

Children and Families Scrutiny Panel

Thursday, 11th February, 2021
at 5.00 pm

PLEASE NOTE TIME OF MEETING

Virtual Meetings - Virtual meeting

This meeting is open to the public

Members

Councillor Taggart (Chair)
Councillor Mitchell
Councillor J Baillie
Councillor Chaloner
Councillor Guthrie
Councillor Laurent
Councillor Mintoff

Appointed Members

Nicola Brown, Primary Parent Governor
Catherine Hobbs, Roman Catholic Church
Francis Otieno, Primary Parent Governor
Claire Rogers, Secondary Parent Governor
Rob Sanders, Church of England

Contacts

Democratic Support Officer
Emily Goodwin
Tel: 023 8083 2302
Email: emily.goodwin@southampton.gov.uk

Scrutiny Manager
Mark Pirnie
Tel: 023 8083 3886
Email: mark.pirnie@southampton.gov.uk

PUBLIC INFORMATION

CHILDREN AND FAMILIES SCRUTINY PANEL

Role of this Scrutiny Panel: To undertake the scrutiny of Children and Families Services in the City, including the Multi Agency Safeguarding Hub (MASH), Early Help, Specialist & Core Service, looked after children, education and early years and youth offending services, unless they are forward plan items. In such circumstances members of the Children and Families Scrutiny Panel will be invited to the relevant Overview and Scrutiny Management Committee meeting where they are discussed.

Terms Of Reference:-

Scrutiny of Children and Families Services in the City to include:

- Monitoring the implementation and challenging the progress of the Council's action plan to address the recommendations made by Ofsted following their inspection of Children's Services in Southampton and review of Southampton Local Safeguarding Children Board (LSCB) in July 2014.
- Regular scrutiny of the performance of multi-agency arrangements for the provision of early help and services to children and their families.
- Scrutiny of early years and education including the implementation of the Vision for Learning 2014 – 2024.
- Scrutiny of the development and implementation of the Youth Justice Strategy developed by the Youth Offending Board.
- Referring issues to the Chair of the LSCB and the Corporate Parenting Committee.

Public Representations

At the discretion of the Chair, members of the public may address the meeting on any report included on the agenda in which they have a relevant interest. Any member of the public wishing to address the meeting should advise the Democratic Support Officer (DSO) whose contact details are on the front sheet of the agenda.

Access – access is available for the disabled. Please contact the Democratic Support Officer who will help to make any necessary arrangements.

Mobile Telephones:- Please switch your mobile telephones to silent whilst in the meeting

Business to be Discussed

Only those items listed on the attached agenda may be considered at this meeting.

QUORUM The minimum number of appointed Members required to be in attendance to hold the meeting is 3.

Use of Social Media:- The Council supports the video or audio recording of meetings open to the public, for either live or subsequent broadcast. However, if, in the Chair's opinion, a person filming or recording a meeting or taking photographs is interrupting proceedings or causing a disturbance, under the Council's Standing Orders the person can be ordered to stop their activity, or to leave the meeting. By entering the meeting room you are consenting to being recorded and to the use of those images and recordings for broadcasting and or/training purposes. The meeting may be recorded by the press or members of the public. Any person or organisation filming, recording or broadcasting any meeting of the Council is responsible for any claims or other liability resulting from them doing so. Details of the Council's Guidance on the recording of meetings is available on the Council's website.

Rules of Procedure

The meeting is governed by the Council Procedure Rules and the Overview and Scrutiny Procedure Rules as set out in Part 4 of the Constitution.

Smoking policy – the Council operates a no-smoking policy in all civic buildings.

Fire Procedure – in the event of a fire or other emergency a continuous alarm will sound and you will be advised by Council officers what action to take

The Southampton City Council Strategy (2016-2020) is a key document and sets out the four key outcomes that make up our vision.

- Southampton has strong and sustainable economic growth
- Children and young people get a good start in life
- People in Southampton live safe, healthy, independent lives
- Southampton is an attractive modern City, where people are proud to live and work

Dates of Meetings: Municipal Year

2020	2021
4 June	11 February
23 July	25 March
1 October	
3 December	

DISCLOSURE OF INTERESTS

Members are required to disclose, in accordance with the Members' Code of Conduct, **both** the existence **and** nature of any "Disclosable Pecuniary Interest" or "Other Interest" they may have in relation to matters for consideration on this Agenda.

DISCLOSABLE PECUNIARY INTERESTS

A Member must regard himself or herself as having a Disclosable Pecuniary Interest in any matter that they or their spouse, partner, a person they are living with as husband or wife, or a person with whom they are living as if they were a civil partner in relation to:

(i) Any employment, office, trade, profession or vocation carried on for profit or gain.

(ii) Sponsorship:

Any payment or provision of any other financial benefit (other than from Southampton City Council) made or provided within the relevant period in respect of any expense incurred by you in carrying out duties as a member, or towards your election expenses. This includes any payment or financial benefit from a trade union within the meaning of the Trade Union and Labour Relations (Consolidation) Act 1992.

(iii) Any contract which is made between you / your spouse etc (or a body in which the you / your spouse etc has a beneficial interest) and Southampton City Council under which goods or services are to be provided or works are to be executed, and which has not been fully discharged.

(iv) Any beneficial interest in land which is within the area of Southampton.

(v) Any license (held alone or jointly with others) to occupy land in the area of Southampton for a month or longer.

(vi) Any tenancy where (to your knowledge) the landlord is Southampton City Council and the tenant is a body in which you / your spouse etc has a beneficial interests.

(vii) Any beneficial interest in securities of a body where that body (to your knowledge) has a place of business or land in the area of Southampton, and either:

- a) the total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body, or
- b) if the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which you / your spouse etc has a beneficial interest that exceeds one hundredth of the total issued share capital of that class.

Other Interests

A Member must regard himself or herself as having an 'Other Interest' in any membership of, or occupation of a position of general control or management in:

Any body to which they have been appointed or nominated by Southampton City Council

Any public authority or body exercising functions of a public nature

Any body directed to charitable purposes

Any body whose principal purpose includes the influence of public opinion or policy

Principles of Decision Making

All decisions of the Council will be made in accordance with the following principles:-

- proportionality (i.e. the action must be proportionate to the desired outcome);
- due consultation and the taking of professional advice from officers;
- respect for human rights;
- a presumption in favour of openness, accountability and transparency;
- setting out what options have been considered;
- setting out reasons for the decision; and
- clarity of aims and desired outcomes.

In exercising discretion, the decision maker must:

- understand the law that regulates the decision making power and gives effect to it. The decision-maker must direct itself properly in law;
- take into account all relevant matters (those matters which the law requires the authority as a matter of legal obligation to take into account);
- leave out of account irrelevant considerations;
- act for a proper purpose, exercising its powers for the public good;
- not reach a decision which no authority acting reasonably could reach, (also known as the "rationality" or "taking leave of your senses" principle);
- comply with the rule that local government finance is to be conducted on an annual basis. Save to the extent authorised by Parliament, 'live now, pay later' and forward funding are unlawful; and
- act with procedural propriety in accordance with the rules of fairness.

AGENDA

1 APOLOGIES AND CHANGES IN PANEL MEMBERSHIP (IF ANY)

To note any changes in membership of the Panel made in accordance with Council Procedure Rule 4.3.

2 DISCLOSURE OF PERSONAL AND PECUNIARY INTERESTS

In accordance with the Localism Act 2011, and the Council's Code of Conduct, Members to disclose any personal or pecuniary interests in any matter included on the agenda for this meeting.

3 DECLARATIONS OF SCRUTINY INTEREST

Members are invited to declare any prior participation in any decision taken by a Committee, Sub-Committee, or Panel of the Council on the agenda and being scrutinised at this meeting.

4 DECLARATION OF PARTY POLITICAL WHIP

Members are invited to declare the application of any party political whip on any matter on the agenda and being scrutinised at this meeting.

5 STATEMENT FROM THE CHAIR

6 MINUTES OF THE PREVIOUS MEETING (INCLUDING MATTERS ARISING) (Pages 1 - 4)

To approve and sign as a correct record the Minutes of the meeting held on 3 December 2020 and to deal with any matters arising, attached.

7 SOUTHAMPTON SAFEGUARDING CHILDREN PARTNERSHIP ANNUAL REPORT 2019/20 (Pages 5 - 44)

Report of the Independent Chair of the Southampton Safeguarding Children Partnership providing the Panel with an update on the work of the Partnership during 2019/20.

8 SERVICE VISION AND STRATEGY DEVELOPMENT (Pages 45 - 68)

Report of the Executive Director - Children and Learning, recommending that the Panel note the progress and comment on the revised service vision and the developing Children and Young People's City Strategy.

9 CHILDREN AND LEARNING SERVICE IMPROVEMENT PLAN (Pages 69 - 98)

Report of the Executive Director - Children and Learning, recommending that the Panel note progress against the revised Children and Learning Improvement Plan.

10 CHILDREN AND LEARNING - PERFORMANCE (Pages 99 - 122)

Report of the Director, Legal and Business Operations, providing an overview of performance across Children and Learning Services since November 2020.

11 MONITORING SCRUTINY RECOMMENDATIONS (Pages 123 - 132)

Report of the Director, Legal and Business Operations, enabling the Panel to monitor and track progress on recommendations made at previous meetings.

Wednesday, 3 February 2021

Service Director – Legal and Business Operations

Public Document Pack Agenda Item 6

SOUTHAMPTON CITY COUNCIL
CHILDREN AND FAMILIES SCRUTINY PANEL
MINUTES OF THE MEETING HELD ON 3 DECEMBER 2020

Present: Councillors Mitchell (Vice-Chair), J Baillie, Chaloner, Guthrie, Laurent and Mintoff
Appointed Members: Rob Sanders

Apologies: Councillors Taggart

22. **APOLOGIES AND CHANGES IN PANEL MEMBERSHIP (IF ANY)**

The apologies of Councillor Taggart were noted. Councillor Mitchell in the Chair.

23. **MINUTES OF THE PREVIOUS MEETING (INCLUDING MATTERS ARISING)**

RESOLVED that the minutes of the meetings held on 27 August 2020 and 1 October 2020, be approved, and signed as a correct record.

24. **SERIOUS CASE REVIEW - CLARE**

The Panel received the report of the Independent Chair of the Southampton Safeguarding Children Partnership which provided the Learning Report, the recommendations, and the progress to date.

Councillor Barnes-Andrews, Cabinet Member in attendance; Robert Henderson, Executive Director Wellbeing (Children and Learning), Southampton City Council; Julian Watkins, Interim Head of Service - Safeguarding, Children and Families, Southampton City Council; Superintendent Kelly Whiting, Southampton District Commander, Hampshire Constabulary; Katherine Elsmore, Head of Safeguarding, NHS Southampton Clinical Commissioning Group; Derek Benson, Independent Chair of Southampton Safeguarding Children Partnership; and Doctor Michael Roe, Dedicated Doctor for Safeguarding Children, Southampton Safeguarding Children Partnership were present and, with the consent of the Chair, addressed the Panel.

In discussions with the officers, the Panel noted the following:

- Recommendation 1 – MASH was judged by Ofsted to be a stable front door. Thresholds in the main were being applied appropriately. Hampshire Constabulary had delivered training that promoted listening to the voice of the child and telling their story not just ticking boxes on a referral form.
- Recommendation 3 – Research had been done on Domestic Violence from a Victims perspective. A programme of training had commenced that would help improve on how social workers challenge and investigate what is presented. The Covid pandemic presented challenges regarding listening to the voice of the child as services had to use technology to contact families and it was often parents that controlled that technology. Staff capacity to be professionally

curious was limited when caseloads were high. Since the learning report Assistant Team Managers had been put into assessment teams so that regular case management and supervision could be carried out and a policy of providing all staff with a minimum of 5 days Continued Professional Development training per year had been introduced.

- Recommendation 4 – Solent NHS trust had completed an internal audit and work had been done to improve the pathways for children after a health assessment and to make sure that the services available were the right services. Capacity in the Children and Adolescent Mental Health Service was a major issue, demand for this service had been growing for several years and more so recently due to the pandemic.

25. **CHILDREN'S SERVICES IMPROVEMENT PLAN**

The Panel considered the report of the Executive Director – Wellbeing (Children and Learning) which provided an update on progress against the revised Children and Learning Improvement Plan.

Councillor Barnes Andrews, Cabinet Member in attendance; Robert Henderson, Executive Director Wellbeing (Children and Learning), Southampton City Council; and Julian Watkins, Interim Head of Service - Safeguarding, Children and Families, Southampton City Council were present and, with the consent of the Chair, addressed the Panel.

In discussions with the officers, the Panel noted the following:

- The Improvement Board had a wide range of external partners including head teachers, police, health and representation from the staff feedback group which provided strong support and challenge.
- The plan was built around the values of putting the child at the centre of everything and the vision for leadership and training was based on the restorative justice model where work was done with children not just done to them. Managers needed confidence in risk assessments and case management. Social workers needed capacity and reduced caseloads. Manageable caseloads and investment in growing our own Newly Qualified Social Workers would help to reduce staff turnover.
- The engagement of 17-18-year olds in education, training and employment had been affected by Covid and unemployment for people aged 16-24 had been predicted to increase. The employment opportunities resource was not substantial enough to meet the needs of young people who were not academic.

RESOLVED

- (i) That the Improvement Plan would be presented at next meeting of the Panel on 11 February 2021 and that the following information would be included:
 - a. The presentation of data on social work staff turnover would detail the number of permanent staff, agency staff and vacancies.
 - b. The presentation of data on social work staff turnover within specific social work teams

- c. The presentation of performance information that identified the changes of social worker for children in Southampton (how many social workers a child has had).
- (ii) That the Panel would be consulted on the developing vision for children and young people in Southampton and the draft Children and Young People Strategy at the next meeting of the Panel on the 11 February 2021.

26. **CHILDREN AND LEARNING - PERFORMANCE**

The Panel considered the report of the Director, Legal and Business Operations which provided an overview of performance across Children and Families Services since July 2020.

Councillor Barnes-Andrews, Cabinet Member in attendance; Robert Henderson, Executive Director Wellbeing (Children and Learning), Southampton City Council; and Julian Watkins, Interim Head of Service - Safeguarding, Children and Families, Southampton City Council; were present and, with the consent of the Chair, addressed the Panel.

In discussions with the officers, the Panel noted the following:

- The presentation of the Improvement Plan and performance data had improved
- The increase in demand for safeguarding services had been in part due to an increase in safeguarding referrals nationally as a result of the long-term impact of Covid. The economic effects of the Brexit on the port as well as the impact of lockdown on the hospitality industry would have a particular impact on Southampton. An analyst would be placed in the Multi Agency Safeguarding Hub (MASH) so that an understanding of why numbers were increasing could be obtained.
- The Panel continued to be concerned about the Social Work vacancies in the service.

RESOLVED

- (i) That analysis of the increased number of referrals into the safeguarding service would be circulated to the Panel.
- (ii) That the findings from the audit of re-referrals into the safeguarding system would be considered as part of the Children's Services Performance item at the next meeting of the Panel.

27. **MONITORING SCRUTINY RECOMMENDATIONS**

The Panel noted the report of the Director, Legal and Business Operations which enabled the Panel to monitor and track progress on recommendations made at previous meetings.

The Panel noted that all the requested information had been provided to the Panel.

Agenda Item 7

DECISION-MAKER:	CHILDREN AND FAMILIES SCRUTINY PANEL
SUBJECT:	SOUTHAMPTON SAFEGUARDING CHILDREN PARTNERSHIP ANNUAL REPORT 2019/20
DATE OF DECISION:	11 FEBRUARY 2021
REPORT OF:	INDEPENDENT CHAIR OF THE SOUTHAMPTON SAFEGUARDING CHILDREN PARTNERSHIP

<u>CONTACT DETAILS</u>			
Independent Chair	Title	Independent Chair of the Southampton Safeguarding Children Partnership	
	Name:	Derek Benson	Tel:
	E-mail	Derek.Benson@hants.gov.uk	
Author:	Title	Southampton Safeguarding Partnership Manager	
	Name:	Debbie Key	Tel: 023 8083 2468
	E-mail	Deborah.key@southampton.gov.uk	

STATEMENT OF CONFIDENTIALITY	
BRIEF SUMMARY	
<p>The Annual Report provides the Panel with an update on the work of the Southampton Safeguarding Children Partnership (SSCP) during 2019/20. The Annual Report is a requirement of the statutory guidance "Working Together to Safeguard Children" 2018. The SSCP Annual Report was published on 3rd December 2020 and is attached as Appendix 1. The Panel are recommended to consider the SSCP Annual Report and present any questions on the content.</p>	
RECOMMENDATIONS:	
	(i) The Panel receive the SSCP Annual Report to inform the work of the Panel.
REASONS FOR REPORT RECOMMENDATIONS	
1.	To ensure the information contained in the report is used to support the work of the scrutiny function.
ALTERNATIVE OPTIONS CONSIDERED AND REJECTED	
2.	None
DETAIL (Including consultation carried out)	
3.	The SSCP 2019/20 Annual report, attached as Appendix 1, was published on 3 rd December 2020. The Independent Chair of the Partnership will be in attendance at the meeting to answer questions from the Panel relating to the contents of the report and the SSCP.
RESOURCE IMPLICATIONS	

<u>Capital/Revenue</u>	
4.	None
<u>Property/Other</u>	
5.	None
LEGAL IMPLICATIONS	
<u>Statutory power to undertake proposals in the report:</u>	
6.	The duty to undertake overview and scrutiny is set out in Part 1A Section 9 of the Local Government Act 2000.
<u>Other Legal Implications:</u>	
7.	The Annual Report is a requirement of the statutory guidance "Working Together to Safeguard Children" 2018.
RISK MANAGEMENT IMPLICATIONS	
8.	Consideration of the 2019/20 SSCP Annual Report will help to target the work of the Scrutiny Panel to ensure that focus is directed at improving outcomes for children and young people in Southampton.
POLICY FRAMEWORK IMPLICATIONS	
9.	None.

KEY DECISION?	No
WARDS/COMMUNITIES AFFECTED:	None
<u>SUPPORTING DOCUMENTATION</u>	
Appendices	
1.	Southampton Safeguarding Children Partnership Annual Report - 2019/20

Documents In Members' Rooms

1.	None
----	------

Equality Impact Assessment

Do the implications/subject of the report require an Equality and Safety Impact Assessment (ESIA) to be carried out?	No
--	-----------

Data Protection Impact Assessment

Do the implications/subject of the report require a Data Protection Impact Assessment (DPIA) to be carried out?	No
---	-----------

Other Background Documents

Other Background documents available for inspection at:

Title of Background Paper(s)	Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)
1.	None



Annual Report 2019-20

Southampton Safeguarding Children Partnership



Foreword

It is my pleasure to introduce the Southampton Safeguarding Children Partnership's Annual Report for 2019/2020, which provides information and assessment of the activity that has taken place, the progress that was made in delivering the Partnership's objectives, how learning was identified and applied in practice and some of the challenges we face going forward.

Although the report covers the performance year that ended in March 2020 it would be wrong not to consider where we found ourselves in light of the unprecedented situation caused by the coronavirus (COVID-19).

Like every individual, organisation and indeed society as a whole, the Southampton Safeguarding Children Partnership (SSCP) had to adjust how we communicate, operate and think, with established processes and practices coming under intense pressure. The Partners from both the statutory and voluntary sectors responded together, quickly and effectively adjusting how they maintained line of sight to those children and young people with whom we work.

Safeguarding is critically important and is best approached through agencies working together with shared ambition, shared information and co-ordinated programmes of action. The unique circumstances of recent months have reaffirmed that, and I would want to record my appreciation for the efforts, commitment and professionalism of all those who safeguard the city's children and young people.

The report provides updates on key areas of the SSCP's work including; Safer Sleep, the ICON programme, tackling Neglect and developing a Family Approach. These initiatives reflect regional and national developments, and help to keep the children and young people in Southampton safe and well.

I firmly believe that a collaborative approach is most effective in safeguarding and promoting the wellbeing of children, and the SSCP will remain committed to maintaining a strong and inclusive partnership in Southampton.

Derek Benson



Independent Chair of the Southampton Safeguarding Children Partnership

CONTENTS

Foreword	2
What is the Southampton Safeguarding Children Partnership (SSCP)?	4
Southampton Context and Demographics	5
Indicators of Children’s Outcomes	6
<i>Rate and number of Children in Need</i>	6
.....	7
<i>Child Protection</i>	9
<i>Looked After Children</i>	12
<i>Rate (per 10,000 children) and Number of Looked After Children</i>	12
<i>Children with Special Educational Needs or Disability</i>	12
<i>Youth Offending & Criminal Activities</i>	13
<i>Children not in education, employment or training</i>	14
<i>School Absence</i>	14
<i>Children at risk of going missing</i>	17
Priorities, Projects & Activities	18
<i>Family Approach</i>	18
<i>Safer Sleep</i>	18
<i>Neglect</i>	19
<i>Communication</i>	19
<i>Child Exploitation</i>	19
Impact of safeguarding partners working together	20
<i>Multi-Agency Audits</i>	20
<i>Case Reviews & Learning</i>	20
<i>Child Death Overview Panel (CDOP)</i>	24
Engagement, Training and Awareness Raising	25
Next Steps and Priorities for 2020-21	27
Appendix 2 LSCB/SSCP Membership	30
Appendix 3 Glossary	31
Appendix 4 – Structure of the LSCB/SSCP in 2019-20	32
Appendix 5 – Functions of the SSCP and its sub groups	33
Appendix 6 2020/2021 Southampton Safeguarding Children Partnership Outline Business Plan	34

What is the Southampton Safeguarding Children Partnership (SSCP)?

Children in Southampton can only be kept safe if all professionals and services work together. Southampton Safeguarding Children Partnership (SSCP) provides the partnership forum and structure to achieve this. This year was one of transition as the partnership moved from the Local Children's Safeguarding Board arrangement to the new Southampton Safeguarding Children Partnership arrangement (SSCP). This was in line with statutory changes under Working Together to Safeguard Children 2018 and the three safeguarding partners (the Local Authority, Police and Clinical Commissioning Group) came together and published their new safeguarding arrangements in September 2019. The new arrangements can be found [here](#).

To complement the local Safeguarding Children Partnership arrangements, the safeguarding partners in Southampton collaborate with neighbouring authorities. This collaboration is formalised in a Hampshire and Isle of Wight, Portsmouth and Southampton safeguarding children partnership arrangement known as 'HIPS'. HIPS enables larger scale strategic development of partnership working across our geographical boundaries and improves our ability to influence practice and positive outcomes for children across local borders.

During 2019-20, the LSCB and latterly the SSCP operated according to statutory guidance and best practice with a broad partnership of senior representatives of the local services that work to safeguard and protect children from social care to health, voluntary sector to the Police. The SSCP is also fortunate to have Lay Members that offer their time as volunteers to bring a valuable and independent perspective to our meetings and work. For ease of reading this report will refer to the SSCP.

The last quarter of 2019/2020 was impacted on by the COVID -19 pandemic and this is reflected in this annual report. The pandemic created an unprecedented context for the safeguarding system. While "lockdown" restrictions began formally on the 23rd March, the preceding weeks were impacted by preparing in great uncertainty. An early decision was made by SSCP partners to continue SSCP business as usual as far as possible with regular biweekly meetings with statutory safeguarding partners to promote effective information sharing, co-operation and keep the situation under review. The 2020/21 annual report of the SSCP will demonstrate the operation of the partnership during the pandemic.

During this year the SSCP continued to check that what is done in Southampton to safeguard children works. For example, ensuring that services are working safely, that the procedures we publish are clear and help staff and volunteers know what to do when they are worried about a child, or that staff and volunteers receive the training they need to undertake their roles. We focus our attention and efforts on a range of agreed priorities taken forward by 'sub groups' and occasionally issue focussed 'task and finish' groups of the main SSCP. A structure chart and explanation of the sub groups can be found in Appendix 4.

Southampton Context and Demographics

The population of Southampton is 252,800¹, with:

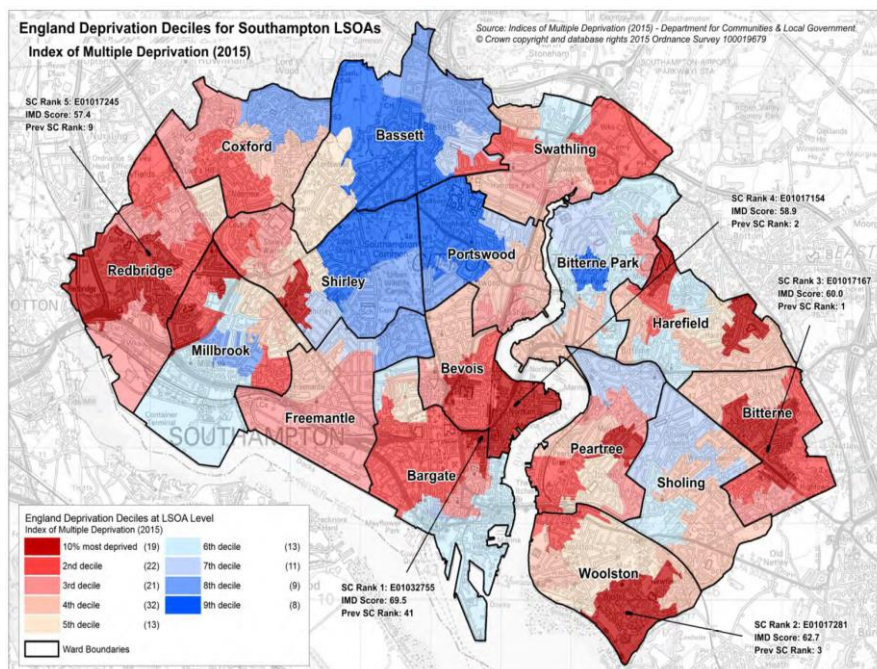
- 57,600 children and young people aged (0-19 years)²
- 53,000 residents who are not white British (22.3%)
- 43,000 students.

The city has a young demographic, with 20% of the population aged between 15 and 24 years, compared to just 12.4% nationally. 33% of school pupils in Southampton from an Ethnic Group other than White British³ (compared to 26.3% in 2010) and for 25.7% of pupils their first language is other than English.

Overall when compared with England averages within the Child Health Profile the health and wellbeing of children in Southampton is worse than England. The infant mortality rate is similar to England with an average of 15 infants dying before age 1 each year. Recently there have been 6 child deaths (1-17 year olds) each year on average. The teenage pregnancy rate in Southampton is worse than England with 110 girls becoming pregnant in a year. Levels of child obesity are worse than England with 11% of children in reception year and 21.9% of children in Year being classed as obese. The rates of child inpatient admission for mental health are higher than the England average as are the rate for self-harm⁴.

20.1% of children in Southampton live in poverty compared to 17% average for England. In 2015 Southampton was ranked 67th out of 326 Local Authorities in England for deprivation, with 1 being the most deprived. The City is a patchwork of deprivation and pockets of affluence. It has 19 neighbourhood areas (known as Lower Super Output Areas), which are

within the 10% most deprived in England and none in the least deprived. The map below shows the most (red) and least (blue) deprived areas in the city⁵:



¹ Source: LG Inform, 2019

² Source: Southampton City Council website (www.southampton.gov.uk)

³ Based on those with an ethnicity recorded

⁴ Child Health Profile – March 2019, www.gov.uk/phe

⁵ Please note some data collection for 2019/20 has been impacted on by the COVID-19 pandemic and so may be less current than usual.

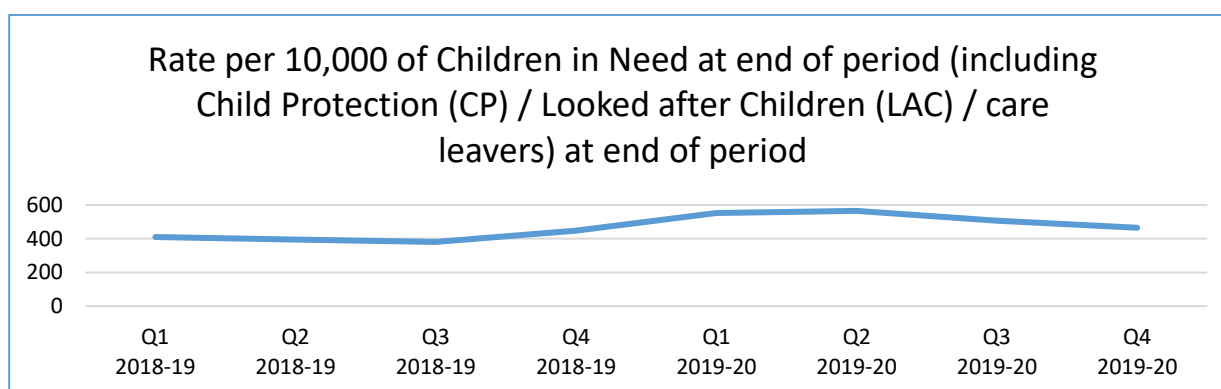
Indicators of Children's Outcomes

The SSCP considers a multi-agency dataset containing some key performance indicators for outcomes for children as well as the quality of local provision. It enables the SSCP to understand the impact of its work, and that of services, including changes for example where transformation projects take place. Tracking and analysing local data also allows the SSCP to understand the impact of changes or demand on one part of the safeguarding and child protection system to another. Data is analysed by the Safeguarding Practice Improvement (SPI) Group) through two deep dive thematic audits. In 2019/20 thematic audits took place in relation to Child and Adolescent Mental Health and Neglect. This allows key data to be brought together with other sources of information including the experience and views of children and young people and practitioner views. This provides a focused analysis of key issues to be highlighted to the SSCP and identifies activity to improve.

Below is a summary of annual data for some of these key measures.

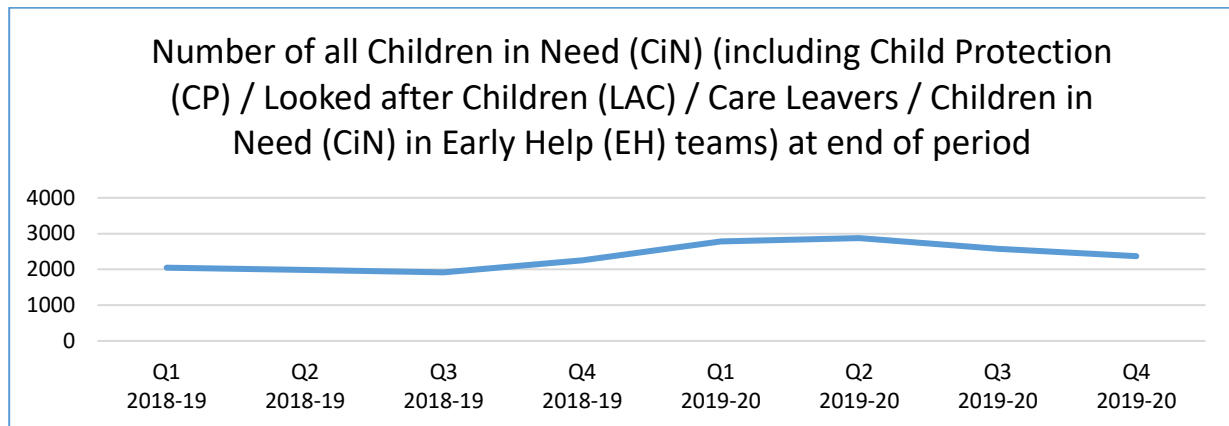
Rate and number of Children in Need

Indicator	Q1 2018- 19	Q2 2018- 19	Q3 2018- 19	Q4 2018- 19	Q1 2019- 20	Q2 2019- 20	Q3 2019- 20	Q4 2019- 20
Rate per 10,000 of Children in Need at end of period (including Child Protection (CP) / Looked after Children (LAC) / care leavers) at end of period	410	395	381	448	552	565	507	466
Number of all Children in Need (CiN) (including Child Protection (CP) / Looked after Children (LAC) / Care Leavers / Children in Need (CiN) in Early Help (EH) teams) at end of period	2046	1989	1917	2252	2778	2874	2577	2367



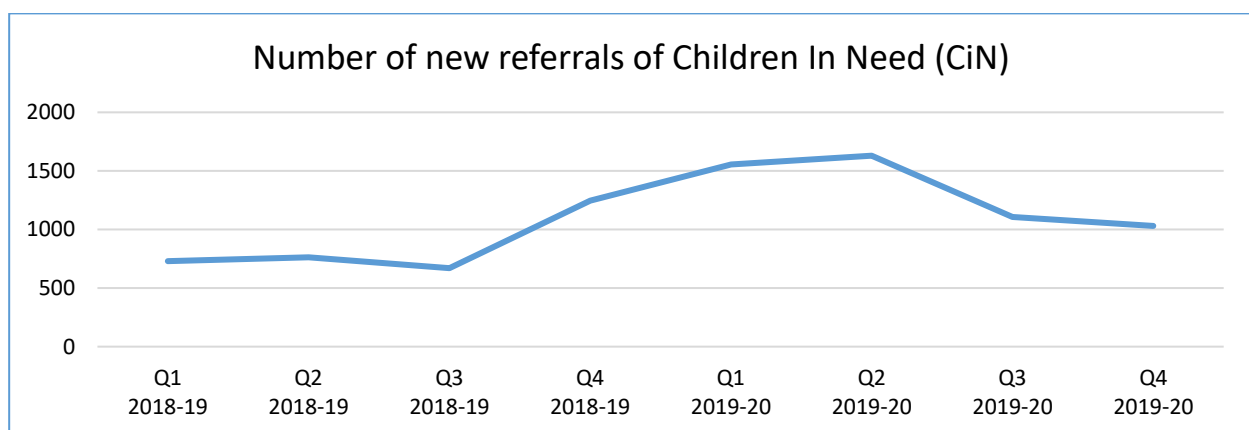
The rate of children in need based on 10,000 population of children under 18 is a key measure of the needs of children's needs in Southampton and the services and support required.

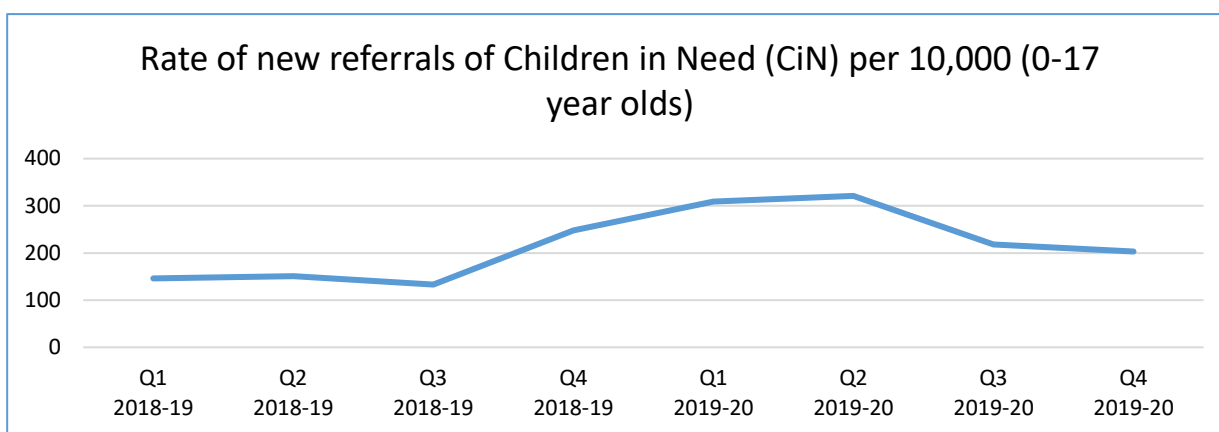
Simply, it can be used as a broad indication of whether children and their families are receiving the right help at the right time and indicative of the success or otherwise of early help intervention and support locally. Q1 and Q2 in 2019 saw an increase where the rate rose significantly. The rate began a downward trajectory in Q3 which continued in Q4 towards more usual levels. As the significant impact of the pandemic came in late March 2020 the impact on these figures is not hugely apparent. This is also replicated in the number of all children in need as can be seen below.



