represents a challenge to the service. We have now formalised arrangements with the Job Centre to ensure that all of our young people who are NEET receive additional support from Youth Employment Coaches. This is a new initiative by the DWP in response to the steep rise in unemployment amongst 18 – 24 year olds. Youth Employment Coaches have lower caseloads than Work Coaches and can offer more intensive support. The employer engagement work is ongoing with the aim of gaining more ring-fenced opportunities for care leavers and we continue to get additional NEET support from four intervention workers through Youth Promise Plus.



National average	52%
Statistical neighbour average	53%



Performance Indicator 10

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

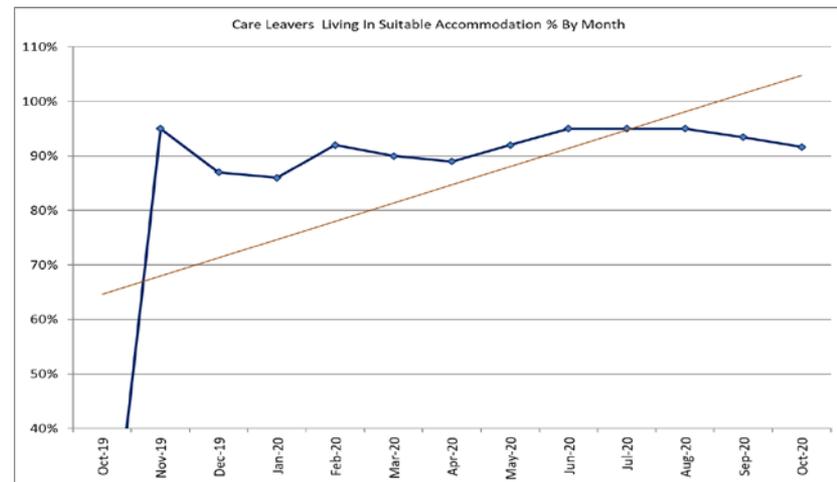
Target 20/21
93%

Tolerance
85 -100%

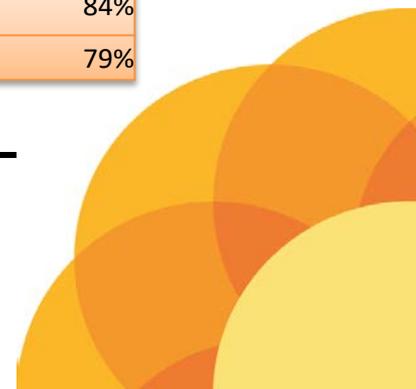
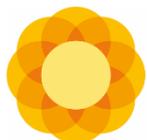
	Oct-19 87%	Prev. month YTD	Oct-20
Care leavers living in suitable accommodation (YTD)		329	385
Total care leavers (YTD)		352	420
In suitable accommodation %		93%	92%

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	84%
Statistical neighbour average	79%



Performance Indicator 11

Average time between a child coming into care and being placed with an adoptive family (A1)

Good = Low/Decreasing

Target 20/21
578 days

Tolerance
550-600 days

Oct-19
534

Oct-20
(3 Year Average)

Average no. of days taken to placement

497

Commentary

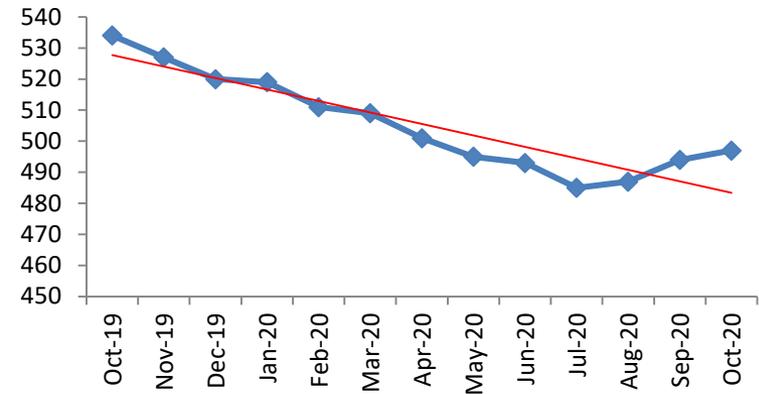
Performance over the last 3 years can be broken down as follows:

- November 2017 – October 2018: 81 children adopted with an A1 average of 478 days.
- November 2018 – October 2019: 91 children adopted with an A1 average of 501 days.
- November 2019 – October 2020: 43 children adopted with an A1 average of 525 days (0 adoption orders granted April/May/June 2020 due to Covid-19 impact on court priorities).

