

2021-22 Quarter to December 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

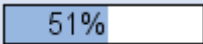

1. CHILDREN AND FAMILIES & CRIMINAL JUSTICE SOCIAL WORK 2020/23

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>Q3 2021/22 - Overall the plan continues to make steady 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. The remaining Strategic actions are operating to target with annual milestone targets not due to be met until 31 March 2022.</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;">46%</div>	



2. STRATEGIC ACTIONS







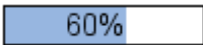

2.1 Improved outcomes for looked after and cared experienced young people - Overall Progress

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	Q3 2021/22 - One Action has completed (STRAT1.4) - One Action (STRAT1.1) is currently behind target. - The remaining Actions are currently on target at this stage of the plan.		

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>Q3 2021/22 - Placement services have experienced a number of staff changes and sickness/COVID that has impacted on the ability to progress at speed the priority areas. During quarter 3 there has been further development towards the landing webpage with the communications and IT team. There is a now a Service Manager in post who has taken the opportunity to review the plan and support the team in achieving the targets. A calendar of recruitment events will be created to include a Moray Fostering presence at local events and an individual identified to drive forward the necessary components of the campaign.</p> <p>Due to differing service pressures the skills to foster sessions scheduled did not take place, on request of prospective carers it has been rescheduled for 2022. The foster carer social committee was re-established which affords connection and necessary peer support for our foster carers. A peer mentoring program has launched this quarter and foster carers are benefiting from the support that this offers them.</p> <p>1 assessment was completed and approved at fostering panel during Q3 and 1 fostering household resigned during Q3 – for personal reasons. 1 partner was approved to join a fostering household.</p> <p>There is a review all out of area placements and a link created with placement services to ensure that plans to specifically recruit and match foster carers to children's needs, where appropriate, are in place. The plan for kinship has not progressed this quarter due to staff sickness and vacancies and the resulting lack of capacity. These issues have now been resolved and we move into Q4 with a focus on making more progress with the plan.</p>		

STRAT1.2	Time taken and number of placements a young person experiences before achieving permanence reduces.	31-Mar-2023	<p>Q3 2021/22 - Two Permanence Orders were granted in December and one Permanence Order with Authority to Adopt. The courts service are still mainly operating remotely.</p> <p>A measure has been introduced within the service monitor the number of moves in placement and will generate a data report to inform the governance board.</p>		
STRAT1.3	Children and young people feel secure and supported in their relationships	31-Mar-2023	<p>Q3 2021/22 - Two separate Kinship placements were approved and one Kinship placement was not approved at Panel during quarter 3. In addition to this, one placement ended as part of a rehabilitation plan to birth family. A Residence Order was obtained by a family member within a Kinship placement.</p> <p>The overall number of children in Kinship care has remained generally stable throughout 2021 including in Quarter 3. At the end of Quarter 3 there were 47 young people in Kinship Care in comparison to 53 at the end of Quarter 2. This includes approved, non-approved and pre-approved Kinship placements. The reduction in Kinship placements has remained generally settled. This reflects the similar stability of numbers of young people in foster care.</p> <p>The Children's Health & Wellbeing Survey due to take place during the early part of 2022 will inform the status of whether Looked After Children feel more able to maintain positive relationships with family, friends and other trusted adults. This is the major milestone influencing the progress of this action.</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	<p>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.</p>		
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>Q3 2021/22 - There has been a reduction in cases of care experienced young people open to Youth Justice in comparison to quarter 2. Our EEI process is working well and we will continue to develop this process through strong partnership working.</p> <p>Criminal Justice has seen a rise in caseloads generally and a slight increase in care experienced young people open to the system. With courts beginning to deal with a backlog of cases (which have built up during the COVID pandemic) it is likely we will continue to see Criminal Justice caseloads rise. Our systems for identifying those young people with care experience are working well and this means that we can target those young people for</p>		

			additional support at an early stage of them becoming open to our system by linking in with our throughcare and placement services.		
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2. STRATEGIC ACTIONS



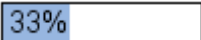

2.3 Children and young people are safe and free from harm - Overall Progress

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	Q3 2021/22 - 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.	<div style="border: 1px solid black; width: 100px; height: 20px; background-color: #e0e0e0; position: relative;"><div style="background-color: blue; width: 33%;"></div>33%</div>	

