

2021-22 Quarter to September 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 the plan continues to make good progress.</p> <p>One Strategic Action has completed within the agreed timescale (STRAT1.4). One Action is currently behind target (STRAT1.1) at this stage of the plan but is not due to complete until March 2023. Whilst the remaining Strategic actions are operating to target there has been a regression within Actions (STRAT2.1, 2.2 & 2.3) during quarter 2.</p> <p>One Service Level Action has completed (SERV1.1). The remaining three Service Level actions are on target for completion by the due dates at this stage of the plan.</p>	<div style="border: 1px solid black; padding: 2px;"> <div style="background-color: #4F81BD; width: 43%; height: 15px; margin-bottom: 2px;"></div> 43% </div>	


2. STRATEGIC ACTIONS







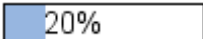

2.1 Improved outcomes for looked after and cared experienced young people - Overall Progress

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	<ul style="list-style-type: none"> - One Action has completed (STRAT1.4) - One Action (STRAT1.1) is currently behind target. - One Action (STRAT1.5) at 20% progress is not behind target as the bulk of progress is planned to take place between Q3 2021/22 and 2022/23. - The remaining two Actions are currently on target. 	42%	

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	<p>Q2 2021/22 - FOSTER CARE recruitment plan has witnessed delays due to changes within the staff team, however is making better progress. Currently the website is being actively reviewed and redesigned. A meeting look at supports required to prioritise the campaign within both communications and ICT has taken place and work has begun to ensure that this is taken forward in the next 3 months. Many avenues are being explored with a view to increasing the number and range of Foster Carers; Foster carers have been encouraged to speak to friends, family and colleagues about fostering and Social Media is being actively used for recruitment and to host 'live' events to encourage people to think about fostering. Information has also been included within HR payslip notifications.</p> <p>A skills to foster program was planned for Q2 but was cancelled by the participants who did not proceed for various personal reasons. A further skills to foster will is planned for the first week in November.</p> <p>During quarter 2 one caring household was approved and one caring household was deregistered.</p> <p>People who are interested in fostering any of the targeted groups are offered a skills to foster place as a priority and this remains as standard area for practice. Focussing on increasing Fostering is priority area within placement services at present. Recruiting foster carers is one of Childrens services 3 top priority focusses.</p> <p>The development of Kinship services are progressing well, at the end of quarter 2 30% of LAC were accommodated in these type of placements, significantly higher than the comparator median of 26.4%. A new staff</p>	27%	


			member has been recruited which has impacted upon the progress leading to a small waiting list for assessments. Strategic priorities remain as a priority focus for developing Kinship services.		
STRAT1.2	Time taken and number of placements a young person experiences before achieving permanence reduces.	31-Mar-2023	<p>Q2 2021/22 - Five children's cases were presented to court involving permanence (2 x involved varying ancillary provisions within existing Permanence Order). The COVID pandemic is now having less of an impact with regards to court processing times, hearings are, on the whole, being set in accordance with normal timescales. It is recognised however that much of court work is still being dealt with remotely.</p> <p>The placement of two children/young people broke down in this quarter following two in the previous quarter..</p>		
STRAT1.3	Children and young people feel secure and supported in their relationships	31-Mar-2023	<p>Q2 2021/22 - During quarter 2 three kinship placements have been approved for four children (A sibling group of 2 and 3 other children). Two kinship placements secured residence for three children, an increase from the previous quarter.</p> <p>A change in culture and practice is actively being moved forward allowing the service to increase the ability to hear the experiences of families and measure how families and their children feel about the support that is being offered. The service is currently suffering from a number of vacant management posts and is experiencing an increase in referrals to the service. To enable the recording the progress of this priority action an outcome measurement tool has been purchased which will be rolled out across the whole department, allowing the improved measurement of outcomes.</p>		
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	<p>Q2 2021/22 - Currently 26 care experienced young people (CEYP) are within the Criminal Justice system open to criminal justice and 17 young people with care experience open to Youth Justice services. Whilst the number of CEYP within both systems fluctuates during quarters there has been an overall increase (+5) in the numbers from the previous quarter. In addition to the plan for the new Social Work Model, the Youth and Criminal Justice Pillar group are currently looking at the Moray Early and Effective Intervention (EEI) process with a view to developing this further. The overall aim of EEI is to improve the outcomes for children by ensuring proportionate</p>		





			responses that are right for the child, at the right time. We will enhance the EEI process by raising awareness of the process and stronger partnership working then this should have an impact on the numbers entering formal systems.		
--	--	--	---	--	--

