









Contents

Section	Page	
Purpose	3	
Right support, right time	4	
Strong & vibrant localities	6	
Children remain within or return to birth families	10	
Promote permanence and placement stability	12	
Permanent & stable workforce	15	
Embedding practice framework and standards	17	
Performance review	18	







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











Right support at the right time – Family Help

Indicator	Aug-22	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24 ▼	Feb-24	Mar-24	Apr-24	May-24 ▼	Jun-24	Jul-24 ▼	Aug-24	Target <u> </u>	RAG	Direction of travel travel	So'ton 22/23	Statistical Neighbours	South East	England ◀
Number of referrals into Early Help	196	162	109	139	166	142	144	129	90	87	127	113	182	94		-	•	-	-	-	-
Number of referrals that were stepped down from CSC (no assessment required)		46	27	16	23	18	36	24	15	15	20	21	17	13		-	4	-	-	-	-
Number of Early Help assessments started	126	71	66	89	91	80	79	86	65	71	71	83	113	47		-	•	-	-	-	-
Number of contacts in the month	1959	1471	1532	1923	1763	1459	2018	1818	1780	1705	1714	1675	1845	1491		-		-	-	-	-
Rate of contacts per 10,000 population under 18 years old		4173	4123	4166	4159	4171	4207	4251	4201	4233	4206	4151	4161	4168		-	-		-	-	-
Number of referrals into statutory service in the month	264	263	267	276	315	216	308	197	202	191	185	207	254	156		-	•	-	-	-	-
Rate of referrals per 10,000 population under 18 years old		760	754	747	732	720	715	691	645	627	603	588	576	555	581		•	759.8	640.1	-	544.5
Number of C&F assessments completed	369	259	231	222	255	216	266	200	233	186	229	203	195	162		-	•		-	-	-
Rate of assessments per 10,000 population under 18 years old		807	776	756	736	716	707	685	651	627	588	573	550	530	580		•	778.4	628.5	-	557.4
Percentage of assessments completed within 45 days		90	80	87	92	81	89	90	85	83	88	85	80	82	81		•	81.6	81.1	-	82.5
Number of children with Child in Need Plan (not CWD)	384	462	433	388	464	449	480	453	396	377	372	329	334	317	-	-	•	-	-	-	-
Number of children with Child in Need Plan (CWD)		243	243	237	230	228	221	222	212	213	209	209	212	222	-	-	•	-	-	-	-











Right support at the right time – Family Help

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.

- Unusually for August, we saw a reduction in referrals into Early Help compared to the two previous years.
- With schools closed, it is expected that contacts and referrals into the service reduce in August. We saw numbers of contacts down 15% from the average, but comparable with August 2023. The number of referrals were down to 156, a new low, and the rate of referrals is now 555, below our new target of 581. It is expected that the number and rate of referrals will increase in October and November.
- Assessment timeliness has improved to above target as expected after last month, with the focus on performance within Jigsaw specifically. This places us within the top three performing local authorities in our statistical neighbours.
- The number of children with an active Child in Need plan reduced in August, this is 31.4% lower than August 2023. This reduction can be linked to an increased focus on families receiving the right help from the right service and the provision of more effective, focused and regular support; therefore not remaining open for as long as previously.











Right support at the right time – Family Safeguarding

Indicator	Aug-22	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Target •	RAG	Direction of travel travel	So'ton 22/23	Statistical Neighbours	South East	England ▲
Number of strategy discussions held		161	152	152	173	124	147	97	144	121	120	98	147	109	-	-	•	-	-	-	-
Number of Section 47 enquiries completed		86	81	131	112	101	77	86	90	75	84	49	98	67	-	-	•	-	-	-	-
Rate of Section 47 enquiries completed		336	320	323	306	301	297	285	274	261	251	238	239	234	247		•	352.2	253.0	-	191.6
Percentage of Strategy discussions resulting in Section 47		53	53	86	65	81	52	89	63	62	70	50	67	61	-	-	•	-	-	-	-
Percentage of Section 47s (not already CP or in our care) resulting in ICPC		45	20	20	33	12	22	21	28	24	19	11	17	27	31		•	23.9	31.1	-	33.0
Number of children subject to CP Plan at end of month	388	346	318	311	320	309	304	307	276	257	256	249	221	234	-	-	4	-	-	-	-
Rate of children subject to CP plans	79	70	64	62	64	62	61	60	56	52	51	50	44	47	49		4	63.90	52.90	-	43.20
Number of children in our care	551	507	510	503	507	510	494	492	490	488	488	479	473	470	-	-	•	-	-	-	-
Rate of children in our care per 10,000	112	103	103	101	102	102	99	99	98	97	98	96	95	94	87		•	114.00	100.90	56.00	70.00
Number of children open to the service (Assessment, CIN, CP, CLA, CL)	2428	2259	2112	2085	2111	2036	2069	1986	1973	1905	1865	1763	1742	1713		1	•			-	-
Rate of children open to the service (Assessment, CIN, CP, CLA, CL)	487	422	414	418	423	408	415	396	396	382	374	354	349	344	350		•	524.8	428.8	-	642.7











