

Children & Learning Service Performance Report

November 2023



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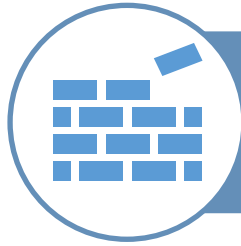
Contents

Section	Page
Purpose	3
Right support, right time	4
Strong & vibrant localities	6
Children remain within or return to birth families	9
Promote permanence and placement stability	11
Permanent & stable workforce	14
Embedding practice framework and standards	18
Performance review	19



Purpose

In order to evidence that **Children & Learning Services** are making a **positive difference for children in the city**, we consider our monthly performance data that is linked to the key outcomes of our governing strategy, **Building for Brilliance 2023**.



Building for Brilliance; Building for Sustainability; Building for Families, with Families



Ensure that children get the **right support at the right time**, meeting need early, reducing demand and spend on statutory services



Develop **strong, vibrant localities** where families can receive the help they need and practitioners can share their knowledge and expertise



Support children to **remain within, or return to, their birth families**, seeking out and reuniting family members, reducing care costs and freeing up placements for other children.



Promote **permanence and placement stability**, creating strong forever families and reducing increasingly costly alternatives



Build a **permanent, stable, energised workforce**, increasing consistency for children and reducing agency spend



Embed our **practice framework and practice standards** across the whole service, doing the basics brilliantly and being ambitious in our practice expectations



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Right support at the right time

Indicator	Oct-21	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Target	RAG	Direction of travel	So'ton 21/22	Statistical Neighbourhoods	South East	England
Number of referrals into Early Help	99	183	161	179	220	172	183	131	181	154	172	162	109	137		-	↑	-	-	-	-
Number of referrals that were stepped down from CSC (no assessment required)		48	25	61	37	40	33	28	35	35	21	46	27	16			↓				
Number of Early Help assessments started	197	118	100	102	112	89	110	73	74	82	119	71	66	84		-	↑	-	-	-	-
Number of contacts in the month	1759	1488	1794	1428	1839	1598	2023	1544	1828	1948	1804	1471	1532	1922		-	↓	-	-	-	-
Rate of contacts per 10,000 population under 18 years old		4266	4267	4233	4222	4240	4289	4265	4213	4229	4272	4173	4123	4211			↓				
Number of referrals into statutory service in the month	397	276	396	298	343	330	433	282	301	285	310	263	267	277	273	●	↓	-	-	-	-
Rate of referrals per 10,000 population under 18 years old		772	770	749	751	753	777	780	770	762	761	760	754	756	647	●	↓	702.6	638.8	625.5	537.7
Number of C&F assessments completed	308	289	356	326	322	317	400	309	425	283	292	259	231	221	174	●	↑	-	-	-	-
Rate of assessments per 10,000 population under 18 years old		775	784	783	784	788	804	800	830	827	829	807	776	763	637	●	↑	690.1	638.7	599.9	533.4
Number of children with Child in Need Plan (not CWD)	36	621	642	648	584	538	535	639	524	493	467	462	433	388	-	-	↑	-	-	-	-
Number of children with Child in Need Plan (CWD)		223	215	222	222	227	231	233	238	244	254	243	243	233	-	-	↑	-	-	-	-
Number of strategy discussions held		164	288	191	200	196	217	184	185	207	144	161	152	145	-	-	↑	-	-	-	-
Number of Section 47 enquiries completed		114	193	139	103	158	169	138	126	124	121	86	81	130	-	-	↓	-	-	-	-
Rate of Section 47 enquiries completed		360	368	364	351	353	356	360	356	355	346	336	320	325	260	●	↓	338.6	248.0	208.1	180.1
Percentage of Strategy discussions resulting in Section 47		70	67	73	52	81	78	75	68	60	84	53	53	90							
Number of children subject to CP Plan at end of month	391	315	301	302	288	301	315	347	355	351	345	346	318	314	295	●	↑	-	-	-	-
Rate of children subject to CP plans	79	64	61	61	58	61	64	70	72	71	70	70	64	64	60	●	→	-	-	-	-
Number of children in our care	525	548	552	543	543	553	545	539	505	517	518	507	510	504	495	●	↑	497	640	10480	80850
Rate of children in our care per 10,000	106	111	112	113	110	112	111	109	102	105	105	103	103	102	100	●	↑	96	100	53	67
Number of children open to the service (Assessment, CIN, CP, CLA, CL)	2184	2362	2327	2404	2363	2401	2402	2425	2326	2304	2297	2259	2112	2077	-	-	↑				

Right support at the right time

Desired outcome

Improved shared understanding of thresholds resulting in less contacts a month, an increase in referrals and assessments for Early Help, a reduction in statutory referrals and assessments and children open to statutory services. This will result in more focused and intensive work with families requiring statutory services resulting in less children subject to CP planning and coming into our care.

