

# 2020-21 Quarter to March Children and Families & Criminal Justice Social Work Performance Report - Service Plan



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



## 1. Children and Families & Criminal Justice Social Work 2020/23

### 1.1. Overall Plan Progress

Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
CFSW SP2023	Children and Families & Criminal Justice Service Plan 2020-23	31-Mar-2023	<p>Overall plan progress is currently on target at the end of year one.</p> <p>One service level action due for completion by 31 March has failed to meet timescale and the strategic action due to complete by 31 March has completed. Anticipated progress for 2 strategic actions is behind schedule for this stage of the plan but have sufficient time to catch up in years 2 and 3. One action is not due to commence until April 2021. The remaining actions are either performing to or above target levels at this stage of the plan.</p>		

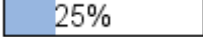

## 2. Strategic Actions




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


Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
STRAT1	(L) Building a better future for our children & young people. (CP) Our People: Opportunity for people to be the best they can be	31-Mar-2023	<p>One action was due for completion by 31 March 2020-21, the remaining actions are not due for completion until 31 March 2023.</p> <p>Two actions have not reached targets by end March 2021, one of which may still meet the target date once LGBF figures are published in May 2021. One action has achieved target for 2020-21. One action has completed. Final action not due to commence until 2021-22.</p>		

## 2. Strategic Actions

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



Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
STRAT1.1	Children and young people looked after in kinship or foster care increases	31-Mar-2023	<p>The fostering service plan – has a strategy to increase the availability of foster placements with the goal being to reduce requirement for residential care. The recruitment strategy is a quicker process so that less / no carers choose to leave due to waiting for the preparation and assessment process to begin. An example is that the skills to foster course now takes a proactive approach whereby courses take place based upon the expression of interest, as opposed to courses having fixed timescales and run less frequently. To improve the range of carers specific groups are targeted when there have been expressions of interest in areas such as the provision for short breaks (Respite care), teenagers, additional support needs and those who will be able to provide placements for brothers and sisters. The expanding of skills will allow a greater flexibility in placement provision and may prevent for example brothers and sisters being separated.</p> <p>Increasing availability of kinship – The formal improvement plan for kinships is currently under development, however improvement actions have already commenced and will be reflected in the plan. There is a test of change looking at earlier intervention in the West. This is where children are, or may be, considered to be on the edge of care – and where it is considered that alternative care may be needed, the child's social worker will make a referral to the kinship team so that the team and family can begin to work together to identify who in the family may offer care if that becomes necessary. By</p>		

			<p>using a newly created viability assessment this supports the process of identifying who may offer care if the child cannot remain in their immediate family home and the kinship assessment process is shortened, given that the themes explored in the viability tool are similar to those in the formal kinship assessment. Working in this way ensures that the child is more prepared about why care is needed and they are involved in the process of deciding from where they be cared.</p> <p>There is now a duty and advice line for kinship to offer Social Workers in the teams support.</p>		
STRAT1.2	Time taken and number of placements a young person experiences before achieving permanence reduces.	31-Mar-2023	The service continues to remain engaged with PACE processes, given Covid and the impact on court processes, there have been few children presented for permanence in court. This will remain subject of review in PACE meetings and internal performance meetings.	16%	
STRAT1.3	Children and young people feel secure and supported in their relationships	31-Mar-2023	<p>The service's culture is changing its approach towards a more relational focus to our work, listening to the views of families and the children within those families and working in a way that supports children and young people in feeling safe across a number of relationships.</p> <p>Change in practice – reflects the focus on the need for a change in culture, an example being needing to actively look at where family time will be held that will support the parent and the child with the drive being to focus on quality family time while a child is safely in care. By working in this way, a focus can be maintained on supporting the making of relationships rather than what can happen, the breaking of relationships.</p> <p>The cultural drivers are focussed on relationships and family, which is the foundation of care planning and can be witnessed within the voice of the child and/or parent showing in reviews with voice/advocacy being higher on the agenda.</p> <p>Quantifying cultural change will be difficult, but is being seen in two main aspects:  (i) the increase in kinship care placements  (ii) the increase in children being removed from what would be called formal care, when their kin apply for residence at court.</p> <p>Numbers for the change in kinship placements moving to family-based residence care and the child no longer being looked after, have shown a marked increase over the period of 18/ 24 months.</p>	33%	
STRAT1.4	Improve the identification and monitoring of care leavers and care experienced young people in the youth and criminal justice	31-Mar-2021	A monthly report is generated by Business Intelligence which identifies all care experienced young people open to youth justice and criminal justice. This has been in place since February 2021. The information is circulated to the relevant workers within the teams who ensures the young person either	100%	

	systems		has a case management plan that is responsive to their needs and risks (Criminal Justice), or, a Start AV assessment and plan (Youth Justice). These plans will ensure that work is targeting to support young people whilst they are open to the service. On closure any onward referral to relevant agencies will be made.		
STRAT1.5	Reduce any over representation of care leavers and care experienced young people in the youth and criminal justice systems	31-Mar-2023	As part of the Corporate Parenting Justice Pillar group, Youth Justice and Criminal Justice are currently undertaking a study into those Care Experienced Young People who have been identified as open on their systems. This will involve interviewing the young person and will capture their views including why they may have become involved in offending. This study should also identify what supports were helpful/not helpful and what could have supported them better at an early stage. This work commenced in March 2021 and are hoping to collate findings by June 2021. The findings will be shared within the Corporate Parenting Group to inform service development. The temporary project worker within youth justice who is funded with Whole Systems money is taking a lead role in this study.	0%	