Right support at the right time – Family Safeguarding

Desired outcome

Improved shared understanding of thresholds around strategy discussions and section 47 enquiries alongside focused and effective interventions with families during assessments and child in need plans. This will result in less children subject to CP planning and coming into our care.

- The rate of Section 47 enquiries remains below the target of 247 at 234.
- The rate of children subject to CP is up a little at 47, down 33% from August 2022. This is below the statistical neighbour average of 53 and we have met our target of 49. It is not unusual for the rate of children subject to child protection planning to increase in the autumn term, so we have some flexibility now to increase and still stay within our target range.
- The number of children in our care has reduced to 470 with a rate of 94. This is down 7% from August 2023, and 15% from August 2022. Our target for the rate of children in care is 87, we are expecting to reach this by March 2025 and are on track to do so.
- The number of children open to the service overall reduced by 24% from July 2023 to 1713 and a rate of 344; this is below the statistical neighbour average of 429 and in line with our target of 350. This has been achieved through ensuring families are offered a service that is appropriate and that we are offering effective interventions that create change within an appropriate timescale, keeping children safe within their networks wherever possible.











Strong, safe & vibrant localities

Indicator	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Target	RAG	Direction of travel	So'ton 22/23	Statistical Neighbours	South East	England
Percentage of re-referrals within 12 months	19%	21%	21%	32%	25%	30%	24%	28%	26%	20%	26%	21%	24%	20%		•	22%	20%		21%
Percentage of referrals leading to NFA	10%	10%	8%	4%	5%	4%	2%	4%	5%	9%	13%	21%	15%	7		•	14%	7.6%	-	7.1%
Percentage of children subject to 2nd or more CP plan	31%	31%	32%	33%	34%	37%	35%	36%	38%	38%	37%	38%	38%	25%		•	33%	25%		24%
Percentage of children subject to child protection plans with recent core group held in time	69%	85%	84%	89%	74%	88%	89%	93%	88%	87%	88%	96%	80%	95%		Ψ	-	-	-	-
Percentage of children with Child in Need Plan (not CWD) with CIN review within last 12 weeks	79%	80%	70%	76%	81%	70%	70%	87%	87%	83%	91%	92%	88%	95%		4	-	-	-	-
Percentage of initial health assessments delivered within 20 working days of date child became looked after.	20%	57%	9%	0%	33%	92%	67%	80%	71%	92%	100%			95%		→	-	-	-	-
Percentage of children in care for at least 12 months for whom health assessments are up to date.	82%	80%	79%	78%	78%	83%	87%	88%	87%	86%	85%	86%		95%		•	-	-	-	-











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.

- With the new set up for tracking re-referrals, the rate has increased in August to 24%, this is higher than the target of the statistical neighbour average of 20%. Our rate of re-referrals remains within the three highest of statistical neighbours for Q4 of 2023/24. An audit into this cohort is underway within the QA service.
- The percentage of referrals leading to No Further Action (NFA) reduced to 15%, this has been explored and is linked to our Children's Resource Service undertaking more work to explore the situation for children prior to sending for assessment. At present, the process for these more in-depth reviews is resulting in the children counting as a referral, but this will be reviewed as the outcome is that no service or assessment will be offered.
- Core group activity dipped significantly in August, this is linked to schools and nurseries being closed, the high prevalence of
 professionals with annual leave and a representative not always being available to attend. It is generally better for children to hold
 these important meetings when the professionals who know them best can attend.
- The August data regarding initial health assessments for children that have come into our care is not available until the end of the month. July saw 100% of children that came into our care received an initial health assessment within timescales.











