

2021-22 Quarter to June Children and Families & Criminal Justice Social Work Service Plan Performance Report – Service Plan



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

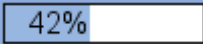

1. CHILDREN AND FAMILIES & CRIMINAL JUSTICE SOCIAL WORK 2020/23

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>Q1 2021/22 - Overall the plan continues to make good progress.</p> <p>One strategic action has completed. Two strategic actions are behind target at this stage of the plan but both actions are not due to complete until March 2023. The remaining actions are on target for completion by due dates.</p> <p>Service actions have made good progress, one action has completed, one is ahead of target and the remaining actions on target for completion by due dates.</p>	<div style="border: 1px solid black; padding: 2px;"> 41% <div style="width: 41%; height: 15px; background-color: #ccc; margin-left: 5px;"></div> </div>	

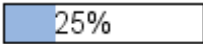



2. STRATEGIC ACTIONS





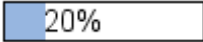

2.1 Improved outcomes for looked after and cared experienced young people - Overall Progress

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	Q1 2021/22 - One action has completed (STRAT1.4). Two actions (STRAT1.1 & STRAT1.5) are running behind target, both have sufficient time for progress to improve.		

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 and foster care and care at home increases	31-Mar-2023	Q1 2021/22 - FOSTER CARE Work to increase the number of Foster Carers is increasing in this area including a newsletter in payroll/newsletters as well as talks with existing carers re contacting their employers to see if there might be a pool of carers in these other employment fields. Plans in place to engage with public. The designed recruitment documentation are now in use. One Skills to Foster course was set up to take place during quarter 1. Unfortunately, there were insufficient applicants to run the course. COVID restrictions had a direct impact on being able to hold the course. Two new Foster Carers joined the service during quarter 1. Four assessments are underway for new carers and two resignations are in process. To date no carers have been recruited to provide placements for targeting groups, work is ongoing to progress this area. KINSHIP CARE - Systems have progressed for early identification for family finding. The template for initial and full assessment and the procedure manual have also moved forward. Work is progressing on the 'Formal Improvement Plan'.		
STRAT1.2	Time taken and number of placements a young person experiences before achieving permanence reduces.	31-Mar-2023	Q1 2021/22 - During Q1 one Permanence order and a further two variations to orders were granted. Disruption to the operation of courts, due to COVID restrictions have caused some issues. COVID restrictions are still having an impact due to procedures having to be carried out virtually. There is some concern about the extent to which parents are involved in the process in court since their views are not being heard directly. Pre COVID, parents would appear with their solicitor if opposing the PO/POA. Now, the solicitor, the sheriff and council legal service have a phone call to progress the case.		

			There can be increased delays e.g. proofs being put off because of social distancing. Some delays in cases may be due to processes that need teed up being delayed e.g. applications for legal aid being made last minute.		
STRAT1.3	Children and young people feel secure and supported in their relationships	31-Mar-2023	Q1 2021/22 - Work is ongoing to collect and monitor information that helps us understand the measures used to evidence this action. An outcomes based evidence tool will be used to gather the information.		
STRAT1.4	Improve the identification and monitoring of care leavers and care experienced young people in the youth and criminal justice systems	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 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	Q1 2021/22 - During April, May and June a survey was carried out to establish the thoughts and feelings of Care Experienced Young People with the Youth & Criminal Justice systems. A total of 38 young people currently were with both systems (13 YJ & 25 CJ). Nine young people agreed to be interviewed and that included young people from both services. The findings were pulled together in July 2021 and some of these findings were consistent with what we already knew required change. These findings will be incorporated into our new social work model.		




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	Q1 2021/22 - All actions in this section of the plan have a completion date of March 2023, at this stage all actions have made good progress and are currently on schedule to complete by the due date.	33%	