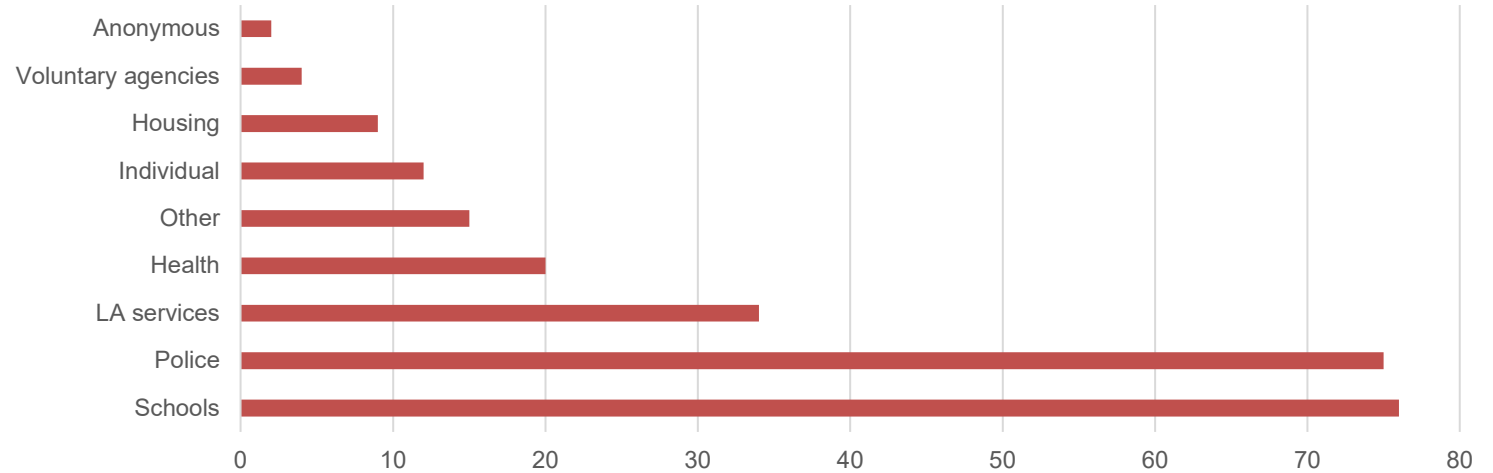
Progress analysis

- The number of referrals into Children & Family First have increased by 26% from September.
- October has provided further evidence of the increased scrutiny and application of threshold within the Childrens Resource Hub. Despite an increase in Contacts of 25% to 1922, the number of referrals accepted only increased by 4%. There is significant work going in to working with the professional network to work with families prior to requiring a statutory service.
- Children with a Child In Need plan had reduced by 38% since October 2022, down to 388.
- Children with disabilities meeting the threshold for Child In Need plans have increased in the last year by 25% to 243.
- Whilst the number of strategy discussions continued the overall downward trend, the number of Section 47s took a sharp increase of 60%, with 90% of strategy discussions resulting in a Section 47 enquiry. This is the highest conversion rate of the year and suggests that the nature of concerns being discussed have reflected a period of increased risk for children.
- The rate of Children subject to Child Protection Planning and the rate of children in our care have both continued to trend towards the target.



Strong, safe & vibrant localities

Referral Source - October 2023



Indicator	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Target	RAG	Direction of travel	So'ton 21/22	Statistical Neighbours	South East	England
Percentage of re-referrals within 12 months	27%	26%	30%	27%	25%	28%	27%	25%	35%	26%	19%	21%	21%	23%	●	➡	27%	21%	26%	21%
Percentage of referrals leading to NFA	3%	5%	4%	6%	5%	8%	7%	5%	8%	9%	10%	10%	9%	-	-	⬆	-	-	-	-
Percentage of children subject to 2nd or more CP plan	31%	32%	32%	33%	32%	32%	33%	34%	33%	33%	31%	31%	32%	24%	●	➡	24%	24%	24%	23%
Percentage of children subject to child protection plans with recent core group held in time	84%	90%	77%	76%	76%	78%	77%	85%	83%	79%	69%	85%	78%	95%	●	⬆	-	-	-	-
Percentage of children with Child in Need Plan (not CWD) with CIN review within last 12 weeks	80%	87%	88%	84%	83%	83%	79%	84%	83%	86%	79%	80%	83%	95%	●	⬇	-	-	-	-



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Strong, safe & vibrant localities

Outcomes

Stronger partner relationships will lead to a better understanding of referral thresholds. Multi-agency plans will be effective at increasing the safety and wellbeing of children. This will lead to a reduction in the referrals from schools, increase in partner agency led Team Around the Family plans, timeliness of Core Group activity, decrease in children with more than one period of CP planning, and increase in Child In Need Plans concluding within 6 months.

Progress analysis

- The Child in Need Census for 2022/23 highlighted that referrals from schools accounted for 32% of all referrals received. This is significantly higher than the previous year and above the statistical neighbours.
- In October, 31% of our referrals came from schools. This is a positive reduction in number and proportion. There was a significant increase in the referrals from the police, accounting for a third of the referrals last month.
- Re-referrals remain below the target and in line with the statistical neighbour average.
- 78% of children with a child protection plan had a core group meeting recorded. This is likely to be lower than the number of core groups that took place due to the challenges workers have in recording the meeting. This can be seen in the September data, which was previously 75%, and is now 85%. It is a similar issue for Child In Need review meetings, 83% are recorded, but more are likely to be taking place.



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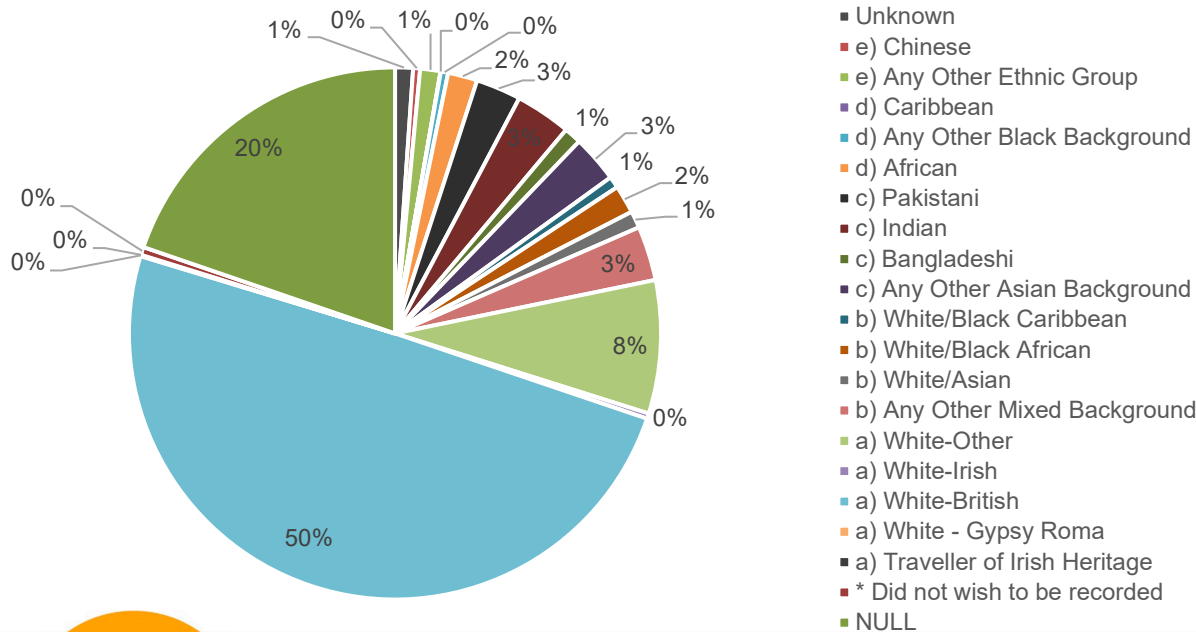