Children remain within or return to their birth families

Indicator	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Target	RAG	Direction of travel
Number of children in our care	510	505	504	507	510	494	492	490	488	489	479	474	470	-	-	•
Rate of children in our care per 10,000	103	102	101	102	102	99	99	98	97	98	96	95	94	87		•
Number of new CLA in month	17	15	13	17	21	8	7	14	17	15	8	13	8	11		•
Number of new CLA in month who are UASC	3	4	2	1	1	2	2	4	2	0	6	1	1	-	-	→
Number of Ceased CLA in the month excluding UASC	14	17	13	10	15	17	6	15	18	9	17	15	9	-	-	•
Number of CLA achieved CAO or SGO	3	5	3	1	1	1	1	1	4	2	7	2	5	3.5		•
Number of CLA returned home as part of care planning	5	6	6	6	5	9	1	4	4	1	0	5	0	6.5		•
Number of CLA placed with parents at the end of the month	39	34	33	38	43	49	49	45	43	40	37	32	42	25		•
Number of CLA placed in Connected Carer placements at the end of the month	40	42	41	51	56	54	57	65	73	68	65	68	65	-	-	•











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.

- The rate of children in our care has remained below our statistical neighbour average target of 100 since January 2024. We have 40 fewer children in our care than we did in August 2023. Our goal for March 2025 is to achieve a rate of 87; we are on track to achieve this.
- In August, 8 children came into our care including 1 UASC. Our plan is to reduce the number of children entering our care to an average of 11 a month, linked to the Family Safeguarding approach being fully launched in September 2024. Since April 2024, we have averaged 12 new care entrants a month; a number of these children have already returned home. Our Building Bridges service is increasingly supporting families where children are at risk of care or to return children home within 2 weeks of entering care where this is a safe plan.
- We had 9 non-UASC children leaving care in August. 5 achieved permanence with a family member. We are on track for the end of year target. However, our sustained progress last year in returning children from care to their families has lessened in the last few months. A locum social worker in Pathways Through Care is solely focused on assessing suitability for discharging care orders for children placed with parents, and court dates for several have been booked in the coming months.











Promote permanence and placement stability

	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Target	RAG	Direction of travel
Number of children in our care	510	505	504	507	510	494	492	490	488	489	479	474	470			•
Percentage of CLA at end of month with 3 or more placements during the year	18	17	19	18	19	18	19	18	17	16	14	14	14	10		⇒
Number of CLA placed in IFA placements as at the end of the month	147	142	141	137	133	132	131	131	129	127	119	118	115	91		•
Percentage of CLA placed in IFA placements as at the end of the month	29	28	28	27	26	27	27	27	26	26	25	25	24	20	0	•
Number of CLA placed in children's homes	43	43	39	38	35	34	33	35	35	36	34	33	32	31	0	•
Percentage of CLA placed in children's homes	8	8	8	8	7	7	7	7	7	7	7	7	7	6		-
Number of CLA placed in unregulated/ unregistered settings at the end of the month	42	44	48	48	49	46	47	46	43	42	45	44	24	20		•
Percentage of CLA placed in unregulated/ unregistered settings at the end of the month	8	8	10	9	10	9	10	9	9	9	9	9	5	4		•
Number of CLA placed for adoption at period end	15	15	17	15	13	13	16	15	13	12	11	13	14		/ _ '	•
Number of children placed with SCC foster carers (including connected carers)	193	198	201	206	205	204	200	202	212	219	218	215	204	285	•	•
Percentage of children placed with SCC foster carers (including connected carers)	38	39	40	41	40	41	41	41	43	45	46	45	43	58		•











Promote permanence and placement stability

- Placement stability remained at 14% in August, this is a significant achievement because the summer is a known risk factor for children moving placements. Prior to the summer holidays, considerable work was undertaken to identify children at risk of instability and create plans and support specifically for each placement.
- The number of children placed in independent fostering agencies has reduced further to 115 from 147 in August 2023; this is the lowest for the last 24 months. At this rate, we would achieve 94 by March 2025, close to our target of 91.
- 204 children are placed within our own foster placements, this is 43% of the overall cohort and up from 193 in August 2023. The ambition is for this to reach 58%, but this will depend on successful recruitment and assessment of new fostering households alongside retaining current carers. Nationally there are significant challenges to recruiting foster carers, with significant competition from independent fostering agencies that are able to pay foster carers significantly more per child in their care. With the support of Newton Europe we are continuing to focus on the recruitment of in-house carers, and maximising capacity within our fostering households.
- There are currently 33 children living in children's homes, down 23% from 43 in August 2023.
- We have 24 young people in unregulated or unregistered placements, down from 44 in July 2024. This is due to a number of 16+ settings becoming registered with Ofsted. The remaining young people have additional Service Lead and Head of Service oversight and are reviewed in 'Exceptional Arrangements' panel.
- Introduction of the Mockingbird model of fostering is in the implementation phase. The constellation carers are being finalised by the end of September, then the team are working towards the launch.