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	Whilst all actions were on target at the end of 2020/21 (March) there has been a downturn since. With the exception of children registered on the Child Protection Register (CPR) as a result of Parental Alcohol Misuse all other indicators in this section of the plan have seen significant increases. Unless there is a significant change in this trend it is unlikely that this section of the plan will meet targets by then end of March 2022.	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	<p>Q2 2021/22 - The Neglect toolkit has now been purchased and is being progressed under the direction of the NSPCC. It is hope that the Toolkit will be introduced during Quarter 4, this timescale however may need to be extended due to other active and ongoing implementation plans. A consultant practitioner has been identified to progress the implementation.</p> <p>The number of children whose name features on the Child Protection Register (CPR) fluctuated during the quarter, at the end of September there were 32 children registered, an increase of one from the end of June 2021. During Q2 seven children's names were added to the Register with Neglect as a concern (4 being from one family). This has resulted in 46.9% (15/32) of all children currently on the CPR having 'Neglect' as a recorded concern at the time of registration a significant increase from the 29% (9) recorded at the end of quarter 1.</p> <p>The use of the "other" category for Child Protection Registration shows an increased trend in this quarter, carrying on from other quarters. This often pertains to offending behaviour, financial concerns or housing issues. It can also relate to the substance misuse issues of other adults in the home with the child (i.e. not parental substance misuse).</p>	33%	

STRAT2.2	Intervene at the earliest opportunity to minimise the impact of parental substance use on family wellbeing	31-Mar-2023	<p>Q2 2021/22 - Attendance at the Moray Alcohol and Drug Partnership (MADP) is planned although has not as yet taken place. This is an area that has not progressed due to a Service Manager retirement and a delay in the replacement. It is hoped that this will be resolved during Q3 providing the opportunity to progress this area. Support continues to be provided to increase staff skills in assessment which helps to contribute towards better outcomes in this area.</p> <p>The proportion of children on the Child Protection Register (CPR) due to parental alcohol misuse in quarter 2 is unchanged from quarter 1 (8) and was recorded for 25% of children on the CPR. The proportion of all children registered as a result of parental drug misuse has increased significantly (+5) from quarter 1. At the end of quarter 2 43.8% (14 children) were on the CPR due to this concern.</p>		
STRAT2.3	Intervene at the earliest opportunity to minimise the impact of domestic abuse on children, young people and parents	31-Mar-2023	<p>Q2 2021/22 - Practice leads have been identified to undertake the 'Safe and Together train the trainers program' to deliver and disseminate the training throughout the workforce. The bid to the 'Delivering Equally Safe' Fund has been successful with a Violence Against Women Development Worker being funder at 30 HPW.</p> <p>The proportion of children on the Child Protection Register (CPR) as a result of domestic abuse has witnessed an increase during quarter 2 (+4). At the end of the quarter 40.6% (13) were on the CPR with this concern at the point of registration.</p>		





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	- One Action has completed. - The remaining Actions are either on or ahead of target at this stage of the plan.	<div style="width: 66%;"><div style="width: 66%;"></div></div> 66%	

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="width: 100%;"></div></div> 100%	
SERV1.2	Initiate the three work streams within the transformational change programme - Our Practice model Changes	31-Mar-2022	Q2 2021/22 - Consultation with staff teams has taken place to seek their views on where social work can be improved in Moray. These views have been taken into account in designing a the new 'Robust model' of Social Work. Work will continue collaboratively with staff and families to ensure that they are core to the development of the service and feel involved and included in the process. If approved by committee the model will be introduced to staff in Q3. First step will be carryout tests of change to ensure our model and thinking meet needs in the way that is envisaged. To maintain alignment with partner agencies the 'Outcome star' is in the process of being purchased. Once acquired training will be initiated in Q3. This tool will improve the measurement of outcomes for children and families.	<div style="width: 66%;"><div style="width: 66%;"></div></div> 66%	
SERV1.3	Initiate the three work streams within the transformational change programme - Our commissioning model changes	31-Mar-2022	Q2 2021/22 - Commissioning within Children's Services needs more consideration and some thought to ensure that a contemporary range of services can be delivered to meet the needs of the children and families in Moray. It is essential, to make the commissioning service more robust, that a service manager post can be secured to drive these changes forward ensuring a better future alignment with 'The Promise'*. * https://thepromise.scot	<div style="width: 66%;"><div style="width: 66%;"></div></div> 66%	
SERV1.4	Initiate the three work streams within the transformational change	31-Mar-2023	Q2 2021/22 - The 'NSPCC reunification model' assessment has been procured with the implementation of this model beginning in November.	<div style="width: 33%;"><div style="width: 33%;"></div></div> 33%	

	programme - Our children return to Moray		<p>80% of siblings were accommodated within the same Foster Care placement at the end of the quarter, an increase from 69% at the end of quarter 1.</p> <p>The assessment of children in out of area placements has been prioritised with a view to returning children to Moray where that is in their best interests. During quarter 2 no children were placed in Out of Area (OOA) placements, one child returned to Moray.</p>		
--	--	--	---	--	--