Rate of Children in Need referrals received per 10,000 population

Indicator	Q1 2018- 19	Q2 2018- 19	Q3 2018 -19	Q4 2018 -19	Q1 2019- 20	Q2 2019 -20	Q3 2019 -20	Q4 2019 -20
Number of new referrals of Children In Need (CiN)	731	762	670	1247	1556	1630	1106	1030
Rate of new referrals of Children in Need (CiN) per 10,000 (0-17 year olds)	146	151	133	248	309	321	218	203





From Q4 2018/19 there has been a significant increase in new referrals of children in need as can be seen by the rate per 10,000 of children and the numbers. This trajectory changed in Q2 2019/20 with the rate a number declining and then plateauing. Considerable work has been undertaken in Multi Agency Safeguarding Hub (MASH), both through independent review in 2019/20 and with the continuation of auditing processes to confirm the appropriateness of decision making within MASH. This work continues. The OFSTED inspection in November 2019⁶ noted issues in the quality and appropriateness of some referrals going into the MASH and that decision making was generally appropriate.

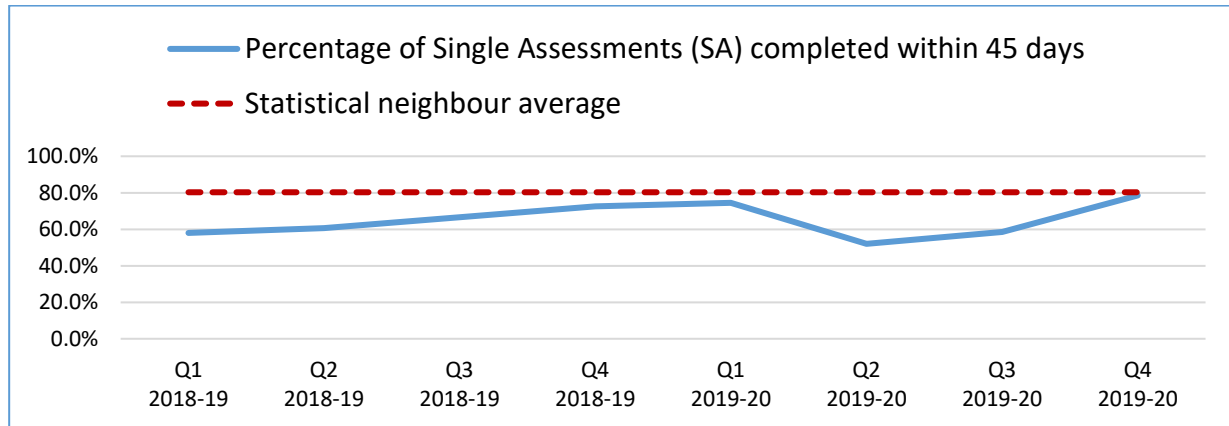
Number and percentage of Single Assessments (SA) completed within 45 day

Indicator	Q1 2018-19	Q2 2018-19	Q3 2018-19	Q4 2018-19	Q1 2019-20	Q2 2019-20	Q3 2019-20	Q4 2019-20	SN	England	South East
Number of Single Assessments (SA) completed within 45 days	354	320	344	482	616	641	834	849	787	882	1105
Percentage of Single Assessments (SA) completed within 45 days	58.0 %	60.6 %	66.7 %	72.6 %	74.6 %	52.0 %	58.5 %	78.5 %	80.3 %	83.1 %	82.4 %

One of the measures used to monitor the quality of local provision is the timeliness of assessments completed by Children's Social Care within the statutory timescales of 45 days.

⁶ The OFSTED Inspection can be found [here](#)

This is a reflection of the need to identify risk and support children and families swiftly when they are considered to be in need of support or services. This above data shows early indications of an improving picture in terms of timeliness with Southampton moving to a position of equal comparison with our statistical neighbour. This is visually highlighted in the graph below.



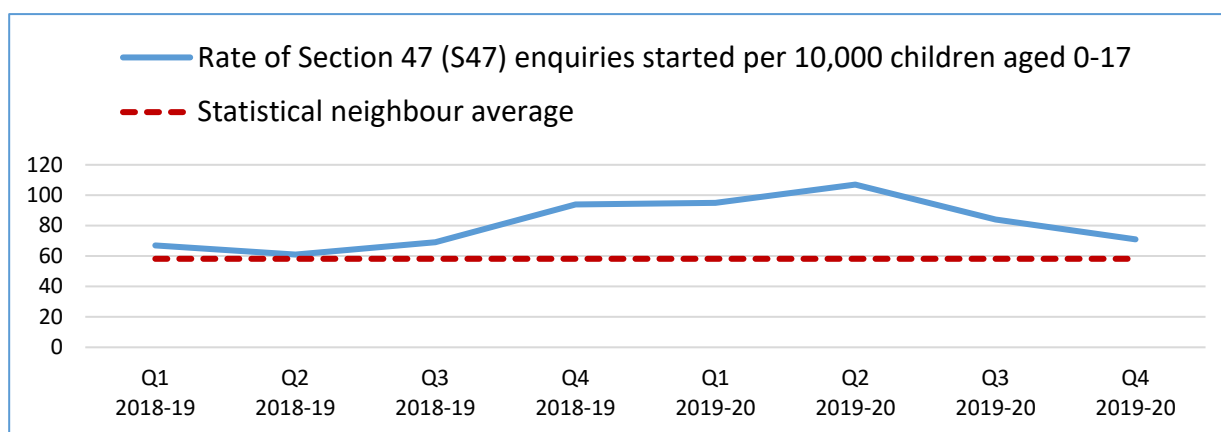
This area of performance is monitored and progressed through the Children’s Services Improvement plan and reported to the SSCP.

Child Protection

The number of children taken into police protection this year totals 38, Portsmouth city is a comparable authority and a statistical neighbour, given their proximity and coverage by the same police force as Southampton it can be useful to track comparisons. Portsmouth had 49 children subject to police protection during this time. This data is impacted by size of family so should be analysed with that in mind.

Rate of Section 47 (S47) enquiries started per 10,000

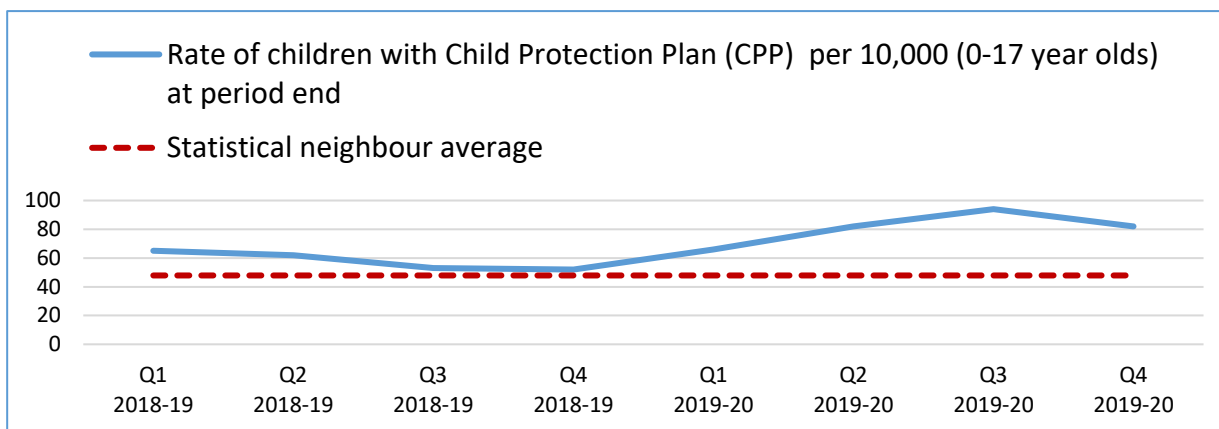
Indicator	Q1 2018-19	Q2 2018-19	Q3 2018-19	Q4 2018-19	Q1 2019-20	Q2 2019-20	Q3 2019-20	Q4 2019-20	SN	England	South East
Number of Section 47 (S47) enquiries started	332	309	348	472	476	545	426	362	362	331	443
Rate of Section 47 (S47) enquiries started per 10,000 children aged 0-17	67	61	69	94	95	107	84	71	58	42	43



Where there are child protection concerns (reasonable cause to suspect a child is suffering or is likely to suffer significant harm) the local authority social care services must make enquiries to decide if any action must be taken under Section 47 of the Children Act 1989. This is an essential area of the child protection system. For the first three quarters of 2019/20 Southampton has continued to have a higher rate per 10,000 children. This can be seen to be diminishing from Q 3 2019/20. This performance indicator is being monitored through the Children’s Services Improvement Plan with actions to ensure the right help is provided at the right time to families, early enough where possible, to avoid crises that require more statutory intervention.

Number and rate of Children with a Child Protection Plan

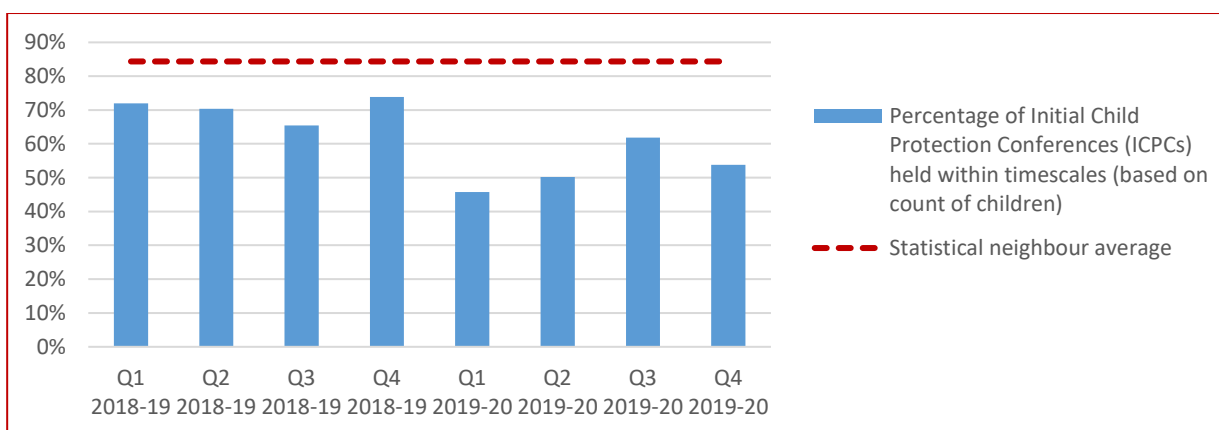
Indicator	Q1 2018- 19	Q2 2018- 19	Q3 2018- 19	Q4 2018- 19	Q1 2019- 20	Q2 2019- 20	Q3 2019- 20	Q4 2019- 20	SN	England	South East
Number of children with a Child Protection Plan (CPP) at the end of the month, excluding temporary registrations	324	272	265	262	333	419	479	417	388	439	527
Rate of children with Child Protection Plan (CPP) per 10,000 (0-17 year olds) at period end	65	62	53	52	66	82	94	82	48	44	41



2019/20 has seen an increase in the number and rate of children with a Child Protection Plan which is higher than statistical neighbours. While the rate can be seen to diminishing from Q3 to Q4. This remains an area of focus for the partnership. The SSCP continued to receive assurance reports on the progress of child protection work throughout 2019/20 and this is a focus of the Children’s Services Improvement Plan.

Percentage of Initial Child Protection Conferences held within timescale

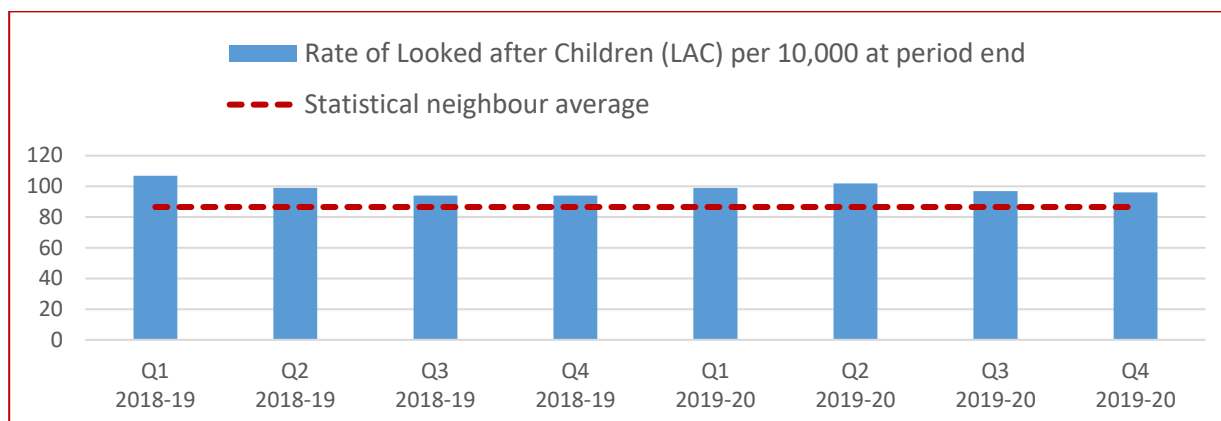
Indicator	Q1 2018-19	Q2 2018-19	Q3 2018-19	Q4 2018-19	Q1 2019-20	Q2 2019-20	Q3 2019-20	Q4 2019-20	SN	England	South East
Percentage of Initial Child Protection Conferences (ICPCs) held within timescales (based on count of children)	72.0 %	70.3 %	65.4 %	73.8 %	45.7 %	50.3 %	61.8 %	53.8 %	84.4 %	78.7 %	77.2 %



The percentage of Initial Child Protection Conferences held within agreed timescales has dropped during 2019/20. Impacted on Q4 2019/20 by the early stages of the pandemic and the introduction of guidance and then regulation.

Looked After Children

Rate (per 10,000 children) and Number of Looked After Children



Indicator	Q1 2018- 19	Q2 2018- 19	Q3 2018- 19	Q4 2018- 19	Q1 2019- 20	Q2 2019- 20	Q3 2019- 20	Q4 2019- 20	SN	England	South East
Number of Looked after Children at end of period	534	499	475	475	500	516	493	490	496	514	541
Rate of Looked after Children (LAC) per 10,000 at period end	107	99	94	94	99	102	97	96	87	65	53

While Southampton remained higher than our statistical neighbour in terms of the rate of Looked after Children per 10,000 the numbers of children in care reduced slightly over the last two quarters in 2019/20. Given the impact of COVID -19 on children, young people and families, it is very uncertain that this downward trajectory will be sustained over 20/21

This is an area for focus for the Corporate Parenting Board and the Children's Services Improvement Plan. The SSCP receives regular reports from the Children's Services Improvement Board and retains clear links with the Corporate Parenting Board.

Children with Special Educational Needs or Disability

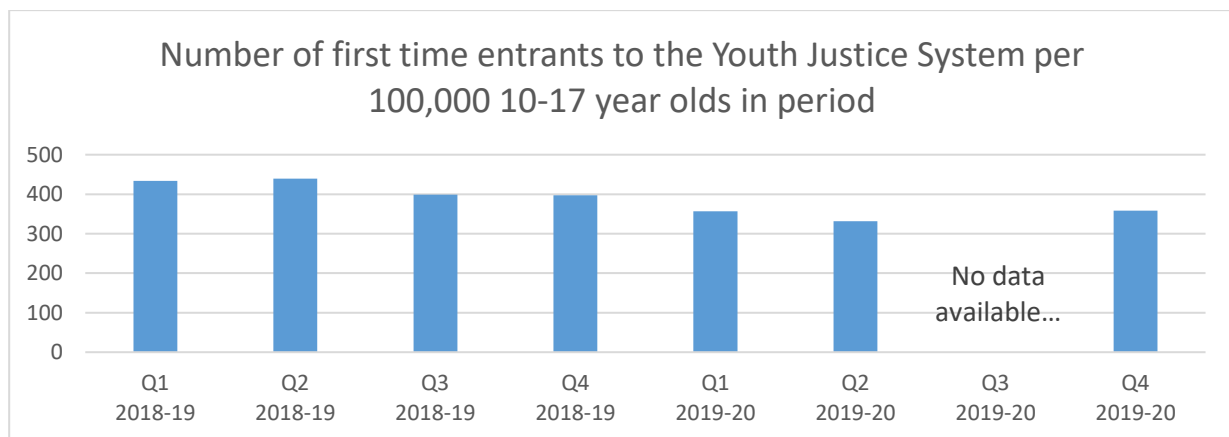
The City has an increasing number of school age children with a learning disability/identified additional needs, which has risen from below the national average in 2013/14 to above the national average since 2017. The demand for specialist SEND provision is increasing year on year and a considerable amount of thought and planning is currently taking place to review how we plan to meet the demand for SEND provision now and in the future. This increasing demand is being experienced from preschool/early years and throughout the 5 Key Stages

across the city and in all SEND provisions. It is predicted that the numbers of children being considered for specialist provision/special school places will continue to increase by up to 50% by 2022. Without additional funding this will put further pressure on the High Needs Block with funding implications across all SEND provisions. Research shows that disabled children are at an increased risk of being abused compared with their non-disabled peers, and that professionals often struggle to identify safeguarding concerns when working with disabled children. The LSCB has previously focussed on SEND assurance and safeguarding children with a disability to seek assurance of local provision and outcomes for children. The SSCP will continue to seek this assurance in partnership with both education and health partners.

Youth Offending & Criminal Activities

Number of first time entrants to the Youth Justice System per 100,000 10-17 year olds in period

Indicator	Q1 2018- 19	Q2 2018- 19	Q3 2018- 19	Q4 2018- 19	Q1 2019 -20	Q2 2019 -20	Q3 2019- 20	Q4 2019 -20
Number of first time entrants to the Youth Justice System per 100,000 10-17 year olds in period	434	439	399	397	357	332	No data available for this quarter	358

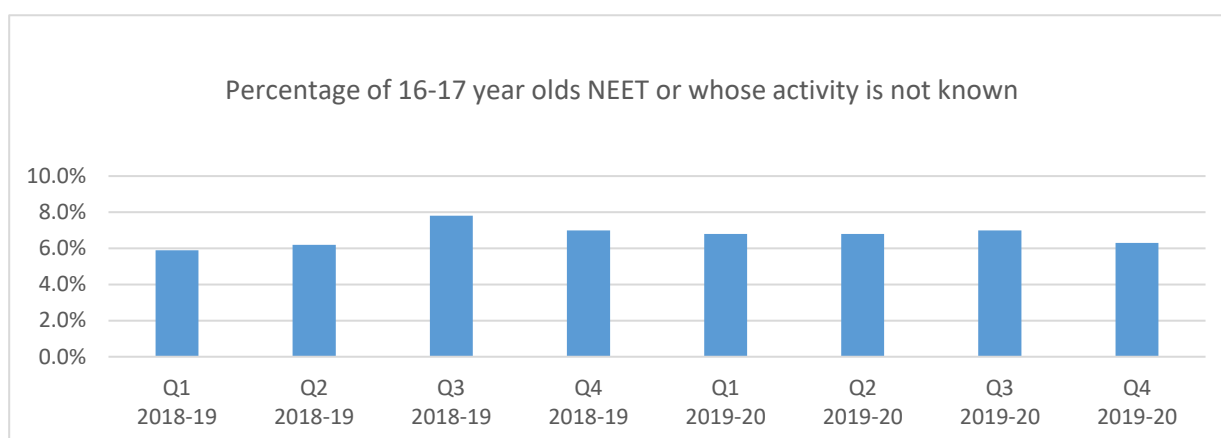


The rate of First Time Entrants to the Criminal Justice System aged 10-17 years old decreased in the first 6 months of this year. A lower level has remained consistent in throughout the year although there is no data available in Q3 due to impact of the Coronavirus pandemic.

Children not in education, employment or training

Percentage of 16-17 year olds NEET or whose activity is not known

Indicator	Q1 2018- 19	Q2 2018- 19	Q3 2018- 19	Q4 2018- 19	Q1 2019- 20	Q2 2019- 20	Q3 2019- 20	Q4 2019- 20
Percentage of 16-17 year olds NEET or whose activity is not known	5.9%	6.2%	7.8%	7.0%	6.8%	6.8%	7.0%	6.3%



The number of young people (16-18 years) who are not in education, employment or training (NEET) demonstrates a level picture. This will be an area for focus in 2020/21 given the impacts of the pandemic and the additional vulnerabilities of particular priority groups such as care leavers.

School Absence

The School Attendance and Inclusion Group was formed in June 2015 and has been meeting on a regular basis ever since. It aims to develop a citywide shared purpose and vision to improve school attendance and raise attainment throughout our schools. Furthermore, its purpose is to co-ordinate a consistent, collaborative approach to improve school attendance within the City. It is a vehicle for sharing good practice with others, discussing and exploring current issues that are affecting absence and updating policies, procedures and processes to accommodate the ever changing landscape and reasons for absence from school.

This is a group open to all Southampton schools and is now co-chaired by Head teachers, primary, secondary and special phase, working in partnership with the local authority, developing links with stakeholders to raise the profile and a greater understanding of the benefits of excellent school attendance. The group is identifying ways to address obstacles to

improved attendance and is working collaboratively to produce and ratify guidance for city schools on attendance related matters. This way the message to improve school attendance is high on the agenda throughout the city. Our partnership with Saints Foundation has to support our drive to improve school attendance over the last two years has seen children and young people be rewarded for improved and excellent school attendance. This year will be negotiated in due course but will be very different within these unprecedented times.

Headlines – Absence Data

Definitions

Overall Absence - The **overall absence rate** is the **total** number of **overall absence** sessions for all pupils as a **percentage** of the **total** number of possible sessions for all pupils, where **overall absence** is the sum of authorised and unauthorised absence and one session is equal to half a day.

Authorised Absence - Authorised absence means that the school has either given approval in advance for a pupil of compulsory school age to be away, or has accepted an explanation offered afterwards as justification for absence.

Unauthorised Absence - Unauthorised absence is where a school is not satisfied with the reasons given for the absence.

Primary Phase Autumn Term 2019

Southampton vs. Statistical Neighbours	Southampton %	Statistical Neighbour Average %	Statistical Neighbour Gap %
Overall Absence	4.3	4.3	0.0
Authorised Absence	2.9	3.1	-0.2
Unauthorised Absence	1.4	1.2	0.2
10% Persistent Absence	11.5	11.9	-0.4

- Southampton's Primary Autumn Term 2019 absence rates are below the Statistical Neighbour average for Authorised and Persistent Absence.
- Southampton's Primary Autumn Term Overall Absence rates increased from 3.8% in 2018, to 4.3% in 2019, a 0.5% increase.
- Southampton's Primary Autumn Term Persistent Absence rate increased from 9.8% in 2018, to 11.5% in 2019, a 1.7% increase.

Secondary Phase Autumn Term 2019

Southampton vs. Statistical Neighbours	Southampton %	Statistical Neighbour Average %	Statistical Neighbour Gap %
Overall Absence	5.8	5.7	0.1
Authorised Absence	2.9	3.7	-0.8
Unauthorised Absence	2.8	2.0	0.8
10% Persistent Absence	15.3	15.6	-0.3

- Southampton's Secondary Authorised Absence (2.9%) and Persistent Absence (15.3%) are lower than Statistical Neighbour averages (Authorised Absence - 3.7%, Persistent Absence - 15.6%), with a gap of 0.8% and 0.3%, respectively.

Special School Education Autumn Term 2019

Southampton vs. Statistical Neighbours	Southampton %	Statistical Neighbour Average %	Statistical Neighbour Gap %
Overall Absence	9.7	12.2	-2.5
Authorised Absence	7.0	8.7	-1.7
Unauthorised Absence	2.7	3.5	-0.8
10% Persistent Absence	27.6	32.8	-5.2

- Southampton's Special School Absence was lower the Statistical Neighbour average on all measures. Southampton's Special School Overall Absence (9.7%) was 2.5% below the Statistical Neighbour average (12.2%). The Southampton Special Persistent Absence (27.6%) was 5.2% below the Statistical Neighbour average (32.8%).
- Southampton's Special School Overall Absence rate increased by 0.4% from 9.3% in 2018 to 9.7% in 2019. However, remains below the 2017 Southampton Special School Overall Absence rate of 9.8%.
- Southampton's Special School Persistent Absence has also increased, from 26.2% in 2018, to 27.6% in Autumn 2019.

Pupil Referral Unit (PRU) Education Autumn Term 2019

Southampton vs. Statistical Neighbours	Southampton %	Statistical Neighbour Average %	Statistical Neighbour Gap %
Overall Absence	51.3	35.2	16.1
Authorised Absence	29.4	15.5	13.9
Unauthorised Absence	21.9	19.7	2.2
10% Persistent Absence	82.8	75.2	7.6

- Southampton's PRU Overall Absence increased by 9.9% from 41.4% in Autumn 2018, to 51.3% in Autumn 2019. The Statistical Neighbour average for PRU Overall Absence increased by 0.2% between 2018 and 2019. The gap between Southampton's PRU Overall Absence performance and the Statistical Neighbour average increased to 16.1%.

4 Year Old (Nursery) Autumn Term 2019

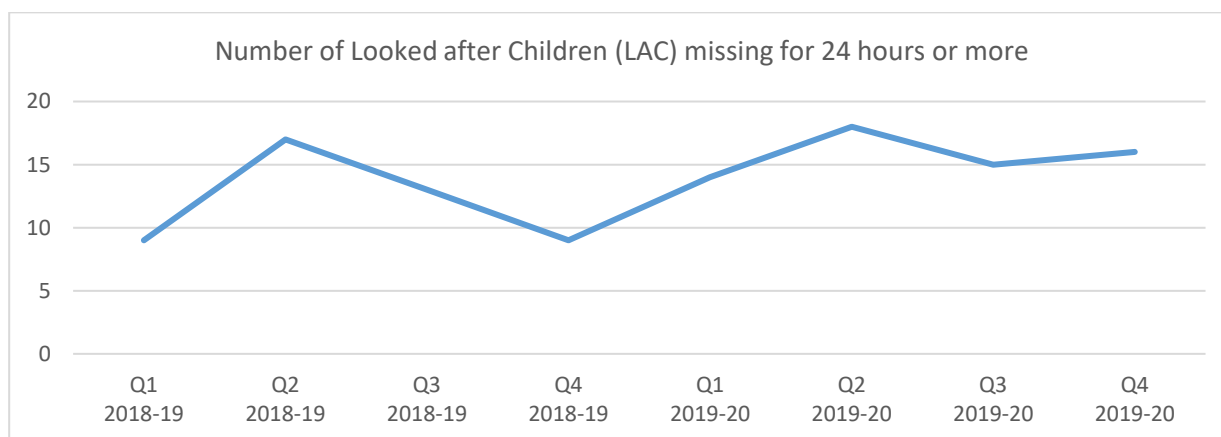
Southampton vs. Statistical Neighbours	Southampton %	Statistical Neighbour Average %	Statistical Neighbour Gap %
Overall Absence	6.0	5.4	0.6

- Southampton's 4 Year Old Absence rate (6.0%) is 0.6% higher, than the Statistical Neighbour average (5.4%) in Autumn 2019.

Children at risk of going missing.

The OFSTED report in November 2019 noted “children who go missing and are at risk of exploitation, receive effective help.”

Indicator	Q1 2018- 19	Q2 2018- 19	Q3 2018- 19	Q4 2018- 19	Q1 2019- 20	Q2 2019- 20	Q3 2019- 20	Q4 2019- 20
Number of Missing Person Episodes (aged under 18)					394	279	336	360
Number of Missing Persons (age under 18) going missing x3 or more in 90 days					42	35	30	40
Number of Looked after Children missing for 24 hours or more	9	17	13	9	14	18	15	16



The OFSTED Report in November 2019 noted children in care who go missing and may be at risk of sexual and other forms of exploitation, receive responsive services from knowledgeable staff in the Missing, Exploited, Trafficked Team.

The SSCP continues to develop its coordination and assurance activities relating to child going missing particularly with the increased risk of child exploitation associated to this. Partnership arrangements have developed this work even further, with a HIPS Child Exploitation group developing to encompass the wider range of CE issues, across geographical boundaries. Southampton SSCP will seek assurance locally and 20/21 will see clear mechanisms in place to achieve this.

Priorities, Projects & Activities

For this year the LSCB/SSCP agreed to continue with its previous priority themes for its partnership work. This was to ensure consistency and embedded action across the multi-agency partnership, and review progress in the light of new arrangements to be implemented during 2019-20:

Priority Themes:	
1.	Developing a Family Approach to safeguarding
2.	Child Neglect
3.	Focus on improving safety and outcomes for vulnerable children including; <ul style="list-style-type: none">• Looked after Children• Those at risk of going missing, being exploited or trafficked (MET)
4.	Improve communication between services at senior and practitioner level
Development of new safeguarding partnership arrangements	

Below is a summary of action taken by the LSCB/SSCP during this year including the priority areas:

Family Approach

1. The Family Approach Toolkit includes:
 - a. Protocol for working together
 - b. Toolkit for professionals
 - c. Launch and training events
2. Development of a joint Southampton training programme with the LSAB, which includes topics such as substance misuse, alcohol use and adult mental health training as a regular feature.
3. The joint audit with the LSAB/LSCB was reported to the LSCB/SSCP this year which has led to an action plan being implemented.
4. The launch of the Family Approach Toolkit in June 2019 was attended by a range of multi-agency professionals and supported by a range of professionals from different agencies. Feedback was very positive with participants identifying impact on their practice moving forward.

Safer Sleep

1. The agreed approach to Safer Sleep was launched in March 2020. This was a HIPS event which was attended by a range of professionals from across the county.
2. The approach includes agreed “touch points” with families when health colleagues in universal services will share and repeat key Safer Sleep messages.
3. The use of Lullaby Trust materials with parents and carers to share key messages with professionals, parents and carers.
4. Safer Sleep training delivered for Southampton colleagues
5. A HIPS Safer Sleep procedure detailing roles and responsibilities and considering safeguarding risks to children when Safer Sleep advice is not followed and may be linked to other known risk factors such as parent/carer use of alcohol.

Neglect

1. Following the publication of the refreshed Neglect Strategy and Guidance, the SSCP Safeguarding Practice Improvement Group undertook a deep dive thematic audit. This identified priority areas to development. This included awareness of the Strategy and Guidance. Promotion has continued through training and awareness.
2. Southampton City Council published Practice Guidance relating to Educational Neglect in response to learning from reviews.

ICON Programme

ICON was launched in 2019 this was a HIPS wide event which was attended by a range of professionals from across the county.

ICON is all about helping people who care for babies to cope with crying. ICON stands for

Infant crying is normal

Comforting methods can help

Ok to walk away

Never, ever shake a baby

The use of ICON materials is in response to concern about abusive head trauma in babies and the need to raise awareness amongst professionals and parents and carers.

This ensures a clear and consistent approach in supporting and educating parents and carers about how to manage stress when babies cry and the harm that can be done by shaking a baby.

Communication

1. Developed further links for LSCB/SSCP with schools and education settings, including DSL network
2. Delivered a range of multi-agency workshops on key topics to enable networking between services working with families and adults at risk of harm
3. Regular communication with other strategic partnerships including SSAB, Safe City Partnership, Health and Wellbeing Board and Scrutiny Panels regarding issues of concern.
4. The HIPS areas of Southampton, Portsmouth, Isle of Wight and Hampshire regularly refresh HIPS safeguarding policies and procedures and highlight key documents via newsletters and email communication.

Child Exploitation

The SSCP continues to develop co-ordination and assurance activities relating to all forms of child exploitation. 2019/20 saw transition to the HIPS Child Exploitation Group. Work during 2019/20 has included:

- developing Lurking Trolls, focused on online safety;
- developing links with the Violence Reduction Unit and Modern Slavery Partnership;
- the work of Youth Ambassadors;
- increasing the use by multi-agency partners of intelligence reporting to the Police;
- increasing the use of the Child Sexual Exploitation Risk Assessment Framework tool and;
- sharing of strategic information regarding the operation of County Lines and other forms of child exploitation

2020/2021 sees the publication of a new HIPS CE Exploitation Strategy. This firmly locates assurance of delivery of local actions responding to the strategy with the SSCP.

Impact of safeguarding partners working together

Multi-Agency Audits

Joint Targeted Area Inspections (JTAI) are thematic inspections carried out by Ofsted, the CQC, HMI for Constabularies and HMI for Probation with a focus on multi-agency safeguarding arrangements. The SSCP has aligned its multi-agency audit schedule to undertake a dry run of such an inspection according to national themes. This year the themes were Neglect and Child and Adolescent Mental Health.

The LSCB also undertook an independent multi agency audit, jointly with the LSAB relating to the transition of young people leaving care from child to adult mental health services during this year. The findings from this were reported to the LSCB in June 2019 and the recommendations are being actioned through the Multi Agency Children's Board. Including ongoing training for the workforce regarding Transition to Adult Services

Case Reviews & Learning

In line with the updated of government guidance on reviews in Working Together to Safeguard Children 2018, Southampton Safeguarding Children's Partnership from September 2019 commissions Child Safeguarding Practice Reviews. In line with transitional arrangements Serious Case Reviews commissioned by the LSCB will be completed. The reviews published in 2019-20 during transitional arrangements were Serious Case Reviews.

Serious Case Reviews published 2019-20

The Safeguarding Partnership published the following Serious Case Reviews in the year 2019-20. Below is summary of those reviews, and a summary of the learning. Full details can be found at <http://southamptonlscb.co.uk/seriouscasereviews/>

Adam & Anna (published June 2019) - this SCR focussed on child sexual abuse within the family environment, sometimes known as Intra Familial Sexual Abuse (IFCSA). The SCR examined the barriers to keeping Adam and Anna safe and the correlation between neglect and IFCSA. The review also explored how effectively agencies worked together to identify and

address the risk posed to the children and what can be learned to improve future professional practice. The recommendations largely focussed around training to ensure that practitioners can confidently recognise the signs of IFSCA and know what action to take.

Safe Sleep (published June 2019) - two young babies, Billy and Reece (not their real names) died in Southampton in circumstances that were thought to be linked to co-sleeping. As well as commissioning a SCR into these deaths and in response to a number of cases related to co-sleeping at the Child Death Overview Panel (CDOP) the Safeguarding Partnership undertook a Thematic Review to examine the issue of safe sleep. The learning and improvements for the SCRs regarding Billy and Reece and the Thematic Review were combined. The main areas for learning were the importance of conveying safe sleep messages to parents and tailoring those messages for the parents' needs.

Themes identified from this year's case reviews

The themes identified this year through all of the LSCB/SSCP's case reviews and audit work are summarised below, these are reviewed regularly and influence the 'Learning from Case Reviews' briefings and workshops that the LSCB/SSCP has hosted:

Taking a family approach - including risks from a combination of domestic violence, substance misuse, alcohol and mental health issues

- Commonality of combination of issues in families, and increased risk of significant harm
- High risks posed to others as well as 'subject' of the casework. This includes wider family members and children where a combination of these issues is present
- Early identification and intervention reduces risk of harm
- Risk escalates quickly particularly where there is a combination of domestic abuse with mental health issue or substance misuse
- There is a need for further understanding of the impact of coercive control on families

Escalation

- Underpins the principle that 'Safeguarding is everyone's business... until the child /individual is safe'
- A need to constructively challenge if response is inadequate – this is both within own and across agencies
- A need to raise awareness of the HIPS / 4LSAB Escalation procedures
- Key factor in promoting the welfare of our children and adults at risk

Good communication between agencies and with service users

- Practitioners should work with family members to determine common goals when decision making and care planning
- Practitioners should be clear that safeguarding/child protection concerns override data protection legislation
- Effective communication and healthy working relationships are important part of good multi-agency practice
- Clarity of lead professional role is needed, along with clear roles and responsibilities for each professional working with the family

The voice of the child

- Professionals must ensure they see the child face to face
- Teenagers should not elicit any less response than a younger child; their voice should be sought & heard
- If it is not possible to see the child alone, this should be recorded as a concern and escalated if necessary.
- The child's voice should not be over-shadowed by the parent or care giver.
- Practitioners should consider the daily lived experience of the child, i.e. the impact of abuse and neglect and the potential long-term significant harm.
- The practitioner should be alive to non-verbal means of communication, e.g. actions, reactions, or silence, or inability to engage with the child due to the parent or care giver.

Disguised compliance and hostile families

- Professional curiosity is key and professionals should be encouraged to triangulate findings in order to test a hypothesis.
- Cases show that intentional deception / control of professionals often exists where parents or care givers are minimising or denying abuse and neglect.
- In cases of disguised compliance and/or hostile families parents or care givers can display various levels of engagement with practitioners from different agencies, e.g. choosing to engage with one particular service to detract from a lack of engagement with another
- Professionals can become over optimistic about progress being achieved, delaying timely interventions for families
- Aggressive / intimidating family members can influence responses in that professionals become hesitate to engage with them, or only 'act on the positives' without challenging a lack of tangible progress for the child.

