






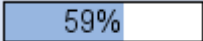

2022-23 Quarter to June Children and Families & Criminal Justice Social Work Performance Report – Service Plan



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>Q1 2022/23 - The plan is slightly behind schedule with less than a year until completion date.</p> <p>Strategic Actions - one Action has completed as scheduled, three Actions are at anticipated stage and four Actions are behind schedule.</p> <p>Service Level Actions - Two Actions have completed as scheduled, one Action is at anticipated stage. One Action (SERV1.3) has failed to complete by agreed timescale, it is anticipated that this action will complete early in 2022/23.</p>		


2. STRATEGIC ACTIONS

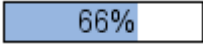

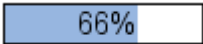

2.1 Improved outcomes for looked after and cared experienced young people - Overall Progress



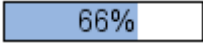

Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
STRAT1	(L) Building a better future for our children & young people. (CP) Our People: Opportunity for people to be the best they can be	31-Mar-2023	Q1 2022/23 - Of the five Actions in this element of the plan one has completed, three are at the expected stage and one (STRAT1.1) remains behind at this stage of the plan. Progress has been made within this Action, not sufficiently however to meet all agreed milestone targets.	<div style="width: 69%;"><div style="width: 69%;"></div></div> 69%	

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>Q1 2022/23 - Lead practitioners have been identified to develop the placement services web pages. The fostering landing page is live and can now be accessed via a web browser. There are current discussions with ICT with a view to ensuring that all landing pages are updated. The current focus is on the adoption landing page which will be updated by September.</p> <p>A recruitment working group with a focus on fostering and supported lodgings is well established and continues to meet on a fortnightly basis. "The Promise" Team and Corporate Communications are now working closely with the broader service team and are planning joint recruitment events which have been booked for the coming year. There are 10 confirmed events between August and November. Alongside side there is a continued social media presence via social media pages for Fostering and for Throughcare & Aftercare. There is a draft marketing package which will give the opportunity to advertise on a range of virtual platforms and physically in the local community. This marketing package will be confirmed by the end of July.</p> <p>A full suite of refreshed branding has now successfully integrated been completed and is helping to increase brand presence on social media. The current recruitment campaign is also using the new branding on merchandise/stalls at face-to-face events. The PR Team are updating our fostering leaflets to include reference to "The Promise" and the new branding.</p> <p>Following the last Skills to Foster course there has been a conversion of 3 assessment applications signed (started) with a further 3 pending. This is considered a high conversion rate. The next Skills to Foster course is taking place in September. In Q1 there have been 7 substantive foster care</p>	<div style="width: 47%;"><div style="width: 47%;"></div></div> 47%	


			<p>enquiries of which 3 have had home visits and wish to progress to the Skills to Foster course, 1 is on hold, 1 is having a home visit shortly and 2 from whom we are awaiting a response following a telephone discussion. During Q1 no new Moray Council Fostering Households were recruited, 2 Fostering Households left the service.</p> <p>In Q1 there were 6 supported lodgings providers. There are 4 full-time placements with 2 supported lodgings providers. There is also a student who returns to a supported lodgings provider out of term time. In Q1 there were no new assessments or approvals for supported lodgings carers. It is recognised that there is the need to increase the number of supported lodgings carers and is a key focus for the recruitment working group.</p> <p>Placement Services were inspected during Q4 where a final report was provided in Q1. As anticipated, there were areas requiring improvement some of which have already been addressed. A further programme of ongoing improvement is placed within the Service Improvement Plan which is overseen by the associated working group which meets on a fortnightly basis.</p>		
STRAT1.2	Time taken and number of placements a young person experiences before achieving permanence reduces.	31-Mar-2023	<p>Q1 2022/23 - The PACE (Permanence and Care Excellence) process has made significant progress during Q1. The PACE Working Group established a baseline process via an updated permanence process map. Following this, the 4 Aims for PACE have been refreshed to reflect current best practice. In Q2 these 4 Aims will be confirmed with PACE, reporting and analysis commencing thereafter. Alongside this, a Permanence Tracking Meeting is being established via a working group. This meeting will track progress of individual young people whereas PACE will track the process and any associated barriers. In this respect, PACE and the Permanence Tracking Meeting complement and inform one another.</p> <p>The Fostering & Adoption Panel heard the following:</p> <ul style="list-style-type: none"> - 1 deregistration of Continuing Care Providers - 1 foster carer change of approval to Continuing Care Provider - 3 foster carer change of approval - 2 foster carer de-registrations - 1 foster carer review - 1 Nominated Carer Assessment - 1 POA heard with matching for the same young person with their concurrent carers 		
STRAT1.3	Children and young people feel secure and supported in their relationships	31-Mar-2023	<p>Q1 2022/2023 - At the end of Q1 there were 39 children in Kinship Placements with 33 carers. All children were placed within the Looked After Child (LAC) framework. 3 Kinship carers were approved. The overall number of children in Kinship care has shown a reduction with the last 4 quarters with the proportion reducing from 30% to 27% over the period.</p>		