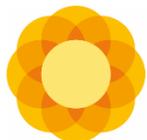
Whilst performance in October has improved against last October, the figure may start to rise over the next few months as with so few adoptions compared to previous years, this could adversely affect being able to offset any outliers.

Improvement actions in place:

- Family Finding Pilot from September 2019 with PACT whose adopters consider Trust children first, resulting in 13 children placed or matches made to date.
- National recruitment campaign to run 16.09.20 - 08.12.20 as well as a Black African and African Caribbean campaign focussed on Birmingham and London.
- Increase in the number of Early Permanence carers and promotion of Early Permanence through bespoke training. Rise in number of Early Permanence referrals and some placements taking place.
- Monthly Adoption Monitoring meeting in each area to track progress of children who have a plan of adoption and to review changes of plans, revocations, new plans and placement orders.



National Average	486
Statistical Neighbours Average	547



Performance Indicator 12

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

Target 20/21
70

Tolerance

Oct -19
63

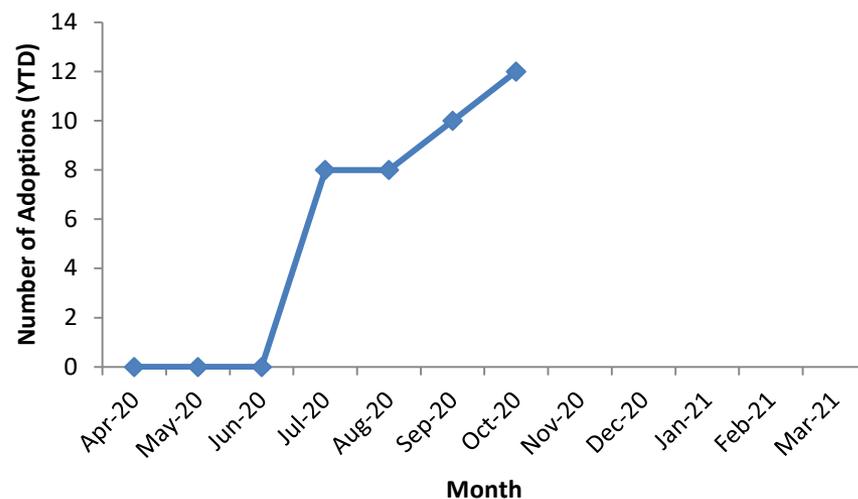
Oct-20
(YTD)

No. of children who have been adopted in the year

12

Commentary

- 2 adoption orders were granted in October.
- Due to the impact of Covid-19 on court proceedings, only 12 children have been adopted YTD compared to 63 adoptions in the same period last year.
- There are currently 95 children in an adoptive placement awaiting an adoption order. Therefore, we are expected to be back on target later in the year.
- This lack of progression has been raised with the DfE, the Judiciary and the Adoption and Special Guardianship Leadership Board and there are a number of adoption order hearings now listed.