Intra familial Child Sexual Abuse (IFCSA), now known as Child Sexual Abuse within the Family Environment (CSAFE).

- Awareness of indicators of risk and specialist responses needs to improve
- IFCSA is not always apparent until disclosed and often other presenting factors (such as neglect) are noticed first
- Some children and young people may try and seek help indirectly e.g. unusual or challenging behaviour or in non-verbal ways
- Sexual abuse during childhood may be a risk factor for perpetrating IFCSA.

Impact of Neglect

- Children can spend long periods of time subject to interventions from services with limited impact.
- Early intervention is a key factor in reducing harm. We know that longer term neglect raises the risk of harm to the child.
- The issues of domestic abuse, mental health and substance misuse together often coexist with neglect.

-
- Housing issues such as rent arrears and anti-social behaviour also feature in the context of neglect.
 - There is a link between experience of neglect as a child and in adolescence and self-neglect as an adult.

Using history to inform current practice

- The use of quality chronologies with clearly identified risk factors improves outcomes for child and adults. These need to be more than a simple timeline – include qualitative information, analysis and narrative.
- The relevant history of the family should be made available to multi-agency professionals so it can inform all levels of interventions and assessments.
- Need to include patterns or trends noticed for the family / individual. Include patterns of behaviour, crisis times and ‘peaks’ of risk to help predict and prevent future harm.
- Consideration should be given to include previous generational case/family history to form a holistic view.

Regular and effective supervision

- This is an area of repeat concern across agencies in reviews. Each agency should have:
 - A written policy for the supervision of staff working with children, young people and families which reflects SSCP supervision standards
 - A process for handling complaints and disagreements with regards to safeguarding supervision.
 - Safeguarding supervision provided by an appropriately experienced supervisor that is regular, planned with protected time & one-to-one or group basis.
 - A written agreement that explains the purpose, value and importance, the roles of the supervisor and supervisee should be agreed. A record of each supervision should be kept in line with the specific organisation’s own supervision policy and/or agreed processes.
- Decisions relating to children, young people and families should be recorded (or cross-referenced) on the child/young person or family’s case file or record. There is a duty to escalate the following concerns should they arise within safeguarding supervision discussion:
 - Child/family member may be at risk of significant harm.
 - There is unsafe practice placing people at risk.
 - There is illegal activity.

Safe Sleep

- The Safe Sleep Thematic Review showed that sleep messages not heard and acted upon when delivered to some parents, particularly where there are additional needs or vulnerability
- Advice should be scaled according to parent’s needs and targeted for those in ‘high risk’ groups (young parents, Child Protection history, premature babies...etc.)
- Professionals should consider sleeping arrangements in assessments and ask to see these when working with a family with a young baby.

-
- Risk of overlay increases when a parent sleeps on a sofa, armchair or airbed with a baby.
 - Increased risk of Sudden Infant Death Syndrome (SIDs) if parents have been drinking alcohol or taking drugs
 - Risk is also increased if a baby is premature (born before 37 weeks), or has a low birth weight (less than 2.5kg or 5.5lb).

Recommendations from Reviews

The implementation of recommendations from reviews are monitored through the SSCP Serious Incident and Learning Group. This provides the SSCP with assurance. Partnership responses to the learning themes identified are as follows.

- Embedding the Family Approach Toolkit – Southampton Family Approach Conference
- Launch of Safer Sleep Guidance, procedure and information for parents/carers and families
- Launch of ICON awareness campaign
- Delivery of Sand Stories training focusing on disguised compliance
- Launch of Educational Neglect Guidance document
- Deep dive thematic audit into Neglect by the SSCP Safeguarding Improvement Group.
- Task and Finish Group developing multi-agency training focusing on intra familial child sexual abuse (now known as Child Sexual Abuse within the Family Environment).
- Developing the HIPS Child Exploitation Strategy and local action plan

Future Reviews

In 2020-21 the SSCP will continue to highlight learning from reviews. This will include awareness, knowledge and intervening where there is concern regarding intra familial sexual abuse (now known as child sexual abuse within the family environment – CSAFE), hostile families and disguised compliance, and issues around child exploitation and contextual safeguarding. Recommendations and learning will feature in the Annual Report for the coming year.

Child Death Overview Panel (CDOP)

In 2019/20 the structure of the CDOP procedure was amended within the statutory guidance of [Working Together to Safeguard Children 2018](#) and requires local areas to establish joint arrangements with their neighbours to enable child deaths to be reviewed across a larger footprint to strengthen the learning to proactively prevent future deaths. Underpinning this strategic work, focused investigations, in consultation with the family, are required to be undertaken by local Child Death Review teams which are then reviewed by the CDOP and submitted to the National Child Mortality Database to inform the national picture and push forward the work to reduce child deaths.

The CDOPs were historically managed under the four LCSPs across Hampshire, Isle of Wight, Portsmouth and Southampton and following the changes in national guidance, the Child Death Review Partners, representing all Local Authorities and the Clinical Commissioning Groups, came together to agree a combined HIPS Child Death Overview Panel established on the 1 October 2019 covering all children resident in Hampshire. This is an equal partnership for the mutual benefit of all Hampshire children and provides an oversight and assurance of the whole Child Death Review (CDR) processes in accordance with the [National Child Death Review Statutory and Operational Guidance 2018](#) and local Child Death Review policies. This reflects the wider working together principles across safeguarding children and can mean a more aligned process for the CDR Partners, for example joint campaigns.

Click here for the [2019/20 CDOP Annual Report](#).

Engagement, Training and Awareness Raising

The SSCP works to engage with the public, professionals and families throughout the year in a number of ways. This is to ensure that its work remains focussed on the issues that make a difference to those working with families and the children at the centre of its safeguarding activities.

Public awareness raising takes place through engagement with public facing events and activities, including road shows, as well as direct work via media and social media. This has been impacted during QTR 4 2019 due to the COVID 19 pandemic. Although partner social media channels alongside the SSCP social media presence has been utilised. There have been regular communications to partners.

During the year the SSCP delivered activities and awareness raising work to mark the following events:

- White Ribbon Day
- Maternal Mental Health Month
- Hampshire Police Never Choose Knives campaign
- Safer Internet Day
- FGM Zero Tolerance Day
- Scams Awareness
- Safer Sleep
- ICON

Safeguarding Partnerships Conference – Adopting a Family Approach

In June 2019 over 150 practitioners working in Southampton attended a conference to launch the Pan Hampshire Family Approach Protocol. Subject Speakers included Ryan Hart from the charity CoCo Awareness talking about his family's experience of coercive control, and Detective Superintendent Rachel Farrell from Hampshire Constabulary presenting on Adverse Childhood Experiences and Trauma Informed Practice. Practitioners had the opportunity to attend workshops on:

- Adult mental health and impact on children
- Domestic abuse- working with perpetrators
- Restorative Practice and Adverse Childhood Experiences
- Impact of substance misuse and alcohol on children and families



The conference brought together practitioners who work with adults, children and families in Southampton and evaluation of the day showed that practitioners who attended would feel more confident to consider a family approach to safeguarding in their everyday practice.

The SSCP offers a **multi-agency training calendar** of events, workshops and core training. This includes 2-hour 'weekly Wednesday workshops', which are learning and networking opportunities for staff and volunteers across sectors and disciplines to attend. These have had good attendance averaging 25 attendees per session. Topics covered include;

- Fabricated and induced illness
- County Lines
- The role of LADO
- Trafficking
- Safe Sleep
- Mental Health

More in-depth training is available for those practitioners who need it and during 2019/20 the SSCP delivered 7 x 1 day training on Identifying needs: Early Intervention and Making a Referral and 7x 1 day training on Child Protection Process. Feedback in relation to the training consistently showed the training was successful in meeting the learning objectives. This was the same for the 6 ½ day refresher training that was offered. The 2 sessions planned for March 2020 were postponed due to COVID-19 restrictions being in place.

Excellent training with very knowledgeable trainer. Experience so evident through case examples which make learning opportunity so engaging

Really useful to hear the views of other professionals in different environments

In addition regular half-day sessions are held for topics of local and national interest to the multi-agency audience, these included:

- Introduction to Child Neglect
- Learning from Case Reviews
- Child Sexual Exploitation
- Harmful Cultural Practice; Female Genital Mutilation, Forced Marriage and HBV
- Domestic Abuse
- Substance Misuse

The SSCP works closely with the LSAB to provide a coordinated safeguarding training offer. This enables a family approach to be taken via the training, and offers networking opportunities across the disciplines working with children and adults.

Next Steps and Priorities for 2020-21

2020/2021 sees the SSCP operating in challenging and uncertain times due to the impact of the COVID-19 pandemic. There has been considerable evidence of creative and flexible responses by partner agencies to ensure children are safeguarded in “lockdown”, with many children unable to physically attend school and significant pressures arising for families due to the pandemic.

Priorities for 20/21 are therefore identified in this context as follows:

1. Learning from the initial response to safeguarding during the COVID -19 pandemic. This both prepares the partnership for any second wave or spike of COVID-19 and works towards recovery, albeit in a new operating context for the time being.
2. The SSCP continues with the partnership contribution to the improvement journey for SCC Children’s Services and delivering required multi agency improvements as outlined in the OFSTED Inspection 2019
3. Neglect – continuing to raise awareness of Neglect Practitioner Guidance and Educational neglect Guidance, launched in March 2019, review of thematic deep dive by SPI-G
4. Child sexual abuse within the family environment – thematic audit
5. Child exploitation – Roll out of HIPS Child Exploitation strategy and implementation of local delivery plan
6. Continued work on embedding work in relation to ICON/Safer Sleep/ Family Approach
7. Embedding and reviewing the effectiveness of the SSCP and HIPs partnership arrangements
8. Embedding learning from Child Safeguarding Practice Reviews and case reviews, nationally and locally. The SSCP continues to focus on ‘learning into practice’ as a key focus in all its activities during 2019/20. Latterly impacted by lockdown restrictions in quarter 4 of 2020.

Where priorities are shared with other SSCPs in the Hampshire and Isle of Wight area, collectively known as the Hampshire, Isle of Wight, Portsmouth and Southampton (HIPS) Partnership, there will continue to be a joint focus and activities. This can be seen through:

-
- The Family Approach
 - Safer Sleep
 - ICON
 - HIPS Child Exploitation Strategy
 - A continued focus on Neglect
 - Continued joint review and development of HIPS wide safeguarding procedures

[Appendix 6 Outline SSCP Business Plan](#)

Appendix 1: LSCB/SSCP Finance

LSCB/SSCP partners agreed to the following contributions to cover 2019 – 20:

Board Partner Agency	Contribution 2019-20
Southampton City Council	99,516
Southampton City CCG	40,174
Hampshire Constabulary	15,865
Other Contributions (Hampshire & IOW Community Rehabilitation Company, CAFCASS)	3,557
Total:	159,115

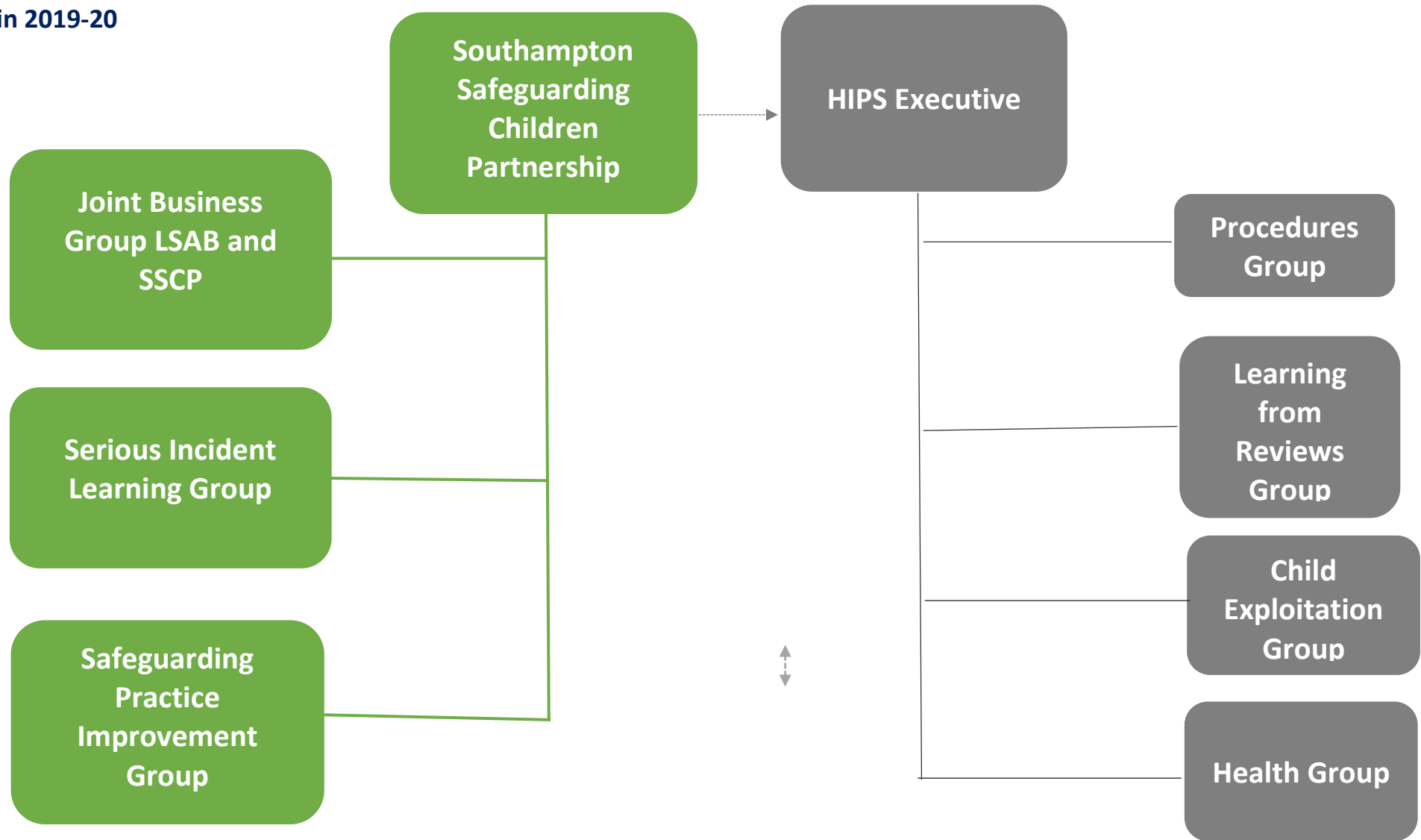
Appendix 2 LSCB/SSCP Membership

Agency	Position
Independent Chair	Independent Chair
Southampton City Council	Director of Children's Services Director of Housing, Adults & Communities Lead Member for Children's Services
Hampshire Constabulary	Chief Superintendent
Hampshire Probation	Director of Portsmouth/Southampton LDU
Community Rehabilitation Company	Director of Portsmouth/Southampton
Southampton City Clinical Commissioning Group	Director of Quality and Integration/Executive Nurse
NHS England (Wessex)	Director of Nursing
University Hospitals Southampton NHS Foundation Trust	Director of Nursing and Organisational Development
Solent NHS Trust	Operations Director (Children's Services)
Southern Health Foundation Trust	Director of Children and Families Division and Safeguarding Lead
South Central Ambulance Service	Assistant Director of Quality
CAFCASS	Senior Service Manager
Education	Cross Phase Advisor
Voluntary & Community Sector	SVS – Southampton Voluntary Services
Legal advisor	SCC Legal
Designated Health Professional	Designated Nurse & Designated Doctor
Principal Social Worker	Principal Social Worker
Director of Public Health	Consultant in Public Health
Safeguarding Partnerships Team	Partnership Manager
SSCP Lay Member	Lay Member

Appendix 3 Glossary

CAFCASS	Children and Families Court Advisory Services
CAMHS	Child and Adolescent Mental Health Services
CDOP	Child Death Overview Panel
CPC	Child Protection Chair
CP/ CPP	Child Protection/ Child Protection Planning
CSPR	Child Safeguarding Practice Review
CSAFE	Child Sexual Abuse within the Family Environment
CQC	Care Quality Commission
CE	Child Exploitation
EHE	Elective Home Education
GP	General Practitioner
Hampshire CRC	Hampshire Crime Rehabilitation Company
HCC	Hampshire County Council
HFRS	Hampshire Fire and Rescue Service
HIPS Executive	Hampshire, Isle of Wight, Portsmouth and Southampton Executive Group
HMI	Her Majesty's Inspectorate
HMPPS	Her Majesty's Prison and Probation Services
HRDA	High Risk Domestic Violence
ICPC	Initial Child Protection Conference
JTAI	Joint Area Targeted Inspection
LA	Local Authority
LAC/CLA	Looked After Child/Child Looked After
LADO	Local Authority Designated Officer
MARAC	Multi Agency Risk Assessment Conference
MASH	Multiagency Safeguarding Hub
MET	Missing, Exploited and Trafficked
MSP	Making Safeguarding Personal
NEET	Not in Education, Employment or Training
NPS	National Probation Service
PIPPA	Prevention, Intervention and Public Protection Alliance
SCR	Serious Case Review
SCC	Southampton City Council
SCAS	South Central Ambulance Service
SHFT	Southern Health NHS Foundation Trust
Southampton City CCG	Southampton City clinical Commissioning Group
Southampton SAB	Southampton Local Southampton Adults Board
Southampton LSCB	Southampton Local Safeguarding Children Board
SSCP	Southampton Safeguarding Children Partnership
SVS	Southampton Voluntary Services
Transition	Refers to a child / young person moving from children to adult services
UBB	Unborn Baby
UHS	University Hospital Southampton NHS Foundation Trust
YOS	Youth Offending Services

Appendix 4 – Structure of the LSCB/SSCP in 2019-20



Appendix 5 – Functions of the SSCP and its sub groups

The **Main Partnership** is attended by panel of senior officers from all safeguarding partners in the city. Together they form the core decision making body for the partnership and have a constitution, which details their responsibilities. Meeting runs quarterly.

The **Business Group** incorporates Children’s & Adults Boards. It is attended by senior representatives from the three key safeguarding partners (Police, Health & Council) plus the Independent Chairs of both Boards. The Executive plans for Main Board meetings, receives reports on progress from each of the Sub Group Chairs to monitor progress and also controls the budgets for each Board. Meeting runs quarterly.

The **Serious incident Learning Group** receives referrals for reviews and determines whether they meet criteria for a Serious Case Review. The Group initiates and monitors delivery for Reviews. It ensures that learning is shared with partners to help prevent the circumstances occurring again and links with Child Death Overview Panel. Meetings run quarterly.

The **Safeguarding Practice Improvement Group** delivers monitoring and evaluation activity to drive improvements in services to safeguard and promote the welfare of children and young people. It receives presentations on Section 11s, has oversight of multi-agency data, delivers thematic audits, and shares good practice. Meetings run quarterly.

The **HIPS Co-ordinated work** includes HIPS Procedures Group, HIPS Health Group, HIPS Child Exploitation Group and the HIPS Executive for future collaboration and coordination.

Appendix 6 2020/2021 Southampton Safeguarding Children Partnership Outline Business Plan

Priority	Outcome	Actions	Time frame and Lead Responsibility
<p>1. Learning from the initial response to safeguarding during the COVID -19 pandemic</p>	<p>The safeguarding system is prepared for the impact of a second wave of COVID-19. This is in terms of hidden harms that may become apparent, the need to be vigilant to this and supporting services to continue to maximise the more virtual ways of working where this is shown to be helpful and/or needed.</p>	<p>Continue to maximise collaboration across partnership arrangements across the SSCP and HIPS to ensure safeguarding is effective</p> <p>Safeguarding partners continue with assurance arrangements both informal and formal (s11 Audit)</p> <p>Continue with arrangements between safeguarding partners for the timely sharing of information/risks as required during this time</p> <p>Maintain and review issues and risks identified during this time including the mitigating actions put in place.</p>	<p>Ongoing Statutory Safeguarding Partners/Independent Chair</p>
<p>2. The SSCP continues with the partnership contribution to the improvement journey for SCC Children's Services</p>	<p>SCC Children Services are supported in the improvement journey and that partners are engaged in this, recognising the contribution of multi-agency partners in this endeavour.</p>	<p>Partner representation as part of the improvement board and governance arrangements</p> <p>SSCP to continue to receive improvement plan updates/ assurance at each partnership meeting</p>	<p>Partner representatives – Improvement Board – Complete QTR 3 2020/21 Head of Service CSC/Independent Chair. Ongoing BAU</p>

		For multi-agency partners to engage in multi-agency improvement activity as required. For example, quality of referrals to the multi-agency safeguarding hub	SSCP members as required
3. Neglect	Neglect continues to be a theme arising in case reviews. The SSCP will continue to deliver the Neglect Strategy, raising awareness with practitioners. The actions required from the thematic audit will also be delivered	<p>Work in collaboration with HIPS colleagues to harmonise and collate resources and tools in relation to Neglect.</p> <p>Continue to deliver training and awareness in this area</p> <p>Review and update actions in relation to the thematic audit</p>	<p>QTR 4 2020/21 SSCP manager</p> <p>Ongoing - SSCP Manager QTR 4 2020/21 Safeguarding Practice Improvement Group Chair</p>
4. Child sexual abuse within the family environment – thematic audit (Safeguarding Practice Improvement Group)	CSAFE continues to be a theme arising from case reviews. The SSCP will co-ordinate delivery of an agreed multi-agency training package in terms of identifying and responding where there are concerns a child may be experiencing sexual abuse	<p>Design, develop and deliver a multi-agency training package that is peer reviewed and dovetails with a CSAFE Practice Framework for Children’s Social Care</p> <p>Undertake a deep dive thematic audit in relation to local practice and identify actions to improve identification and response</p>	<p>Task and Finish Group SSCP QTR 4 2020/21</p> <p>Safeguarding Practice Improvement Group QTR 3 2020/21</p>
5. Joint Targeted Area Inspection preparation	The safeguarding partners will be assured relevant agencies are able to effectively engage in a JTAI. This dry run will be used to support practice improvement and so Child Exploitation is under consideration	<p>JTAI dry run project plan to be developed</p> <p>JTAI dry run will confirm actions partners may wish to consider</p> <p>SSCP will confirm role of the SSCP team in relation to JTAI.</p>	SSCP Manager/Service Manager SCC Quality and Assurance QTR 3 2020/21

<p>6. Child Exploitation</p>	<p>Partner agencies will be kept updated in terms of knowledge and response to Child Exploitation.</p> <p>Delivery of the HIPS Child Exploitation Strategy and action plan will work to ensure children and safeguarded and protected from exploitation</p> <p>The SSCP will be assured of the delivery of the action plan</p> <p>The SSCP will be assured the action plan supports priority areas for action within Southampton</p>	<p>The SSCP to agree the MET Operational Group forms part of the SSCP arrangements to ensure local accountability and assurance</p> <p>The MET Operational Group will maintain oversight of the CE Action Plan</p> <p>The SSCP will collaborate with HIPS partners to revise the Sexual Exploitation Risk Assessment Framework to become a Child Assessment Risk Assessment Framework.</p> <p>The SSCP will work with HIPS, the Safe City Partnership, Violence Reduction Unit and Modern Slavery Partnership to maximise collaboration in terms of safeguarding children from being exploited</p>	<p>QTR 2 2020/21 Complete</p> <p>MET Operational Group Chair/SSCP Manager QTR 1 2020/21 – Action complete</p> <p>Ongoing. SSCP Manager/Independent Chair/Stronger Communities Manager</p>
<p>7. Embedding projects to business as usual (ICON, Safer Sleep, Family Approach)</p>	<p>The SSCP will be assured that time and resource engaged in HIPS campaigns meeting local priorities is maximised.</p>	<p>Continued promotion, training and awareness of these areas.</p> <p>Identification and purchase of an email newsletter platform to support swift and easy communication maximising the SSCP networks</p>	<p>SSCP Team</p> <p>SSCP Manager/SCC Comms</p>
<p>8. Embedding and reviewing the effectiveness of the SSCP and HIPS partnership arrangements</p>	<p>The safeguarding partners can be assured of the effectiveness of the partnership arrangements both at the LSCP and HIPS level with any areas for improvement identified</p>	<p>Review will be supported by the national work being undertaken in autumn 2020.</p> <p>Areas in development for HIPS include a workforce development. There is emerging learning that collaboration at a county level</p>	<p>Complete – Annual Report published and engagement with national review of Safeguarding</p>

		does not negate the need for local arrangements	arrangements complete
9. Delivery of Child Safeguarding Practice Reviews (see Working Together 2018) within timescales ensuring a focus on learning delivered swiftly	<p>The Serious Incident Learning Group will be operating within Statutory Guidance ensuring through use of Rapid Reviews immediate learning can be delivered and actioned swiftly.</p> <p>The SSCP can be assured that these significant reviews are maximised in terms of learning and improvement for the safeguarding system</p>	<p>Child Safeguarding Practice Review Procedures to be developed and approved</p> <p>The SSCP to receive regular updates on progress in relation to reviews and associated action plans in order to effectively hold partners to account</p>	<p>QTR 3 2020/21 – SSCP Manager</p> <p>Ongoing</p>
10. Embedding learning from Child Safeguarding Practice Reviews and case reviews, nationally and locally. The SSCP continues to focus on ‘learning into practice’ as a key focus in all its activities during 2019/20.	<p>The safeguarding partners will be assured that learning is impacting positively on practice and so outcomes for children. This is an area of concern for the SSCP given the repeated themes in serious case reviews also reflected in part in the OFSTED Inspection in 2019.</p> <p>The SSCP will consider the capacity of the Serious Incident Learning Group and Safeguarding Practice Improvement Group to provide the required focus on ensuring learning is reflected in practice.</p>	<p>Training will continue to be offered and if capacity allows will continue to work in partnership with HIPs colleagues, designated safeguarding professionals and workforce development colleagues to ensure practice messages are shared and understood by practitioners. This can include a range of communication, briefing and practice tools including, training, briefings, webinars, all of which are dependent on capacity.</p>	<p>Ongoing – SSCP team</p>

This page is intentionally left blank

Agenda Item 8

DECISION-MAKER:	CHILDREN AND FAMILIES SCRUTINY PANEL
SUBJECT:	SERVICE VISION AND STRATEGY DEVELOPMENT
DATE OF DECISION:	11 FEBRUARY 2021
REPORT OF:	EXECUTIVE DIRECTOR CHILDREN AND LEARNING

<u>CONTACT DETAILS</u>			
Executive Director	Title	Children and Learning	
	Name:	Robert Henderson	Tel: 023 80 834 899
	E-mail	robert.henderson@southampton.gov.uk	
Author:	Title	Quality Assurance Unit Manager (Principal Social Worker)	
	Name:	Stuart Webb	Tel: 023 80 834 102
	E-mail	stuart.webb@southampton.gov.uk	

STATEMENT OF CONFIDENTIALITY

Not applicable

BRIEF SUMMARY

At the December 2020 meeting the Panel were briefly informed about the developing vision for children and young people in Southampton and an accompanying Children and Young People's City Strategy. At the request of the Panel this report, and accompanying appendices, provides details on the progress made so far, the agreed milestones and invites the Panel to comment on the revised service vision and developments.

RECOMMENDATION:

- | | |
|-----|--|
| (i) | That the Panel note the progress and comment on the revised service vision and the developing Children and Young People's City Strategy. |
|-----|--|

REASONS FOR REPORT RECOMMENDATIONS

- | | |
|----|---|
| 1. | It is imperative that the service develops an ambitious vision for children and young people in Southampton which mobilises all council services and partner agencies to improve outcomes for all children in the City. As the Scrutiny Panel with responsibility for overseeing outcomes for children and young people in Southampton it is important that the Panel has the opportunity to scrutinise these strategic developments in advance of approval by Cabinet and Council. |
|----|---|

ALTERNATIVE OPTIONS CONSIDERED AND REJECTED

- | | |
|----|------|
| 2. | None |
|----|------|

DETAIL (Including consultation carried out)

- | | |
|----|---|
| 3. | In October 2020, the service started a consultation with staff and key stakeholders on a refreshed vision, which was agreed as: |
|----|---|

	<i>'We want all children and young people in Southampton to get a good start in life, live safely, be healthy and happy and go on to have successful opportunities in adulthood'.</i>
4.	Work has now started to translate the vision into a robust, overarching Children and Young People's City Strategy, underpinned by a suite of strategic delivery plans which will be coproduced with key partners, children and families.
5.	<p>Working with the service, four key focus points have been identified for the strategy:</p> <ul style="list-style-type: none"> • Good start in life • Live safely • Be happy and healthy • Education and Opportunities. <p>Engagement and co-production activity is taking place to test that the areas of focus are correct.</p>
6.	<p>Below are the strategic delivery plans that will be appended to the main Children and Young People's Strategy:</p> <ul style="list-style-type: none"> • Early Help • Early Years • Education • Special Educational Needs and Disabilities • Youth Justice • Looked after Children and Care Leavers • Participation.
7.	<p>The schedule below outlines the activity that will be completed prior to sign off by Council in August 2021. A project group, chaired by the Executive Director is coordinating the activity; supported by the Project, Policy and Performance Team.</p> <ul style="list-style-type: none"> • Key activities regarding reviewing of data, needs assessment and coproduction/ engagement is taking place in January / February 2021 • Restorative Practice Strategic Workshop - 9th March 2021 • Working group to meet and collate all the above work into drafting the strategy – 19th March 2021 • Drafting of strategy and working with Service Managers to take place during March/April 2021 • Executive Director to sign off draft by middle April 2021 • CMB – End of April 2021 • EMT & Cabinet to be updated - End of April 2021 • Design – First 2 weeks May 2021 <p>Subject to any changes from the election following to take place:</p> <ul style="list-style-type: none"> • Consultation on draft strategy for 4 weeks using delegated powers to take place middle of May 2021 • Consultation to end middle of June 2021 • Feedback from consultation to be incorporated to draft strategy and papers to be finalised by end of July 2021 • Strategy added to forward plan before 7th July 2021 • Papers for Cabinet Published by 9th August 2021 • Approval at Cabinet on the 17th August 2021 • Publication of adopted strategy – week and a day after decision – 25th August 2021.

8.	<p>In addition, the service is developing a set of four documents:</p> <ul style="list-style-type: none"> • The Service Destination: this sets out '<i>Who we are and where we are going</i>'; defining the service vision, core principles and behaviours, and how we are going achieve our aspirations for children and young people. • The Improvement Partnership: summarises how the Improvement Board and other partners will work together to achieve the best outcomes for children. • The Practice Framework: outlines how we will translate our service restorative principles into consistently good practice for children; using a range of complimentary approaches (trauma informed, motivational interviewing, Strengthening Families). • The Workforce Academy: sets out a vision for our new Workforce Academy; through which the service will embed its practice framework and implement clear structures to support professional learning and development, as an employer of choice.
9.	The appended documents are in first draft, after three sessions with staff from across the service. They will be refined, and alignment checked with corporate and partnership priorities. Further graphics and photographs will be added once the text is confirmed. In addition, several partners have provided quotes for the partnership document.
10.	The Scrutiny Panel is invited to comment on the revised service vision and strategic development. Panel members will also be included in the consultation activity, which can include an invitation to the strategic workshop on 9 th March 2021.
RESOURCE IMPLICATIONS	
<u>Capital/Revenue</u>	
11.	None at this stage
<u>Property/Other</u>	
12.	None at this stage
LEGAL IMPLICATIONS	
<u>Statutory power to undertake proposals in the report:</u>	
13.	S.111 Local Government Act 1972
<u>Other Legal Implications:</u>	
14.	None
RISK MANAGEMENT IMPLICATIONS	
15.	To manage the risk of not delivering against agreed timescales a project group, chaired by the Executive Director is coordinating the activity; supported by the Project, Policy and Performance Team.
POLICY FRAMEWORK IMPLICATIONS	
16.	The developing vision, strategy and related workstreams are important contributors to achieving the outcomes desired for children in Southampton. The Corporate Plan 2020 sets out the following regarding the wellbeing of children in the city:

	<p>“Working with partners to deliver the ambitions set out in the five-year Health and Wellbeing Strategy, this area looks at wellbeing across the city, with a focus on adults and children’s social care, education and public health. We work closely with partners to help safeguard vulnerable people across the city. We are focused on delivering strong customer experience across the Adults and Children & Families services. We want Southampton to be a city that is recognised for its proactive approach to preventing problems and intervening early, as well being a ‘Child Friendly City’ where children and young people have great opportunities and an aspiration to achieve. We want our residents to have the information and support they need to lead safe, active, healthy lives and to be able to live independently for longer.”</p>
--	---

KEY DECISION?	No
WARDS/COMMUNITIES AFFECTED:	All
<u>SUPPORTING DOCUMENTATION</u>	
Appendices	
1.	Draft Destination Document
2.	Draft Partnership Document
3.	Draft Practice Framework
4.	Draft Workforce Academy Document

Documents in Members’ Rooms

1.	None
----	------

Equality Impact Assessment

Do the implications/subject of the report require an Equality and Safety Impact Assessment (ESIA) to be carried out?	No
--	-----------

Data Protection Impact Assessment

Do the implications/subject of the report require a Data Protection Impact Assessment (DPIA) to be carried out?	No
---	-----------

Other Background Documents

Other Background documents available for inspection at:

Title of Background Paper(s)	Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)
1.	None



The Southampton Way: Who we are and where we are going

We want Southampton to be among the best cities for children and young people to grow up in. As a council, we have a clear vision of what we want to achieve for our young people and how we are going to work towards this.



Our Vision

“We want all children and young people in Southampton to get a good start in life, live safely, be healthy and happy and go on to have successful opportunities in adulthood”.

Our Destination

Where we are going...



How we will get there...



What this means

Relationship based work	Early intervention, prevention and inclusion	Locality working	Skilled and stable workforce
<p>We will build and sustain relationships of trust to build on successes and make change together with:</p> <ul style="list-style-type: none"> • Children, young people, families and carers • One another (colleagues) • Schools and colleges • Partners (health, police, voluntary and cultural sectors) • Local communities 	<p>We will invest in prevention, working with schools and communities to identify needs and deliver services as early as possible, to meet needs at the right time, in the right place and in the right way. We will promote educational inclusion and focus on preparing children for transitions and independence.</p>	<p>We will bring our services closer to the communities they serve by changing how and where we work. We will use local knowledge and intelligence (e.g. data and feedback) to ensure communities can access the services they need from us and partners, closer to home.</p>	<p>We will invest in permanent recruitment and retention to reduce workloads and enable more consistent relationships with children, families, schools and partners. We will build and develop multi-skilled teams and future leaders through a strong L&D offer and “high support, high challenge” culture.</p>

Our Principles

These are the principles that are integral to our work and which guide our approach to working with children, young people and their families.