## 2. Strategic Actions

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

Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
STRAT2	(L) Building a better future for our children & young people. (CP) Our People: Opportunity for people to be the best they can be	31-Mar-2023	All actions in this section of the plan are ongoing for the duration of the plan. All actions within this section have achieved target levels for 2020-21.		

## 2. Strategic Actions



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

Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
STRAT2.1	Intervene at the earliest opportunity to minimise the impact of neglect on children and young people	31-Mar-2023	<p>Neglect toolkit is to be launched imminently and staff trained, this currently sits within the Child Protection Committee. This will allow staff to work more confidently with issues of neglect in partnership with families.</p> <p>The new locality planning model for Moray commences in April and will allow families to get early help in the right way when they need it. Cases that are deemed not suitable for social work but still in need of support will be discussed at the Multi-agency Support Hub and the appropriate service delivered. This will inform higher strategic discussions, based on data collated from this group alongside information collated from locality groups.</p>		
STRAT2.2	Intervene at the earliest opportunity to minimise the impact of parental substance use on family wellbeing	31-Mar-2023	Work is ongoing to make better links with the Alcohol & Drug Partnership (ADP) and adult drug and alcohol services. Plans are in place to provide training for staff in models of intervention related to drug and alcohol issues, which should be carried out in accordance with the priority of other training in the calendar. Support continues to be offered to children where there are issues around parental substance misuse through our Access team and our area teams, along with the child planning process. This is currently an area of development. Cases are also targeted as above by locality planning process.		
STRAT2.3	Intervene at the earliest opportunity to minimise the impact of domestic abuse on children, young people and parents	31-Mar-2023	Safe and Together training for trainers has commenced in Moray allowing our staff to train practitioners both internally and in a multi-agency context in a new model of support to families experiencing domestic violence. We have representation on the Violence Against Women strategic group and work is ongoing to develop practitioner skill in this area. An increase in domestic violence has been noticed since the start of the pandemic and as such it is a critical time for this development. Social workers continue to visit children at		

			home despite lockdown restrictions and in the context of other services being unavailable to families. The child planning process continues and within our Access Service has, as far as possible in the current circumstances, an open door to those requiring support.		
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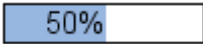



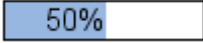



### 3. Service Specific Actions

#### 3.1 Instigate transformational change programme - Overall Progress

Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
SERV1	Instigate transformational change programme	31-Mar-2023	<p>Overall, this section of the plan has progressed beyond target for the three-year duration.</p> <p>One action with this section of the plan was due for completion by 31 March 2021. The remaining actions are not due for completion until 31 March 2023. The action due for completion by 31 March 2021 has not done so. One action is slightly behind target at present but not due for completion until 31 March 2022, sufficient time to reach target by 31 March 2022. Two remaining actions are on target for this stage of the plan.</p>		

### 3. Service Specific Actions

#### 3.2 Instigate transformational change programme - Actions

Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
SERV1.1	Complete Intermediate business care and get authorisation to progress with programme	31-Mar-2021	<p>The process of the integration of children and families and criminal justice social work services into the Integrated Joint Board is ongoing.</p> <p>Staff changes in Q4 meant a delay in pushing this forward at pace. A new project leader has been appointed and due to start imminently to support the transformational change programme. Regular meetings are held with the IJB to ensure everything is in place to allow this transition.</p>		
SERV1.2	Initiate the three work streams within the transformational change programme - Our Practice model Changes	31-Mar-2022	<p>Work has been picked up by the new Interim Head of Service to develop a robust model of social work practice, which will support the work already in place around a change in approach. Our commitment and requirements to work to the findings of the Independent Care Review – The Promise, will inform how we move forward with changes to practice.</p>		
SERV1.3	Initiate the three work streams within the transformational change programme - Our commissioning model changes	31-Mar-2022	<p>Commissioning work ongoing in relation to looking at contracts and streamlining the process of commissioning within children, families and criminal justice services. Our values around family support will form a part of our commissioning process.</p>		
SERV1.4	Initiate the three work streams within the transformational change programme - Our children return	31-Mar-2023	<p>Staff are due to be trained in an evidence informed Reunification Assessment written by NSPCC which will support the return to Moray, where appropriate, the young people currently accommodated in Out of Area placements,</p>		

	to Moray		through robust assessment, planning and a clear strategy around supporting those young people. Plans are also in place by new Interim Head of Service to explore a resource panel specifically designed to look at decision making around placing children in care. No new placements out of area took place during quarters 2-4 of 2020-21.		
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