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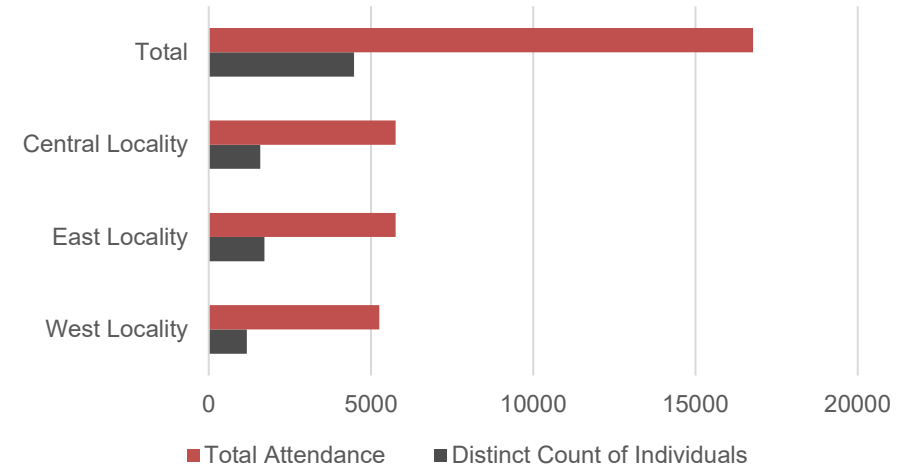
Strong, safe & vibrant localities

Attendance at Family Hubs

- 4964 distinct individuals have attended Family Hubs in 2023
- They have attended a total number of 17,651 times
- 167 children out of 2157 on Child In Need plans have attended a Hub
- 19 children out of 252 on Child Protection Plans have attended a Hub



Attendance at Family Hubs



50% of individuals using the Hubs are White British, 20% do not have an ethnicity recorded. 8% are White Other, 3% are Indian, 3% are Asian Other, 3% are Any Other Mixed, 2% are White/Black African, 2% are African.



Children remain within or return to their birth families

Indicator	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Target	RAG	Direction of travel	So'ton 21/22	Statistical Neighbours	South East	England
Number of children in our care	552	543	543	553	545	539	505	517	518	507	510	505	504	495	●	↑	497	640	10480	80850
Rate of children in our care per 10,000	112	113	110	112	111	109	102	105	105	103	103	102	102	100	●	→	96	100	53	67
Number of new CLA in month	17	24	16	23	19	14	3	31	17	10	17	15	13	-	-	-	-	-	-	-
Number of new CLA in month who are UASC	5	6	3	4	4	5	1	2	2	2	3	4	2	-	-	-	-	-	-	-
Number of Ceased CLA in the month excluding UASC	12	18	27	10	23	18	34	15	18	13	14	17	13	-	-	-	-	-	-	-
Number of CLA achieved CAO or SGO	4	3	5	4	5	3	6	4	4	2	3	5	3	-	-	-	-	-	-	-
Number of CLA returned home as part of care planning	0	11	5	0	2	5	8	2	5	3	5	6	6	-	-	-	-	-	-	-
Number of CLA placed with parents at the end of the month	59	52	46	48	48	48	42	48	44	39	39	34	33	-	-	-	-	-	-	-
Number of CLA placed in Connected Carer placements at the end of the month	59	64	61	60	56	59	54	52	50	47	40	42	41	-	-	-	-	-	-	-



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Promote permanence and placement stability

Indicator	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Target	RAG	Direction of travel	So'ton 21/22	Statistica - Neighb South East	England	
Number of children in our care	552	543	543	553	545	539	505	517	518	507	510	505	504	495	●	↑	497	640	10480	80850
Percentage of CLA at end of month with 3 or more placements during the year	18	17	16	15	15	14	15	15	14	16	18	17	18	12	●	↑				
Number of CLA placed in IFA placements as at the end of the month	131	131	134	136	137	139	140	144	146	141	147	142	141	100	●	↑				
Percentage of CLA placed in IFA placements as at the end of the month	23	23	24	24	24	25	27	27	26	27	29	28	28							
Number of CLA placed in Residential placements including semi-independent	66	71	73	74	71	75	71	70	70	75	76	76	80	60	●	↓				
Number of CLA placed in residential - Independent Sector	44	43	42	42	43	42	42	43	43	42	43	43	39	41	●	↓				
Percentage of CLA placed in Residential placements - independent sector	8	8	8	8	8	8	8	8	8	8	8	8	8							
Number of CLA placed in unregulated/ unregistered settings at the end of the month	26	30	30	31	29	33	30	30	36	42	42	44	48	20	●	→				
Percentage of CLA placed in unregulated/ unregistered settings at the end of the month	5	5	6	6	5	6	6	6	7	8	8	8	10							
Number of CLA placed for adoption at period end	41	42	36	36	30	30	20	19	19	13	15	15	17							
Number of children placed with SCC foster carers (including connected carers)	229	232	224	228	230	214	202	213	206	195	193	198	201	285	●	↓				
Percentage of children placed with SCC foster carers (including connected carers)	41	42	41	41	42	40	40	40	39	38	38	39	40							

Indicator	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23
Percentage of initial health assessments delivered within 20 working days of date child became looked after.	25	74	28	32	15	31	22	60	50	76	30	57	10
Percentage of children in care for at least 12 months for whom health assessments are up to date.	84	88	88	90	91	89	88	86	84	84	81	80	78



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Children remain within or return to their birth families

Outcomes – Children in our care return to live with their birth families, and more children are enabled to remain with their birth families so we bring less children into our care through intensive working with families at child in need and child protection.