- Putting the child at the centre of all our decision making
- Promote a relationship-based approach with children, young people, families and partners
- Work as early as possible with children, young people, families and partners before issues escalate
- Work alongside whole families and communities, listening and building on their strengths – doing it with them and not to them
- Promote a culture of strong support and challenge

Our Behaviours



Confident



Accountable



Inquisitive

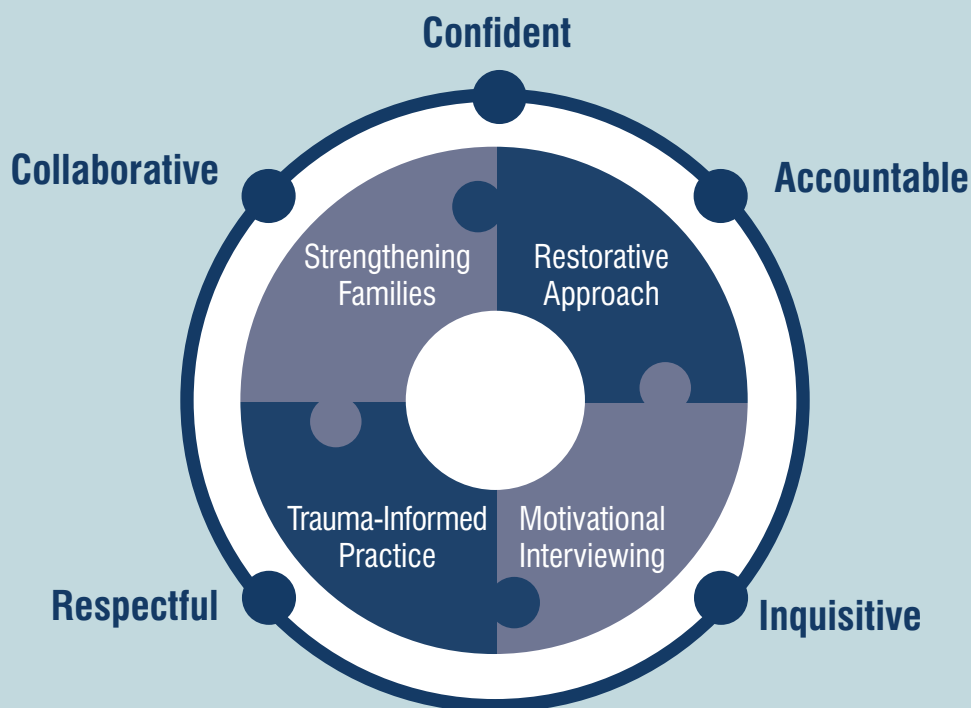


Respectful



Working as a team

Our Practice Framework



What this means in practice...

Relationship-based Developing strong relationships between practitioners and families to make change	Self-reflective Thinking about our own beliefs and values and how they influence our work
Evidence-based Using evidence based interventions to support change	Confidently holding risk Whilst working with families to minimise risk through change
Strengths-based Doing more of what works and less of what doesn't, building on strengths	Supervision Using supervision to generate ideas about how to make change

The impact for our children and families

- Earlier help and risk managed with families
- Improved understanding of family's needs and effective work with multi agency safeguarding partners
- Better management of risk, informed by robust assessment
- Brief, focused intervention for children in need
- Practice framework that supports and challenges families
- Increased management support and oversight to drive progress
- Increased senior leadership oversight
- Support to reunify families and prevent placement breakdowns

This page is intentionally left blank



Partnership Document: Working in Partnership / Working with Families

Working together to improve outcomes for children

Our vision is that all children and young people in Southampton get a good start in life, live safely, be healthy and happy and go on to have successful opportunities in adulthood.

We can't do this alone. Effective partnerships with key stakeholders, partner organisations and communities are the key to fulfilling our aspirations for children and families in Southampton..

We want to build excellent relationships with partners creating a culture of 'High Support and High Challenge' so that we provide children in Southampton with the services and opportunities that they deserve.

Where we are – and where we're going

Southampton City Council's Children and Learning Service has had a challenging year:

- Ofsted Requires Improvement in November 2019
- Whistle Blowing Investigation published August 2020
- Publication of 2 serious case reviews – August and November 2020

We recognise that historically there have been areas where the council should have been working more effectively to improve outcomes for children. Although there are still significant challenges with high levels of poverty and social care needs in the city, we believe that we are now on a better path under the leadership of a new Director of Children's Services and supported by renewed investment.

We are developing a new practice framework and introducing a new training academy to ensure that we have the right methods, skills and learning to ensure that we are consistently meeting the needs of children and young people across the city – whatever their circumstances.

We are also committed to being a Child Friendly City and we won't stop until Southampton is among the best places to grow up, live and work – and we'll work with our partners to get there.

Children and Learning Service Behaviours for working in partnership:



Confident



Accountable



Inquisitive



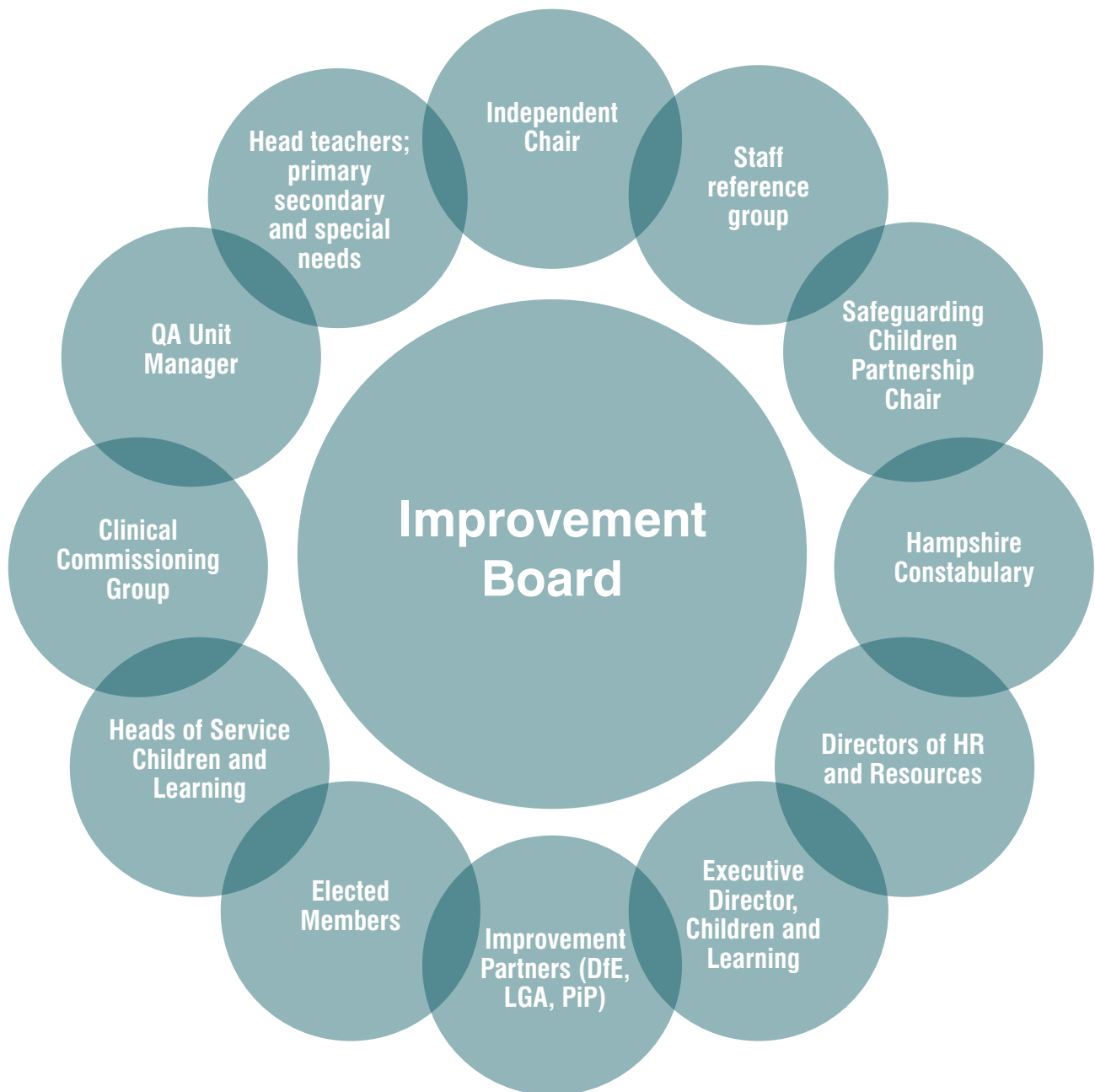
Respectful



Working as a team

Partnership

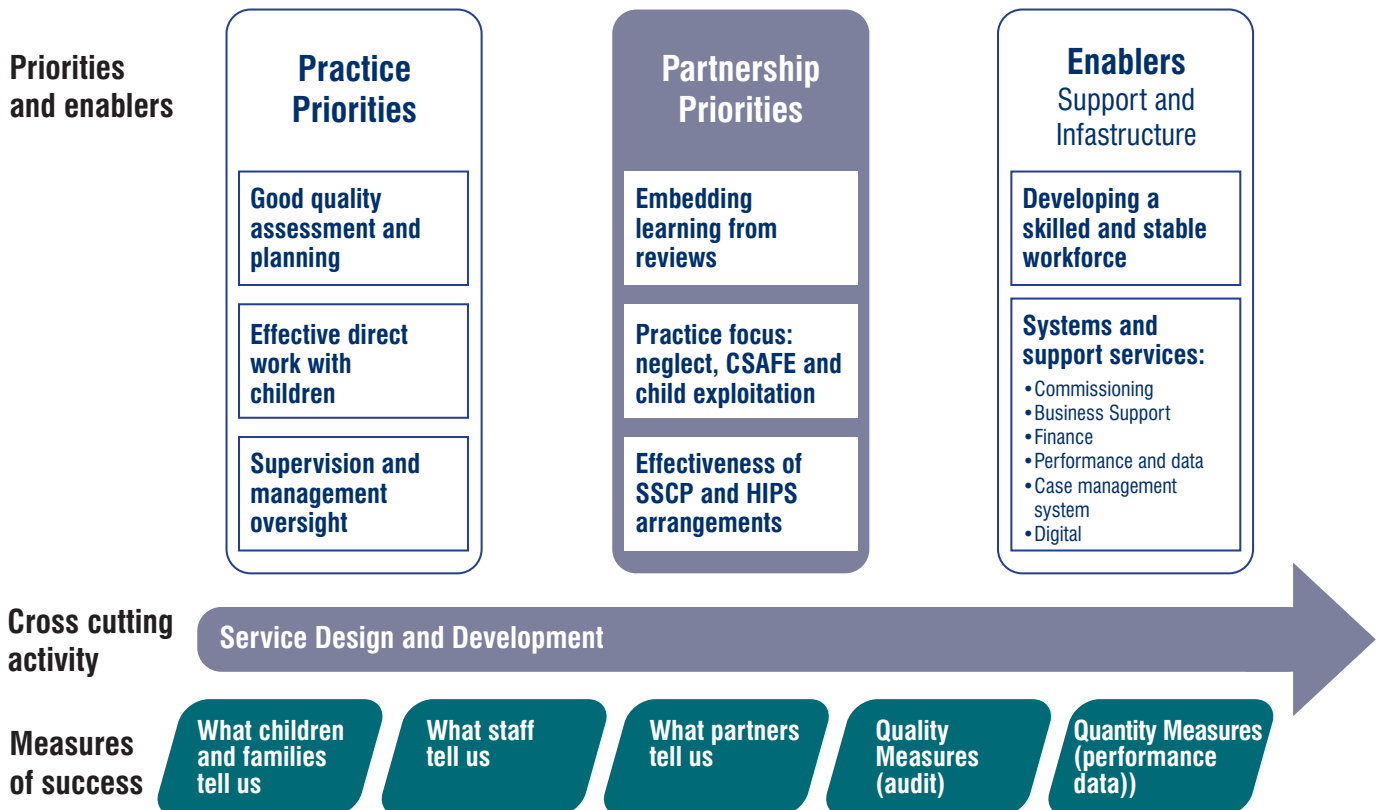
An Improvement Board, with an independent chair and representation from core services and organisations in place.



What are our priorities and how will we know we are making a difference?

As a partnership we are focused on

- o Developing a shared vision and commitment to improved outcomes for children and families across the City
- o Ensuring effective joint strategic leadership and governance
- o Integrated working/seamless service delivery



This page is intentionally left blank



Southampton Practice Framework

Working with Families

1. Introduction

I am pleased to introduce the Working with Families Practice Framework which sets out the key theories, values, principles and approaches that inform the way we work with children and families in Southampton, and how we work together as professionals.

We have developed our practice framework using a systemic approach – that is to say, we have picked evidence-based ways of working that focus on relationships and recognise that individuals are always embedded in their social context. Whilst the Framework itself may be new, there is much contained within it that will be familiar. This is because it represents the continuation of our journey in Southampton, reflecting and building on what we have achieved to date, and forming a base from which to shape and achieve our child-friendly ambitions for the future.

It provides a structure through which everyone can be part of working together to achieve our shared outcomes for children and families. It helps to provide everyone who works with us, and those who may be interested in working with us, with a sense of the organisation we are, what we value, how this drives the way we work now, and what we want to achieve for the future.

Over the past few years we have been implementing a Restorative Practice approach in Southampton. Our practice framework is designed to translate restorative practice into meaningful change for children and families. As such, it provides opportunities for us to use and explore complementary strengths-based approaches to enrich and develop our direct work and relationships with children, families, carers and each other.

The framework has been developed, and will continue to develop, with the input of staff and from children and families themselves. It will continue to evolve over time and will be a 'live' process that we are all engaged with every day – challenging us, guiding us and setting an expectation for how we will do our absolute best for with children and families.

Rob Henderson,

Executive Director for Children and Learning

2. Why have a practice framework?

A Practice Framework provides an evidence-based structure within which knowledge, learning and good practice can be shared. It gives a common language to communicate across teams and enables staff to further explore the theories and approaches that shape the way they work.

It also represents a collaborative approach to working with children and families. It is a reminder of our collective responsibility to ensure that we are doing the right things, in the right way, for the right reasons. As the needs of children and families change and they move between different services, an embedded Practice Framework should ensure that they experience a degree of coherence and consistency in the way we engage and work with them.

The work we do with children and families is complex and wide-ranging, spanning many teams. A Practice Framework helps to 'centre' our services, ensuring that the different work we do across the department is grounded in the same theories, approaches, and values, principles and beliefs. It provides staff with the foundation to bring practice to life and make a real difference for children and families.

It also helps to articulate to the outside world what it means to be part of Southampton City Council's Children and Learning service, attracting staff who are interested in the way we work, and have the right outlook and skills to be part of our journey.

3. Working with Families Board

The Working with Families Board meets every two months and is chaired by the Head of Service for Safeguarding, Integrated and Specialist Services. It has cross-service and partnership representation and has the responsibility for implementing the practice framework and the way in which practice transformation is managed.

The board will be a decision-making board, agreeing (with head of service input) the development activities, their prioritisation, and whether these can be offered in-house, using internal resources or whether commissioning is required. The work reviews progress against the implementation plan.

It is our ambition to train staff up to foundation level on the core approaches:

- Restorative Practice
- Trauma Informed Approach
- Motivational Interviewing
- Strengthening Families

A reflective practice resource will be developed to help staff identify the impact of applying these approaches. All permanent staff who have been trained in specific techniques, will be expected to cascade their learning to their colleagues. The Working with Families Board will inform and respond to our 'learning loop' activity. Permanent and agency staff will also be encouraged to attend practice weeks; webinars and workshops; briefings and learning circles, as forums to support their understanding of the practice framework.

Training will be over a two-year timeframe. It will be a staged approach, as we are mindful of the pitfalls of overwhelming staff with too much training at once, which is not conducive to learning. In 2020 / 21 our priority has been to roll out good quality restorative practice training. In the coming year we will set out the training structure as part of our development of our Children and Learning Academy.

4. How we developed our framework

What our children told us:

Children in Care Council Person Specification

This is what we think makes a good worker

A social worker should be reliable and do what they say they are going to do

A social worker should respect me and my parents and carers

A social worker should be a good listener and hear what I am saying

A social worker should be able to communicate with me properly and be sure I understand

A social worker should support me with opportunities

A social worker should try to know what I am feeling

This is how a worker should make us feel

That we can trust them

Like an individual

That you like working with us

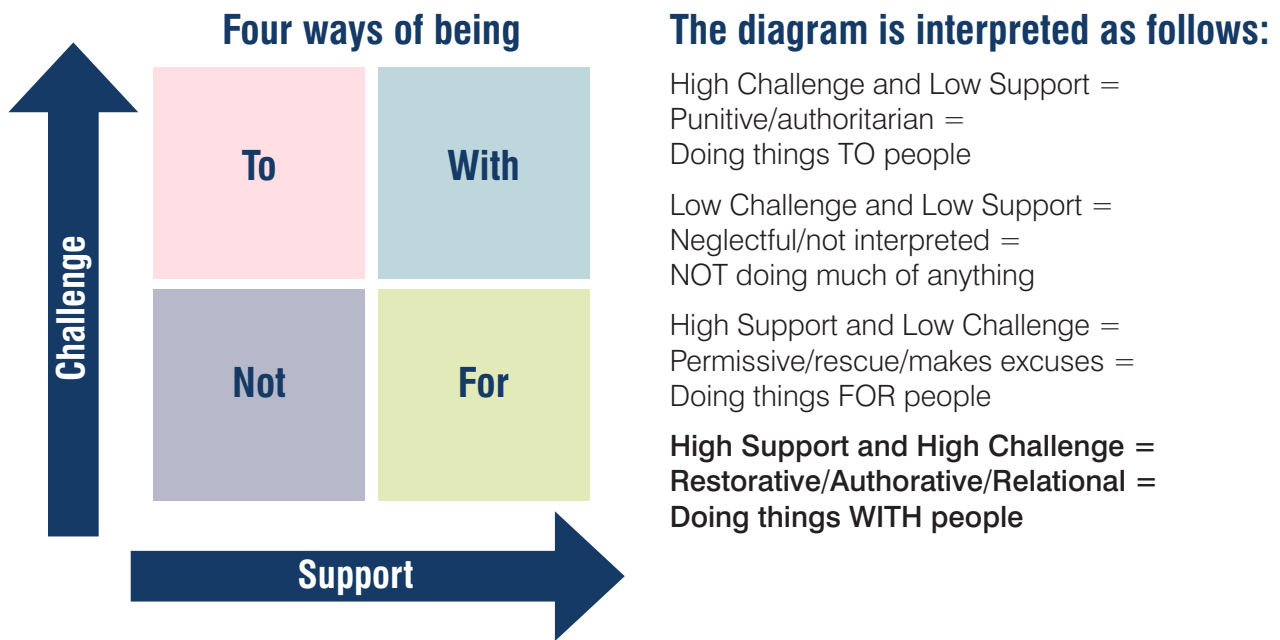
That you want to spend time with us

That you are there for us

That you try to make us happy

That you are someone we can talk to

The best way to see this and to share with colleagues, is a diagram such as the one below:



(Fig. 1) Source: LCC, adapted from Wachtel and McCloud (2001)

What our staff told us: #teamSouthampton
Practice Framework should support a culture of High Support and High Challenge:

1. Compassion
2. Commitment
3. Communication
4. Compliance

Our Behaviours:

- Confident
- Accountable
- Inquisitive
- Respectful
- Working as a team

The Southampton 5 – What we should see on every child’s file:

1. An up-to-date assessment written in a language that either the child or the family can understand.
2. An outcome-based plan written with the child/family.
3. A chronology, which analyses the impact of previous events for the child
4. A clear record of the last visit and meaningful work undertaken
1. A clear supervision that focusses on the plan and the needs of the child.

5. Our Vision and Principles



Our Vision

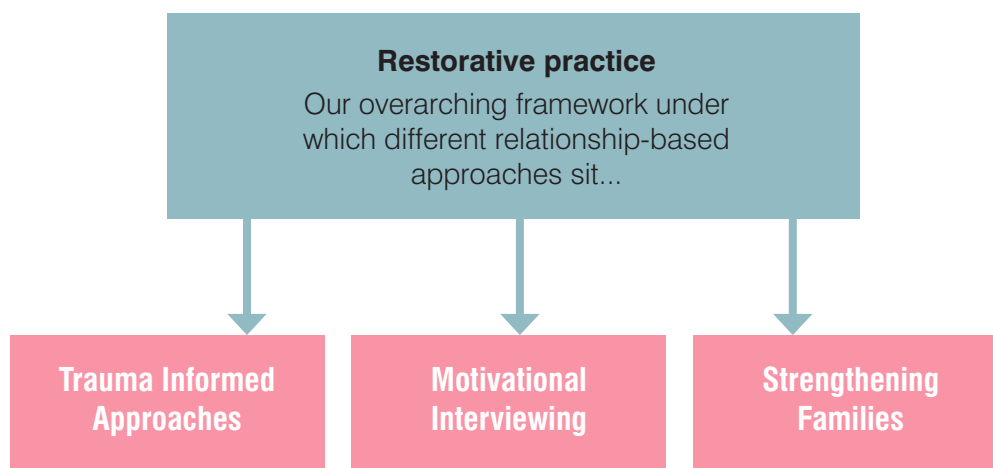
“We want all children and young people in Southampton to get a good start in life, live safely, be healthy and happy and go on to have successful opportunities in adulthood”.

Our Principles

These are the principles that are integral to our work and which guide our approach to working with children, young people and their families.

- Putting the child at the centre of all our decision making
- Promote a relationship-based approach with children, young people, families and partners
- Work as early as possible with children, young people, families and partners before issues escalate
- Work alongside whole families and communities, listening and building on their strengths – doing it with them and not to them
- Promote a culture of strong support and challenge

6. Our Practice Framework



What this means in practice...

<p>Relationship-based</p> <p>Developing strong relationships between practitioners and families to make change</p>	<p>Self-reflective</p> <p>Thinking about our own beliefs and values and how they influence our work</p>
<p>Evidence-based</p> <p>Using evidence based interventions to support change</p>	<p>Confidently holding risk</p> <p>Whilst working with families to minimise risk through change</p>
<p>Strengths-based</p> <p>Doing more of what works and less of what doesn't, building on strengths</p>	<p>Supervision</p> <p>Using supervision to generate ideas about how to make change</p>

7. Restorative Practice

Restorative practice describes a way of being, an underpinning ethos, which enables us to build and maintain healthy relationships, resolve difficulties and repair harm when relationships breakdown.

It is founded on the principles of working 'with' people, rather than doing 'to' or 'for' others. When we work with and alongside people, rather than make decisions about them in isolation, outcomes and impact are so much greater.

This approach can be used by senior leaders, managers and staff teams to reflect on their approach to working 'with' each other, as a whole system, to maximise opportunities to affect sustainable change within the organisation and with children and families. This builds a strong relational staff culture, which is reflective and resilient.

Restorative practice is a consistent approach that follows the journey of the child; from effective early help and intervention, maximising the use of local strengths and resources; through to safeguarding and protection of the most vulnerable.

The reason we have adopted restorative practice as our overriding approach is because working restoratively recognises that the child is at the heart of all that we do. Their family and other people of significance to them are their greatest resource, we need to ensure their voice is heard. This includes being explicit about the 'bottom line' to safeguard and protect a child. It overtly uses a 'high challenge' and 'high support' approach, which builds on strong relationship-based practice between children, families and professionals. This provides a way of working which is family led, jointly owned and created, achievable and builds sustainable change. It reduces the likelihood of dependency on professional services.

8. Related Techniques

Trauma Informed Approach

Research has been undertaken over the past 25 years into the effects of adverse childhood experiences (ACEs), that affected psychological, social, and health wellbeing, and the responses to life challenges made by those who experienced ACEs. The initial study led to further research that identified the effect of ACEs on brain development and function.

These extensive studies now show how ACEs can impact on the child/teenager/adult's brain processing response to dealing with life challenges and highlight that a person who has experienced significant ACEs may be hyper alert and in constant readiness to Fight/Flight/ or Freeze in response to presenting situations, and not be as able to process information and reason. Some 'life choices' or behaviours may be linked to these self-preservation responses.

The reason we have chosen to adopt a trauma informed approach as a component of our practice framework is that it supports a deeper understanding of the impact of past experiences, providing a foundation for effective, emphatic work with families.

Motivational Interviewing

Motivational interviewing is a client-centred approach to strengthen individuals own motivation to change and support them in making changes. The approach fits well with the restorative principle of working with and has an evidence base of being effective in working with those who find changing behaviours a challenge.

Through use of appropriate questioning families can be enabled to explore the need for change from their perspective, leading to them owning action plans. The reason we have chosen to adopt motivational interviewing as a component of our practice framework is that it can provide the worker with skills for engagement with families, help with what language to use in questioning, listening skills, and how to resist jumping in with solutions.

Strengthening Families

Strengthening families is a model that recognises that while families face challenges they also embody strengths. In Southampton, we are focused on using this model to deliver our child protection conference activity with families and partner agencies.

This approach is already used in Southampton and we have taken the decision embed it in our practice framework because evidence tells us that it

- Supports collaborative working with families and professionals to identify risk.
- Emphasises the importance of social workers' relationships with clients.
- Seeks to achieve positive outcomes by developing relationships and ensuring that families are Listened to, respected and actively involved.
- Is specific about concerns.
- Identifies what resources are available to the family and what needs to change to reduce the level of risk to the child.
- Is characterised by critical reflection on issues; quality practice decision-making and interventions; engagement with families; and responsiveness to their needs, while maintaining a child protection focus.

9. How will we know that our Practice Framework is making a difference?

Feedback from children, their families, our staff and partners is helping us reflect on the impact that the practice framework is having on staff, and their direct work with children and families. We have invested in an annual review of progress, coordinated by an independent evaluator. As part of this we receive insights into the impact of training and learning activities offered as part of the process of embedding the framework, to understand how it is being used, and where further work is needed.



Southampton Children and Learning Services Academy



Our Vision

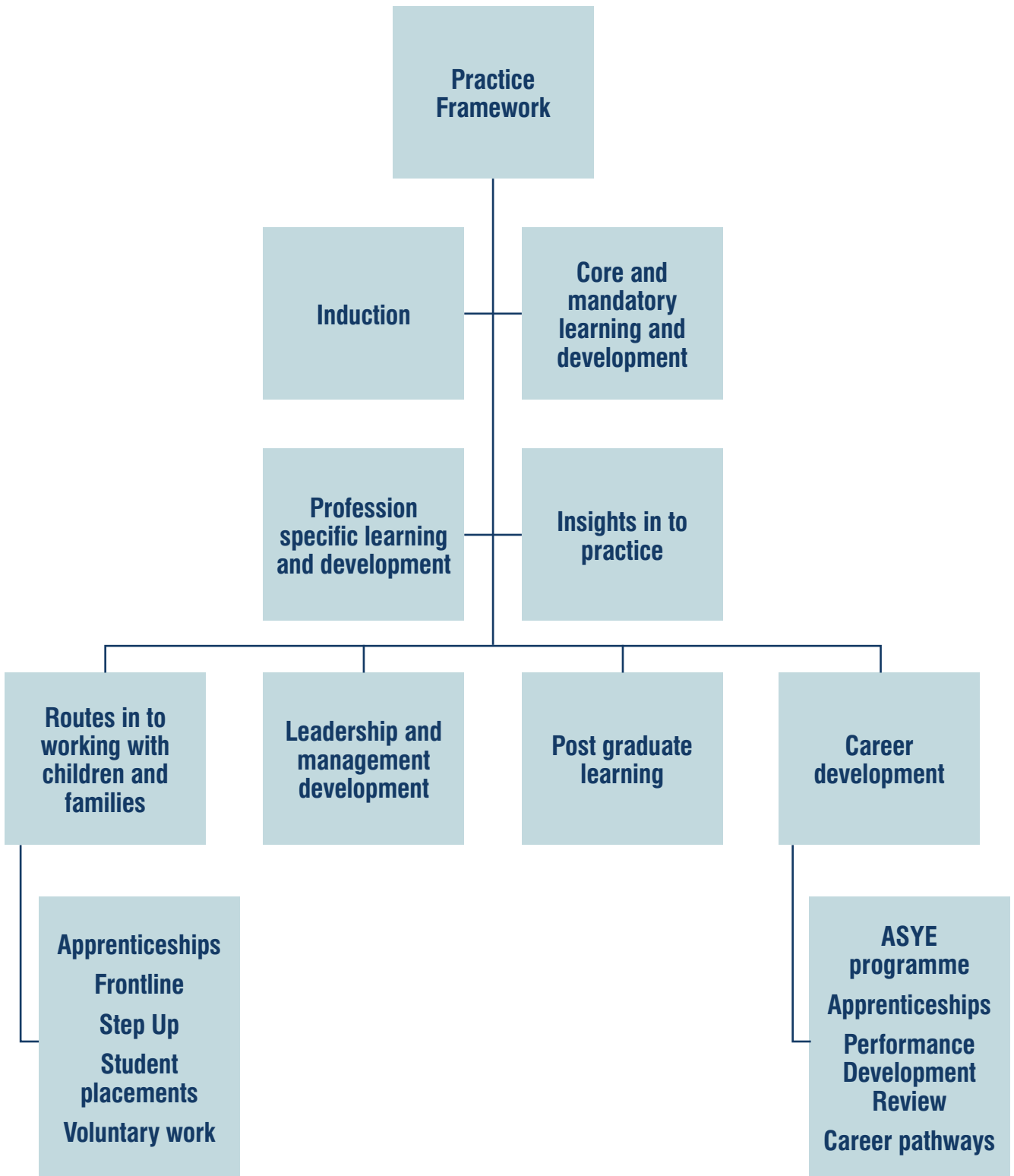
“We want all children and young people in Southampton to get a good start in life, live safely, be healthy and happy and go on to have successful opportunities in adulthood”.

To achieve this, we will develop a skilled and stable workforce and learning culture in Southampton that continually drives up improvements and standards to deliver the very best support to children, young people, and families.

To realise our vision, we have created a Children and Learning Academy that provides a framework to deliver our learning and development programme for new starters and newly qualified staff to senior leaders.

The academy will:

- Invest in our early help, education & social care staff and support them to have the right knowledge and skills to safeguard children, young people and their families and meet our practice and management standards.
- Support development opportunities to support and embed our Practice Framework, ensuring that training on the core components Restorative Practice, Trauma Informed Approach, Motivational Interviewing and Strengthening Families are embedded and mandated within our training programme.
- Build and sustain a learning culture which supports our workforce to have the right tools and the practice conditions for early help, support and social work to flourish.
- Promote evidence-based practice, including Research in Practice literature and events.
- Support staff to develop and maintain professional practice standards linked to regulatory bodies, including the social work reform agenda.
- Build adaptive and systemic leadership skills and capacity across all services, for children and their families, to lead our journey to outstanding.
- Support career progression pathways for all staff including routes into social work for differently qualified staff.
- Support retaining a workforce of proud, competent and motivated practitioners.
- Facilitate staff conferences 3 times a year, quarterly Practice Weeks and regular Practice Hub bulletins.
- Develop group and individual reflective supervision and learning opportunities, alongside interventions to support the emotional wellbeing and resilience of staff.



Practice Framework

Our Practice Framework has been developed using a systemic approach – that is to say, we have picked evidence-based ways of working that focus on relationships and recognise that individuals are always embedded in their social context.

We have adopted **restorative practice** as our overriding approach because working restoratively recognises that the child is at the heart of all that we do.

We have adopted a **trauma informed approach** as it supports a deeper understanding of the impact of past experiences, providing a foundation for effective, emphatic work with families.

We have chosen to **adopt motivational interviewing** so we can provide practitioners with skills for engagement with families, language to use in questioning, listening skills, and to resist jumping in with solutions.

We have taken the decision to use **Strengthening Families** as evidence tells us that it

- supports collaborative working with families and professionals to identify risk
- emphasises the importance of workers' relationships with clients
- seeks to achieve positive outcomes by developing relationships and ensuring that families are listened to, respected and actively involved
- is specific about concerns
- identifies what resources are available to the family and what needs to change to reduce the level of risk to the child
- is characterised by critical reflection on issues, quality practice decision-making and interventions, engagement with families and responsiveness to their needs while maintaining a child protection focus.

Induction

In 2021, our aspiration is to develop a comprehensive induction programme for all new starters in Children and Learning Services. This will include all new starters being able to meet the Director and hear Southampton's vision for Children and Learning Services.

Core and mandatory Learning & Development

The Children and Learning Academy provides a comprehensive offer to support staff develop skills and knowledge in a range of themes and topics. All learning interventions are aligned to Southampton's Practice Standards, Professional Capabilities Framework and Knowledge & Skills Statements.

All staff are entitled to five days protected CPD. The five-day protected offer reflects a blended learning approach that includes traditional workshops/ training interventions, access to research, resources and webinars such as Research in Practice, a suite of e-learning packages and opportunities to shadow colleagues and multi-agency partners. The offer could also include coaching and mentoring from senior leaders and managers.

A core programme is in place, supplemented by profession specific training delivered either by

inhouse subject experts or external high-quality providers utilising the Continuous Professional Development Fund. In addition, the Academy works closely with Southampton Safeguarding Partnerships Board who oversee and facilitate multi agency safeguarding training.

This approach ensures that qualified workers who need to remain their registration to practise meet CPD requirements such as the registration with Social Work England.

Insights into practice

A regular reflective programme is in place to support learning. These include practice discussions arising from audit and case reviews, group reflective supervision, themed Practice Weeks, Practice Hub Newsletters and learning circles.

Routes in to working with children and families

As part of Southampton's Developing Careers Programme, apprenticeship opportunities exist to develop skills and progress careers working with children and families.

The Academy oversees the routes into social work specifically including Frontline, Step Up and the Social Work Apprenticeship degree. We also offer social work student placements working with local universities. We aim to allocate Practice Educators to all students placed in our service.

Sometimes it is also possible to offer voluntary placements in line with the council's Use of Volunteers Policy.

Newly Qualified Social Workers

The Academy manages the Assessed and Supported Year in Employment (ASYE) to enable newly qualified social workers (NQSW) progress successfully into their social work career. All NQSWs are allocated a Practice Assessor and supported through a comprehensive induction and training programme, reflective group supervision and protected caseloads. We will be supporting all eligible social workers in preparation for the National Assessment and Accreditation Scheme as this become available.

Post Graduate Learning & Development

The Academy supports lifelong learning. As practitioners progress in their chosen field, they will be supported to access specific learning opportunities identified through Supervision and their Performance Development Review. This includes higher level apprenticeships, support to undertake further qualifications and for social

workers, an opportunity to study towards a master's degree at Chichester University and the Practice Educator qualification.

Career Development

Our academy brochure defines the career pathways for social work and the Early Help Service, and we will work with managers to confirm the pathways across the wider service.

Leadership and management

Southampton is committed to 'growing our own' and wishes to support staff step up to leadership and management roles. To support this, we offer:

- Training in reflective supervision and coaching skills, essential components for supporting and developing staff
- Comprehensive suite of management training available to all City council managers
- Opportunities to apply for the Firstline management training.

Governance

The Learning and Development Board will be chaired by the Quality Assurance Unit Manager and will oversee all learning and development activity, including introduction and implementation of the Practice Framework. The Learning and Development Board will be a decision-making board, agreeing development activity to be undertaken, prioritisation and whether these can be offered in-house, using internal resources or whether commissioning is required.

The Learning and Development Board activity will be informed by our staff reference group 'Better Together' and our learning loops meeting; a group devised to collate and understand the learning and development opportunities identified from audits, performance data, practice week(s) and other quality assurance activity.

DECISION-MAKER:	CHILDREN AND FAMILIES SCRUTINY PANEL
SUBJECT:	CHILDREN AND LEARNING SERVICE IMPROVEMENT PLAN
DATE OF DECISION:	11 FEBRUARY 2021
REPORT OF:	EXECUTIVE DIRECTOR CHILDREN AND LEARNING

<u>CONTACT DETAILS</u>			
Executive Director	Title	Children and Learning	
	Name:	Robert Henderson	Tel: 023 80 834 899
	E-mail	robert.henderson@southampton.gov.uk	
Author:	Title	Quality Assurance Unit Manager (Principal Social Worker)	
	Name:	Stuart Webb	Tel: 023 80 834 102
	E-mail	stuart.webb@southampton.gov.uk	

STATEMENT OF CONFIDENTIALITY

Not applicable

BRIEF SUMMARY

To brief the Panel on progress against the revised Children and Learning Improvement Plan.

