

2022-23 Quarter to September Children and Families & Criminal Justice Social Work Performance Report – Service Plan




Action Status	
	Cancelled
	Overdue; Neglected
	Unassigned; Check Progress
	Not Started; In Progress; Assigned
	Completed

1. CHILDREN AND FAMILIES & CRIMINAL JUSTICE SOCIAL WORK 2020/23 1.1. Overall Plan Progress

Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
CFSW SP2023	Children and Families & Criminal Justice Service Plan 2020-23			31-Mar-2023	<p>Q2 2022/23 - The plan is slightly behind schedule with six months remaining.</p> <p>Strategic Actions - one Action has completed as scheduled, three Actions are at anticipated stage and four Actions are behind schedule.</p> <p>Service Level Actions - Two Actions have completed as scheduled, one Action is at anticipated stage. One Action (SERV1.3) has failed to complete by agreed timescale, it is anticipated that this action will complete in late 2022/23.</p>	60%	


2. STRATEGIC ACTIONS



2.1 Improved outcomes for looked after and cared experienced young people - Overall Progress



Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
STRAT1	(L) Building a better future for our children & young people. (CP) Our People: Opportunity for people to be the best they can be	1	All Actions completed by assigned dates	31-Mar-2023	Q2 2022/23 - Of the five Actions in this element of the plan one has completed, three are at the expected stage and one (STRAT1.1) remains behind at this stage of the plan. Progress has been made within this Action, not sufficiently however to meet all agreed milestone targets.	72%	

2. STRATEGIC ACTIONS

2.2 Improved outcomes for looked after and cared experienced young people - Actions


Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
STRAT1.1	Children and young people looked after in kinship and foster care and care at home increases	1	(L) Children and care leavers have safe, secure, stable and nurturing homes	31-Mar-2023	<p>Q2 2022/23 – Named lead workers have been identified to develop the placement services web pages. The fostering landing page is live and can now be accessed via a web browser. There are current discussions with ICT with a view to ensuring that all landing pages are updated. The current focus is on the adoption landing page which will be updated by the end of October/early November. The current activity in relation to increasing foster carers has had limited success.</p> <p>A recruitment working group with a focus on fostering and supported lodgings is well established and continues to meet on a fortnightly basis. "The Promise" Team and Corporate Communications are now working closely with the broader service team and have joined recruitment meetings/events which have been booked throughout 2022, with 8 confirmed events between August and November. Continued social media presence is being maintained via pages for Fostering and Throughcare & Aftercare. Campaigns are currently in place for specific children via physical advertising and Social media.</p> <p>A full suite of refreshed branding has now successfully been completed and is helping to increase brand presence on social media and the PR Team have updated fostering leaflets to include reference to "The Promise" and the new branding.</p> <p>There were 4 households as part of the last Skills to Foster</p>	47%	

					<p>course in September, it is anticipating some households progressing to the assessment stage. In Q2 there have been 7 substantive foster care enquiries but there have been no approvals of new foster carers.</p> <p>In Q2 there were 5 supported lodgings providers and a total of 5 full-time placements. No new assessments or approvals for supported lodgings carers were carried out during the quarter. It is recognised that there is the need to increase the number of supported lodgings carers and is a key focus for the recruitment working group.</p> <p>There is a growing number of referral to access services, with an increase in complexity of situations that families experience. Individuals across our services are experiencing challenges reflected in cost of living and the consequences of pandemic. This impacted upon the ability to reduce the levels of children that may be required to be accommodated. The service remains committed to our new model to help ensure children progress into care where it is not necessary and every child placed in care has had a robust assessment around alternative family arrangements.</p>		
STRAT1.2	Time taken and number of placements a young person experiences before achieving permanence reduces.	1	(L) Children and care leavers have safe, secure, stable and nurturing homes	31-Mar-2023	<p>Q2 2022/23 - The PACE (Permanence and Care Excellence) process has made significant progress within quarter 2. The working Group established a baseline process via an updated permanence process map. Following this, the 4 Aims for PACE were refreshed to reflect current best practice which required more time than anticipated. Work was also undertaken to ensure that the reporting was as helpful as possible for the PACE Working Group. The formal reporting and analysis of PACE data will commence in October 2022. Alongside this, a Permanence Tracking Meeting is being established via a working group. This meeting will track process of individual young people whereas PACE will track the process and any associated barriers. In this respect, PACE and the Permanence Tracking Meeting complement and inform one another. The Permanence Tracking Meeting has developed a tracking spreadsheet which is now nearing completion. The formal reporting and analysis of data for the Permanence Tracking Meeting will commence in October 2022.</p>	83%	
STRAT1.3	Children and young people feel secure and supported in their relationships	1	(L) Looked after children and care leavers are enabled to maintain positive relationships with their family, friends, and other trusted adults.	31-Mar-2023	<p>Q2 2022/2023 - At the end of the quarter there were 39 children in Kinship Placements with 34 carers. All children were placed within the Looked After Child (LAC) framework. There were 2 new Kinship carer approvals. The overall number of</p>	66%	