Progress analysis –

- The rate of children in our care is down to 102 from 112 in October 2022. We are closer to our target of 100, which is linked to the statistical neighbour average.
- Of the 13 children that ceased being looked after in October, 9 achieved permanence within their immediate or wider network through a Child Arrangement Order, Special Guardianship Order, or their Care Order being discharged.
- There are currently 33 children subject to pre-proceedings within the Public Law Outline. Within this process, interventions and assessments are provided to prevent, where possible, children entering the court process and being removed from their parents. The work also explores family options so that children can remain within their network where possible.
- A specific crisis team is being developed to support families where children are on the edge of becoming looked after and increase placement stability for those in care.
- A systemic approach is being used to review the extended families of children placed in residential homes to consider if there are opportunities to step-children across into safe family care arrangements with a needs assessment informing family support packages.



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Promote permanence and placement stability

Outcomes

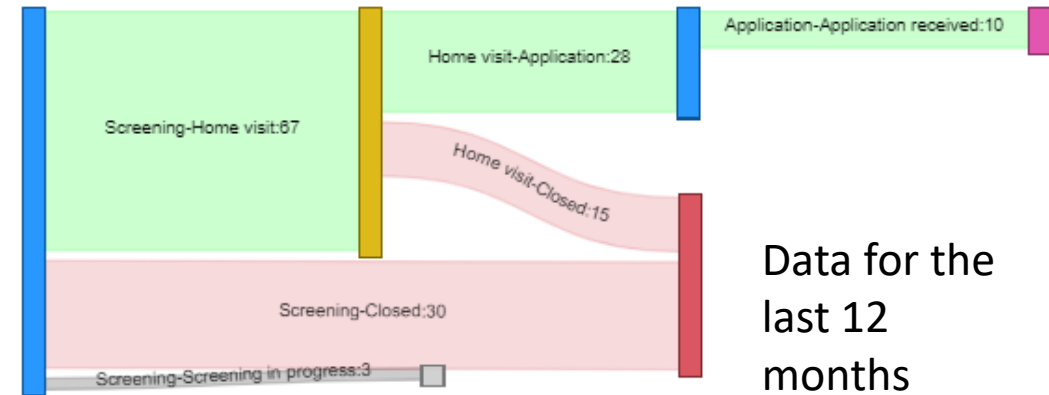
Children remaining in our care will have long term, stable placements with less children in residential and unregulated placements. Children will be placed with in house carers rather than independent fostering agency placements as we grow our resources.

Progress analysis

- The net reduction in children in our care was 5 for September.
- 5 less children were placed in IFA placements than August, but this is still 42 above the target of 100.
- We still have 42 placed in residential placements, and there is work being led by the Head of Practice to review the family networks with workers to review alternatives.
- The number of children in unregulated and unregistered settings increased to 44 from 42, this is up from 23 in September 2022.
- Placement stability has reduced to 17% from the 18% high in August but remains above the target of 10%.
- For the 13 children that came into care in October, only 10% received an initial health assessment within the initial 20 working days. 78% of children that have been in care for more than 12 months have an up-to-date health assessment.

Fostering recruitment

- In October, there were 12 screening, 9 resulted in a home visit and of these 6 application forms were sent. 1 application form has subsequently been received.
- In the last 3 months, 33 screening were completed, resulting in 28 home visits. 17 applications forms were provided, of which 3 have been received back.



Promote permanence and placement stability

Education

There are 29 looked after children (5.7%) currently out of education. 19 of these children are 16 and 17 years old, 5 are 15 years old. 2 of these young people are unaccompanied asylum-seeking children that are only recently in our care.

5 of these children have only been in care for less than a month, and none have a personal education plan recorded yet.

9 of these children have Special Educational Needs.

4 children have had more than 1 school place, with 1 child having 11, and another 9 places. These two children have had 44 placements between them, suggesting that some school places have been able to be maintained whilst they have moved between homes. All four of these children have special education needs.



Permanent, stable workforce

Indicator	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Target	RAG	Direction of travel
Average number of children per primary caseholder (based on 1 FTE)	-	13.97	14.92	14.92	15.88	15.43	15.31	16.19	15.87	16.40	15.64	14.50	14.21			↑
Average number of children per qualified Social Worker (1 FTE)	-	15.75	15.75	15.75	16.65	15.80	15.66	16.38	15.76	16.67	16.46	14.98	14.76			↑
Total number of case holders with 20+ children	-	37	45	47	48	54	53	50	43	47	36	37	34			↑
Average number of children per worker with 20+ children (1 FTE)	-	22.08	22.31	22.55	23.27	22.72	23.15	22.76	22.65	22.74	22.88	22.30	21.53			↑
Average number of children per worker in top 40	-	21.85	22.55	22.98	23.93	23.68	24.05	23.45	22.85	23.23	22.40	22.05	21.15			↑
Percentage of CLA that have been in care for 12+m, with same social worker for last 6 months	64	55	56	54	50	49	47	59	62	68	74	75	80	80	●	↑
Percentage of children open for 6+ months that have had 2 or more social workers in the last 6 months	31%	34%	36%	38%	38%	37%	36%	34%	35%	33%	32%	39%	38%	25	●	↑