RECOMMENDATIONS:

	(i)	That progress be noted and scrutinised
	(ii)	That there is a further update to Scrutiny Panel in March 2021

REASONS FOR REPORT RECOMMENDATIONS

1.	The journey for the improvement in the outcomes by Children’s Services requires a robust improvement plan, and oversight by the Children and Families Scrutiny Panel.
----	---

ALTERNATIVE OPTIONS CONSIDERED AND REJECTED

2.	None
----	------

DETAIL (Including consultation carried out)

	Review of Plan
3.	<p>The Improvement Board convened in January 2021 with a new independent chair; who is an experienced Director of Children’s Services. In addition to the Executive Director’s report and the improvement plan review, the Board received presentations on:</p> <ul style="list-style-type: none"> • The staff reference group • Learning from self-evaluation and audit • Quality Assurance (Quarterly report) • Strategic Development

4. The service provided a performance report to the Improvement Board in January 2021 and this is attached as Appendix 1. The performance report contains an overview of performance across the service and this is summarised below:

Overview of performance across Children and Learning KPI's

GOING WELL OR BETTER

- Timeliness of MASH decision making maintained during pandemic
- Timeliness of single assessment completion is good
- Percentage of authorised care plans remains consistent
- Percentage of children leaving care via adoption route remains favourable
- Percentage of authorised pathways plans remains good
- Percentage of care leavers in touch and in suitable accommodation remains consistent

ONES TO WATCH

- Number of contacts is high throughout the autumn period
- Number of unaccompanied asylum seekers has increased
- Percentage of re-referrals has increased
- Rate of Initial Child Protection Conferences shows an increasing trend over the autumn
- There are better levels of contact with children with CPP, but performance needs to further improve
- Timeliness of LAC visiting is stable, but needs to improve
- Early Help data needs to be confirmed by data team

THINGS TO DO BETTER

- Sickness absence has increased
- Caseloads remain too high in assessment, Protection and Court (PACT) and Looked after Children (LAC) teams
- The level of agency workers remains too high
- Audit completion remains low, with an impact on the Year of the Child cohort
- ICPC timeliness performance remains low
- Rates of sec.47, children subject to child protection planning and looked after children are high
- Education Training and Employment engagement for care leavers has reduced since the last Board
- Use of IFA shows a small increase and in house foster placements shows a reducing trend.

5. The new chair has outlined her intent to work with the Director and Quality Manager to work on a schedule for 2021/22 that focuses the Board's attention on the key improvement issues for the service (including response to the whistleblowing and serious case reviews) and priority areas for the partners. The schedule has been drafted. Alongside the tracking of the improvement plan (process compliance and quality of practice), it is suggested that there will be thematic partnership focus on:

- The partnership response to the pandemic
- Mental health needs and services for young people
- Sufficiency of provision for looked after children
- Early Help
- Vulnerable adolescents

6. In December 2020, the Panel asked for information regarding staff turnover, by team. The table in Appendix 2 shows the turnover (rolling 12m – January 2021) in the Council as a whole, the Children and Learning Service and then the service areas / teams. Children and Learning Service turnover mirrors the overall SCC percentage (8%). Beneath that, Children's Social Care is 4% higher (12%). Social worker turnover is at 13%. Social work teams make up the majority of teams with >20% turnover (PACT, Jigsaw, Assessment Teams 1&3), alongside the contact team.

7. The Panel also requested performance information that identifies the social worker changes for children in Southampton (how many social workers a child has had). Unfortunately, it has not been possible to provide a full data report. However, the Quality Assurance Unit undertook a targeted audit of 182 children subject to child protection planning for longer than six months. The auditor reviewed how many case holding social workers the children had had since the most recent referral. They found that 103 (57%) of children had had three or less social workers (the service aspiration). The remainder had had up to eight social workers (14 children had seven or more social workers). The average number of social workers a child

	has had increased with the length of child protection plan from two social workers at six months to six social workers at 24 months. This suggests that change in social worker is contributing to lack of progress on child protection plans.
8.	Central to the response to the issues outlined in paragraphs 6 and 7 is the recruitment and retention strategy. The service is working closely with the human resources, finance and communications teams and is focused on understanding the conditions in those affected teams (through case load analysis, exit interviews and other staff feedback). The service response includes the conversion of 22 social work posts from temporary to permanent; the creation of a robust recruitment campaign; the development of the Workforce Academy; investment in management training and ongoing involvement in Step Up to Social Work and apprenticeship initiatives, alongside a new partnership with Frontline.
RESOURCE IMPLICATIONS	
<u>Capital/Revenue</u>	
9.	None at this stage
<u>Property/Other</u>	
10.	None at this stage
LEGAL IMPLICATIONS	
<u>Statutory power to undertake proposals in the report:</u>	
11.	S.111 Local Government Act 1972
<u>Other Legal Implications:</u>	
12.	None
RISK MANAGEMENT IMPLICATIONS	
13.	The overall improvement plan is risk assessed.
POLICY FRAMEWORK IMPLICATIONS	
14.	<p>This developing improvement plan is an important contributor to achieving the outcomes desired for children in Southampton. The Corporate Plan 2020 sets out the following regarding the wellbeing of children in the city:</p> <p>“Working with partners to deliver the ambitions set out in the five-year Health and Wellbeing Strategy, this area looks at wellbeing across the city, with a focus on adults and children’s social care, education and public health. We work closely with partners to help safeguard vulnerable people across the city. We are focused on delivering strong customer experience across the Adults and Children & Families services. We want Southampton to be a city that is recognised for its proactive approach to preventing problems and intervening early, as well being a ‘Child Friendly City’ where children and young people have great opportunities and an aspiration to achieve. We want our residents to have the information and support they need to lead safe, active, healthy lives and to be able to live independently for longer.”</p>

KEY DECISION?	No	
WARDS/COMMUNITIES AFFECTED:	All	
<u>SUPPORTING DOCUMENTATION</u>		
Appendices		
1.	Improvement Board Performance Report – January 2021	
2.	Staff turnover – Rolling 12 month analysis up to January 2021	
Documents in Members' Rooms		
1.	None	
Equality Impact Assessment		
Do the implications/subject of the report require an Equality and Safety Impact Assessment (ESIA) to be carried out?		No
Data Protection Impact Assessment		
Do the implications/subject of the report require a Data Protection Impact Assessment (DPIA) to be carried out?		No
Other Background Documents		
Other Background documents available for inspection at:		
Title of Background Paper(s)	Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)	
1.	Children's and Learning Improvement Plan: http://www.southampton.gov.uk/modernGov/ieListDocuments.aspx?CId=600&MId=5384&Ver=4 (item 8 Appendix 1)	

Item: Performance Report: Service area: Children and Learning Service

Southampton Children and Learning
Improvement Board
18th January 2021



Overview of performance across Children and Learning KPI's

GOING WELL OR BETTER

- Timeliness of MASH decision making maintained during pandemic
- Timeliness of single assessment completion is good
- Percentage of authorised care plans remains consistent
- Percentage of children leaving care via adoption route remains favourable
- Percentage of authorised pathways plans remains good
- Percentage of care leavers in touch and in suitable accommodation remains consistent

ONES TO WATCH

- Number of contacts is high throughout the autumn period
- Number of unaccompanied asylum seekers has increased
- Percentage of re-referrals has increased
- Rate of Initial Child Protection Conferences shows an increasing trend over the autumn
- There are better levels of contact with children with CPP, but performance needs to further improve
- Timeliness of LAC visiting is stable, but needs to improve
- Early Help data needs to be confirmed by data team

THINGS TO DO BETTER

- Sickness absence has increased
- Caseloads remain too high in assessment, Protection and Court (PACT) and Looked after Children (LAC) teams
- The level of agency workers remains too high
- Audit completion remains low, with an impact on the Year of the Child cohort
- ICPC timeliness performance remains low
- Rates of sec.47, children subject to child protection planning and looked after children are high
- Education Training and Employment engagement for care leavers has reduced since the last Board
- Use of IFA shows a small increase and in house foster placements shows a reducing trend.

Overview of performance across Improvement Plan

GOING WELL OR BETTER

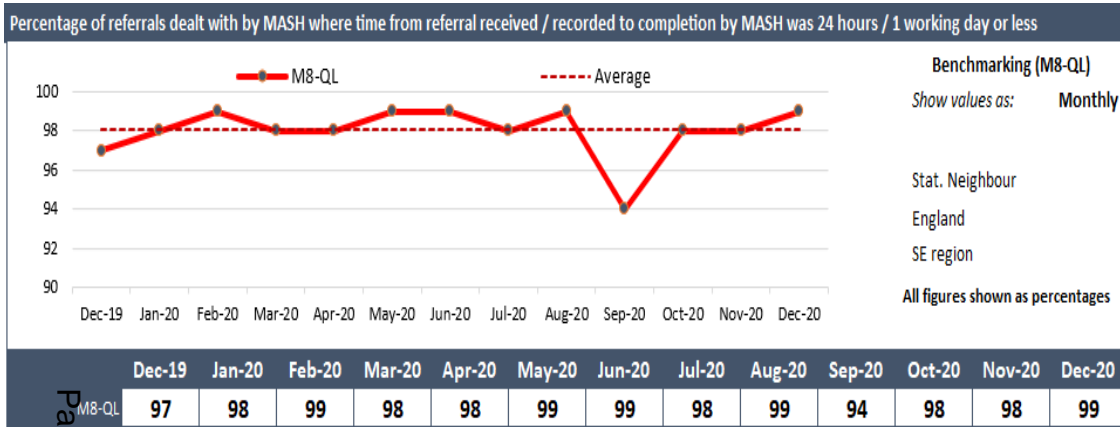
- Impact of IRO staffing *evidenced by recruitment activity, IRO alerts, IRO performance data*
- Practice model has been agreed *evidenced by meeting record*
- Panels maintained and extended *evidenced by meeting records*
- MASH performance; *evidenced by performance data*
- Ongoing oversight of LADO function *evidenced by management audit records*
- Ongoing oversight of EHE response *evidenced by monthly reports*
- Focus on SEND; *evidenced by draft of self evaluation, EHCP completion performance and audit report*
- Focus on good working relationship with Cafcass; *evidenced by meeting records*
- Edge of Care referrals and case numbers continue to increase and impact is evident; *evidenced through performance data*
- Youth justice strategy, staffing and service responses to disproportionality and first time entrants showing progress; *evidenced through YJMB minutes and audit*
- LAC performance – planning authorisation and timeliness; *evidenced through performance data*
- Supervision in LAC; *evidenced by audit return*
- Virtual school performance; *evidenced through suite of Virtual Head Teacher's reports*
- Good suitable accommodation performance (include use of B and B); *evidenced by performance data*
- Fostering annual audit; *evidenced by audit report and Service Delivery Plan*
- Fostering statement complete; *evidenced by Corporate Parenting Committee minutes*
- Good performance in respect of adoption timeliness, numbers of children adopted, completion of life story books and case exemplar; *evidenced by performance data and service reports*
- Completion of SCR overview report / development of CSAFE framework and webinar; *evidenced by reports and webinar film*
- Child Protection Managers audits are embedding; *evidenced by meeting records*
- Improving picture for looked after children and care leavers audit results, *evidenced by audit returns*
- PEP completion for looked after children; *evidenced by Virtual School returns*
- Support for adopters; *evidenced by RAA return and case studies*

Overview of performance across Improvement Plan

THINGS TO DO BETTER

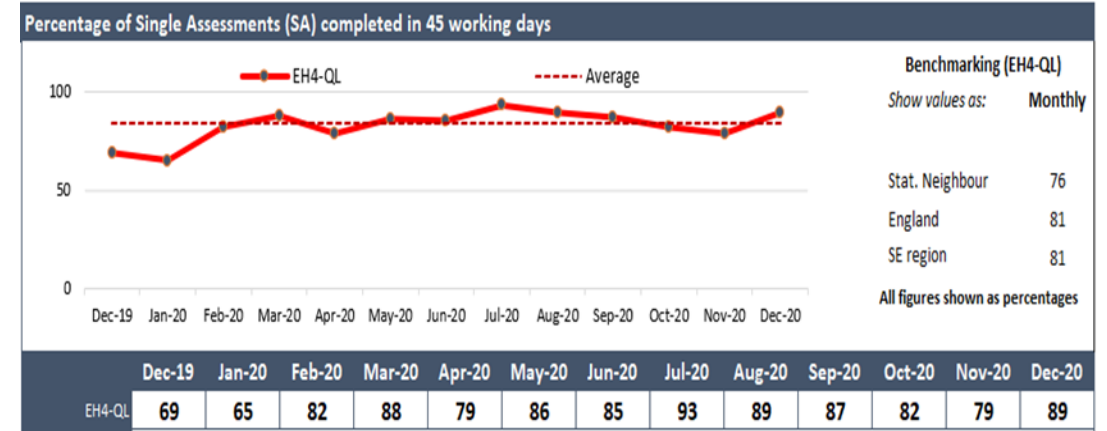
- Reducing the number of agency workers; the number of social workers per child and recruiting into vacant management posts. Increasing the number of foster carers (including suitably trained carers for vulnerable adolescents)
- Increase in staff absence since last board
- Staff turnover in the Protection and Court Service
- Re-referral rates show an increasing trend
- The quality of supervision (including reflective supervision) and direct work (and recording of children seen alone in PACT)
- Audit completion – the level of completion across the service and ensuring a schedule for thematic audits (Inc. step down, viability)
- The level of eligible two year old Early Years funding being accessed
- The implementation of reflective supervision across the service
- Across Assessment / PACT– the quality of assessment, risk assessment, voice of the child, planning and response to domestic abuse
- The review of our Practice Standards
- Increasing the number of looked after children with plans for permanence.
- Increasing the completion of life story work for LAC
- Increasing the level of LAC participation
- LAC access to emotional wellbeing support
- ETE performance for care leavers
- Improving placement stability analysis and provide foster carers training update
- Scheduling thematic audits against serious case review themes and extend training around neglect
- Appraisal completion and analysis of gradings in thematic management audits
- Public Law Outline timeliness and quality of letters
- Private fostering awareness in the service and across partners
- Clarity required regarding health passport performance for care leavers

MASH Timeliness



The conversion rate for the 1 working day decision making is at 99% for December, showing MASH are compliant with Working Together 2018, despite Navigators working remotely and the complexities of this situation.

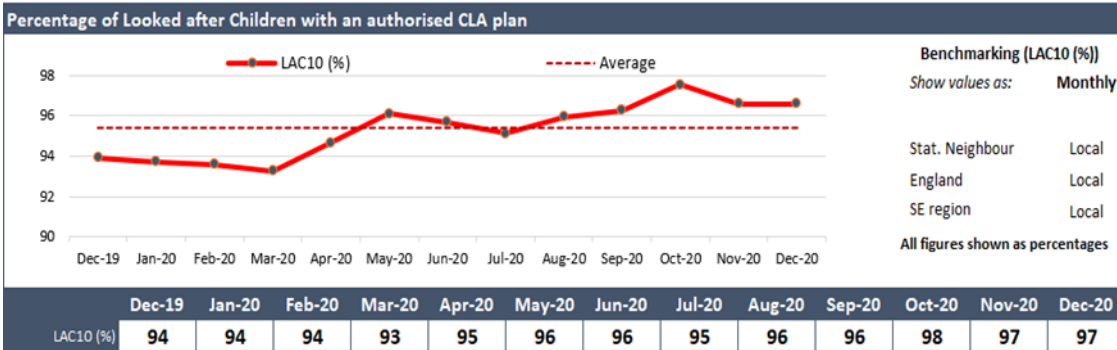
Timeliness of Single Assessment Completion



The percentage of single assessments completed within 45 days has increased and compares to 69% in Dec 19. This figure is higher than statistical neighbours, England and the south east region and forms the base for a focus on *quality* of assessment.

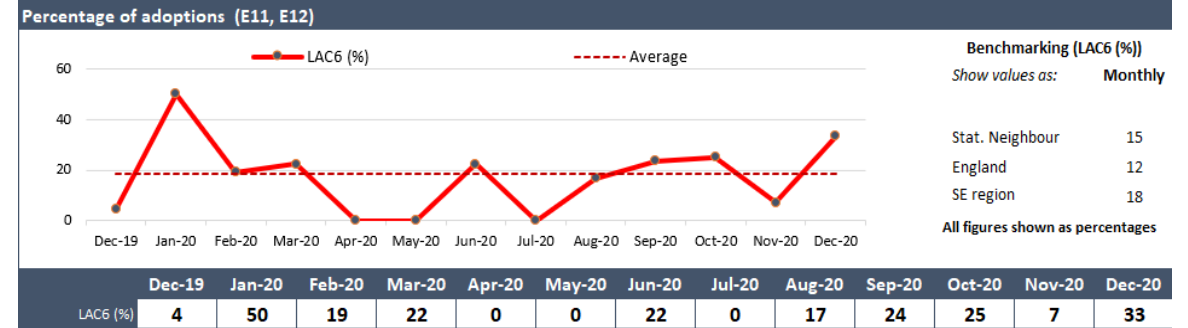
Going well or better

% Authorised care plans



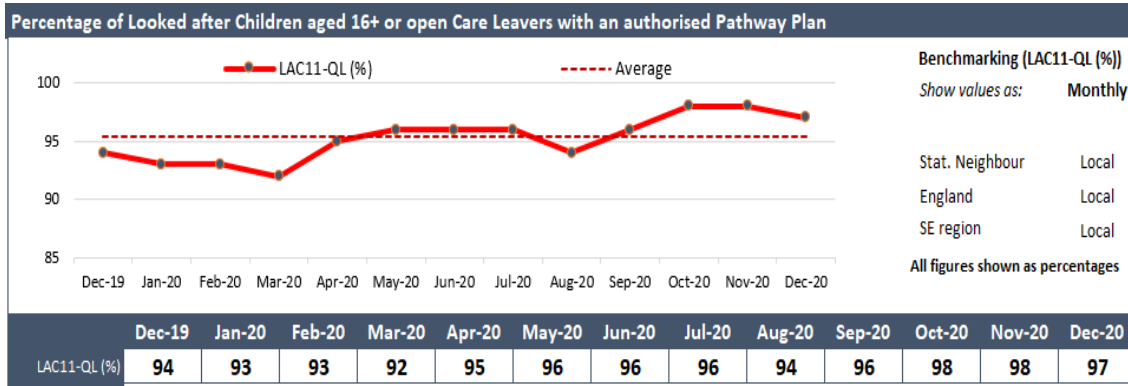
No change as December has again seen 97% completion rate for authorised care plans, just as it was in November. Consistently good performance in this area and audits showing an improving picture for looked after children.

Adoption



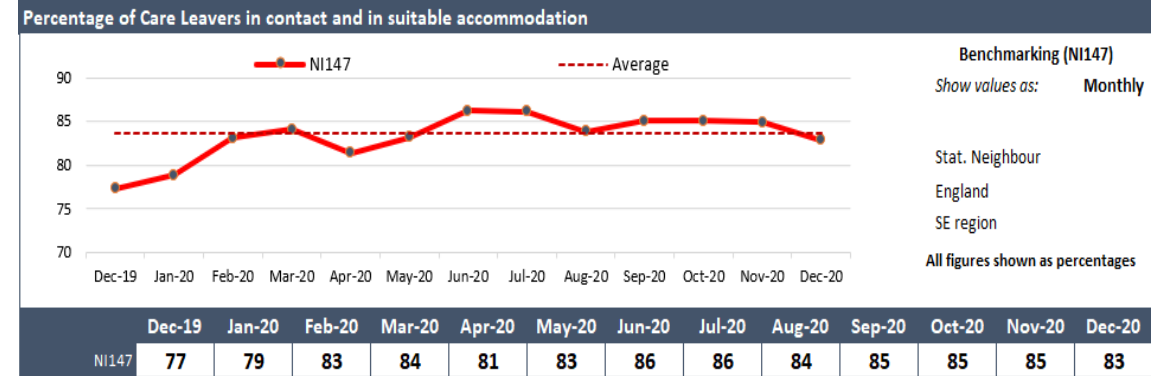
Monthly percentage can fluctuate due to the size of the cohort. 12 month average percentage is 18% which is 3% higher than statistical neighbours. 12 month average number of adoptions per month is 2, which aligns with SN average.

Authorisation of Pathways Plans



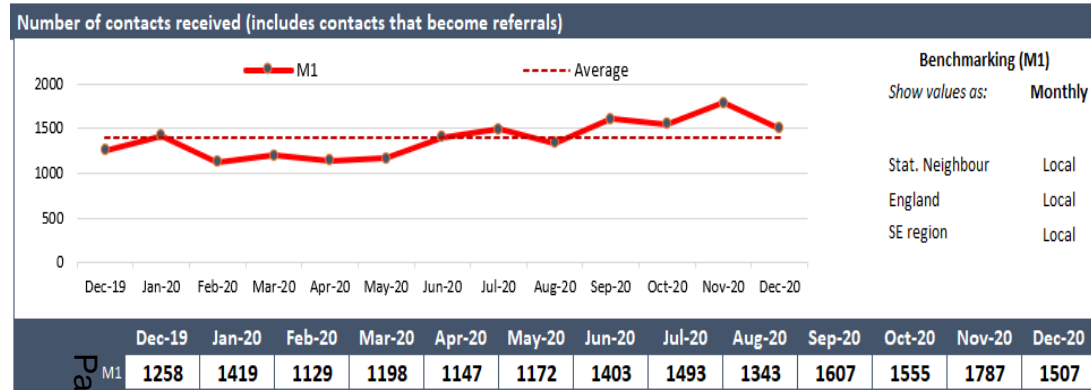
Page 69
A 1% drop in completion rates to 97% in December is offset by an increase of 3 young people in to this cohort so actual performance level effectively remains unchanged for December.

Suitable Accommodation for care leavers



2% decrease in the past month, but performance is consistent better than SN average (81%). The reduction warrants further investigation and the service will scrutinise the data to establish the cause of the change.

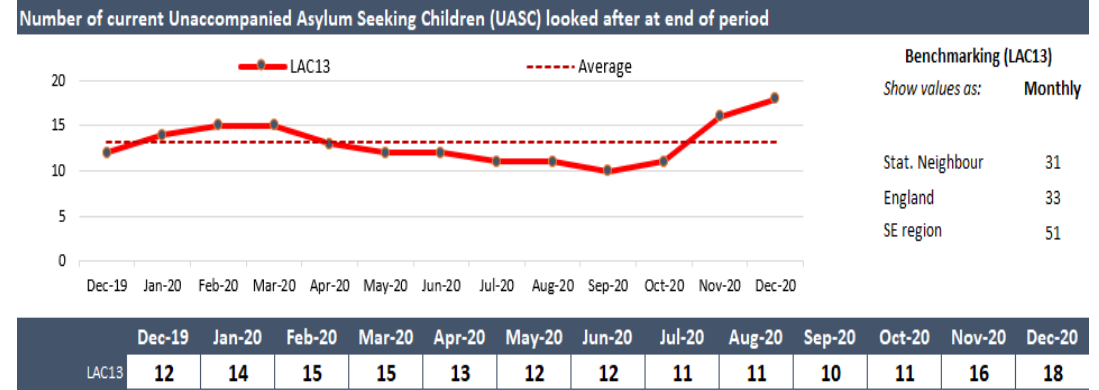
Number of Contacts



Page 80

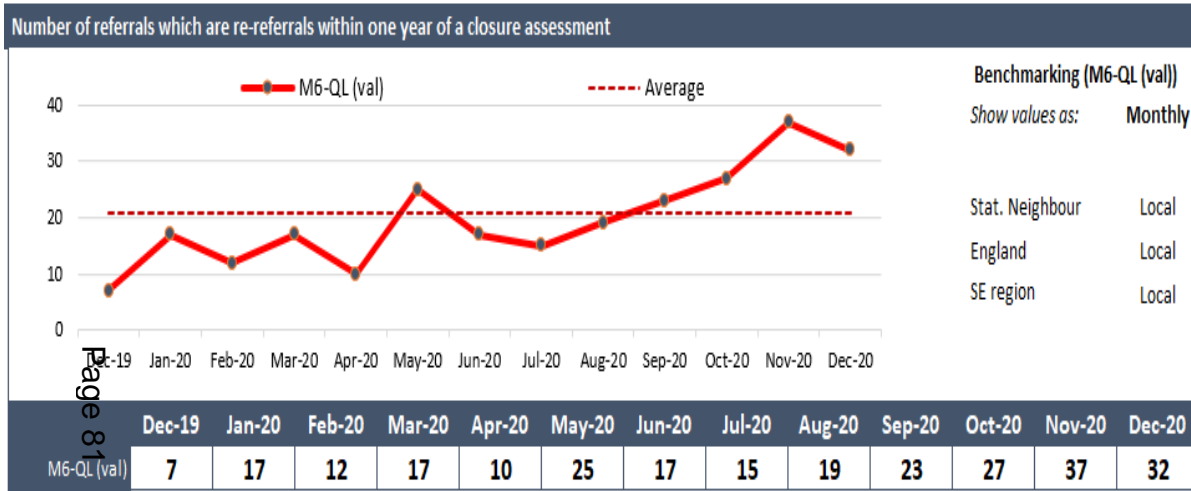
Reduction in the past month; but note the number of contacts over the autumn term after schools returned and post first-lockdown. Demand during this current phase of lockdown will be monitored closely, although we know there was a dip during the first lockdown. The MASH decision making continues to be scrutinised through audit and no concerns have been raised.

Number of Unaccompanied Asylum Seekers



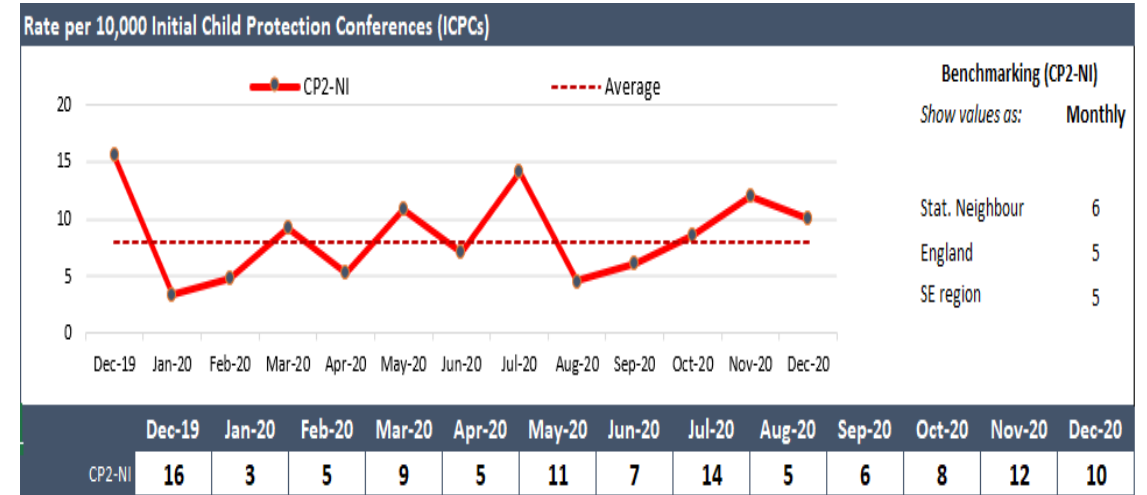
This indicator has seen a further increase of 2 from November to December so we now have 18 unaccompanied asylum seeking minors in our care, which is the highest this number has been in the 14 months of reporting on this spreadsheet, the average for the past 12 months being 13.

% of re-referrals



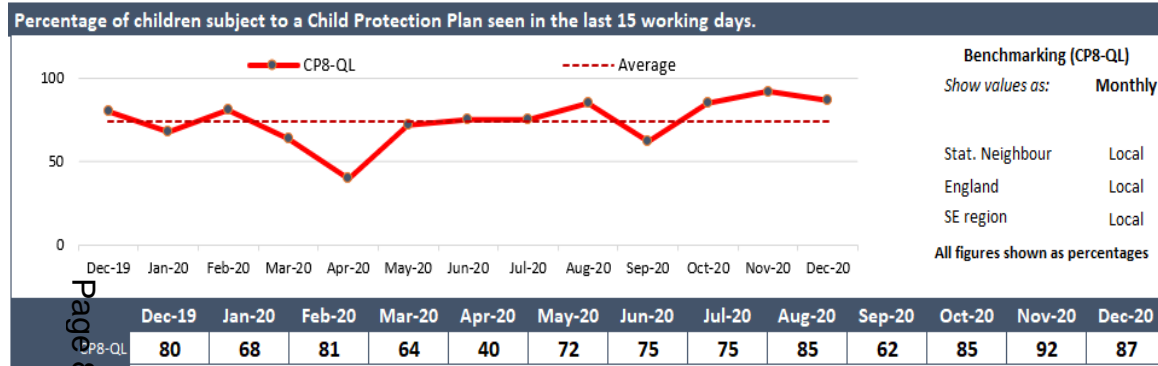
Increasing trend since July 2020. Re-referral audit undertaken as part of monthly MASH / Assessment audit in December; with case level and practice learning headlines shared with Children and Learning service managers to inform improvement work.

Rate of Initial Child Protection Conferences



There has been a decrease in the number and rate of ICPC. However, Southampton remains an outlier and the data continues to suggest that decisions to take children to ICPC should be explored.

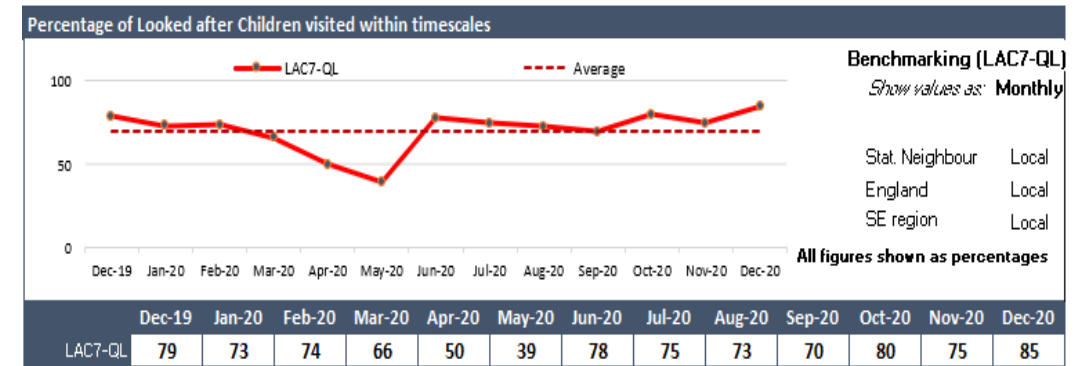
Children with CPP seen in 15 working days



Page 82

Performance hovers around target. Consistency will be achieved through recruitment activity in the service and a focus on practice standards.

Timeliness of LAC visiting

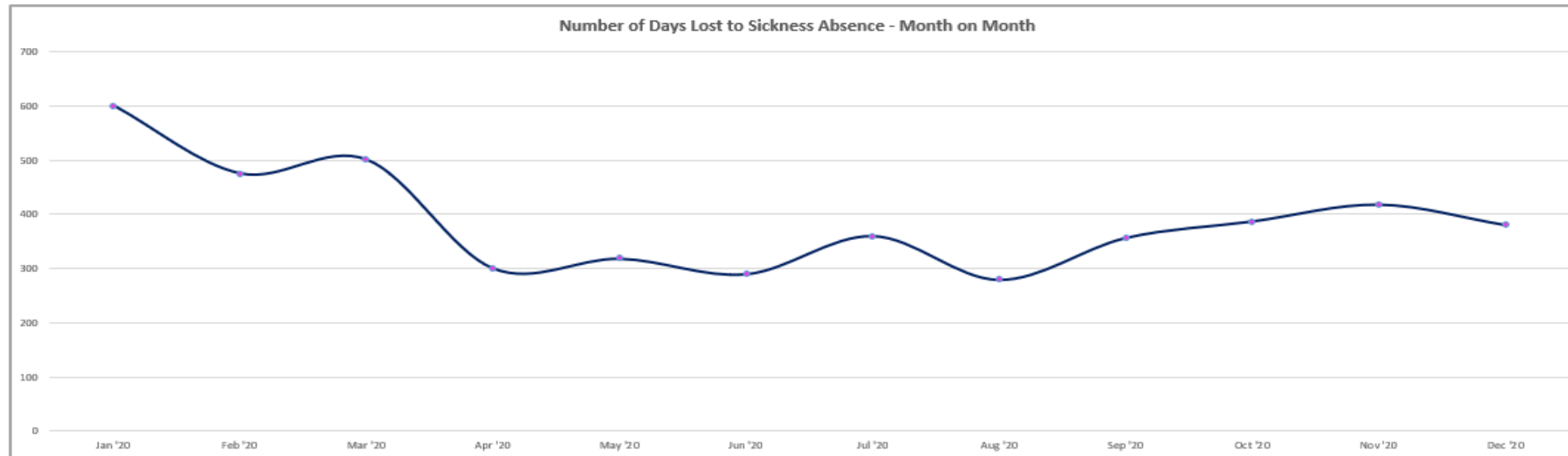


Remedial work had a positive impact on this indicator in the past month which has seen visits increase from 75% in November to 85% in December. This is the highest it has been for the 14 months of data reported in this spreadsheet with potential for further improvement as reviews take place allowing more erroneous visiting frequencies to be corrected.

Things to do better

Sickness absence

Number of Days Lost to Sickness Absence - Month on Month																							
Team	Jan '20	Feb '20	Trend	Mar '20	Trend	Apr '20	Trend	May '20	Trend	Jun '20	Trend	Jul '20	Trend	Aug '20	Trend	Sep '20	Trend	Oct '20	Trend	Nov '20	Trend	Dec '20	Trend
Wellbe	600	476	Down	501	Up	301	Down	319	Up	290	Down	360	Up	280	Down	357	Up	387	Up	418	Up	381	Down



Page 83

Increase from an average of 10 days in October to 11.97 days in November and 11.22 days in December. Service target is eight days. **Response:** HR have undertaken a workshop with MOTAS to support more accurate recording of absence. Specific HR advisor appointed to work with the service on staff sickness.

Things to do better

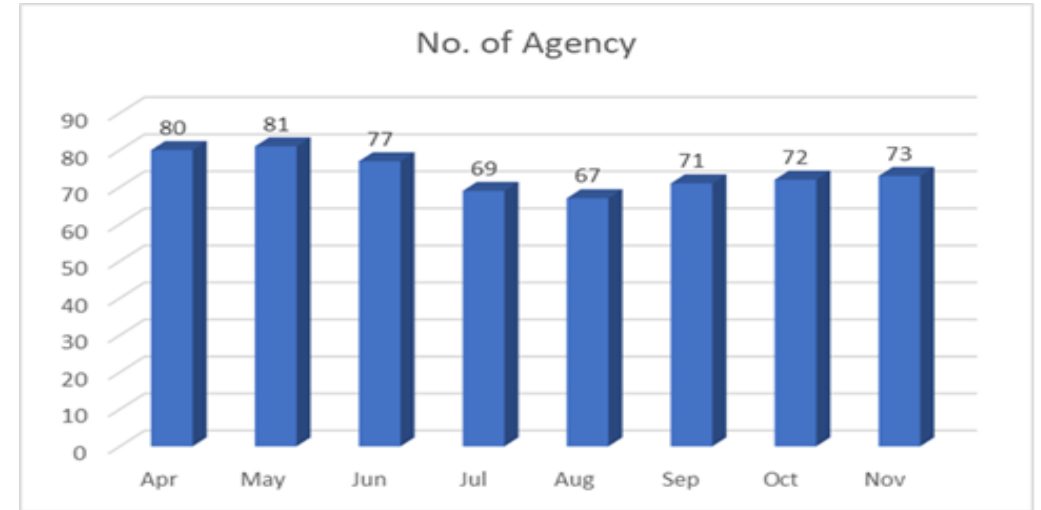
Caseloads

	October	November	January	Trend
Assessment	22	18	26	Increasing
PACT	30	25	23.5	Reducing
LAC	20	19.5	19.5	Static

Page 84

Reduction of full time equivalent case load in PACT. LAC caseloads are static. Increase in caseloads this month noted for assessment; which is likely to be as a result of MASH activity. This may impact upon caseloads in PACT. **Response:** The service is working with the communications team regarding its recruitment campaign, which will start in the new year. See opposite – agency staff.

Agency rate



Graph shows total number of agency staff across the service. Executive Director presented service destination proposals to the Executive Manager Board in November 2020. **Response:** Approval granted to make over-establishment social worker posts permanent. HR and finance are working in January to create the posts; alongside the other operational and support roles requested.