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>Q3 2021/22 - It is planned to launch the NSPCC 'Neglect Toolkit' during Quarter 4, this timescale however may need to be extended due to other active and ongoing implementation plans, such as extensive child protection training. A consultant practitioner has been identified to progress the implementation of the toolkit.</p> <p>Plans for child protection training for all social work staff are in place and the training is now being rolled out. Training has a focus on the new National Child Protection Guidance.</p> <p>At the end of quarter 2, 30th September 2021, there were 32 children whose names were on the Child Protection Register. At the end of quarter 3, 31st December 2021, there were 29 with a decrease of 3.</p> <p>During quarter 3 7 children's names were added to the Register and 10 were removed from the register. No children were registered with Neglect as a concern. This has resulted in 38% (11/29) of all children currently on the child protection register having 'Neglect' as a recorded concern at the time of registration a decrease of 9% from the 47% recorded under that category at the end of quarter 2.</p>	<div style="border: 1px solid black; width: 100px; height: 20px; background-color: #e0e0e0; position: relative;"><div style="background-color: blue; width: 33%;"></div>33%</div>	

STRAT2.2	Intervene at the earliest opportunity to minimise the impact of parental substance use on family wellbeing	31-Mar-2023	<p>Q3 2021/22 - A new service manager has been recruited into post and is orientating himself with service. Once fully oriented within the post work to understand the level of issues surrounding parental substance misuse will be discussed and taken forward with Moray drug and alcohol partnership. The training team are looking at building a comprehensive training package for all social workers which will include drug awareness training.</p> <p>The number of Substance (Drugs & Alcohol) misuse concerns have fallen between quarters 2 and 3 from 22 to 17 concerns. In many cases these are dual concerns and as such the total number of concerns doesn't reflect the number of children. However, there are 4 less children registered with Drug Misuse concerns and 1 less for Alcohol concerns in comparison to quarter 2.</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>Q3 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 partnership Violence Against Women Development Worker being employed on a 30 hrs/week contract.</p> <p>The proportion of children on the Child Protection Register as a result of domestic abuse has witnessed a significant increase during Q3 with a rise of 25% to 65.5% (19) witnessed. These numbers include a large sibling group where domestic abuse was added as a new and additional concern, which contributes to the significant increase.</p> <p>Pre-covid snapshot for comparison of this Quarter shows that in Dec 2019 this category represented 25.6%.</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	Q3 2021/22 - One Action has completed. - The remaining Actions are on target at this stage of the plan.	<div style="width: 66%;"><div style="background-color: #4f81bd; 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	The 'Transformational Change Programme' has been approved and has commenced.	<div style="width: 100%;"><div style="background-color: #4f81bd; width: 100%;"></div></div> 100%	
SERV1.2	Initiate the three work streams within the transformational change programme - Our Practice model Changes	31-Mar-2022	Q3 2021/22 - There is a continued drive to make improvements across the service with a number of areas being adapted to better oversee and support a new approach to practice. The Commissioning Officer left her post in Q3 and the recruitment process is underway with interviews scheduled for January. 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. This quarter, a regular feedback program has been introduced involving 21 families who use our service, as a test of change for wider rollout across the service, to gain consistent, direct feedback around performance. If approved by ECCLS committee, the new social work model will be introduced to staff at the latter end of quarter 4. The first step will be a smaller test of change to ensure our model and thinking meet needs in the way that is envisaged and commissioning process will begin if agreement is reached on the investment. The 'Outcome star' has now been purchased and work has begun to build in training for use. Quarter 4 will see the use of the star in practice.	<div style="width: 66%;"><div style="background-color: #4f81bd; width: 66%;"></div></div> 66%	
SERV1.3	Initiate the three work streams within the transformational change programme - Our commissioning model changes	31-Mar-2022	Q3 2021/22 - Quarter 3 has seen an audit undertaken of Individual Placement Agreements which led to an improvement process. A full review of our overall contracts still needs to be undertaken. Supporting the position that commissioning within Children's Services needs more full consideration	<div style="width: 66%;"><div style="background-color: #4f81bd; width: 66%;"></div></div> 66%	

			<p>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. There is recognition that our commissioning service is currently understaffed but with a need to make the system more robust, it is hoped therefore that a service manager post can be secured to drive these changes forward ensuring a better future alignment with 'The Promise'*.</p> <p>* https://thepromise.scot</p>		
SERV1.4	Initiate the three work streams within the transformational change programme - Our children return to Moray	31-Mar-2023	<p>Q3 2021/22 - The 'NSPCC reunification model' assessment has been procured with the implementation of this model having begun during November. Training for this model has commenced and there is a meeting scheduled during quarter 4 to ensure the strategic processes are able to support implementation.</p> <p>82% of siblings were accommodated within the same Foster Care placement at the end of the quarter, an increase from 2 percentage points at the end of quarter 3. This is improving and increasing trend across the year.</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 3 one young person was placed in Out of Area (OOA) and one young person returned to Moray.</p>	