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	Q1 2021/22 - Funding has been agreed to develop the 'Neglect Toolkit' and lead has been identified to drive this forward within social work. It is hoped that training on the toolkit will be available for staff by the end of quarter 3 2021/22. The new locality planning model for Moray is progressing well and has been able to offer support to families. The locality networks are identifying areas of concern in communities and mobilising services to meet need in those areas. The multi-agency Support Hub has been able to offer support to families referred in through this route.	33%	
STRAT2.2	Intervene at the earliest opportunity to minimise the impact of parental substance use on family wellbeing	31-Mar-2023	Q1 2021/2022 - Links with the ADP have not progressed as well as hoped. This is on the agenda going forward and it is hoped that further progress can be made during quarter 2. No training in models of intervention have been introduced at this stage, however efforts have been focussed in ensuring relational, trauma informed practice as a first point in order to help us minimise risk around parental substance use. Training for staff is desirable and efforts will continue, linking with Adult Substance Misuse services to put appropriate training in place. At this stage no training is planned during the next quarter.	33%	
STRAT2.3	Intervene at the earliest opportunity to minimise the impact of domestic abuse on children, young people and parents	31-Mar-2023	Q1 2021/22 - 20 staff members have been trained in the 4 day CORE training and an additional 100 staff from across out partnership attended the Overview Session delivered by the Safe and Together Institute. We have applied to have 5 trainers trained to allow the expansion of this model in Moray. We are waiting to hear re the success of those applications.	33%	

		<p>National data has suggested that the incidences of domestic violence increased during COVID 'Lockdown' periods. In Moray increases were not witnessed until later in 2020 possibly due to the decrease in referrals during the initial 'Lockdown'. The number of identified concerns around domestic violence have now returned to levels experienced prior to COVID. Within Moray there are strains on services due to the lack of advocacy for woman and both Rape Crisis and Woman's Aid have waiting lists. Women's Aid have provided increased support in response to the lack of independent domestic abuse advocacy for women and Adult Services are screening all VPDs (Vulnerable Persons Database) regardless of whether a clear adult protection concern has been identified. Children's Services continue to make contact with all survivors identified through VPDs to offer support. This is to ensure women have access to support whilst other services are not in place. We have also submitted a substantial bid to the 'Delivering Equally Safe Fund' with recognition that service demand is not being met and further development is required both in our partnerships and at a community level.</p>		
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3. SERVICE 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	Q1 2021/22 - The action due for completion by March 2021 has now completed. All remaining actions are either on or ahead of target at this stage of the plan.	<div style="width: 58%;"><div style="background-color: #0070C0; width: 58%;"></div></div> 58%	

3. SERVICE 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 case and get authorisation to progress with programme	31-Mar-2021	Q1 2021/22 - The 'Transformational Change Programme' has been approved and has commenced.	<div style="width: 100%;"><div style="background-color: #0070C0; width: 100%;"></div></div> 100%	
SERV1.2	Initiate the three work streams within the transformational change programme - Our Practice model Changes	31-Mar-2022	Q1 2021/22 - A 'New Robust Model' of social work has been developed but the process of staff contribution is ongoing, which should be completed this month with a model finalised and a test of change in Q3. This model is not yet embedded into practice due to other areas of policy and practice that need to be resolved and implemented before the model can be embedded. It is likely that that the model will not be fully embedded into practice until later this year. To enable the measuring of whether 'Families report feeling supported in how they look after their children', an outcome measurement tool is in the process of being purchased. This tool will allow staff to better reflect families experiences. A robust feedback mechanism will be implemented as part of the new model.	<div style="width: 33%;"><div style="background-color: #0070C0; width: 33%;"></div></div> 33%	
SERV1.3	Initiate the three work streams within the transformational change programme - Our commissioning model changes	31-Mar-2022	Q1 2021/22 - The commissioning process has not yet been streamlined, due to staffing shortfalls. Currently only one staff member is working on commissioning and the Commissioning Manager is retiring (August) which will have an impact on this process. Work However is ongoing to try and increase our skills and knowledge in Self Directed Support (SDS) processes and the 3 Conversation model to support us to do this is soon to be embedded into practice. To further the 'Streamlining' process current contracts are currently being scrutinised to establish improvements.	<div style="width: 66%;"><div style="background-color: #0070C0; width: 66%;"></div></div> 66%	
SERV1.4	Initiate the three work streams	31-Mar-2023	Q1 2021/22 - It is intended that training on the 'Evidence informed	<div style="width: 33%;"><div style="background-color: #0070C0; width: 33%;"></div></div> 33%	

	<p>within the transformational change programme - Our children return to Moray</p>		<p>Reunification Assessment' will commence within quarter 2. A new resource panel is now in place to quality assure and have accountability and governance around placing children into care or moving children to different placements, it has a specific focus on ensuring brothers and sisters remain together where possible. At the end of quarter 1 69% of sibling placements were within the same household. No children were placed in or returned from out of area placements during Q1, the proportion of children in these type of placements continues to fall is remains below target.</p>		
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