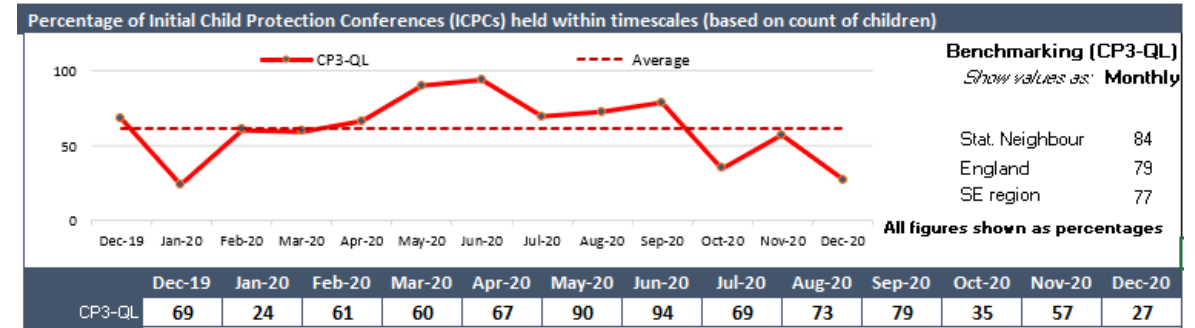
Managers audit completion

October 2020	December 2020	Grading
48%	45%	31 Good (62%) 17 RI (34%) 2 IA (4%)

Page 8

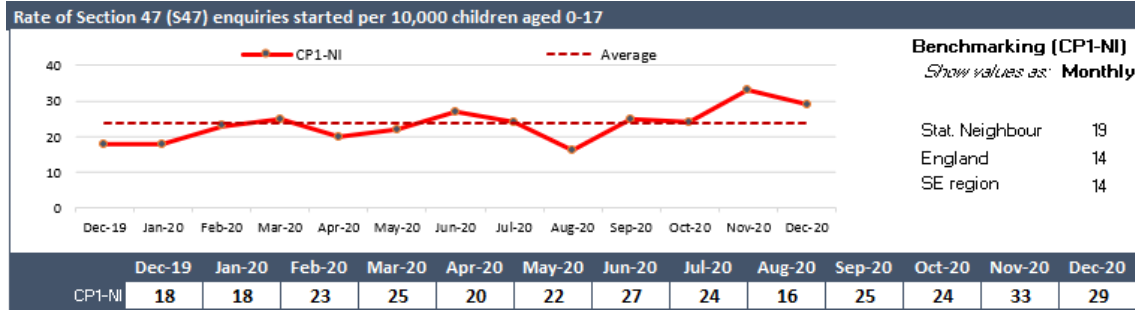
Audit completion by managers remains at <50%. At the December Learning and Improvement Panel the director tasked service managers to agree a plan to improve completion and this has been completed. **Response:** Audit workshops for managers are being delivered January – March 2021. There will be a continued focus on Year of the Child. The service will pilot a new way of undertaking management audits, linked to service delivery plans in February / March. Thematic audits by the quality assurance unit will continue.

ICPC timeliness

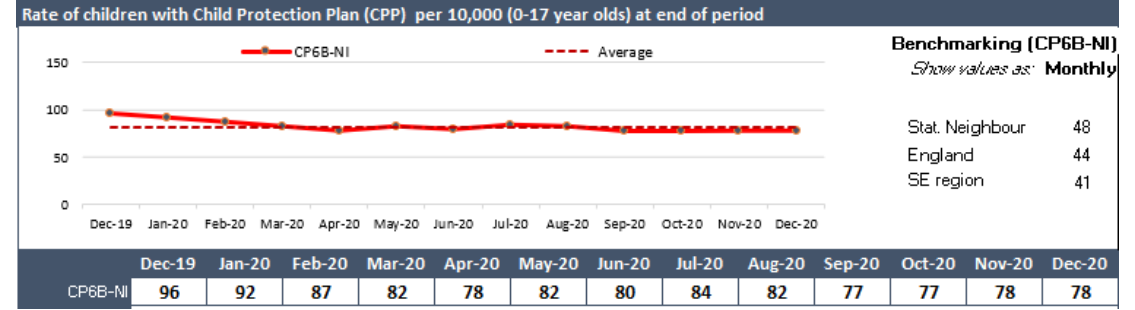


The poor performance this month is in part explained by the report not taking bank holidays into account; which has been raised with the data team. **Response:** In light of ongoing poor performance, the QA Unit manager will meet with the HoS for CSC, the relevant service managers and the CP advisor to confirm an improvement plan in January 2021.

Sec.47 rate



Children with CPP rate



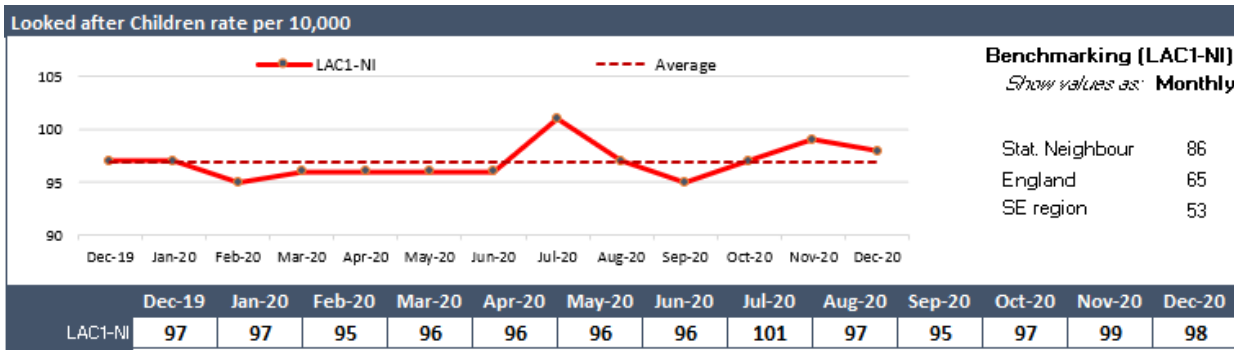
Page 8

The rate of section 47 enquiries per 10,000 children aged 0-17 yrs has decreased, although remains high compared to statistical neighbours, England and the south east region. This is an area of focus within MASH and Partners . **Response:** This will be a focus for the new analyst working in MASH, EDT and Assessment.

The panel to review CPP and CIN cases > 12 months will begin in January and it is assessed that this will begin to have an impact. **Response:** Looking forward, the Strengthening Families approach has been confirmed as one element of the Southampton restorative practice model and CP chairs will begin delivering awareness raising workshops to staff and partners. This should support the more regular implementation of safe, alternatives to CP planning. Finally, the development of our vulnerable adolescents offer (a two month development project is underway) will have an impact upon planning for the older cohort.

Things to do better

Looked after Children rate



Page 87

The rate has dropped correspondingly from 99 to 98 per 10,000 of population. However, Southampton remains an outlier in comparison to its statistical neighbours. **Response:** Analysis of entry into care in Southampton is informing the development of vulnerable adolescent provision; alongside the panel activity that has been implemented.

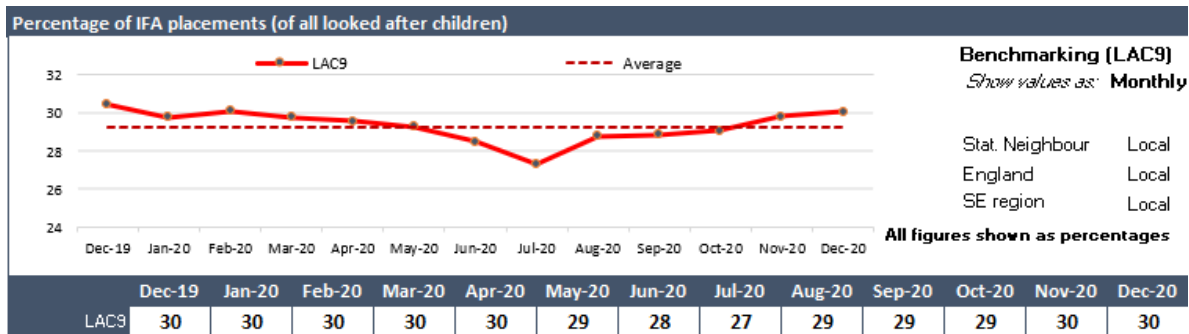
EET – Care Leavers

	2019	Dec 2020	SN (18 – 19 data)	Analysis
17 – 18 years	54%	44%	-	Reduction by 10%.
19 – 21 years	46%	48%	45%	1% lower than October 2020 data

CHAT data does not provide the SN average for 17 – 18 years EET, but we can show a reduction in 10% since the last inspection. This is therefore a risk for us. EET outcomes are better in the older 19 – 21 cohort, but again there is a recent reducing trend. **Response:** The service has reviewed its Skills and Development Plan. There is a recommendation that there is a focused discussion at Improvement Board on this area.

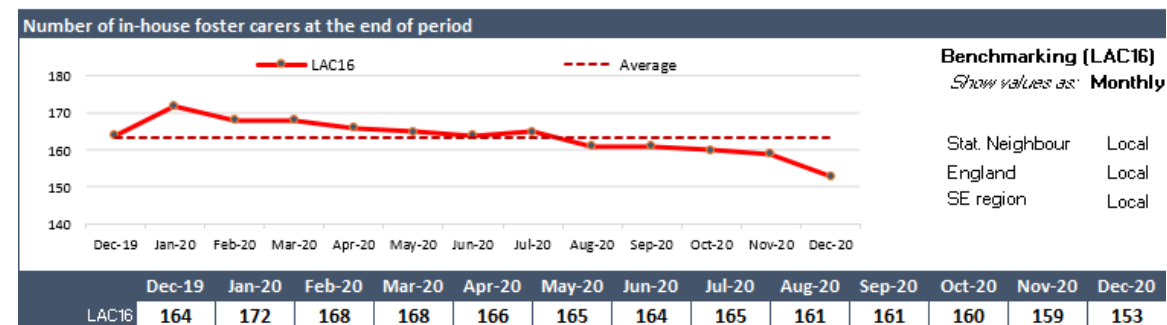
Things to do better – 6 month trends

Independent Fostering Agency ~ (IFA) Use



Use of Independent Fostering Agency placements remains static at around 30%. **Response:** the service is reviewing children placed in IFA with complex needs (alongside residential placements) as part of its panel activity and development of the residential offer.

Number of In house foster carers



The number of in house mainstream foster carers has seen a decline as the backlog of recording panel activity and closures is being addressed. Our loss of foster carers is not keeping pace with the gains, with a net loss of 5 in Q1/2. Reasons for resignations are known and mainly relate to retirement, personal circumstances or adopting their foster children. **Response:** The recruitment strategy for 2020-23 is in place and staffing resources have been requested in order to implement the strategy and recruit more foster carers.

Key Performance Indicators

Grey = Not Rated

Key: pp = percentage point

Despite progress, the data set is not fully complete – work is underway with the Data Team to finalise the data report for March 2021 Board. Areas marked in grey are new reports

INDICATOR TITLE	SEP-20	OCT-20	NOV -20	DEC- 20	TARGET	BENCHMARK	PP CHANGE	RAG
KEY PERFORMANCE INDICATORS – MEASURES THAT MATTER								
% Turnover (rolling year) of Permanent Staff in PACT / LAC and Care Leavers	PACT 1 leaver (1.88%)	0 Leavers (0%)	0 Leavers		5%	5% SW 9% overall	Requested from HR	
Sickness absence days per employee to 8 days or less in rolling year	12.03 days	10 days	11.97	11.22	8 days	8 days	Reduction	
% of agency workers of headcount	12%	H/count= 12 % FTE's = 14 %	H/count = 12 % FTE's = 14.5 %		5%	22%	No change	
Case loads numbers per FTE allocated worker PACT LAC	17.01 overall. >20 -PACT >18 - LAC	25 PACT 19.5 LAC	19.02 Overall PACT 21.02 LAC 17.55	17.60 Overall PACT 20.38 LAC 17.64	18 overall 20 -PACT 15 - LAC	18 cross service	Reduction	
No and % of scheduled Audits in Audit programme undertaken to date RAG ratings of those completed: inadequate/RI/Good/Outstanding	72%	48%			90% completion	50%	Reduction	
8.1 Number of EH cases with a plan completed in timescale								
% of open EH cases without an active assessment or plan	80% with plan				80% Local			
% increase of referrals into EH: Number of referrals to EH from MASH Number of step downs to EH from CSC								
% of completed C and F assessment with an outcome of CIN	31.6%	40.5%	36.7%	33.5%			Increase	
Rate of Children subject to an Initial Child Protection Conference per 10,000	6.1	8.5	12.0	10.0		SN 6.5 ENG 5.4 SE 5.1	Decrease	

INDICATOR TITLE	SEP-20	OCT-20	NOV-20	DEC-20	TARGET	BENCHMARK	PP CHANGE	RAG
KEY PERFORMANCE INDICATORS-MEASURES THAT MATTER								
Number of Section 47 (S47) enquiries started within the month	126 Scorecard	121 Scorecard	167	149	121	121 SN	Decrease	
Rate of children subject to child protection planning (per 10,000 0 – 17 years)	77 Scorecard	77 Scorecard	78	78	48	48 SN 44 Nat 41 SE	No Change	
% of Initial Child Protection Conferences (ICPCs) held within timescales (count of children)	79% Scorecard	35% Scorecard	57%	27%	84%	84% SN	Decrease	
% of Review Child Protection Conferences (ICPCs) held within timescales (count of children)	99.6%	90.8%	95.7%	100.0%	100%	SN 94.1%; Nat 91.5%; Reg 90.7%	Increase	
Page 90 % of children subject to CPP seen within 15 working days	62% Scorecard	85% Scorecard	92%	87%	90% Local	79%	Decrease	
Number of children with a missing episode in the month	RHI data is recorded in detailed plan	69	78	53	Scorecard		Decrease	
Number of children looked after with a missing episode in the month			5 LAC - 2+ . 3 on 2 occasions 2 on 3 occasions					
Rate of LAC per 10,000 (0-17)	95 Scorecard	97 Scorecard	99 Scorecard	98 Scorecard	86	86 SN , Nat 65, Reg 53	Decrease	
Permanence plan recorded at second review (% of Children have a permanence placement plan by their 2nd review)	16.7%	0%	4.3%	20%				
% of children whose permanence plan is long term fostering are matched with their carers	42%			52%	>80%	Local		
% of all contacts that become new referrals of Children In Need (CIN)	22% Scorecard	24% Scorecard	25%	23%	21 Local	35%	Increase	

INDICATOR TITLE		SEP-20	OCT-20	NOV-20	DEC-20	TARGET	BENCHMARK	PP CHANGE	RAG
MASH									
	% of contacts where a decision being made for a referral for service or not completed in 1 WD or less	94% Scorecard	98% Scorecard	98%	99%	100%	94%	Increase	
	Number of new referrals of Children in Need (CiN) rate per 10,000 (0-17 year olds)	70 Scorecard	72 Scorecard	88 Scorecard	69 Scorecard	Local	56.8 SN 44.6 ENG 49.6	Decrease	
	% of referrals which are re-referrals within one year of a closure assessment	6% Scorecard	7% Scorecard	8%	9%	25%	25% SN 23% Nat 25% SE	Increase	
	Percentage of referrals that lead to No Further Action	19% CHAT	19%	19%	18%	13%	13%		
ASSESSMENT									
16	% of Single Assessments (SA) completed within 45 days	87% Scorecard	82% Scorecard	79%	89%	76%	76% SN 81% Nat 81% SE	Decrease	
	% of referrals in the month where an outcome of the decision included a C & F assessment	23.7%	17.8%	25.9%	9.9%			Decrease	
	Rate of completed assessments per 10,000 children aged 0-17	49.9	56.4	70.2	80.4		55.1 SN 46.1 ENG 46.5 SE		
	% of CIN (not CP or LAC) with a visit within timescales	75.9%	75.9%	75.9%	75.9%				
	% of CIN (not CP or LAC) with a review in timescale	tbd							
	% of CIN (not CP or LAC) with an up to date plan	Tbd							
	% of children allocated within 48 hrs of referral	87.8%	87.6%	92.9%	92.5%	100%			

Overview

Grey = Not Rated

Key: pp = percentage point

INDICATOR TITLE		SEP-20	OCT-20	NOV-20	DEC-20	TARGET	BENCH MARK	PP CHANGE	RAG
ELECTIVE HOME EDUCATION									
	% children in priority groups (CP / CIN / YOS) who are EHE and have been allocated		Figs in new academic year	100%		100%			
	% of EHE cohort visited		Figs in new academic year			100%			
CHILDREN WITH DISABILITIES									
	Children visited in standard timescales	80%		83%	85%		82%		
SEND									
	% of EHCA completed in 20 week statutory timescale					90%	50.3%		
EARLY HELP									
	% of Take up of Funded Early Education for 2 yr olds (term time)		63%		Data due Jan 2021	80% Local	65% Local		
PROTECTION AND COURT									
	Number of children subject to CP Planning for 2+ years	9	20	10	10				
	% of LAC with a review in timescale	51.4%	63.0%	72.0%	78%	90% local			
	Monthly % of children have pre proceedings starting within 15 WDs of date of decision to enter pre-proceedings	25%	66%	0%		90% Local	90%		
	% of Pre proceeding assessments completed within 16 weeks from the pre-proceeding meeting	10%	0%	0%		80% Local	80%		
	Child on CPP seen alone	20% CHAT	25%	25%	30%		CHAT 50 %		

CHILDREN'S RESOURCE SERVICE

Number of Edge of Care referrals	570	596	600	609	623	442	Increase	
% of cases showing significant improvement between start and latest 'goal-based scores'	87%	85.1	82.9	85.2%	>80%	87%	Increase	
% of Edge of Care children that have remained with their family	78%	78.6	78.7	78.4%	>75%	80%	No change	
Number of open EoC cases	95	105	101	90	>109	116	Decrease	

YOUTH JUSTICE

Rate of custodial sentences imposed on YP aged 10-17 at time of sentence is <0.3.	0.25 (5)				<0.3	SN - 0.23		
Young people who are in suitable ETE provision when their disposal ended	69% - <16 40% - >16				75% - < 16 75% - > 16	Local		

MET

3 Number of missing episodes in the month Number of children who are repeat missing in the month Number of missing with a completed missing risk assessment in the month (currently not reported) % of missing who undertook an RHI	3 days of child return. 35/80 (44%) 3 WDs of child's return. 40/80 (50%)	42% within 3 days (27/64) 67% within 3 working days (43/64)	18 yp had 2 or more (33%) 11 x 2 3 x 3 1 child x 5 1 x 8 1 x 11 1 x 13 84% RI's completed		100%			
Number of missing episodes in the month Number of children looked after who are repeat missing in the month % of LAC missing offered an RHI % of LAC missing who undertook an RHI	100% offered 22/32 completed 69%)	100% RI's offered (21/21) 91% RI's completed (19/21)	100% RI's offered 86% RI's completed LAC over 30 miles 100% RI's completed		90%			

Overview

Grey = Not Rated

Key: pp = percentage point

INDICATOR TITLE	SEP-20	OCT-20	NOV -20	DEC-20	TARGET	BENCH MARK	PP CHANGE	RAG
-----------------	--------	--------	---------	--------	--------	------------	-----------	-----

LOOKED AFTER CHILDREN

Total Number of Looked after Children	485	492	503		420	496 SN	increase	
% of Children with an authorised care plan	96%	98%	97%		95%	95%	increase	
% of looked after children with a Personal Education Plan (PEP)	97%	30%		98.6%	95%	97%		
CLA by age bands and gender								
Looked after Children (LAC) aged under 1	27	30	30	29				
Looked after Children (LAC) aged 1-4	49	45	43	46				
Looked after Children (LAC) aged 5-9	91	92	90	87				
Looked after Children (LAC) aged 10-15	220	226	236	229				
Looked after Children (LAC) Aged 16+	98	99	104	108				
Looked after Children (LAC) under S20	41	40	45	45				
CLA at the age they started LAC	tbd							
Looked after Children – Female	221	225	229	224				
Looked After Children Male	263	267	272	274				
% of Looked after Children visited within timescales	70% Scorecard	80% Scorecard	75%	85%	Local	Local	increase	
% of Looked After Children placed >20 miles from LA					17.7%	17.7%		

CARE LEAVERS

% of Care Leavers in contact and in suitable accommodation	85%	85%	85%	83%	81%	81% SN	No change	
% of Looked after Children aged 16+ or open Care Leavers with an authorised Pathway Plan	96% Scorecard	98% Scorecard	98%	97%	95%	95%	increase	
% Care leavers (N)EET	17-18yr in EET = 50% 19-21 yr in EET = 51% (CHAT)	17-18yr olds in EET = 49% 19-21 yr olds in EET = 53%	17-18 yr olds in EET = 51% 19-21yr olds in EET = 50%		40%			
% of Looked after Children Placed in emergency beds / B&B	0	0			0%	Local	No Change	
% of care leavers received their health passports	33.33%				100%	Local		

INDICATOR TITLE	SEP-20	OCT-20	NOV-20	DEC-20	TARGET	BENCH MARK	PP CHANGE	RAG
ADOPTION								
Number of adoptions	4 Scorecard	4 Scorecard	1	4	3 per month	2 SN		
Number of days between entering care and placement for adoption	415 CHAT	456	456		<463	340 days SN 463/ Reg 406 / Nat 486		

FOSTERING AND PLACEMENTS								
Number of In house foster carers	161 Scorecard	160 Scorecard	159	153	200 by 2023			
% of children placed in our own provision	42%	46%			>50%			

SAFEGUARDING CHILDREN'S PARTNERSHIP								
Ensure that 100% of Child Safeguarding Practice Reviews and Serious Case Reviews are completed within timescales.	7 in prog (3 thematic) 1 complete 0 in timescales				in progress 2 1 complete 0 in timescales in progress 5 (3 part of NAI thematic) 1 complete 0 in timescales	100%		

This page is intentionally left blank

Agenda Item 9

Appendix 2

Team	Headcount	Total Leavers	Turnover %
SCC	3439	279	8%
Social Workers	166	22	13%
Wellbeing - Children & Learning	624	50	8%
Children's Social Care	206	25	12%
Education & Learning	167	7	4%
Integrated Specialist Services	250	17	7%
Childrens Resource Services	86	10	12%
Early Years & Childcare	68	4	6%
Education Psychology	16	1	6%
Education Strategy, Planning & Improvement	12	0	0%
Inclusion Service	12	0	0%
Integrated 0-19 Prevention & Early Help	101	3	3%
LAC & Pathways	36	1	3%
MASH / Assessment / EDT	54	7	13%
Music Services	20	1	5%
PACT	53	12	23%
Permanence	62	5	8%
Quality Assurance	29	2	7%
SEND	29	1	3%
Targeted & Restorative Service	33	2	6%
Virtual School	7	0	0%
Admissions & School Place Planning	7	0	0%
Adoption	17	0	0%
Assessment Teams	18	3	17%
BRS	12	0	0%
Central Locality	32	2	6%
Contact Team	17	4	24%
Early Help Hub / FPT	15	1	7%
Early Years Development & Childcare	6	0	0%
East Locality	33	0	0%
Education Welfare	12	0	0%
Fostering	33	4	12%
IRO & Child Protection	18	1	6%
Jigsaw	19	4	21%
L&D	5	0	0%
Language Service	4	0	0%
LSCB	5	0	0%
MASH	18	3	17%
MET Hub	7	0	0%
PACT 1	15	2	13%
PACT 2	9	5	56%
PACT 3	2	0	0%
PACT 4	11	2	18%
PACT 5	1	0	0%
PACT 6	11	3	27%

Participation, Transition & Progression	2	0	0%
Performance & Information	2	0	0%
Phoenix @ Pause Southampton	5	0	0%
Placements	10	1	10%
Portage	4	0	0%
SAT/FDAC & Edge of Care	25	2	8%
Specialist Teachers	9	1	11%
Startpoint - Northam & Sholing	38	1	3%
West Locality	35	1	3%
Youth Offending	21	2	10%
Assessment Team 1	3	1	33%
Assessment Team 3	10	2	20%
Assessment Team 4	5	0	0%
Edge of Care	8	0	0%
EDT	4	0	0%
Rapid Response	5	1	20%

DECISION-MAKER:	CHILDREN AND FAMILIES SCRUTINY PANEL
SUBJECT:	CHILDREN AND LEARNING - PERFORMANCE
DATE OF DECISION:	11 FEBRUARY 2021
REPORT OF:	DIRECTOR – LEGAL AND BUSINESS OPERATIONS

<u>CONTACT DETAILS</u>			
Executive Director	Title	Deputy Chief Executive	
	Name:	Mike Harris	Tel: 023 8083 2882
	E-mail	Mike.harris@southampton.gov.uk	
Author:	Title	Scrutiny Manager	
	Name:	Mark Pirnie	Tel: 023 8083 3886
	E-mail	Mark.pirnie@southampton.gov.uk	

STATEMENT OF CONFIDENTIALITY	
None	
BRIEF SUMMARY	
Attached as Appendix 1 are the key data sets for Children and Learning up to the end of December 2020. At the meeting the Cabinet Member and senior managers from Children and Learning will be providing the Panel with an overview of performance across the division since November 2020.	
RECOMMENDATIONS:	
	(i) That the Panel consider and challenge the performance of Children and Learning Services in Southampton.
REASONS FOR REPORT RECOMMENDATIONS	
1.	To enable effective scrutiny of Children and Learning Services in Southampton.
ALTERNATIVE OPTIONS CONSIDERED AND REJECTED	
2.	None.
DETAIL (Including consultation carried out)	
3.	To enable the Panel to undertake their role effectively members will be provided with appropriate performance information on a monthly basis and an explanation of the measures.
4.	Performance information up to 31 December 2020 is attached in Appendix 1. An explanation of the significant variations in performance will be provided at the meeting.
5.	At the July 2020 meeting of the Panel a request was made to include within the dataset an indicator measuring the number of looked after children in residential care placements. The position up to the week commencing 16 th January 2021 is as follows:

	Month Beginning									Weekly		
	3rd April 2020	1st May 2020	5th June 2020	3rd July 2020	7th Aug 2020	4th Sept 2020	2nd Oct 2020	6th Nov 2020	4th Dec 2020	1st Jan 2021	8th Jan	15th Jan
	39	38	40	39	43	43	45	46	47	46	46	46

Children in Residential Care Placements

6. The Cabinet Member, and representatives from the Children and Learning Senior Management Team, have been invited to attend the meeting to provide the performance overview.

RESOURCE IMPLICATIONS

Capital/Revenue/Property/Other

7. None directly as a result of this report.

LEGAL IMPLICATIONS

Statutory power to undertake proposals in the report:

8. The duty to undertake overview and scrutiny is set out in Part 1A Section 9 of the Local Government Act 2000.

Other Legal Implications:

9. None

RISK MANAGEMENT IMPLICATIONS

10. None

POLICY FRAMEWORK IMPLICATIONS

11. The Corporate Plan 2020 sets out the following regarding the wellbeing of children in the city:
- “Working with partners to deliver the ambitions set out in the five-year Health and Wellbeing Strategy, this area looks at wellbeing across the city, with a focus on adults and children’s social care, education and public health. We work closely with partners to help safeguard vulnerable people across the city. We are focused on delivering strong customer experience across the Adults and Children & Families services. We want Southampton to be a city that is recognised for its proactive approach to preventing problems and intervening early, as well being a ‘Child Friendly City’ where children and young people have great opportunities and an aspiration to achieve. We want our residents to have the information and support they need to lead safe, active, healthy lives and to be able to live independently for longer.”

KEY DECISION?	No
----------------------	----

WARDS/COMMUNITIES AFFECTED:	None
------------------------------------	------

SUPPORTING DOCUMENTATION

Appendices

1.	Children and Families Monthly Dataset – December 2020
2.	Glossary of terms

Documents In Members’ Rooms

1.	None
----	------

Equality Impact Assessment		
Do the implications/subject of the report require an Equality and Safety Impact Assessment (ESIA) to be carried out.		No
Data Protection Impact Assessment		
Do the implications/subject of the report require a Data Protection Impact Assessment (DPIA) to be carried out.		No
Other Background Documents		
Other Background documents available for inspection at:		
Title of Background Paper(s)	Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)	
1.	None	

This page is intentionally left blank

Qualitative measures:			Key to direction of travel:		
Positive	Similar	Negative	Increase 10% or more ↑	Similar →	Decrease 10% or more ↓

Ref.	Indicator	Owner	Reporter	Outcome (what impact will monitoring these measures have on the experiences of our children)	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	% change from Nov-20	% change from Dec-19	DoT	12-mnth avg	12-mnth max.	SN	ENG	SE region	Target 17-18	Target 18-19	Target 19-20	Commentary (Dec-20):
M1	Number of contacts received (includes contacts that become referrals)	tbc	Jacquie Schofield	<i>There is an effective 'front door' with which anyone with a concern about a child can engage and receive appropriate advice, support and action.</i>	1403	1493	1343	1607	1555	1787	1507	↓ -16%	↑ 20%		1397	1787	Local	Local	Local				The number of Contacts received during Dec 20 remains high but was 16% lower than Nov 20. The trend has been in line with schools returning and children being seen by professionals with a loosening of the restrictions around the current pandemic. December has dipped slightly but the holidays would account for the slight fall.
M2	Number of new referrals of Children In Need (CiN)	tbc	Jacquie Schofield	<i>Referrals for children in need of help and support are accepted appropriately by the service.</i>	342	388	263	357	368	449	351	↓ -22%	↑ 14%		342	449	399	357	460				The number of new referrals of children in need has reduced in line with the number of contacts received. The MASH decision making continues to be scrutinised through audit and no concerns have been raised.
M3	Percentage of all contacts that become new referrals of Children In Need (CiN)	tbc	Jacquie Schofield	<i>Children and families receive the help they need at the right time, and from the best possible resource - in line with the established continuum of need.</i>	24%	26%	20%	22%	24%	25%	23%	→ -7%	→ -5%		25%	29%	Local	Local	Local				The percentage of contacts that become new referrals has remained fairly consistent over the past year demonstrating the use of consistent application of threshold. The MASH decision making continues to be scrutinised through audit and no concerns have been raised.
M2-NI	Number of new referrals of Children in Need (CiN) rate per 10,000 (0-17 year olds)	tbc	Jacquie Schofield	<i>Referrals for children in need of help and support are comparable with other local authorities like Southampton.</i>	67	76	52	70	72	88	69	↓ -22%	↑ 13%		67	88	Local	Local	Local				The number of new referrals of children in need rate per 10,000 0-17 year olds has decreased by 22%. There is no information to compare this with statistical neighbours. We are currently reviewing the Continuum of Need threshold document to ensure we are working with the right children at a statutory level.
M5-CL	Percentage of referrals dealt with by MASH where time from referral received / recorded to completion by MASH was 24 hours / 1 working day or less	tbc	Jacquie Schofield	<i>The safety of children is supported by referrals being dealt with in a timely manner.</i>	99%	98%	99%	94%	98%	98%	99%	→ 1%	→ 2%	▲	98%	99%	Local	Local	Local				The conversion rate for the 1 working day decision making is at 99% for December, showing MASH are compliant with Working Together 2018, despite Navigators working remotely and the complexities of this situation.
M6-CL (val)	Number of referrals which are re-referrals within one year of a closure assessment	tbc	Sarah Ward	<i>The service is effective in helping children and families address their issues, and where there is a re-referral, the issues are understood.</i>	17	15	19	23	27	37	32	↓ -14%	↑ 357%	▼	21	37	Local	Local	Local				The number of re-referrals shows an increasing trend since July 2020, with a corresponding increase in percentage. Feedback from audits has been shared with the service. There was a headline theme around the impact of the pandemic upon contact with (and therefore accurate assessment of) family's needs. Audit feedback will inform a focus on better practice, with a launch of practice priorities scheduled for March 2021.
M6-CL	Percentage of referrals which are re-referrals within one year of a closure assessment	tbc	Sarah Ward	<i>The service is effective in helping children and families address their issues, and where there is a re-referral, the issues are understood.</i>	5%	4%	7%	6%	7%	8%	9%	↑ 13%	↑ 350%	▼	6%	9%	25%	23%	25%				The number of re-referrals shows an increasing trend since July 2020, with a corresponding increase in percentage. Feedback from audits has been shared with the service. There was a headline theme around the impact of the pandemic upon contact with (and therefore accurate assessment of) family's needs. Audit feedback will inform a focus on better practice, with a launch of practice priorities scheduled for March 2021.
M4	Number of new referrals of children aged 13+ where child sexual exploitation (CSE) was a factor	tbc	Simon Demission	<i>The needs and safety of children at risk of child sexual exploitation are responded to effectively.</i>	4	7	7	15	2	2	2	→ 0%	→ 0%		4	15	Local	Local	Local				QA work on September peak showed that a large majority (80%) were inaccurately flagged CSE. Moving forward, the service recommends that consideration is given to a revised indicator, linked to CERAF (risk assessment) and monthly MET Review data which counts the number of children in the city at risk of criminal and or sexual exploitation and identifies their level of risk.

Ref.	Indicator	Owner	Reporter	Outcome (what impact will monitoring these measures have on the experiences of our children)	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	% change from Nov-20	% change from Dec-19	DoT	12-mnth avg	12-mnth max.	SN	ENG	SE region	Target 17-18	Target 18-19	Target 19-20	Commentary (Dec-20):
M5	Number of children receiving Early Help services who are stepped up for Children In Need (CiN) assessment	tbc	Sean Holthouse	<i>The needs and safety of children at risk of child sexual exploitation are responded to effectively.</i>	1	13	4	7	14	17	0	↓ -100%	↓ -100%		9	22	Local	Local	Local				Early Help Locality Teams continue to work with families to prevent escalation of need, & to refer appropriately where children are at immediate risk and in need of protection. The Early Help Hub Rapid Response Team continue to work with new referred high-end early help cases preventing escalation into Social Care. EH Locality cases are RAG rated and moderated with SW EH lead. The EH cohort are also reviewed with EWS & schools to share risk information on vulnerable pupils. The number of CSC 'step up' cases in December was below average with 0 recorded.
EH2	Number of Children In Need (CiN) at end of period (all open cases, excluding EHPs, EHAs, CPP and LAC)	tbc	Sarah Ward	<i>Children in need of help and support receive a consistent and effective service.</i>	1313	1313	1232	1251	1305	1348	1226	→ -9%	↓ -16%	▼	1,303	1,379	Local	Local	Local				There has been a reducing trend of overall children in need in the past 3 months, with a 16% decrease since December 2019. Service design activity including a review of the early offer is anticipated to further reduce the level of statutory work in 2021.
EHS-QL	Number of children open to the authority who have been missing at any point in the period (count of children)	tbc	Simon Demison	<i>The needs and safety of children who have been missing are responded to robustly.</i>	57	83	59	72	69	78	53	↓ -32%	↓ -21%	▼	67	83	Local	Local	Local				After a very high Nov 19 return, numbers are back to similar rate and below the 12m average.
EH3	Number of Single Assessments (SA) completed	tbc	Jacqui Schofield	<i>Children receive a comprehensive assessment of their needs; with strengths and areas of risk identified to inform evidence-based planning.</i>	265	326	248	243	285	346	410	↑ 18%	→ 8%		309	410	318	353	447				Dec 20 has seen the highest number of single assessments completed in the past year. This number reflects the increase in referrals transferred over from MASH in Oct/Nov 20.
EH3a%	Percentage of Single Assessments (SA) completed within 10 days	tbc	Jacqui Schofield	<i>Assessments are completed in a timely manner, to ensure that children receive the help they need without unnecessary delay.</i>	6%	12%	4%	9%	12%	14%	16%	↑ 13%	↑ 64%	▲	11%	16%	19%	15%	17%				The percentage of single assessments completed within 10 days has increased in line with the increase in single assessments referred to the assessment service.
EH3b%	Percentage of Single Assessments (SA) completed within 11-25 days	tbc	Jacqui Schofield	<i>Assessments are completed in a timely manner, to ensure that children receive the help they need without unnecessary delay.</i>	44%	40%	32%	26%	32%	31%	31%	→ 0%	→ 3%	▲	36%	49%	Local	Local	Local				The percentage of single assessments completed within 11 - 25 days has remained high and consistent with Nov 20.
EH3c%	Percentage of Single Assessments (SA) completed within 26-35 days	tbc	Jacqui Schofield	<i>Assessments are completed in a timely manner, to ensure that children receive the help they need without unnecessary delay.</i>	20%	18%	28%	21%	16%	15%	19%	↑ 26%	→ 3%	▲	19%	28%	Local	Local	Local				The percentage of single assessments completed within 26-35 days has increased on Nov 20.
EH3d%	Percentage of Single Assessments (SA) completed within 36-45 days	tbc	Jacqui Schofield	<i>Assessments are completed in a timely manner, to ensure that children receive the help they need without unnecessary delay.</i>	15%	23%	24%	30%	22%	19%	24%	↑ 26%	↑ 101%	▲	18%	30%	Local	Local	Local				The percentage of single assessments completed within 36-45 days has increased which is expected in light of the increase in referrals in Oct/Nov 20.
EH3e%	Percentage of Single Assessments (SA) completed over 45 days	tbc	Jacqui Schofield	<i>Assessments are completed in a timely manner, to ensure that children receive the help they need without unnecessary delay.</i>	15%	7%	11%	13%	18%	21%	11%	↓ -50%	↓ -65%	▼	16%	35%	20%	17%	18%				The percentage of referrals completed over 45 days has decreased by 50% compared to Nov 20 and is significantly higher than Dec 19. This is lower than statistical neighbours, England and the south east and demonstrates the focus on improvement in this area following an increase in Nov 20.
EH4 (val)	Number of Single Assessments (SA) completed in 45 working days	tbc	Jacqui Schofield	<i>Assessments are completed in a timely manner, to ensure that children receive the help they need without unnecessary delay.</i>	225	303	221	211	235	272	366	↑ 35%	↑ 39%	▲	257	366	243	285	360				The number of single assessments completed within 45 days is the highest in the past year. It is significantly higher than statistical neighbours and demonstrates the focus on improvement in this area following an increase in Nov 20.
EH4-QL	Percentage of Single Assessments (SA) completed in 45 working days	tbc	Jacqui Schofield	<i>Assessments are completed in a timely manner, to ensure that children receive the help they need without unnecessary delay.</i>	85%	93%	89%	87%	82%	79%	89%	↑ 13%	↑ 29%	▲	84%	93%	76%	81%	81%				The percentage of single assessments completed within 45 days has increased and compares to 69% in Dec 19. This figure is higher than statistical neighbours, England and the south east region.
CP1	Number of Section 47 (S47) enquiries started	tbc	Jacqui Schofield	<i>Where there are concerns about a child's safety, there is a robust assessment of risk.</i>	138	121	81	126	121	167	149	↓ -11%	↑ 59%		121	167	121	110	148				The number of section 47 enquiries started has decreased compared to Nov 20, but is significantly higher than Dec 19. We are awaiting data to look at a breakdown of this number across the whole of children's services.