					<p>children in Kinship care has shown a reduction with the last 4 quarters with the proportion reducing from 30% to 26% over the period.</p> <p>At quarters end 38 children subject to Residence Orders (not LAC) with 33 carers. The overall number of children subject to Residence Orders has remained stable with the last 4 quarters.</p>		
STRAT1.4	Improve the identification and monitoring of care leavers and care experienced young people in the youth and criminal justice systems	1	(L) The number of looked after children and care leavers who enter the youth and criminal justice systems is reduced	31-Mar-2021	<p>A monthly report is generated by Business Intelligence which identifies all care experienced young people open to youth justice and criminal justice. This has been in place since February 2021. The information is circulated to the relevant workers within the teams who ensures the young person either has a case management plan that is responsive to their needs and risks (Criminal Justice), or, a Start AV assessment and plan (Youth Justice). These plans will ensure that work is targeting to support young people whilst they are open to the service. On closure any onward referral to relevant agencies will be made.</p>	100%	
STRAT1.5	Reduce any over representation of care leavers and care experienced young people in the youth and criminal justice systems	1	(L) The number of looked after children and care leavers who enter the youth and criminal justice systems is reduced	31-Mar-2023	<p>Q2 2022/23 - Of the 424 cases open to Justice Services during quarter there were 27 Care Experienced Young People (CEYP) under 26 open to Justice Social Work at end of September and 15 CEYP open to Youth Justice (42/424, 9.9%). This is a slight reduction from the previous quarter proportion (11.8%). Continuous recording of this data will allow the identification of a longer term trend.</p> <p>The identification process continues to work well and those that come into youth and adult justice services are referred to a support worker work for any additional support needs. If they are already engaging with other support services we ensure that any work carried out will compliment work already taking place to ensure all areas of need are addressed.</p> <p>The outcome star tool has now been introduced within justice services and success of engagement and impact of intervention will be tracked using this process. This process will be quality assured in line with existing auditing processes. A Youth Justice sub group is now up and running and will feed into the work of the corporate parenting group. An action plan for the Pillar group is underway and will focus on the key priority areas of The Promise.</p>	66%	



2. STRATEGIC ACTIONS


2.3 Children and young people are safe and free from harm - Overall Progress

Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
STRAT2	(L) Building a better future for our children & young people. (CP) Our People: Opportunity for people to be the best they can be	1	1. (L) Children live in safe and supportive families 2. (CP) Improved outcomes for our most vulnerable young people and families.	31-Mar-2023	Q2 2022/23 - Two of the three Actions are significantly behind schedule and unlikely, due to the method of measurement, to complete by March 2023. One Action (STRAT 2.2) has made progress and by end June 2022 has caught up with the target for end March 2022 by meeting the target milestone.	38%	