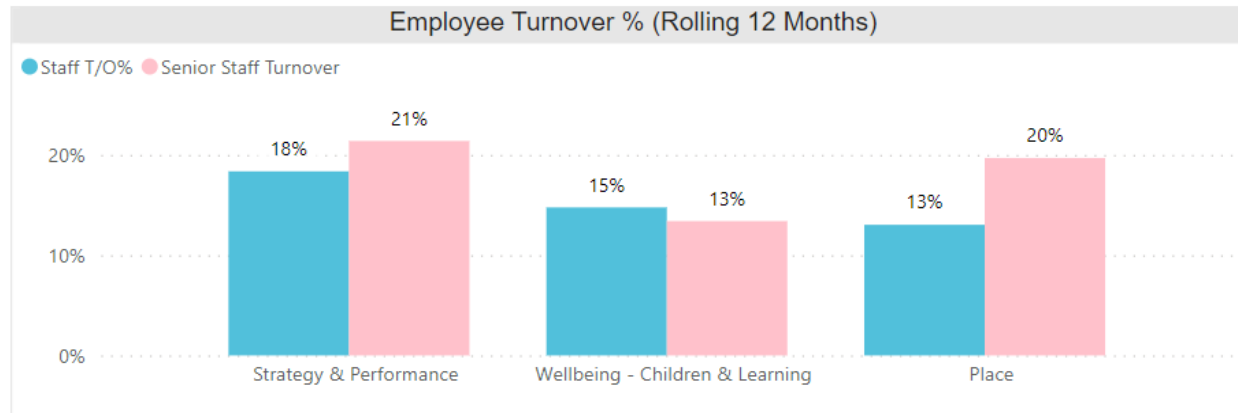
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Permanent, stable workforce

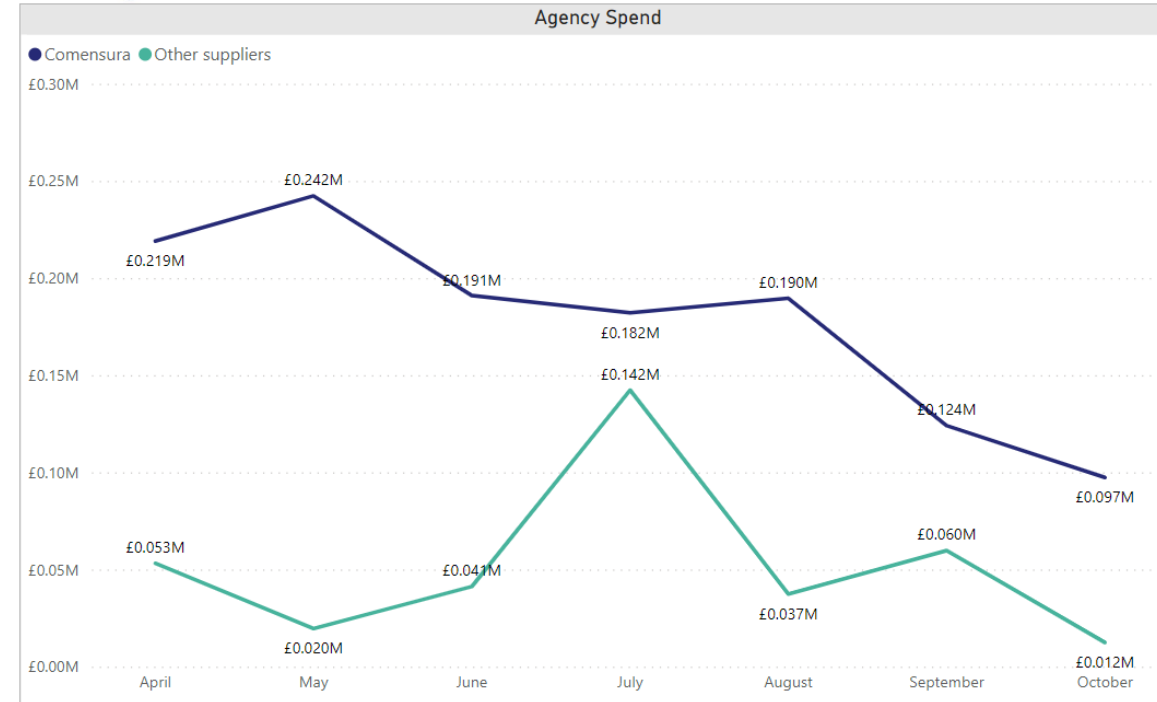
Progress analysis

- The number of agency staff has continued to reduce and has by passed the target of 21, with the current level of 19.
- Staff stability within the pathways through care service has resulted in the consistent increase in duration of relationships for children in care with their social workers and has already reached the target of 80%.
- We currently have 97% permanent social work workforce, and 100% permanent and stable leadership.