Ref.	Indicator	Owner	Reporter	Outcome (what impact will monitoring these measures have on the experiences of our children)	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	% change from Nov-20	% change from Dec-19	DoT	12-mnth avg	12-mnth max.	SN	ENG	SE region	Target 17-18	Target 18-19	Target 19-20	Commentary (Dec-20):
CP1NI	Rate of Section 47 (S47) enquiries started per 10,000 children aged 0-17	ibc	Jacqui Schofield	<i>Safeguarding investigations undertaken by the service are at a level that is comparable with other local authorities like Southampton.</i>	27	24	16	25	24	33	29	↓ -12%	↑ 61%		24	33	19	14	14				The rate of section 47 enquiries per 10,000 children aged 0-17 years has decreased, although remains high compared to statistical neighbours, England and the south east region. This is an area of focus within MASH and Partners.
CP6B	Number of children with a Child Protection Plan (CPP) at the end of the month, excluding temporary registrations	ibc	Stuart Webb	<i>Child Protection Plans are in place for children where it has been assessed that multi-agency intervention is required to keep them safe.</i>	407	426	415	393	389	394	399	→ 1%	↓ -19%		414	468	388	439	527				There has been a small increase in numbers over the past month. What is more relevant is the plateauing of the rate of CPP per 10,000. The panel to review CPP and CIN cases > 12 months will begin in January and it is assessed that this will begin to have an impact. Looking forward, the Strengthening Families approach has been confirmed as one element of the Southampton restorative practice model and CP chairs will begin delivering awareness raising workshops to staff and partners. This should support the more regular implementation of safe, alternatives to CP planning. Finally, the development of our vulnerable adolescents offer (a two month development project is underway) will have an impact upon planning for the older cohort.
CP6BNI	Rate of children with Child Protection Plan (CPP) per 10,000 (0-17 year olds) at end of period	ibc	Stuart Webb	<i>The number of children who require Child Protection Plans is at a level that is comparable with other local authorities like Southampton.</i>	80	84	82	77	77	78	78	→ 0%	↓ -19%		81	92	48	44	41				There has been a small increase in numbers over the past month. What is more relevant is the plateauing of the rate of CPP per 10,000. The panel to review CPP and CIN cases > 12 months will begin in January and it is assessed that this will begin to have an impact. Looking forward, the Strengthening Families approach has been confirmed as one element of the Southampton restorative practice model and CP chairs will begin delivering awareness raising workshops to staff and partners. This should support the more regular implementation of safe, alternatives to CP planning. Finally, the development of our vulnerable adolescents offer (a two month development project is underway) will have an impact upon planning for the older cohort.
CP2	Number of children subject to Initial Child Protection Conferences (ICPCs), excluding transfer-ins and temporary registrations	Phil Bullingham	Stuart Webb	<i>Where it has been assessed that multi-agency intervention is required to keep a child safe, the case is progressed to Initial Child Protection Conference.</i>	36	72	22	24	43	56	48	↓ -14%	↓ -38%		39	72	38	42	51				There has been a decrease in the number and rate of ICPC. However, Southampton remains an outlier and the data continues to suggest that decisions to take children to ICPC should be explored.
CP2NI	Rate per 10,000 Initial Child Protection Conferences (ICPCs)	Phil Bullingham	Stuart Webb	<i>The rate of Initial Child Protection Conferences is at a level that is comparable with other local authorities like Southampton.</i>	7	14	5	6	8	12	10	↓ -16%	↓ -35%		8	14	6	5	5				There has been a decrease in the number and rate of ICPC. However, Southampton remains an outlier and the data continues to suggest that decisions to take children to ICPC should be explored.
CP4 (val)	Number of Initial Child Protection Conferences (ICPCs) resulting in a Child Protection Plan (CPP) (based on count of children)	Phil Bullingham	Stuart Webb	<i>Decisions made at Child Protection Conferences will result in appropriate, evidence-based plans for children that respond to, and meet their level of risk and need.</i>	35	58	17	22	38	52	42	↓ -19%	↓ -36%		35	58	32	36	44				There has been a decrease in the number and % conversion from conference to CPP this month. Southampton's 12m average % conversion is 5% higher than the statistical neighbour average. This means that it is more likely for a conference to convert to a plan in Southampton. See above regarding likely impact of Strengthening Families.
CP4	Percentage of Initial Child Protection Conferences (ICPCs) resulting in a Child Protection Plan (CPP) (based on count of children)	Phil Bullingham	Stuart Webb	<i>Decisions made at Child Protection Conferences will result in appropriate, evidence-based plans for children that respond to, and meet their level of risk and need.</i>	97%	81%	77%	92%	88%	93%	88%	→ -6%	→ 2%	▲	89%	97%	86%	86%	84%				There has been a decrease in the number and % conversion from conference to CPP this month. Southampton's 12m average % conversion is 5% higher than the statistical neighbour average. This means that it is more likely for a conference to convert to a plan in Southampton. See above regarding likely impact of Strengthening Families.
CP2b	Number of transfer-ins	Phil Bullingham	Stuart Webb	<i>Children moving into Southampton receive a good standard of service and protection.</i>	0	0	1	7	0	5	3	↓ -40%	↑ 50%		2	7	Local	Local	Local				There were three transfers in during the month. When there are, the service manager asks for an update from the CP chair(s) to clarify if transfer procedures have been followed.

Ref.	Indicator	Owner	Reporter	Outcome (what impact will monitoring these measures have on the experiences of our children)	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	% change from Nov-20	% change from Dec-19	DoT	12-mnth avg	12-mnth max.	SN	ENG	SE region	Target 17-18	Target 18-19	Target 19-20	Commentary (Dec-20):
CP2b %	Percentage of transfer-ins where child became subject to a CP Plan during period	bbc	Stuart Webb	Children moving into Southampton receive a good standard of service and protection.	-	-	0%	100%	-	80%	100%	↑ 25%	↑ 100%		80%	100%	Local	Local	Local				There were three transfers in during the month. When there are, the service manager asks for an update from the CP chair(s) to clarify if transfer procedures have been followed.
CP3-QL (val)	Number of children subject to Initial Child Protection Conferences (ICPCs) which were held within timescales (excludes transfer-ins)	Phil Bullingham	Stuart Webb	Child Protection planning is timely, ensuring that the risks to children are discussed and responded to expediently.	34	50	16	19	15	32	13	↓ -59%	↓ -75%	▲	24	50	33	33	40				The poor performance this month is in part explained by the report not taking bank holidays into account; which has been raised with the data team. However, in light of ongoing poor performance, the QA Unit manager will meet with the HoS for CSC, the relevant service managers and the CP advisor to confirm an improvement plan in January 2021. The summary of reasons for late ICPC are given below: <ul style="list-style-type: none"> •10 children were actually in date due to the 2 bank holidays that PARIS does not count •14 children were out of timescales in receipt of request or there was insufficient time to allow 5 days for the police to attend •5 children had an ICPC arranged in time, but the ICPC had to be postponed due to the SW report not being ready or shared 2 days prior to conference. •8 children the social worker had put the wrong date of strategy discussion on the request, and therefore occurred out of date, these could have been accommodated within timescales if the correct date had been used. •1 was due to social worker availability
CP3-QL	Percentage of Initial Child Protection Conferences (ICPCs) held within timescales (based on count of children)	Phil Bullingham	Stuart Webb	Child Protection planning is timely, ensuring that the risks to children are discussed and responded to expediently.	94%	69%	73%	79%	35%	57%	27%	↓ -53%	↓ -61%	▲	61%	94%	84%	79%	77%				The poor performance this month is in part explained by the report not taking bank holidays into account; which has been raised with the data team. However, in light of ongoing poor performance, the QA Unit manager will meet with the HoS for CSC, the relevant service managers and the CP advisor to confirm an improvement plan in January 2021. The summary of reasons for late ICPC are given below: <ul style="list-style-type: none"> •10 children were actually in date due to the 2 bank holidays that PARIS does not count •14 children were out of timescales in receipt of request or there was insufficient time to allow 5 days for the police to attend •5 children had an ICPC arranged in time, but the ICPC had to be postponed due to the SW report not being ready or shared 2 days prior to conference. •8 children the social worker had put the wrong date of strategy discussion on the request, and therefore occurred out of date, these could have been accommodated within timescales if the correct date had been used. •1 was due to social worker availability
CP8-QL	Percentage of children subject to a Child Protection Plan seen in the last 15 working days.	bbc	Sarah Ward	The service is in regular contact with children subject to Child Protection planning to ensure that there is ongoing assessment of risk and opportunities to intervene effectively.	75%	75%	85%	62%	85%	92%	87%	→ -5%	→ 9%	▲	74%	92%	Local	Local	Local				A reduction of 5% since November, which is explained by capacity challenges within the service. The level and quality of contact with children and families will improve as the social work teams stabilise.
CP5-QL (val)	Number of new Child Protection Plans (CPP) where child had previously been subject of a CPP at any time (repeat)	Phil Bullingham	Stuart Webb	The service is effective in managing the risks experienced by children and within families and where there is re-referral the issues are understood.	5	5	2	13	14	17	11	↓ -35%	↓ -45%	▼	8	17	7	8	9				12 month average is 1% lower than SN average and is not judged to be statistically significant.
CP5-QL	Percentage of new Child Protection Plans (CPP) where child had previously been subject of a CPP at any time (repeat)	Phil Bullingham	Stuart Webb	The service is effective in managing the risks experienced by children and within families and where there is re-referral the issues are understood.	14%	9%	12%	41%	37%	30%	24%	↓ -19%	↓ -18%	▼	21%	41%	22%	21%	21%				12 month average is 1% lower than SN average and is not judged to be statistically significant.

Ref.	Indicator	Owner	Reporter	Outcome (what impact will monitoring these measures have on the experiences of our children)	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	% change from Nov-20	% change from Dec-19	DoT	12-mnth avg	12-mnth max.	SN	ENG	SE region	Target 17-18	Target 18-19	Target 19-20	Commentary (Dec-20):
CP9	Number of children subject to Review Child Protection Conferences (RCPCs) in the month	Phil Bullingham	Stuart Webb	Where children are subject to Child Protection planning, their cases are reviewed regularly to identify progress and any barriers.	135	101	73	123	112	86	70	↓ -19%	↓ -47%	▼	99	135	Local	Local	Local				Christmas period is likely to have impacted upon reduced number of RCPCs and therefore plans ceasing.
CP7	Number of ceasing Child Protection Plans (CPP), excluding temporary registrations	tbc	Stuart Webb	Where it is assessed that risks to a child have reduced there is a review of risk and the case is stepped down effectively.	48	38	25	53	42	47	37	↓ -21%	→ -8%	▲	41	63	34	37	47				Christmas period is likely to have impacted upon reduced number of RCPCs and therefore plans ceasing.
LAC1	Number of Looked after Children at end of period	tbc	Mary Hardy	Where it is assessed that there is no safe alternative, the local authority will take children into its care for their welfare and protection.	488	512	493	485	492	503	499	→ -1%	→ 1%	▼	493	512	496	514	541	515	495	420	The past month has seen a slight drop of 4 in the number of children in our care, so at 499 in December this is slightly above the 12 month average of 493 but below the 12 month maximum of 512 children who were in our care in July 2020.
LAC1-NT	Looked after Children rate per 10,000	tbc	Mary Hardy	The level of children in care is at a level that is comparable with other local authorities like Southampton.	96	101	97	95	97	99	98	→ -1%	→ 1%	▼	97	101	86	65	53				As above, the rate has dropped correspondingly from 99 to 98 per 10,000 of population.
LAC2	Number of new Looked after Children (episodes)	tbc	Mary Hardy	Where children meet the threshold and there are no alternatives, they will be safe and have their welfare needs addressed through accommodation by the local authority.	10	29	9	8	23	25	11	↓ -56%	↑ 38%	▼	14	29	16	17	19				After higher rates of 23 and 25 respectively in October and November, there has been a significant drop back to 11 new LAC episodes in December, with the average for the past 12 months being at 14. The numbers of new episodes of care have fluctuated somewhat throughout the year making it more difficult to comment on trends.
LAC3	Number of ceasing Looked after Children (episodes)	tbc	Mary Hardy	Children will leave care in a planned way with clear networks of support around them.	9	6	24	17	16	14	12	↓ -14%	↓ -48%	▲	12	24	15	16	18				The numbers of children ceasing to be in our care have seen a steady month on month drop from 24 in August to 12 in December, which has also been the average number for the past 12 months.
LAC6 (vnl)	Number of adoptions (E11, E12)	tbc	Martin Smith	Children who are being adopted will receive timely and effective support.	2	0	4	4	4	1	4	↑ 300%	↑ 300%	▲	2	4	2	2	3	50			This month we are seeing further 'catch up' activity. We continue to see the court hear the backlog of applications lodged since the commencement of the pandemic. The court is sitting one session every other month to hear adoption applications.
LAC6 (%)	Percentage of adoptions (E11, E12)	tbc	Martin Smith	Children who are being adopted will receive timely and effective support.	22%	0%	17%	24%	25%	7%	33%	↑ 367%	↑ 667%		18%	50%	15%	12%	18%				33% of children leaving care this month was as a result of adoption orders being granted. Our 12 months average is currently consistent with our statistical neighbours.
LAC12 (vnl)	Number of Special Guardianship Orders (SGOs) (E43, E44)	tbc	Martin Smith	Children subject to Special Guardianship Orders will receive timely and effective support.	1	0	6	4	4	4	1	↓ -75%	↓ -67%		2	6	Local	Local	Local				There has been a slight lull in SGO orders granted this month, namely due to court hearing scheduled for December. The 4 month previous had seen high number as some court hearing backlog took place.
LAC12 (%)	Percentage of Special Guardianship Orders (SGOs) (E43, E44)	tbc	Martin Smith	Children subject to Special Guardianship Orders will receive timely and effective support.	11%	0%	25%	24%	25%	29%	8%	↓ -71%	↓ -36%		15%	29%	33%	13%	12%				8% of children leaving care this month was as a result of orders being granted.
LAC7-QL	Percentage of Looked after Children visited within timescales	tbc	Mary Hardy	The service is in regular contact with Looked after Children to ensure that there is ongoing assessment of risk and opportunities to intervene effectively.	78%	75%	73%	70%	80%	75%	85%	↑ 13%	→ 8%	▲	70%	85%	Local	Local	Local				This is a good news story with the remedial work we have been undertaking seemingly having had a positive impact on this indicator in the past month which has seen our visits increase from 75% in November to 85% in December - this is the highest it has been for the 14 months of data reported in this spreadsheet with potential for further improvement as reviews take place allowing more erroneous visiting frequencies to be corrected.
LAC10 (%)	Percentage of Looked after Children with an authorised CLA plan	tbc	Mary Hardy	Children have good quality care plans, to which they have contributed, and which meet their needs.	96%	95%	96%	96%	98%	97%	97%	→ 0%	→ 3%	▲	95%	98%	Local	Local	Local				No change as December has again seen 97% completion rate for authorised care plans, just as it was in November.

Ref.	Indicator	Owner	Reporter	Outcome (what impact will monitoring these measures have on the experiences of our children)	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	% change from Nov-20	% change from Dec-19	DoT	12-mnth avg	12-mnth max.	SN	ENG	SE region	Target 17-18	Target 18-19	Target 19-20	Commentary (Dec-20):
LAC10-QL	Number of Looked after Children with an authorised CLA Plan	tbc	Mary Hardy	Children have good quality care plans, to which they have contributed, and which meet their needs.	467	487	473	467	480	486	482	→ -1%	→ 4%	▲	471	487	Local	Local	Local				As above.
LAC13	Number of current Unaccompanied Asylum Seeking Children (UASC) looked after at end of period	tbc	Mary Hardy	Unaccompanied Asylum Seeking Children are identified and supported by the local authority.	12	11	11	10	11	16	18	↑ 13%	↑ 50%		13	18	31	33	51				This indicator has seen a further increase of 2 from November to December so we now have 18 unaccompanied asylum seeking minors in our care, which is the highest this number has been in the 14 months of reporting on this spreadsheet, the average for the past 12 months being 13.
LAC14	Number of new unaccompanied Asylum Seeking Children (UASC)	tbc	Mary Hardy	Unaccompanied Asylum Seeking Children are identified and supported by the local authority.	0	0	0	0	1	3	2	↓ -33%	- n/a		1	3	Local	Local	Local				Whilst it is still too soon to be commenting on any evolving trends, we have had 2 more asylum seeking minors come in to our care in December.
LAC11-QL	Number of Looked after Children aged 16+ or open Care Leavers with an authorised Pathway Plan	tbc	Mary Hardy	Care Leavers have a good quality Pathway Plans, to which they have contributed, and which meets their needs.	171	174	171	178	173	176	179	→ 2%	↑ 10%	▲	168	179	Local	Local	Local				This last month has again seen an increase of 3 young people in this cohort with an authorised Pathway Plan bringing the total in December to 179 which is the highest it has been in the past 12 months.
LAC11-QL (%)	Percentage of Looked after Children aged 16+ or open Care Leavers with an authorised Pathway Plan	tbc	Mary Hardy	Care Leavers have a good quality Pathway Plans, to which they have contributed, and which meets their needs.	96%	96%	94%	96%	98%	98%	97%	→ -1%	→ 3%	▲	95%	98%	Local	Local	Local				A 1% drop in completion rates to 97% in December is offset by an increase of 3 young people in to this cohort so actual performance level effectively remains unchanged for December.
NI147	Percentage of Care Leavers in contact and in suitable accommodation	tbc	Mary Hardy	Care Leavers are in accommodation that is safe and secure.	86%	86%	84%	85%	85%	85%	83%	→ -2%	→ 7%	▲	84%	86%	81%	85%	84%	92.0%	93.0%	94%	There has been a 2% drop to 83% in this indicator in December which is a concern and warrants further investigation to understand what has happened. It may be that contact with our care leavers has dropped as no contact constitutes a failure for this indicator as you cannot then know what the accommodation status is, but we need to scrutinise the data to establish the cause of the change with any certainty.
LAC9 (vnl)	Number of Looked after Children (LAC) placed with IFAs at end of period	tbc	Martin Smith	Our Looked after Children will benefit from high quality fostering provision, with our own carers wherever possible.	139	140	142	140	143	150	150	→ 0%	→ 0%	▼	144	150	Local	Local	Local	112	TBC	TBC	Our use of IFA carers has remained static.
LAC9	Percentage of IFA placements (of all looked after children)	tbc	Martin Smith	Our Looked after Children will benefit from high quality fostering provision, with our own carers wherever possible.	28%	27%	29%	29%	29%	30%	30%	→ 1%	→ -1%	▼	29%	30%	Local	Local	Local				Our use of IFA carers has remained static.
LAC16	Number of in-house foster carers at the end of period	tbc	Martin Smith	Our Looked after Children will benefit from high quality fostering provision, with our own carers wherever possible.	164	165	161	161	160	159	153	→ -4%	→ -7%	▲	164	172	Local	Local	Local	190	190	200	As expected the number of in house mainstream foster carers has seen a decline as the backlog of recording panel activity and closures is being addressed. Our loss of foster carers is not keeping pace with the gains, with a net loss of 5 in Q1/2. Reasons for resignations are known and mainly relate to retirement, personal circumstances or adopting their foster children. The recruitment strategy for 2020-23 is in place and staffing resources have been requested in order to implement the strategy and recruit more foster carers.
EHA	Number of Early Help Assessment (EHA) started in the month		Sean Hollehouse	Children and families benefit from an early help offer that is rooted in a good understanding of their needs.	96	139	132	124	124	127	112	→ -6%	↓ -12%		121	205	Local	Local	Local				
EHA	Number of Early Help Assessment (EHA) completed in the month INCLUDING adults aged 21+		Sean Hollehouse	Assessments are completed for adult family members where a need for support is identified.	258	278	263	250	308	265	221	- n/a	→ -5%		241	308	Local	Local	Local	288	336	TBC	Number of assessments completed are lower than rolling monthly average.

Ref.	Indicator	Owner	Reporter	Outcome (what impact will monitoring these measures have on the experiences of our children)	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	% change from Nov-20	% change from Dec-19	DoT	12-mnth avg	12-mnth max.	SN	ENG	SE region	Target 17-18	Target 18-19	Target 19-20	Commentary (Dec-20):
EHTb	Number of Early Help Plans (EHPs) opened in the month (includes EHPs completed, and those still open at end of period)		Sean Holehouse	Children and families benefit from early help plans that meet their presenting needs.	233	339	280	252	338	275	208	- n/a	➔ 6%		242	339	Local	Local	Local				The rate of opened EHP's is slightly below the rolling monthly average. Teams continue to focus on timeliness standards and case closures to support families self reliance and case throughput. EH locality case holding (Snr FSW) service capacity is 109% (15 families per SFSW pro rata & adjusted for named staff with parenting hub course delivery). Total families open to locality Snr FSW's (27 FTE) is 358 (764 children) - Central 113 / West 110 / East 135 (excluding 74 families - L2/UP Sure Start & Housing targeted work identified as meeting TF criteria & tracked within the FM cohort).
EHTb	Number of Early Help Assessment (EHA) completed, EXCLUDING adults aged 21+		Sean Holehouse	Assessments are completed for a children where a need for early help support is identified..	192	186	177	175	204	183	159	- n/a	➔ -8%		169	204	Local	Local	Local				The rate of completed EHA's is slightly below the rolling monthly average. Early Help Assessments are undertaken holistically with a child 'lived experience' focus and within the Locality EH teams are mandated to use the Outcome Star tool with individual children (age appropriate) to support engagement and strength based practice.
CINS	Number of all Children in Need (CiN) (including Child Protection (CP) / Looked after Children (LAC) / Care Leavers	Phil Bullingham	Stuart Webb	Children and families receive support safely, at the right threshold and in a timely manner; supported by the interface between Early Help and Social Care.	2339	2363	2256	2250	2301	2367	2247	- n/a	⬇ -13%		2350	2577	Local	Local	Local				Small reduction (127) in CiN overall since previous month. 12% reduction over 12m period
LSCB17a	Percentage of 16-17 year olds NEET or whose activity is not known		Debbie Blythe	Young people benefit from an effective work to engage them in education, training and employment.	tbc	tbc	tbc	tbc	tbc	0	0	- n/a	- n/a	▼	0	0	-	-	-				
YO2	Number of first time entrants to the Youth Justice System per 100,000 10-17 year olds in period		Debbie Blythe	Young people are appropriately diverted from entry into the criminal justice system through the local diversion / prevention offer.	tbc	tbc	tbc	tbc	tbc	0	0	⬇ -22%	- n/a	▼	0	0	417	327	256				
FM011	Families attached per quarter		Sean Holehouse	Families benefit from a robust local Troubled Families offer. (Families Matter)	44	39	28	34	36	22	23	- n/a	- n/a	▲	32	44	-	-	-				The targets for 2020/21 have been revised to account for the Coronavirus Public Health Emergency. Our attachment target is 223 families to be worked with (discreet target for 2020/21). The revised attachment target has been achieved in QTR 1 through existing attachments over and above the previous target (2775 above 2230). Approximately 40 additional families need to be attached per month to realise the PbR target based upon a 40% conversion rate. Need to investigate why new % of EH referrals are not attaching to FM cohort.
FM012	Payment per result (PBR) claims attached per quarter		Sean Holehouse	Family engagement in the Families Matter programme translates into PBR, for further investment into the programme.	35			51				- n/a	- n/a	▲	43	51	-	-	-				147 successfully worked with families (PbR certified claims) for QTR 1, 2 & 3 (60 in Qtr 3). This is a reduction on last year's quarterly average of ~100 with evidence of C-19 impacted regression on families FM outcomes (DV, worklessness, school attendance). The targets for 2020/21 have been revised to account for the Coronavirus Public Health Emergency & an adaptation made on school attendance made for QTR 2 & 3. Staff continue to work with any family requiring support. The new target of 371 PBR, assuming a 40% conversion rate (as per last year), would require an attached cohort of ~ 930 families. We are current tracking ~850 families. Future national TF programme has been announced in spending review for 21/22. Local grant and targets pending. Additional attachments can be made by reintroducing wider Children's Services activity back into the cohort (coding issues to be addressed), introducing Solent public health ECHO activity (FM data sharing agreement recently approved), and improving the quality of recording of cases on PARIS to meet the required standard for attachment.

This page is intentionally left blank

CHILDREN AND FAMILIES GLOSSARY

<i>Abuse</i>	3
<i>Advocacy</i>	3
<i>Agency Decision Maker</i>	3
<i>Assessment</i>	3
<i>CAFCASS</i>	4
<i>Care Order</i>	4
<i>Categories of Abuse or Neglect</i>	4
<i>Child in Need and Child in Need Plan</i>	4
<i>Child Protection</i>	4
<i>Child Protection Conference</i>	5
<i>Children's Centres</i>	5
<i>Child Sexual Exploitation</i>	5
<i>Corporate Parenting</i>	5
<i>Criteria for Child Protection Plans</i>	5
<i>Director of Children's Services (DCS)</i>	5
<i>Designated Teacher</i>	5
<i>Discretionary Leave to Remain</i>	5
<i>Duty of Care</i>	5
<i>Early Help</i>	6
<i>Every Child Matters</i>	6
<i>Health Assessment</i>	6
<i>Indefinite Leave to Remain (ILR)</i>	6
<i>Independent Reviewing Officer</i>	6
<i>Independent Domestic Violence Advisor</i>	7
<i>Initial Child Protection Conference</i>	7
<i>Local Authority Designated Officer (LADO)</i>	7
<i>Local Safeguarding Children's Board (LSCB)</i>	7
<i>Looked After Child</i>	7
<i>Neglect</i>	8
<i>Parental Consent to Adoptive Placement</i>	8
<i>Parental Responsibility</i>	8

<i>Pathway Plan</i>	8
<i>Permanence Plan</i>	8
<i>Personal Education Plan</i>	9
<i>Person Posing a Risk to Children (PPRC)</i>	9
<i>Placement at a Distance</i>	9
<i>Principal Social Worker - Children and Families</i>	9
<i>Private Fostering</i>	9
<i>Public Law Outline</i>	10
<i>Referral</i>	10
<i>Relevant Young People, Former Relevant, and Eligible</i>	10
<i>Review Child Protection Conference</i>	10
<i>Section 20</i>	11
<i>Section 47 Enquiry</i>	11
<i>Separated Children</i>	11
<i>Special Guardianship Order</i>	11
<i>Strategy Discussion</i>	11
<i>Statement of Special Education Needs (SEN)</i>	11
<i>Staying Put</i>	12
<i>Unaccompanied Asylum Seeker</i>	12
<i>Virtual School Head</i>	12
<i>Working Together to Safeguard Children</i>	12
<i>Young Offender Institution (YOI)</i>	12
<i>Youth Offending Service or Team</i>	12
<i>Sources</i>	12

Abuse

Abuse is the act of violation of an individual's human or civil rights. Any or all types of abuse may be perpetrated as the result of deliberate intent, negligence or ignorance. Different types of abuse include: Physical abuse, Neglect/acts of omission, Financial/material abuse, Psychological abuse, Sexual abuse, Institutional abuse, Discriminatory abuse, or any combination of these.

Advocacy

Advocacy helps to safeguard children and young people, and protect them from harm and neglect. It is about speaking up for children and young people and ensuring their views and wishes are heard and acted upon by decision-makers. LAs have a duty under The Children Act to ensure that advocacy services are provided for children, young people and care leavers making or intending to make a complaint. It should also cover representations which are not complaints. Independent Reviewing Officers (IRO) should also provide a child/young person with information about advocacy services and offer help in obtaining an advocate.

Agency Decision Maker

The Agency Decision Maker (ADM) is the person within a fostering service and an adoption agency who makes decisions on the basis of recommendations made by the Fostering Panel (in relation to a fostering service) and the Adoption Panel (in relation to an adoption agency). The Agency Decision Maker will take account of the Panel's recommendation before proceeding to make a decision. The Agency Decision Maker can choose to make a different decision.

The National Minimum Standards for Fostering 2011 provide that the Agency Decision Maker for a fostering service should be a senior person within the fostering service, who is a social worker with at least 3 years post-qualifying experience in childcare social work and has knowledge of childcare law and practice (Standard 23).

The National Minimum Standards for Adoption 2011 provide that the Agency Decision Maker for an adoption agency should be a senior person within the adoption agency, who is a social worker with at least 3 years post-qualifying experience in childcare social work and has knowledge of permanency planning for children, adoption and childcare law and practice. Where the adoption agency provides an inter country adoption service, the Agency Decision Maker should also have specialist knowledge of this area of law and practice. When determining the disclosure of Protected Information about adults, the Agency Decision Maker should also understand the legislation surrounding access to and disclosure of information and the impact of reunion on all parties (Standard 23).

Assessment

Assessments are undertaken to determine the needs of individual children; what services to provide and action to take. They may be carried out:

- To gather important information about a child and family;
- To analyse their needs and/or the nature and level of any risk and harm being suffered by the child;
- To decide whether the child is a Child in Need (Section 17) and/or is suffering or likely to suffer Significant Harm (Section 47); and
- To provide support to address those needs to improve the child's outcomes to make them safe.

With effect from 15 April 2013, Working Together 2013 removes the requirement for separate **Initial Assessments** and **Core Assessments**. One Assessment – often called Single Assessment - may be undertaken instead.

CAFCASS

Children and Family Court Advisory and Support Service (CAFCASS) is the Government agency responsible for Reporting Officers, Children's Guardians and other Court officers appointed by the Court in Court Proceedings involving children. Also appoints an officer to witness when a parent wishes to consent to a child's placement for adoption.

Care Order

A Care Order can be made in Care Proceedings brought under section 31 of the Children Act if the Threshold Criteria are met. The Order grants Parental Responsibility for the child to the local authority specified in the Order, to be shared with the parents.

A **Care Order** lasts until the child is 18 unless discharged earlier. An **Adoption Order** automatically discharges the Care Order. A **Placement Order** automatically suspends the Care Order, but it will be reinstated if the Placement Order is subsequently revoked.

All children who are the subject of a Care Order come within the definition of Looked After and have to have a Care Plan. When making a Care Order, the Court must be satisfied that the Care Plan is suitable.

Categories of Abuse or Neglect

Where a decision is made that a child requires a Child Protection Plan, the category of abuse or neglect must be specified by the Child Protection Conference Chair.

Child in Need and Child in Need Plan

Under Section 17 (10) of the Children Act 1989, a child is a Child in Need (CiN) if:

- He/she is unlikely to achieve or maintain, or have the opportunity of achieving or maintaining, a reasonable standard of health or development without the provision for him/her of services by a local authority;
- His/her health or development is likely to be significantly impaired, or further impaired, without the provision for him/her of such services; or
- He/she is disabled.

A **Child in Need Plan** should be drawn up for children who are not Looked After but are identified as Children in Need who requiring services to meet their needs. It should be completed following an Assessment where services are identified as necessary.

Under the Integrated Children's System, if a Child is subject to a Child Protection Plan, it is recorded as part of the Child in Need Plan.

The Child in Need Plan may also be used with children receiving short break care in conjunction with Part One of the Care Plan.

Child Protection

The following definition is taken from Working Together to Safeguard Children 2010, paragraph 1.23.:

Child protection is a part of Safeguarding and Promoting the Welfare of Children. This refers to the activity that is undertaken to protect specific children who are suffering, or are likely to suffer, Significant Harm.

Child Protection Conference

Child Protection Conferences (Initial – **ICPC** and review – **RCPC**) are convened where children are considered to be at risk of Significant Harm.

Children's Centres

The government is establishing a network of children's centres, providing good quality childcare integrated with early learning, family support, health services, and support for parents wanting to return to work or training.

Child Sexual Exploitation

Child sexual exploitation (CSE) is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.

Corporate Parenting

In broad terms, as the corporate parent of looked after children, a local authority has a legal and moral duty to provide the kind of loyal support that any good parent would provide for their own children.

Criteria for Child Protection Plans

Where a decision is made that a child requires a Child Protection Plan, the Conference Chair must ensure that the criteria for the decision are met, i.e. that the child is at continuing risk of Significant Harm.

Director of Children's Services (DCS)

Every top tier local authority in England must appoint a Director of Children's Services under section 18 of the Children Act 2004. Directors are responsible for discharging local authority functions that relate to children in respect of education, social services and children leaving care. They are also responsible for discharging functions delegated to the local authority by any NHS body that relate to children, as well as some new functions conferred on authorities by the Act, such as the duty to safeguard and protect children, the Children and Young People's Plan, and the duty to co-operate to promote well-being.

Designated Teacher

Schools should all appoint a Designated Teacher. This person's role is to co-ordinate policies, procedures and roles in relation to Child Protection and in relation to Looked After Children.

Discretionary Leave to Remain

This is a limited permission granted to an Asylum Seeker, to stay in the UK for 3 years - it can then be extended or permission can then be sought to settle permanently.

Duty of Care

In relation to workers in the social care sector, their duty of care is defined by the Social Care Institute for Excellence (SCIE) as a legal obligation to:

- Always act in the best interest of individuals and others;

- Not act or fail to act in a way that results in harm;
- Act within your competence and not take on anything you do not believe you can safely do.

Early Help

Early help means providing support as soon as a problem emerges, at any point in a child's life, from the foundation years through to the teenage years.

Effective early help relies upon local agencies working together to:

- Identify children and families who would benefit from early help;
- Undertake an assessment of the need for early help;
- Provide targeted early help services to address the assessed needs of a child and their family which focuses on activity to significantly improve the outcomes for the child.

Local authorities, under section 10 of the Children Act 2004, have a responsibility to promote inter-agency cooperation to improve the welfare of children.

Every Child Matters

Every Child Matters is the approach to the well-being of children and young people from birth to age 19, which is incorporated into the Children Act 2004. The aim is for every child, whatever their background or their circumstances, to have the support they need to:

- Be healthy;
- Stay safe;
- Enjoy and achieve;
- Make a positive contribution and;
- Achieve economic well-being.

This means that the organisations involved with providing services to children are teaming up, sharing information and working together, to protect children and young people from harm and help them achieve what they want in life.

Health Assessment

Every Looked After Child (LAC or CLA) must have a Health Assessment soon after becoming Looked After, then at specified intervals, depending on the child's age.