Promote permanence and placement stability

Education

- There are nine children in our care aged 16 or under who are out of education, or not accessing education.
 Four have Special Educational Needs.
- The four children with SEND all have applications submitted for education settings. Three are receiving tuition in the interim, and for one we are consulting with an independent school in Hampshire.
- For the five children without SEND, three are newly arrived UASC and school placements are being identified.
 Both other children have applications submitted to schools. One of these has not yet been offered a place due
 to school concerns about the existing dynamics within the year group and how the young person would impact
 on and be impacted by these dynamics.
- 19 looked after children aged 16 and 17 are not in employment, education or training. This is down from 29 in March 2024. Four of these children have Special Educational Needs. Five of these are newly arrived UASC, one is not yet ready for education, employment or training and 13 are actively seeking EET opportunities with our support.









Permanent, stable workforce

<u> </u>																
Indicator	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Target	RAG	Direction of travel
Total number of children held by social worker	1366	1258	1166	1261	1398	1365	1332	1293	1228	1210	1170	1127	1147			•
Average number of children per primary caseholder (based on 1 FTE)	15.64	14.50	14.21	15.12	15.82	16.00	15.93	15.72	15.26	14.81	13.94	13.11	12.91			•
Average number of children per qualified Social Worker (1 FTE)	16.46	14.98	14.76	16.33	17.92	17.73	17.76	17.47	16.59	15.71	14.63	13.26	14.34			•
Total number of case holders with 20+ children	36	37	34	43	48	44	44	41	41	32	23	27	35			•
Average number of children per worker with 20+ children (1 FTE)	22.88	22.30	21.53	22.16	22.54	22.77	22.84	22.76	22.56	22.75	24.00	23.26	22.66			•
Average number of children per worker in top 40	22.40	22.05	21.15	22.33	23.05	23.05	23.05	22.83	22.63	22.00	21.75	21.80	22.20			•
Percentage of CLA that have been in care for 12+m, with same social worker for last 6 months	74	75	80	78	73	73	73	71	56	54	58	60	60	75		→
Percentage of children open for 6+ months that have had 2 or more social workers in the last 6 months	32%	39%	38%	36%	37%	38%	38%	32%	33%	34%	35%	32%	33%	25		•











Permanent, stable workforce

Progress analysis

- The total number of children being held by social workers has reduced 26% from 1366 in August 2023 to 1147 in August 2024.
- Caseloads for social workers have decreased from an average of 17.76 in February 2024 to an average of 14.34. This includes social workers with reduced caseloads due to being in their first or second year in practice. At our peak we had 110 case holding social workers (due to high levels of supernumerary agency staff), and we currently have 80. The distribution of caseloads across the service is uneven with higher that desired caseloads in Pathways Through Care. This is being addressed by targeted recruitment and the redistribution of vacancies as they arise.
- The number of social workers with 20 or more children on their caseload increased from 23 in June 2024 to 35 in August. This is down from 48 in December 2023 but it is higher than ideal.
- Employee turnover has remained stable in Children & Learning. In our neighbouring local authorities, they have seen an increased reliance on agency staff, which drives up costs and create increased instability for families. There was an increased level of staff sickness in July; the majority of these staff members are back at work now.

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.











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 June '24 Audit overview (emotional abuse):

Family Help

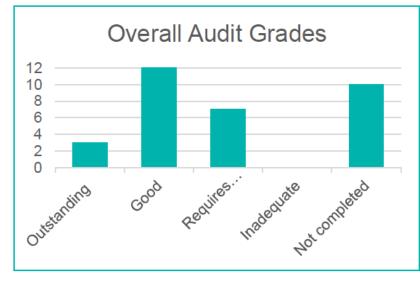
- 1 audit was outstanding, 1 good and 2 requires improvement.
- · Referrals were reviewed within timescales with clear management oversight recorded
- Proportionate response based on identified needs and likelihood of harm
- · Clear evidence of identification of post closure support
- · Delay in allocation for 2 families in East due to capacity
- · For 2 families, more evidence was required of analysis in supervision records.