Outcomes

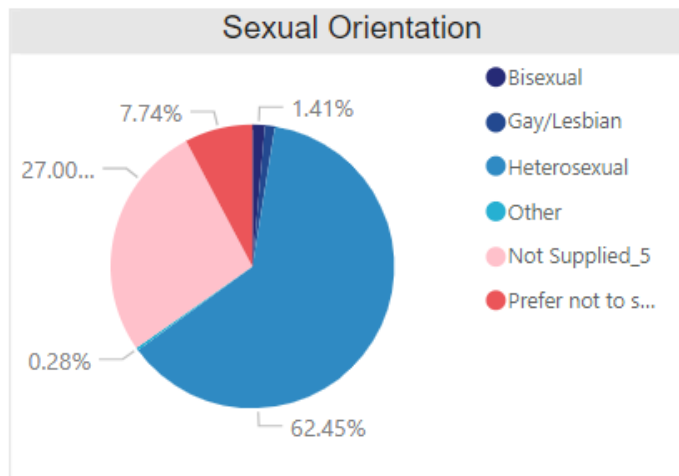
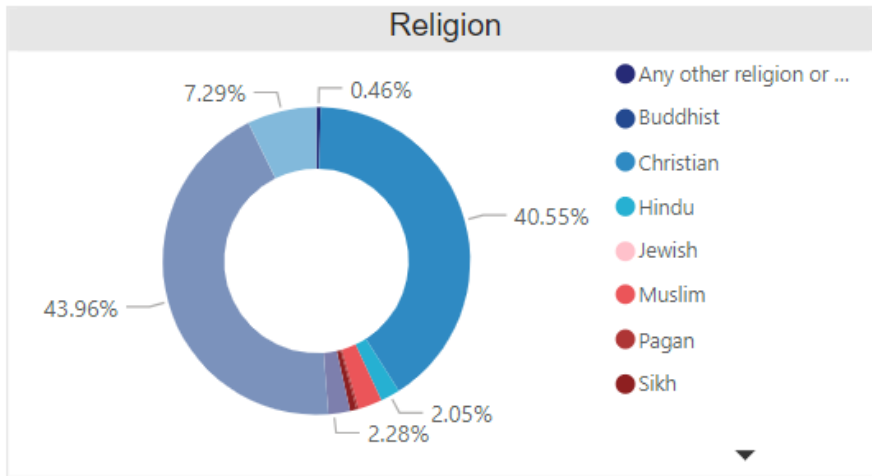
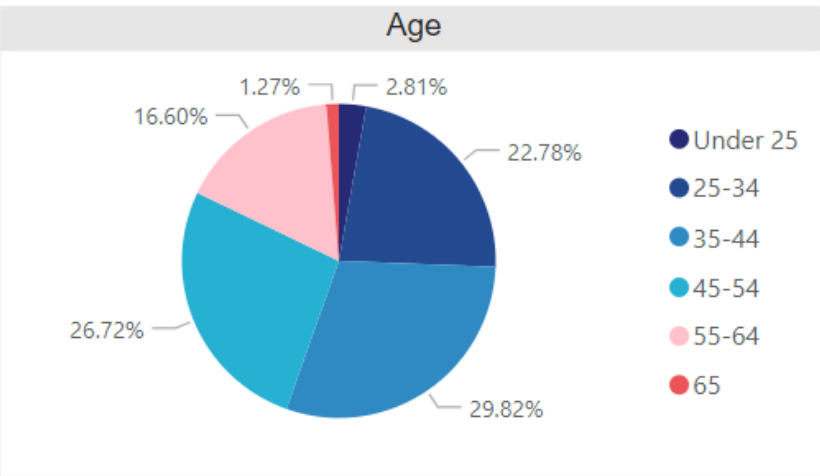
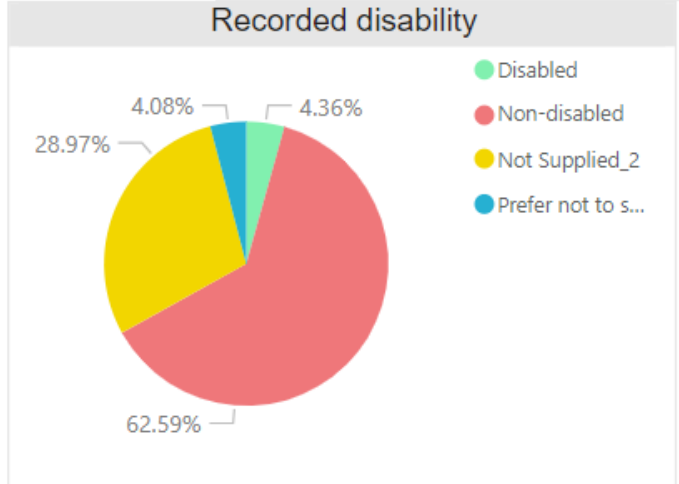
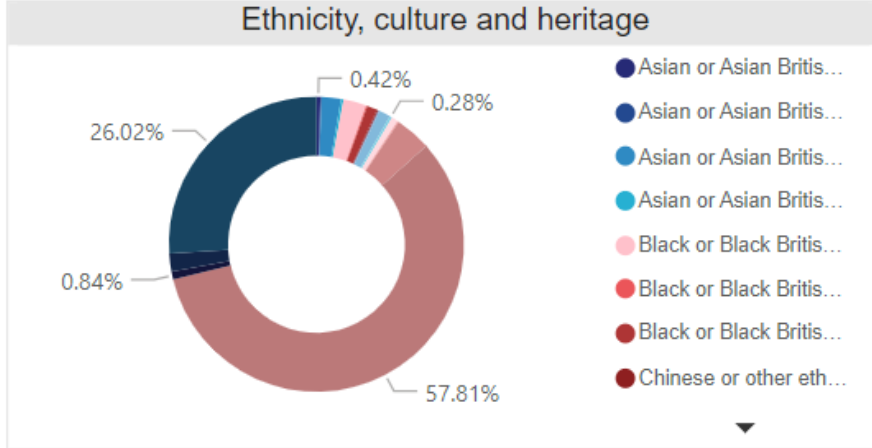
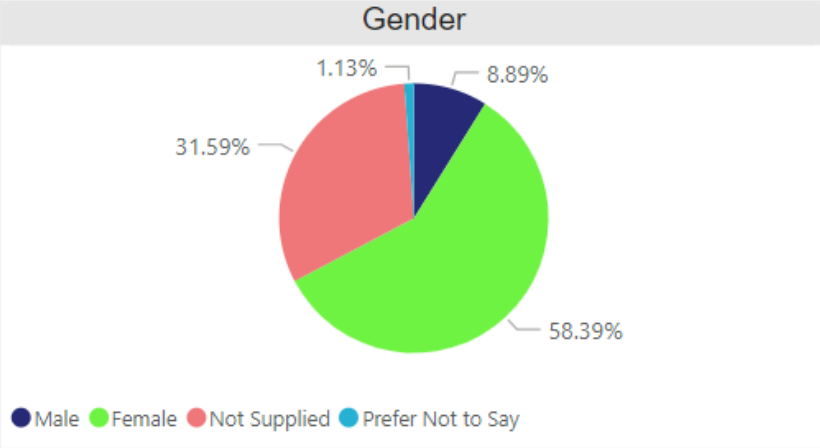
Children and families maintain working relationships with consistent practitioners, who benefit from stable management support and oversight. Agency staff numbers will reduce contributing towards financial responsibility.