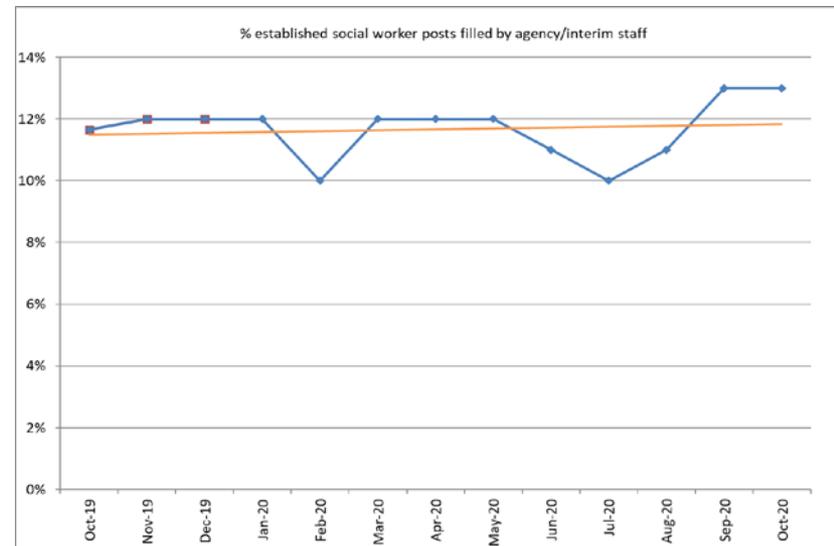
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Performance Indicator 13	% established social worker posts (including team managers) filled by agency/interim staff Good = Low/Decreasing	Target 20/21 12%	Tolerance 10-15%
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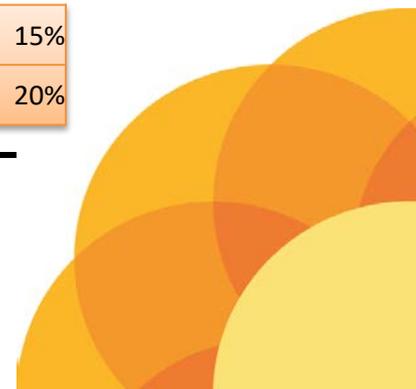
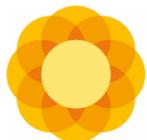
	Oct-19 12%	Prev. 12 months average	Oct-20
% agency social workers		13%	17%
% agency team managers		9%	9%
% agency total (Social Workers & TMs)		11%	13%

Commentary

There are challenges both nationally, regionally and for the Trust in both the recruitment and retention of qualified social workers. This means that our use of agency staff has increased slightly. We are working hard to mitigate against the use of agency staff and we plan to issue a revised strategy in the coming weeks.



National average	15%
Statistical neighbour average	20%



Performance Indicator 14

Average caseload of qualified social workers
Good = Low/Decreasing

Target 20/21
15

Tolerance
13-20

Oct-19
13

Prev. 12 months
average

Oct-20

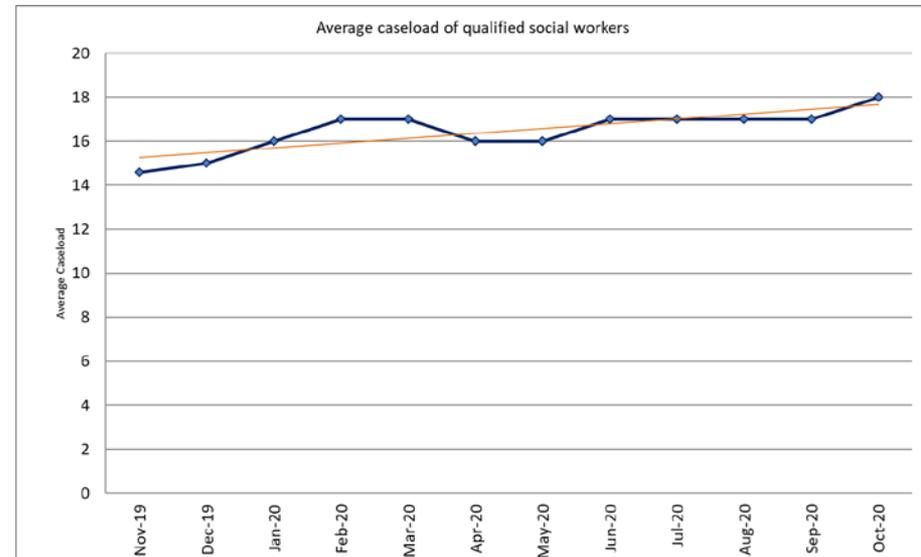
Average caseload - city

16

18

Commentary

The caseload average for October is recorded at 18 which has increased compared to the previous four months. 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.