Indefinite Leave to Remain (ILR)

When an Asylum Seeker is granted ILR, they have permission to settle in the UK permanently and can access mainstream services and benefits.

Independent Reviewing Officer

If a Local Authority is looking after a child (whether or not the child is in their care), it must appoint an Independent Reviewing Officer (IRO) for that child's case.

From 1 April 2011, the role of the IRO is extended, and there are two separate aspects: chairing a child's Looked After Review, and monitoring a child's case on an ongoing basis. As part of the monitoring function, the IRO also has a duty to identify any areas of poor practice, including general concerns around service delivery (not just around individual children).

IROs must be qualified social workers and, whilst they can be employees of the local authority, they must not have line management responsibility for the child's case. Independent Reviewing Officers who chair Adoption Reviews must have relevant experience of adoption work.

Independent Domestic Violence Advisor

Independent Domestic Violence Advisers (IDVA) are specialist caseworkers who focus on working predominantly with high risk victims (usually but not exclusively with female victims). They generally are involved from the point of crisis and offer intensive short to medium term support. They work in partnership with statutory and voluntary agencies and mobilise multiple resources on behalf of victims by coordinating the response of a wide range of agencies, including those working with perpetrators or children. There may be differences about how the IDVA service is delivered in local areas.

Initial Child Protection Conference

An Initial Child Protection Conference (ICPC) is normally convened at the end of a Section 47 Enquiry when the child is assessed as either having suffered Significant Harm or to be at risk of suffering ongoing significant harm.

The Initial Child Protection Conference must be held within 15 working days of the Strategy Discussion, or the last strategy discussion if more than one has been held.

Local Authority Designated Officer (LADO)

A designated officer (or sometimes a team of officers), who is involved in the management and oversight of allegations against people that work with children.

Their role is to give advice and guidance to employers and voluntary organisations; liaise with the Police and other agencies, and monitor the progress of cases to ensure that they are dealt with as quickly as possible consistent with a thorough and fair process. The Police should also identify an officer to fill a similar role.

Local Safeguarding Children's Board (LSCB)

LSCBs have to be established by every local authority as detailed in Section 13 of The Children Act 2004. They are made up of representatives from a range of public agencies with a common interest and with duties and responsibilities to children in their area. LSCBs have a responsibility for ensuring effective inter-agency working together to safeguard and protect children in the area. The Boards have to ensure that clear local procedures are in place to inform and assist anyone interested or as part of their professional role where they have concerns about a child.

The functions of the LSCB are set out in chapter 3 of Working Together to Safeguard Children.

See <http://southamptonlscb.co.uk/> for Southampton LSCB.

Looked After Child

A Looked After Child is a child who is accommodated by the local authority, a child who is the subject to an Interim Care Order, full Care Order or Emergency Protection Order; or a child who is remanded by a court into local authority accommodation or Youth Detention Accommodation.

In addition where a child is placed for Adoption or the local authority is authorised to place a child for adoption - either through the making of a Placement Order or the giving of Parental Consent to Adoptive Placement - the child is a Looked After child.

Looked After Children may be placed with family members, foster carers (including relatives and friends), in Children's Homes, in Secure Accommodation or with prospective adopters.

With effect from 3 December 2012, the Legal Aid, Sentencing and Punishment of Offenders Act 2012 amended the Local Authority Social Services Act 1970 to bring children who are remanded by a court to local authority accommodation or youth detention accommodation into the definition of a Looked After Child for the purposes of the Children Act 1989.

Neglect

Neglect is a form of Significant Harm which involves the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect can occur during pregnancy, or once a child is born.

Parental Consent to Adoptive Placement

Parental consent to a child's placement for adoption under section 19 of the Adoption and Children Act 2002 must be given before a child can be placed for adoption by an adoption agency, unless a Placement Order has been made or unless the child is a baby less than 6 weeks old and the parents have signed a written agreement with the local authority. Section 19 requires that the consent must be witnessed by a CAFCASS Officer. Where a baby of less than 6 weeks old is placed on the basis of a written agreement with the parents, steps must be taken to request CAFCASS to witness parental consent as soon as the child is 6 weeks old. At the same time as consent to an adoptive placement is given, a parent may also consent in advance to the child's adoption under section 20 of the Adoption and Children Act 2002 either with any approved prospective adopters or with specific adopters identified in the Consent Form.

When giving advanced consent to adoption, the parents can also state that they do not wish to be informed when an adoption application is made in relation to the child.

Parental Responsibility

Parental Responsibility means all the duties, powers, responsibilities and authority which a parent has by law in relation to a child. Parental Responsibility diminishes as the child acquires sufficient understanding to make his or her own decisions.

A child's mother always holds Parental Responsibility, as does the father if married to the mother.

Unmarried fathers who are registered on the child's birth certificate as the child's father on or after 1 December 2003 also automatically acquire Parental Responsibility. Otherwise, they can acquire Parental Responsibility through a formal agreement with the child's mother or through obtaining a Parental Responsibility Order under Section 4 of the Children Act 1989.

Pathway Plan

The Pathway Plan sets out the route to the future for young people leaving the Looked After service and will state how their needs will be met in their path to independence. The plan will continue to be implemented and reviewed after they leave the looked after service at least until they are 21; and up to 25 if in education.

Permanence Plan

Permanence for a Looked After child means achieving, within a timescale which meets the child's needs, a permanent outcome which provides security and stability to the child throughout his or her childhood. It is, therefore, the best preparation for adulthood.

Wherever possible, permanence will be achieved through a return to the parents' care or a placement within the wider family but where this cannot be achieved within a time-scale appropriate to the child's needs, plans may be made for a permanent alternative family placement, which may include Adoption or by way of a Special Guardianship Order.

By the time of the second Looked After Review, the Care Plan for each Looked After Child must contain a plan for achieving permanence for the child within a timescale that is realistic, achievable and meets the child's needs.

Personal Education Plan

All Looked After Children must have a Personal Education Plan (PEP) which summarises the child's developmental and educational needs, short term targets, long term plans and aspirations and which contains or refers to the child's record of achievement. The child's social worker is responsible for coordinating and compiling the PEP, which should be incorporated into the child's Care Plan.

Person Posing a Risk to Children (PPRC)

This term replaced the term of 'Schedule One Offender', previously used to describe a person who had been convicted of an offence against a child listed in Schedule One of the Children and Young Persons Act 1933.

'Person Posing a Risk to Children' takes a wider view. Home Office Circular 16/2005 included a consolidated list of offences which agencies can use to identify those who may present a risk to children. The list includes both current and repealed offences, is for guidance only and is not exhaustive - subsequent legislation will also need to be taken into account when forming an assessment of whether a person poses a risk to children. The list of offences should operate as a trigger to further assessment/review to determine if an offender should be regarded as presenting a continued risk of harm to children. There will also be cases where individuals without a conviction or caution for one of these offences may pose a risk to children.

Placement at a Distance

Placement of a Looked After child outside the area of the responsible authority looking after the child and not within the area of any adjoining local authority.

This term was introduced with effect from 27 January 2014 by the Children's Homes and Looked after Children (Miscellaneous Amendments) (England) Regulations 2013.

Principal Social Worker - Children and Families

This role was borne out of Professor Munro's recommendations from the Munro Review of Child Protection (2011) to ensure that a senior manager in each local authority is directly involved in frontline services, advocate higher practice standards and develop organisational learning cultures, and to bridge the divide between management and the front line. It is typically held by a senior manager who also carries caseloads to ensure the authentic voice of practice is heard at decision-making tables.

Private Fostering

A privately fostered child is a child under 16 (or 18 if disabled) who is cared for by an adult who is not a parent or close relative where the child is to be cared for in that home for 28 days or more. Close relative is defined as "a grandparent, brother, sister, uncle or aunt (whether of the full blood or half blood or by marriage or civil partnership) or step-parent". A child who is Looked After by a local authority or placed in a children's home, hospital or school is excluded from the definition. In a private

fostering arrangement, the parent still holds Parental Responsibility and agrees the arrangement with the private foster carer.

A child in relation to whom the local authority receives notification from the prospective adopters that they intend to apply to the Court to adopt may have the status of a privately fostered child. The requirement to notify the local authority relates only to children who have not been placed for adoption by an adoption agency. On receiving the notification, the local authority for the area where the prospective adopters live becomes responsible for supervising the child's welfare pending the adoption and providing the Court with a report.

Public Law Outline

The Public Law Outline: Guide to Case Management in Public Law Proceedings came into force on the 6th April 2010. An updated Public Law Outline (PLO) came into effect on 22nd April 2014, alongside the statutory 26-week time-limit for completion of care and supervision proceedings under the Children and Families Act 2014.

The Public Law Outline sets out streamlined case management procedures for dealing with public law children's cases. The aim is to identify and focus on the key issues for the child, with the aim of making the best decisions for the child within the timetable set by the Court, and avoiding the need for unnecessary evidence or hearings.

Referral

The referring of concerns to local authority children's social care services, where the referrer believes or suspects that a child may be a Child in Need, including that he or she may be suffering, or is likely to suffer, Significant Harm. The referral should be made in accordance with the agreed LSCB procedures.

Relevant Young People, Former Relevant, and Eligible

- **Relevant Young People** are those aged 16 or 17 who are no longer Looked After, having previously been in the category of Eligible Young People when Looked After. However, if after leaving the Looked After service, a young person returns home for a period of 6 months or more to be cared for by a parent and the return home has been formally agreed as successful, he or she will no longer be a Relevant Young Person. A young person is also Relevant if, having been looked after for three months or more, he or she is then detained after their 16th birthday either in hospital, remand centre, young offenders' institution or secure training centre. There is a duty to support relevant young people up to the age of 18, wherever they are living.
- **Former Relevant Young People** are aged 18 or above and have left care having been previously either Eligible, Relevant or both. There is a duty to consider the need to support these young people wherever they are living.
- **Eligible Young People** are young people aged 16 or 17 who have been Looked After for a period or periods totaling at least 13 weeks starting after their 14th birthday and ending at least one day after their 16th birthday, and are still Looked After. (This total does not include a series of short-term placements of up to four weeks where the child has returned to the parent.) There is a duty to support these young people up to the age of 18.

Review Child Protection Conference

Child Protection Review Conferences (RCPC) are convened in relation to children who are already subject to a Child Protection Plan. The purpose of the Review Conference is to review the safety, health and development of the child in view of the Child Protection Plan, to ensure that the child continues to

be adequately safeguarded and to consider whether the Child Protection Plan should continue or change or whether it can be discontinued.

Section 20

Under Section 20 of the Children Act 1989, children may be accommodated by the local authority if they have no parent or are lost or abandoned or where their parents are not able to provide them with suitable accommodation and agree to the child being accommodated. A child who is accommodated under Section 20 becomes a Looked After Child.

Section 47 Enquiry

Under Section 47 of the Children Act 1989, if a child is taken into Police Protection, or is the subject of an Emergency Protection Order, or there are reasonable grounds to suspect that a child is suffering or is likely to suffer Significant Harm, a Section 47 Enquiry is initiated. This enables the local authority to decide whether they need to take any further action to safeguard and promote the child's welfare. This normally occurs after a Strategy Discussion.

Physical Abuse, Sexual Abuse, Emotional Abuse and Neglect are all categories of Significant Harm.

Section 47 Enquiries are usually conducted by a social worker, jointly with the Police, and must be completed within 15 days of a Strategy Discussion. Where concerns are substantiated and the child is judged to be at continued risk of Significant Harm, a Child Protection Conference should be convened.

Separated Children

Separated Children are children and young people aged under 18 who are outside their country of origin and separated from both parents, or their previous legal/customary primary caregiver. Some will be totally alone (**unaccompanied**), while others may be accompanied into the UK e.g. by an escort; or will present as staying with a person who may identify themselves as a stranger, a member of the family or a friend of the family.

Special Guardianship Order

Special Guardianship Order (SGO) is an order set out in the Children Act 1989, available from 30 December 2005. Special Guardianship offers a further option for children needing permanent care outside their birth family. It can offer greater security without absolute severance from the birth family as in adoption.

Special Guardianship will also provide an alternative for achieving permanence in families where adoption, for cultural or religious reasons, is not an option. Special Guardians will have Parental Responsibility for the child. A Special Guardianship Order made in relation to a Looked After Child will replace the Care Order and the Local Authority will no longer have Parental Responsibility.

Strategy Discussion

A Strategy Discussion is normally held following an Assessment which indicates that a child has suffered or is likely to suffer Significant Harm. The purpose of a Strategy Meeting is to determine whether there are grounds for a Section 47 Enquiry.

Statement of Special Educational Needs (SEN)

From 1 September 2014, Statements of Special Educational Needs were replaced by Education, Health and Care Plans. (The legal test of when a child or young person requires an Education, Health and Care Plan remains the same as that for a Statement under the Education Act 1996).

Staying Put

A Staying Put arrangement is where a Former Relevant child, after ceasing to be Looked After, remains in the former foster home where they were placed immediately before they ceased to be Looked After, beyond the age of 18. The young person's first Looked After Review following his or her 16th birthday should consider whether a Staying Put arrangement should be an option.

It is the duty of the local authority to monitor the Staying Put arrangement and provide advice, assistance and support to the Former Relevant child and the former foster parent with a view to maintaining the Staying Put arrangement (this must include financial support), until the child reaches the age of 21 (unless the local authority consider that the Staying Put arrangement is not consistent with the child's welfare).

Unaccompanied Asylum Seeker

A child or young person under the age of 18 who has been forced or compelled to leave their home country as a result of major conflict resulting in social breakdown or to escape human rights abuse. They will have no adult in the UK exercising Parental Responsibility.

Virtual School Head

Section 99 of the Children and Families Act 2014 imposes upon local authorities a requirement to appoint an officer to promote the educational achievement of Looked After children - sometimes referred to as a 'Virtual School Head'.

Working Together to Safeguard Children

Working Together to Safeguard Children is a Government publication which sets out detailed guidance about the role, function and composition of Local Safeguarding Children Boards (LSCBs), the roles and responsibilities of their member agencies in safeguarding children within their areas and the actions that should be taken where there are concerns that children have suffered or are at risk of suffering Significant Harm.

Young Offender Institution (YOI)

The Youth Justice Board (YJB) is responsible for the commissioning and purchasing of all secure accommodation for under 18-year-olds ('juveniles'), whether sentenced or on remand. Young offender institutions (YOIs) are run by the Prison Service (except where contracted out) and cater for 15-20 year-olds, but within YOIs the Youth Justice Board has purchased discrete accommodation for juveniles where the regimes are specially designed to meet their needs. Juvenile units in YOIs are for 15-17 year-old boys and 17-year-old girls.

Youth Offending Service or Team

Youth Offending Service or Team (YOS or YOT) is the service which brings together staff from Children's Social care, the Police, Probation, Education and Health Authorities to work together to keep young people aged 10 to 17 out of custody. They are monitored and co-ordinated nationally by the Youth Justice Board (YJB).

Sources

Tri.x live online glossary: <http://trixresources.proceduresonline.com/> - a free resource, available to all which provides up to date keyword definitions and details about national agencies and organisations.

Southampton Local Safeguarding Board <http://southamptonlscb.co.uk/>

DECISION-MAKER:	CHILDREN AND FAMILIES SCRUTINY PANEL
SUBJECT:	MONITORING SCRUTINY RECOMMENDATIONS
DATE OF DECISION:	11 FEBRUARY 2021
REPORT OF:	DIRECTOR – LEGAL AND BUSINESS OPERATIONS

<u>CONTACT DETAILS</u>			
Executive Director	Title	Deputy Chief Executive	
	Name:	Mike Harris	Tel: 023 8083 2882
	E-mail	Mike.harris@southampton.gov.uk	
Author:	Title	Scrutiny Manager	
	Name:	Mark Pirnie	Tel: 023 8083 3886
	E-mail	Mark.pirnie@southampton.gov.uk	

STATEMENT OF CONFIDENTIALITY	
None	
BRIEF SUMMARY	
This item enables the Children and Families Scrutiny Panel to monitor and track progress on recommendations made at previous meetings.	
RECOMMENDATIONS:	
	(i) That the Panel considers the responses to recommendations from previous meetings and provides feedback.
REASONS FOR REPORT RECOMMENDATIONS	
1.	To assist the Panel in assessing the impact and consequence of recommendations made at previous meetings.
ALTERNATIVE OPTIONS CONSIDERED AND REJECTED	
2.	None.
DETAIL (Including consultation carried out)	
3.	Appendix 1 of the report sets out the recommendations made at previous meetings of the Children and Families Scrutiny Panel. It also contains summaries of any action taken in response to the recommendations.
4.	The progress status for each recommendation is indicated and if the Children and Families Scrutiny Panel confirms acceptance of the items marked as completed they will be removed from the list. In cases where action on the recommendation is outstanding or the Panel does not accept the matter has been adequately completed, it will be kept on the list and reported back to the next meeting. It will remain on the list until such time as the Panel accepts the recommendation as completed. Rejected recommendations will only be removed from the list after being reported to the Children and Families Scrutiny Panel.
RESOURCE IMPLICATIONS	

<u>Capital/Revenue/Property/Other</u>	
5.	None
LEGAL IMPLICATIONS	
<u>Statutory power to undertake proposals in the report:</u>	
6.	The duty to undertake overview and scrutiny is set out in Part 1A Section 9 of the Local Government Act 2000.
<u>Other Legal Implications:</u>	
7.	None
RISK MANAGEMENT IMPLICATIONS	
8.	None
POLICY FRAMEWORK IMPLICATIONS	
9.	None
KEY DECISION?	No
WARDS/COMMUNITIES AFFECTED:	None
<u>SUPPORTING DOCUMENTATION</u>	
Appendices	
1.	Monitoring Scrutiny Recommendations – 11 February 2021
2.	Analysis of the increase in referrals from September to December 2020
Documents In Members' Rooms	
1.	None
Equality Impact Assessment	
Do the implications/subject of the report require an Equality and Safety Impact Assessment (ESIA) to be carried out.	No
Data Protection Impact Assessment	
Do the implications/subject of the report require a Data Protection Impact Assessment (DPIA) to be carried out.	No
Other Background Documents	
Other Background documents available for inspection at:	
Title of Background Paper(s)	Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)
1.	None

Children and Families Scrutiny Panel

Scrutiny Monitoring – 11 February 2021

Date	Title	Action proposed	Action Taken	Progress Status
01/10/20	Children's Services - Performance	1) That the planned threshold review is considered at a future meeting of the Panel.	The threshold review is underway. It is recommended that a date for presentation to panel is confirmed after end-March 2021	
01/10/20	Recruitment of In-House Foster Carers	1) That consideration be given to providing full time funding for the proposed specialist foster carers.	The funding for specialist foster carers sits within the overall fostering recruitment budget and therefore provides the service with the capacity to grow the specialist offer.	
		2) That examples of the feedback provided by enquirers who did not progress to become foster carers is circulated to the Panel.	Recommendation that this is rescheduled as part of a broader fostering discussion.	
03/12/20	Children's Services Improvement Plan	1) That when the Improvement Plan item is presented at the February 2021 meeting of the Panel, consideration is given to: <ul style="list-style-type: none"> a. How social worker turnover is presented given the level of agency staff reported alongside this indicator. b. Including staff turnover within specific social work teams. c. Including performance information that identifies the social worker changes for children in Southampton (how many social workers a child has had). 	Included in improvement plan report.	Complete
		2) That, to enable the Panel to be consulted, the developing vision for children and young people in Southampton is considered at the February 2021 meeting, alongside the draft Children and Young People Strategy.	Paper and documents provided.	Complete
03/12/20	Children's Services - Performance	1) That the analysis of the increasing number of referrals into the safeguarding service is circulated to the Panel.	Paper provided – Attached as Appendix 2	Complete

Date	Title	Action proposed	Action Taken	Progress Status
		2) That the findings from the audit of re-referrals into the safeguarding system is considered at the next Panel meeting when discussing Children's Services performance.	An audit of re-referrals was completed in December 2020. Feedback regarding individual and team performance has been shared with senior management. There was a headline theme around the impact of the pandemic upon contact with (and therefore accurate assessment of) family's needs. Other themes arising were: lack of parental engagement in the original assessment and the quality of social work recording regarding the efforts made to work with families. There were examples where wider or historic information relevant to families' levels of need and risk had not been considered. Improving the quality of assessment and analysis of chronologies to inform decision making are included in the service's 'Focus Five' practice priorities; which will be launched in our next Practice Week in March 2021.	Complete

Analysis of the increasing number of referrals into the safeguarding service.

The Scrutiny Panel has asked for analysis of the increasing number of referrals into the service. The table below shows the trend that the Panel had identified in Autumn 2020.

Ref.	Indicator	Owner Responsible	Outcome (what impact will monitoring these measures have on the experience of our children)	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	% change from Nov-20	% change from Dec-19	Do T	12-month avg	12-month max	SN	ENG	SE region	Target 17-18	Target 18-19	Target 19-20
M2	Number of new referrals of Children In Need (CiN)	Julian Wallkins Jenny Schriber	Referrals for children in need of help and support are accepted appropriately by the service.	309	406	318	300	286	270	342	388	263	357	368	449	351	↓ -22%	↑ 14%		342	449	399	357	460			
M1	Percentage of all contacts that become new referrals of Children In Need (CiN)	Julian Wallkins Jenny Schriber	Children and families receive the help they need at the right time, and from the best possible resource - in line with the established continuum of need.	25%	29%	26%	25%	25%	23%	24%	26%	20%	22%	24%	25%	23%	→ -7%	→ -5%		25%	29%	Local	Local	Local			
M3	Number of new referrals of Children in Need (CiN) rate per 10,000 (0-17 year olds)	Julian Wallkins Jenny Schriber	Referrals for children in need of help and support are comparable with other local authorities like Southampton.	61	80	63	59	56	53	67	76	52	70	72	88	69	↓ -22%	↑ 13%		67	88	Local	Local	Local			

The numbers should be seen in the context of the overall volume of activity that the MASH is experiencing. The MASH has seen an increasing number of Contacts coming into the service throughout September through to December compared with the same time period in 2019;

No of Contacts 2020

September 1607
 October 1555
 November 1787
 December 1507

No of Contacts 2019

September 1219
 October 1354
 November 1323
 December 1258

The 12 month average percentage for conversion from contact to referral is 25% and the average for September to December 2020 is similar at 24%. So, we can see the high number of contacts having a corresponding impact upon the number of referrals, rather than any significant change in decision making. We can see a corresponding higher rate of initial child protection conferences (4m average 9 per 10,000; 12m average 8 per 10,000) and new looked after children episodes (4m average 17; 12m average 14).

Statistical neighbour and regional comparisons show that Southampton continues to undertake a proportionately higher level of statutory work in comparison to SN averages and regional bench marks and it is likely that the pandemic has exacerbated this.

The data has been separated out below to show further insight into the increase of contacts to the service and to look at the the patterns from both schools and police.

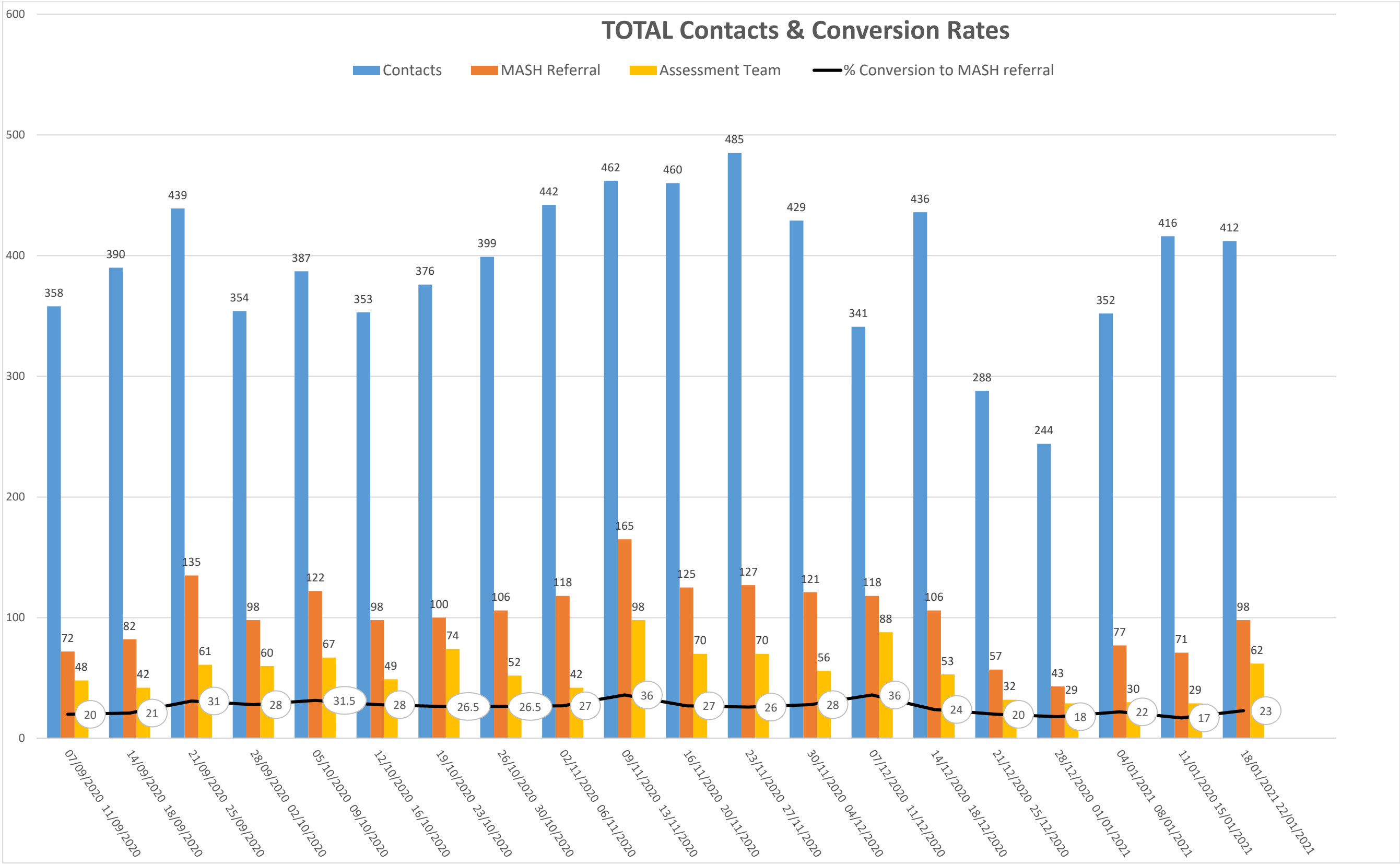
The first chart shows the numbers of contacts received into MASH on a week by week basis, with the number converted to a referral. It also shows the number of referrals going to the Assessment service and the conversion rate which was particularly high from the end of September through to the beginning of December. The themes being reported from MASH relate to higher incidents of domestic abuse, physical abuse, alcohol and drug misuse and parental mental health issues leading to neglect. We think that the 'hidden harm' affecting some children during lockdown was identified after the end of the lockdown and the school holidays.

The second chart is of particular interest when looking at the pattern of contacts into MASH from schools. It demonstrates the fall in referrals when schools are closed through either lockdown or school holidays. This is of concern as it suggests that we again have 'Hidden Harm' which is not identified as children are not being seen. The conversion rate froms school contacts is generally high as schools are aware of the Continuum of Need Threshold for statutory assessment and intervention and will refer lower level concerns to Early Help.

The third chart shows the Contacts (PPN1s) from the Police on a weekly basis. It demonstrates the extremely high numbers of PPN1s received and the low conversion rate, suggesting the inappropriate threshold being used by the Police. This is a HIPS wide issue which is currently being discussed by safeguarding partners.

Operationally, the MASH continue to process contacts in timeframes remaining compliant with the one working day decision making in Working Together 2018. The MASH remains stable despite the partner agencies working remotely to ensure all information is gathered to make the right decisions for children and their families. The Quality Assurance unit continue to audit MASH regularly and the service undertakes it's own dip-samples, the result of which is that decision making is 'Good'. A partnership audit programme in the MASH is starting in January 2021. The Assessment Service who receive a majority of the referrals is regularly monitored to ensure our response to referral information is both proportionate and of good quality.

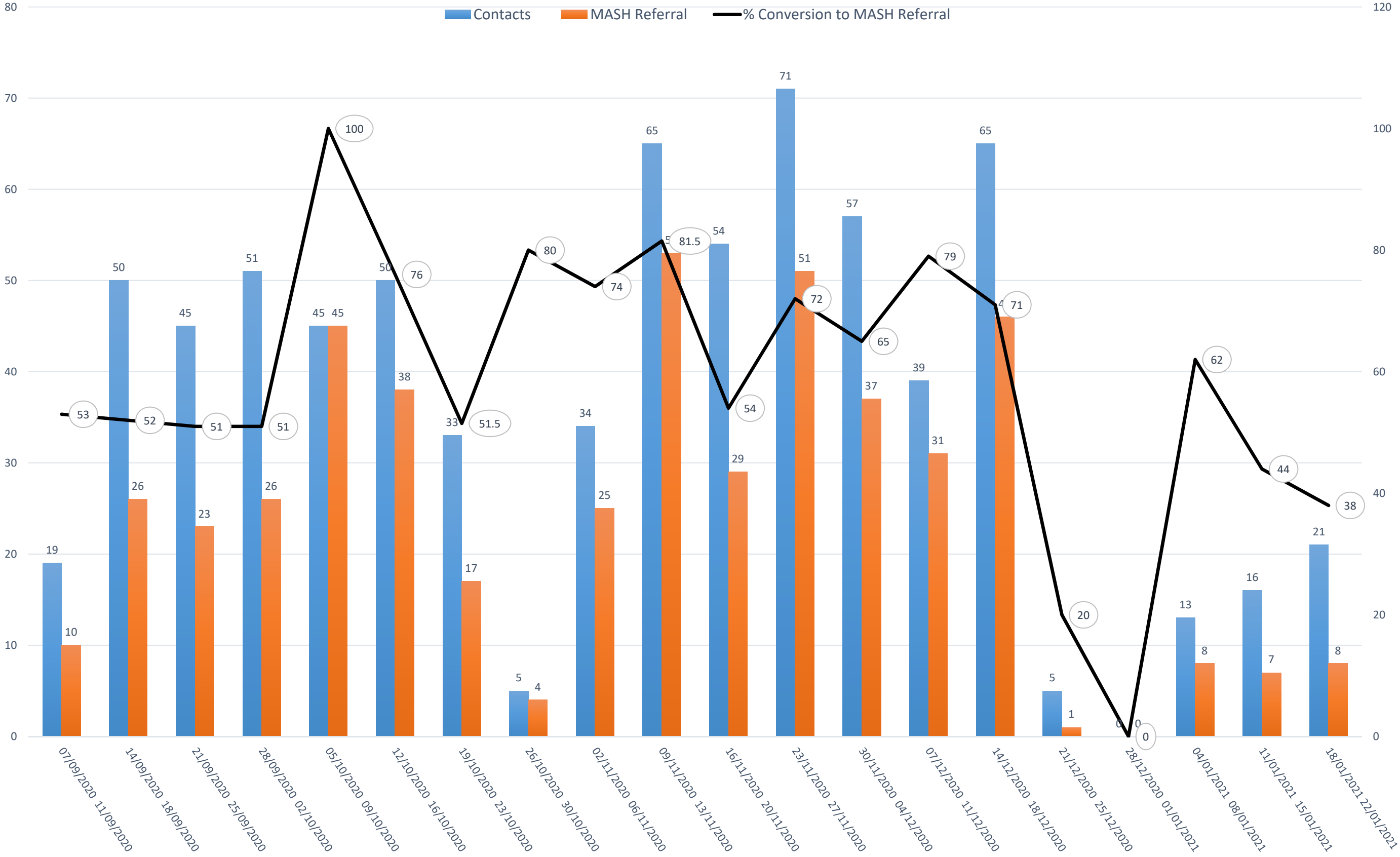
In conclusion, Southampton data shows a statistically high level of statutory intervention and in response the service is reviewing the local early help offer and putting measures in place to support better and more effective social work. In Autumn 2020, the number of referrals was affected by the level of contacts made to the service, after the first lockdown and the school holiday period. To try to mitigate a further peak, after the current lockdown, the service is working hard to share information about vulnerable children appropriately with schools and to foster effective multi-agency responses to children that are identified as being vulnerable during the lockdown.



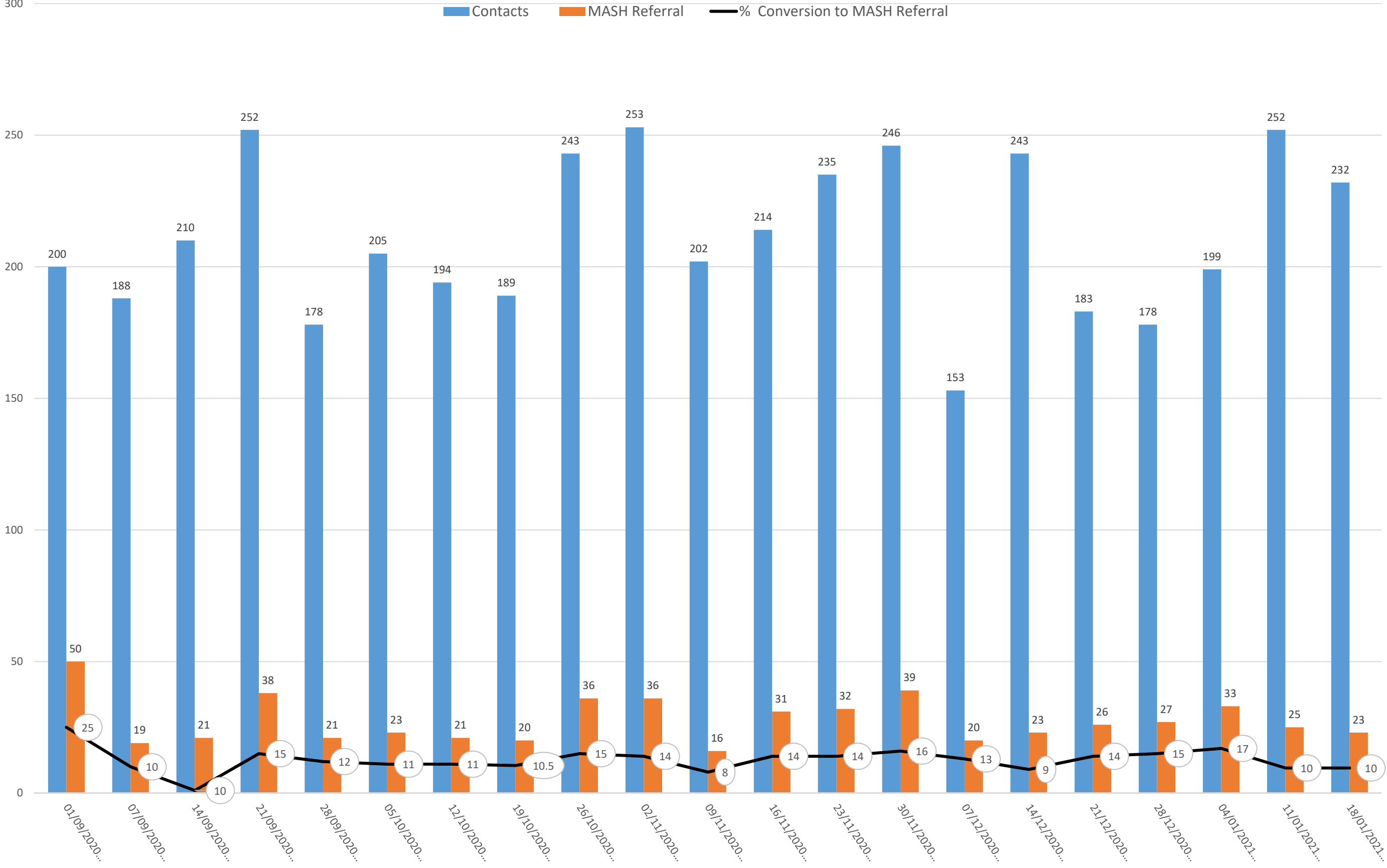
School Contacts & Conversion Rates

Contacts MASH Referral % Conversion to MASH Referral

Page 130



Police PPN1 Contacts & Converion Rates



This page is intentionally left blank