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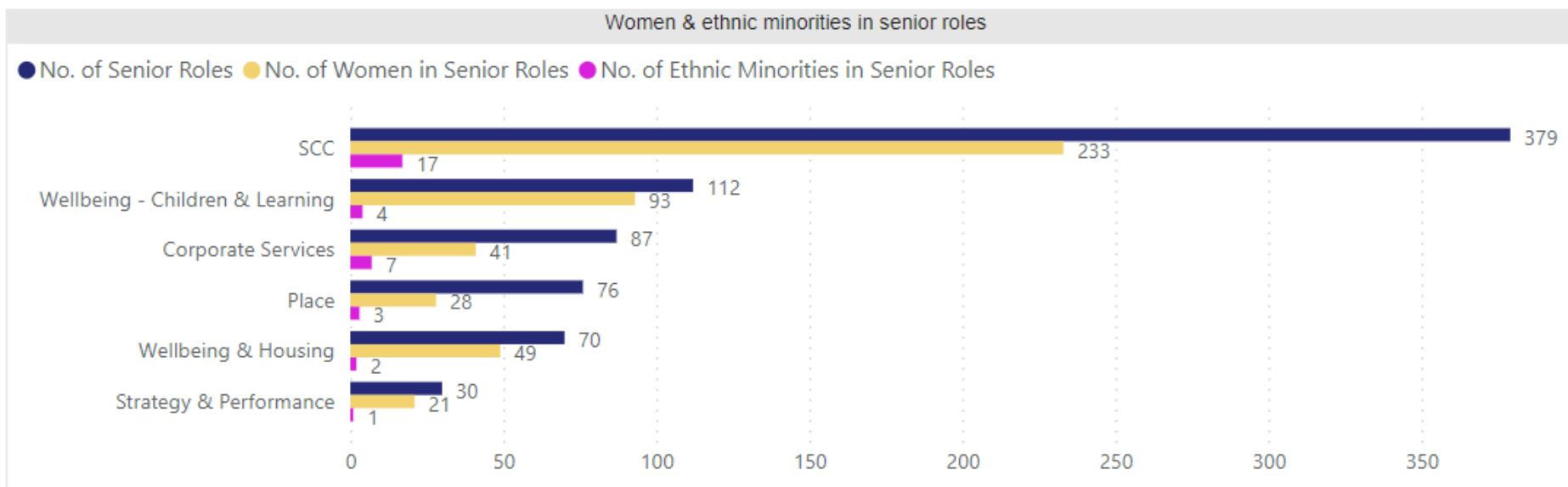


Diversity & Inclusion of staff





Diversity & Inclusion in Senior Roles



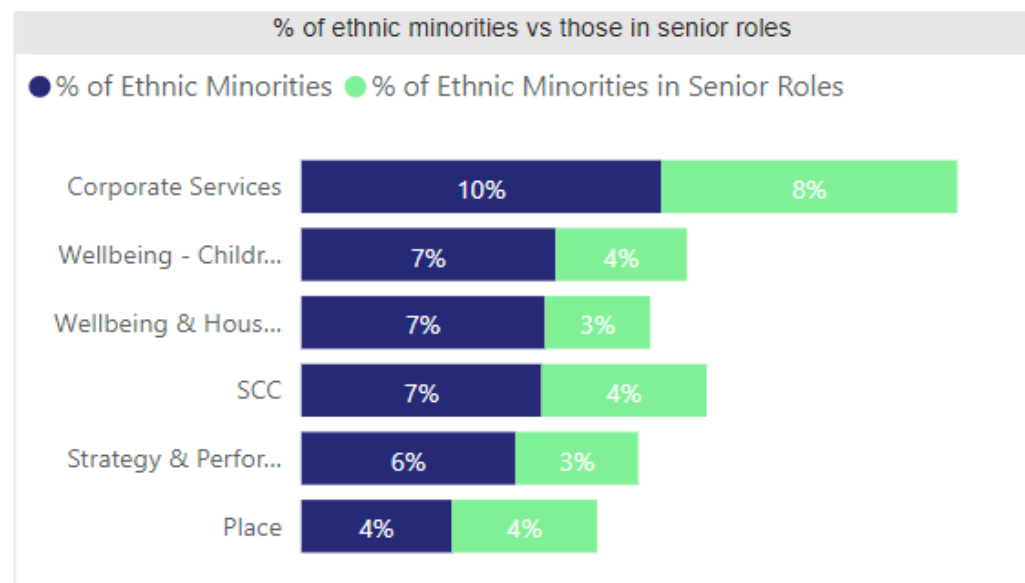
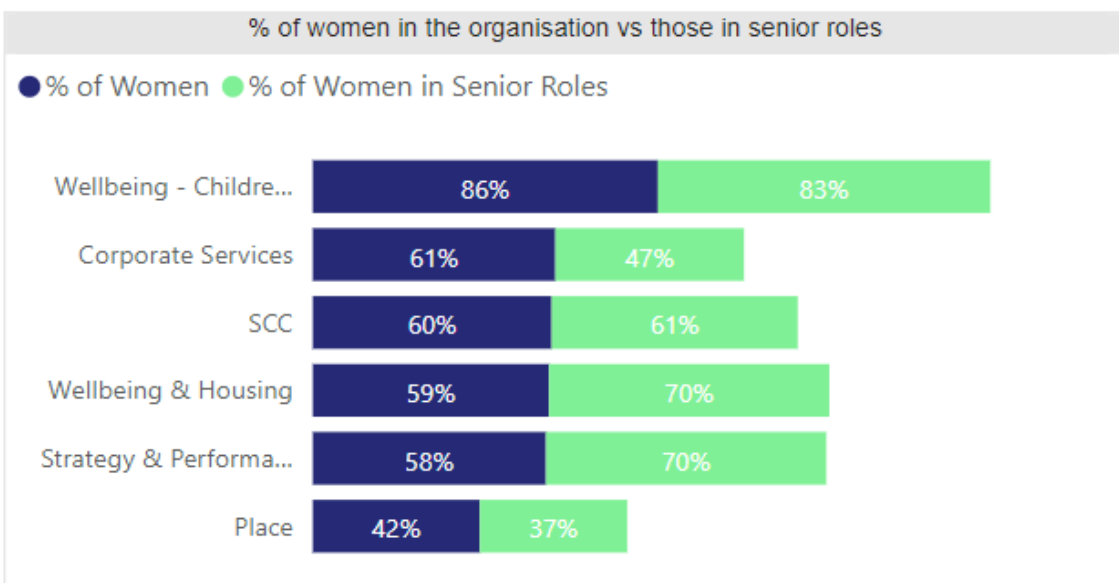
Gender Pay Gap 2022