2. STRATEGIC ACTIONS

2.4 Children and young people are safe and free from harm - Actions


Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
STRAT2.1	Intervene at the earliest opportunity to minimise the impact of neglect on children and young people	1	1. (L) Children live in safe and supportive families 2. (CP) Improved outcomes for our most vulnerable young people and families.	31-Mar-2023	Q2 2022/23 - At the end of the quarter 18 children out of 43 children on the Child Protection Register (CPR) were registered under the category of neglect. The number of children on the (CPR) has reduced by one from the previous quarter and as such the proportion has reduced slightly from 43% down to 41.8%, showing no significant change. Five children were registered due to neglect concerns during the quarter. Five children were deregistered from the category of neglect. One child remained on the register but the category neglect was removed. The implementation of the NSPCC Graded care profile continues to make good progress. This is being developed to include, a multi-agency steering group who will develop a plan to ensure its implementation. As outlined during Q1 update the Graded Care Profile will develop professionals in working within the complexities surrounding neglect. A continued rise in referrals is expected in relation to neglect as the cost of living crisis deepens, with poverty and neglect being interlinked.	33%	
STRAT2.2	Intervene at the earliest opportunity to minimise the impact of parental substance use on family wellbeing	1	1. (L) Children live in safe and supportive families 2. (CP) Improved outcomes for our most vulnerable young people and families.	31-Mar-2023	Q2 2022/23 Alcohol - At the end of the quarter 11/43 (25.6%) children on the Child Protection Register (CPR) due to concerns of parental alcohol use. Although the proportion of children registered for concerns of this nature has increased in the first two quarters Of	66%	

				<p>2022/23 there has been no significant change when compared with quarter 2 of 2021/22. During the quarter five children were registered due to Parental Alcohol Misuse concerns and four were deregistered.</p> <p>Drug use - At the end of the quarter 12/43 (27.9%) children were registered due to concerns of parental drug misuse. Although the proportion has shown a slight rise between Q1 and Q2 it remains significantly below the 43.2% recorded in the same period of 2021/22. During the quarter five children were registered due to concerns of Parental Drug Misuse and two children had the concern removed. A further two children already on the CPR had the concern was added.</p> <p>Links between Children and Families Social Work and Moray Alcohol & Drug Partnership (MADP) in early development. The next MADP meeting will take place during October. Work continues on the Quality Improvement (QI) project which is being overseen by the QI Leaders Network for Children's Services.</p>			
STRAT2.3	Intervene at the earliest opportunity to minimise the impact of domestic abuse on children, young people and parents	1	<p>1. (L) Children live in safe and supportive families</p> <p>2. (CP) Improved outcomes for our most vulnerable young people and families.</p>	31-Mar-2023	<p>Q2 2022/23 - At the end of the quarter 15/43 children were registered due to concerns of domestic abuse. Since the end of 2021/22 the proportion of children registered due to concerns of this nature have almost halved from 67.6% to 34.9%. One child was registered due to domestic abuse concerns during the quarter and three children were deregistered.</p> <p>Safe and Together: Moray's Violence Against Women and Girls Partnership Safe & Together Implementation Plan has been developed. This includes a multiagency workforce development programme that maximises the contribution from our C&FSW trainers:</p> <ul style="list-style-type: none"> . Two of our social work trainers will deliver 4 day CORE training on the 29 and 30 November and the 1 and 2 December to 40 staff members (20 staff members from social work and 20 colleagues from wider partnership). . A Safe and Together overview session will be held on the 1 February 2023 with a target group of 100 people from all agencies. . A second CORE training course is planned for 7 -10 February 2023 for a further 20 social work staff members and 20 colleagues from other agencies. . A 2 day multi-agency training course for supervisors will take place in May 2023. 	33%	

					It is recognised that the service is unable to influence the numbers of domestic abuse cases being referred into social work services, but can look at this as a partnership to influence communities and individuals where this is potentially an issue. Intensive work will continue with cases where domestic violence is a feature, and, ensure that children and young people are protected and supported with the impact of this.		
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3. SERVICE ACTIONS


3.1 Instigate transformational change programme - Overall Progress

Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
SERV1	Instigate transformational change programme	2	All actions are completed by assigned dates	31-Mar-2023	Q2 202/23 - Two of the four Service Actions have completed and one remains on target to complete by the agreed date. One Action (SERV1.3) remains outstanding. This action is in the final stages of procurement, a process elongated by COVID restrictions, and is hope the procurement process will conclude during quarter 3 allowing this action to complete.	83%	