Family Safeguarding

- · 1 audit was good, 1 was requires improvement
- Practice was informed by a good cultural genogram, chronology and holistic assessment
- · Timely supervision reflects progress
- · Family Group Conference used and well attended, but plan not followed through and the review was not well attended.
- CP visits predominantly took place at school and were not always timely
- Further evidence of impact or work by family practitioner would be beneficial.

Jigsaw

- · 1 requires improvement audit completed
- Assessment completed in timescales, was balanced and detailed
- Plan covers all relevant areas and outcome focussed.
- Chronology, case summary and genogram requires updating
- CP visits not consistently completed in timescales.



Young People Service

- 2 good audits completed
- Young person had an independent advocate
- CERAF risk reduced following direct work from sessional worker
- School worked collaborative & flexible with social worker
- More evidence of consideration of diversity factors
- Chronology and genogram to be completed
- Slight gap in supervision associated with manager absence









Performance - Visiting

- Early Help recording of visits improved to the highest rate of 89% in August.
- Visits to children within Jigsaw (children with disabilities team) dropped to slightly below the target.
- 3 weekly visits to children outside of the Jigsaw service with a child in need plan reduced to 86%, which is below the expected standard. The performance of each worker and team is explored within assurance clinics to address any issues.
- The Pathways Through Care team are finding that higher than average caseloads resulting from staff vacancies are impacting on the recording
 of visits to children in our care, and in August a number of staff including managers were off work for a period of time.
- The visits to children on child protection planning being less than 90% is a concern as these are some of the most at risk children in the city.

 These children were discussed at the recent senior management team meeting to highlight the need for these to be completed and recorded.

Indicator	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Target	RAG	Direction of travel
Percentage of children open to Early Help with a visit in the last 4 weeks	67%	58%	71%	69%	62%	66%	62%	74%	81%	77%	77%	84%	89%	95%		•
Percentage of children with an active Child in Need Plan (not CWD) visited within last 6 weeks	94%	96%	96%	95%	96%	95%	97%	97%	98%	99%	98%	99%	95%	95%		4
Percentage of children with an active Child in Need Plan (not CWD) visited within last 3 weeks	77%	77%	86%	85%	89%	85%	87%	88%	90%	94%	90%	91%	86%	90%		•
Percentage of children with an active Child in Need Plan (CWD) visited within agreed timescales	77%	73%	80%	82%	77%	73%	74%	84%	81%	79%	85%	97%	92%	95%		•
Percentage of children subject to Child Protection Plan visited within last 10 working days	86%	90%	88%	92%	85%	93%	94%	91%	92%	91%	90%	89%	90%	95%		•
Percentage of children subject to Child Protection Plan visited within last 4 weeks	96%	98%	97%	99%	96%	99%	98%	95%	98%	99%	95%	98%	97%	95%		•
Percentage of CLA for whom a visit has taken place within agreed timescales	83%	81%	81%	85%	83%	83%	79%	83%	80%	85%	87%	84%	85%	95%		•



- Family Help performance has improved to 89%.
- During August, practitioner and managers take leave, which can impact on the ability to complete supervisions within timescales.
- The Jigsaw team were the only team to remain at or above target during August.

Indicator	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Target	RAG	Direction of travel
Percentage of children open to Early Help with supervision in timescales	89%	82%	81%	68%	79%	74%	87%	79%	79%	78%	74%	87%	89%	95%		•
Percentage of children open for assessment who had supervision in timescales	99%	100%	100%	99%	99%	99%	97%	97%	96%	92%	96%	95%	92%	95%		•
Percentage of children with a Child in Need Plan (not CWD) who had supervision within timescales	84%	86%	89%	91%	97%	88%	90%	94%	88%	97%	93%	93%	84%	95%		•
Percentage of children open to the Children with Disabiltiies team who had their supervision within timescales	99%	99%	99%	99%	99%	98%	99%	97%	94%	93%	99%	100%	95%	95%		•
Percentage of CPP who had their supervision and within timescales	89%	93%	96%	94%	96%	91%	96%	92%	93%	96%	93%	95%	83%	95%		•
Percentage of CLA who had their supervision and was within the timescale	78%	73%	81%	83%	83%	94%	88%	81%	77%	81%	81%	88%	74%	95%		•
Percentage of Care Leavers who had their supervision and was within the timescale	83%	79%	83%	81%	77%	90%	91%	87%	87%	88%	89%	86%	75%	95%		•