Mean Gender Pay Gap - 2.7%

Median Gender Pay Gap - 2.8%

Mean Ethnicity Pay Gap - 6.4%

Median Ethnicity Pay Gap - 5.5%



Embedding Practice Framework and Standards

Outcomes –

Audits will evidence

- An improved quality of supervision and standard of practice.
- Contingency planning will be clear in all plans from the beginning of interventions and involvements.
- Systemic practice will be evidenced in care recording audits of visits, assessments, plans, supervisions, chronologies.
- Safe & Together will be evident in work with families increasing involvement of perpetrators, partnering with survivors and achieving long term safety for children.

Progress analysis – September Audit overview:

- 34 audits allocated across 9 service areas, 27 (79%) completed – down 6% on July.
- Outstanding (7.4%), Good (59.3%), Requires Improvement (33.3%), Inadequate (0%)
- Highlights of good practice:
 - 100% of Children & Family First confirmed intervention offered was evidence base and bespoke to needs of child/family.
 - 100% of BIT audits had supervision within timescales, evidence of supervision and manager oversight giving clear direction
 - 100% of SWF have chronologies and cultural genograms on file, the majority have case summaries
 - CWD – evidence of an in depth understanding of child's support needs, health & disability related needs clearly recorded.
 - PTC – Care plan and case summary in timescales and evidences good detail and management oversight.
 - ICAS – outstanding audit showed timely allocation, goal setting, writing to child, clear evidence of interventions bring completed with family and excellent closure summary.
 - Fostering – Review has taken place in last 12 months with both carers attending, presented to panel in timescales.
- Highlights of areas for improvement:
 - Children & Family First – prioritise timely updating of chronologies, case summaries, cultural genograms & writing to child
 - BIT – Direct work with children to be consistent across the service, concentrate of detail in visit recordings
 - SWF – Focus on improving timeliness of supervision and recording timeframes for actions
 - CWD – Completion of chronology, case summary and cultural genogram
 - PTC – Prioritise completion of chronologies and cultural genograms
 - ICAS – ensure clear analysis for the reader to understand the concerns from a professional perspective
 - Fostering – Timely completion & updating of case summary and chronology



Performance - Visiting

Progress analysis

All visiting patterns improved towards or maintained at the target other than 10 working day visits to children subject to child protection planning that reduced to 88%.

Visiting remains a key focus in assurance clinics.

Indicator	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Target	RAG	Direction of travel
Percentage of children open to Early Help with a visit in the last 4 weeks	51%	60%	57%	54%	66%	62%	71%	61%	60%	66%	67%	58%	71%	95%	●	↑
Percentage of children with an active Child in Need Plan (not CWD) visited within last 6 weeks	95%	97%	95%	98%	98%	97%	96%	98%	95%	96%	94%	96%	96%	95%	●	→
Percentage of children with an active Child in Need Plan (not CWD) visited within last 3 weeks	76%	79%	83%	80%	81%	77%	84%	81%	74%	77%	77%	77%	86%	90%	●	↑
Percentage of children with an active Child in Need Plan (CWD) visited within agreed timescales	89%	86%	85%	89%	92%	86%	85%	86%	95%	88%	77%	73%	80%	95%	●	↑
Percentage of children subject to Child Protection Plan visited within last 10 working days	87%	91%	94%	95%	93%	87%	90%	92%	90%	84%	86%	90%	88%	95%	●	↓
Percentage of children subject to Child Protection Plan visited within last 4 weeks	97%	99%	99%	99%	98%	98%	97%	98%	98%	97%	96%	98%	97%	95%	●	↓
Percentage of CLA for whom a visit has taken place within agreed timescales	86%	89%	86%	81%	79%	86%	89%	92%	89%	89%	83%	81%	81%	95%	●	→



Children & Learning
Making a difference



Performance - Supervision

Progress analysis

- Supervision for children open to statutory improved in all levels.
- The only reduction was for children open to Early Help, which reduced from 82% to 81%.
- Supervision is one element of management oversight and decision making for children and families.

Indicator	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Target	RAG	Direction of travel
Percentage of children open to Early Help with supervision in timescales	63%	78%	72%	67%	87%	74%	78%	82%	72%	82%	89%	82%	81%	95%	●	↓
Percentage of children open for assessment who had supervision in timescales	94%	95%	96%	96%	93%	93%	93%	91%	91%	97%	94%	94%	96%	95%	●	↑
Percentage of children with a Child in Need Plan (not CWD) who had supervision within timescales	84%	90%	86%	93%	90%	89%	90%	96%	85%	79%	84%	86%	90%	95%	●	↑
Percentage of children with a Child in Need Plan (CWD) who had their supervision within timescales	99%	99%	99%	100%	99%	98%	96%	86%	84%	79%	77%	77%	83%	95%	●	↑
Percentage of CPP who had their supervision and within timescales	88%	95%	94%	93%	96%	86%	91%	98%	87%	85%	89%	93%	95%	95%	●	↑
Percentage of CLA who had their supervision and was within the timescale	76%	73%	76%	86%	86%	78%	85%	94%	88%	90%	78%	73%	75%	95%	●	↑
Percentage of Care Leavers who had their supervision and was within the timescale	44%	51%	60%	45%	86%	81%	86%	92%	92%	88%	83%	79%	83%	95%	●	↑