3. SERVICE ACTIONS

3.2 Instigate transformational change programme - Actions

Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
SERV1.1	Complete Intermediate business case and get authorisation to progress with programme	1	The whole system has a clear road map to understand the change required to support children and families the way they want to be supported	31-Mar-2021	Q1 2021/22 - The 'Transformational Change Programme' has been approved and has commenced.	100%	
SERV1.2	Initiate the three work streams within the transformational change programme - Our Practice model Changes	2	Our practice model changes	31-Mar-2022	Q4 2021/22 - Quarter 4 saw the approval of the transformation reinvestment spend at ECSL committee and progress to recruit to posts and commissioned services. 3 service development days were held to introduce the new model to the workforce and gain meaningful feedback about what they thought. We are now in a position to develop a test of change social work pod, which will also double as an innovation site for the introduction of the "3 conversations" model as our practice model in social work. The 'Outcome Star' training was rolled out during quarter 4 with the model being brought into practice and actively being used	100%	

					<p>across children's services. The effectiveness of our services can now be measured as a baseline starting point and end result.</p> <p>Quarter 4 also saw the test of change for our family feedback process, with some learning taking place around how it feels for families to be contacted directly to request some views of how the support they are offered feels to them. We hope to roll this out across the service as we make some changes depending on what families have told us.</p>		
SERV1.3	Initiate the three work streams within the transformational change programme - Our commissioning model changes	2	Our commissioning model changes	31-Mar-2022	<p>Q2 2022/23 - One of the newly commissioned services agreed at committee in Q4 2021/22 still remains within the Procurement and Commissioning process, for which the service has no control. The Functional Family Therapy contract has been agreed and will start recruiting staff in January 2023. The service should be fully functioning from March 2023.</p> <p>All contracts are currently being reviewed to ensure an outcome focus for the monitoring of those contracts and have fully anchored 'The Promise' in commissioning and procurement moving forward, with young people being fully involved in the commissioning of new services.</p> <p>A new Service Manager is now in post which is a critical role in commissioning, quality assurances systems and policy development. This has resulted in more robust frameworks being in place and will help develop a better range of services to meet the needs of children, young people and their families. In addition to this, the Service Manager is meeting with providers and building a positive working relationship. This is allowing increased monitoring and an outcome focused approach. Young people are now also more involved in contract quality, monitoring processes, value for money and service development. This should help to ensure that the service can drive forward changes and meet its commitment to 'The Promise'.</p> <p>During the quarter a Senior Commissioning Officer was successfully recruited and has continued to successfully oversee contracts and the Additional Resource Allocation Group (ARAG) budget. This has been a crucial role where a number of key contracts and tenders have been reviewed and progressed.</p> <p>The quality assurance and commissioning functions within Children & Families & Justice are now significantly more robust and will continue to strengthen as the team develops under the</p>	66%	

					new Service Manager.		
SERV1.4	Initiate the three work streams within the transformational change programme - Our children return to Moray	2	Our children return to Moray	31-Mar-2023	<p>Q2 2022/23 - The 'NSPCC reunification model' assessment has continued to be implemented during the quarter. Training for this model has been rolled out successfully where there has been strategic oversight in order to support and embed its implementation.</p> <p>The assessment of children in out of area placements has been prioritised with a view to returning children to Moray where that is in their best interests. Assessments underway to assess the need for young people who could return to Moray so the resource requirement can be assessed should they return. This process is being supported by the development of the Placement Oversight Meeting where there is an agreed terms of reference. This meeting will track those young people in interim and agency placements, particularly out of area, and review whether it is meeting their needs and offering good value. It will also consider whether there are opportunities for young people to return to Moray. During the quarter a monitoring tool has been developed to aid the Placement Oversight Meeting. The formal reporting and analysis of data for the Placement Oversight Meeting will commence in quarter 3.</p> <p>66% of siblings were accommodated within the same Foster Care placement at the end of the quarter (18 siblings with 12 placed together). This is a decrease in relation to previous quarters as a result of increasing capacity issues within the foster care services and due to some young people moving to continuing care.</p>	66%	