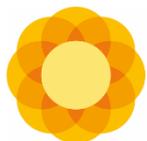


National average

17

Statistical neighbour average

17



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Performance Indicator 15

% of social workers who have had supervision (in month)
Good = High/Increasing

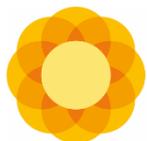
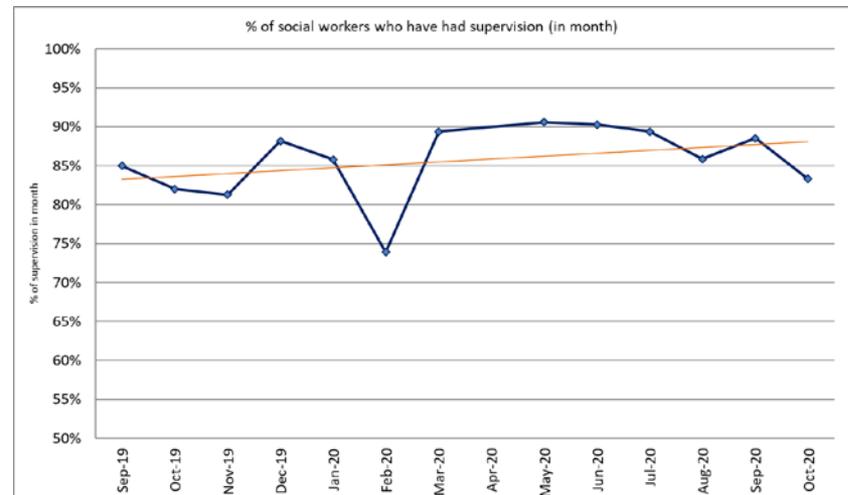
Target 20/21
86%

Tolerance
80-90%

	Oct-19	Prev. rolling 12 months average	Oct-20
Supervisions	82%	430	439
Total no. of social workers		500	527
% supervised		86%	83%

Commentary

We are closely monitoring supervision frequency and effectiveness. We are currently reviewing the Trust supervision policy and a managers' webinar is planned for December 2020 to discuss the importance of supervision and reflective practice.



**Council
Business Plan
Measure**

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

Target 20/21

Tolerance

(Oct 18 – Sept 19)

First time entrants into the youth justice system

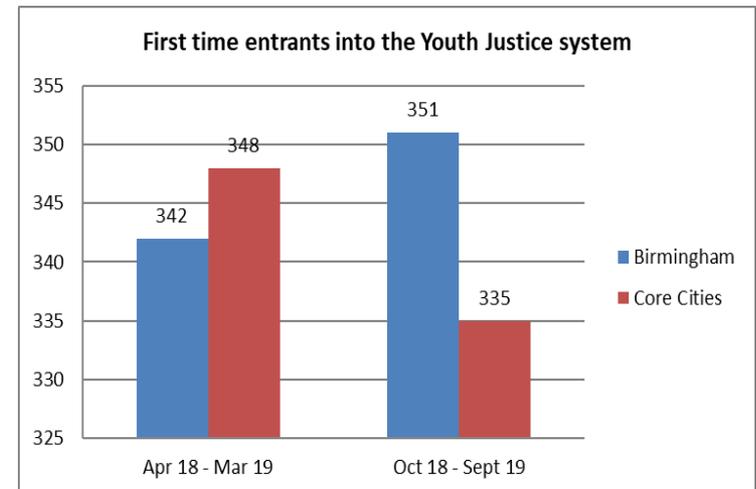
351

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 comparator.

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.



Birmingham (Oct 2018 – Sept 2019)	351
Core cities (Jan 2018- Sept 2018)	371

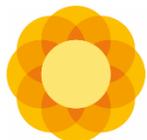




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