			<p>At the end of Q1 there were 38 children subject to Residence Orders (not LAC) with 33 carers. The overall number of children subject to Residence Orders has remained stable with the last 4 quarters comprising 36, 37, 38 and 38.</p> <p>The Children's "Health & Wellbeing Survey" started in Q4 2021/22 and concluded in Q1 2022/23. Children from P5 up to S6 were surveyed with over 2,400 primary school and over 3,000 secondary school pupils submitting responses either fully or partially. The data has now been sent to the Scottish Government team and a local analysis is being completed by one of the Research & Information Officers. A linked but separate survey looking at how involved parents felt with their child's school took place earlier in Spring with over 700 responses from parents and caregivers.</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>This Action completed during Q4 20/21 - 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>Q1 2022/23 - There has been no significant change to caseload numbers within Justice Services. There has been a slight increase of 1.95 percentage points from 9.85% in Q4 to 11.8% in Q1 in Care Experienced Young People (CEYP) open to the team although the average during the previous year 20-21 was 13% so the average in 21-22 of 11.3% was a decrease of 1.7 percentage points overall.</p> <p>The identification process is working well for those CEYP who were care experienced in the Moray. Implementation of the process whereby staff are asking additional, specific questions at the initial interview stage to identify young people who were CEYP in another local authority as our system does not pick up these. Methods of classification on Carefirst are still to be resolved to ensure reporting systems are accurate going forward.</p> <p>Currently all care experienced people coming into youth and adult justice are offered a dedicated Support Worker to deliver interventions to reduce risks and meet individual needs (some may already be getting support from another service in which case we will not duplicate work). Moving forward, success of engagement and impact of intervention will be tracked using the outcome star tool. This process is now being formalised and will be quality</p>		

			<p>assured in line with existing themed auditing processes. The voice of young person will be evidenced at relevant review stages and exit questionnaire.</p> <p>Numbers of CEYP in Justice Services are reviewed at monthly Social Work Practice Governance Board meetings.</p> <p>The Criminal and Youth Justice Pillar group which sits under the Corporate Parenting Strategic Group is still in the process of being restructured and work going forward will be consistent with The Promise.</p>		
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2. STRATEGIC ACTIONS

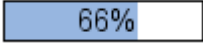



2.3 Children and young people are safe and free from harm - Overall Progress

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	Q1 2022/23 - Two of the three Actions are significantly behind schedule and unlikely, due to the method of measurement, to complete by March 2023. One Action (STRAT 2.2) has made progress and by end June 2022 has caught up with the target for end March 2022 by meeting the target milestone.	<div style="width: 38%;"><div style="background-color: #4f81bd; height: 10px;"></div></div> 38%	

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>Q1 2022/23 - The NSPCC Graded Care Profile has been licensed to Moray where the draft Implementation Plan is currently being prepared. This will include, amongst other matters, a multi-agency steering group, training needs, identification of a champion and the development of a plan to support implementation. The Graded Care Profile will support families and professionals in meeting needs and services related to the complexities surrounding neglect.</p> <p>Child protection training has now been delivered and feedback from the staff was very positive. There will now be a period of consolidation for the staff who took part and a further evaluation of their learning will be carried out.</p> <p>At the end of Q1 there were 44 children registered on the Child Protection Register. Through the course of Q1 23 young people were added and 16 were de-registered. Of the 44 young people during Q1 19 (43%) had neglect recorded as a category. Of the 23 young people added in Q1 7 (16%) had</p>	<div style="width: 33%;"><div style="background-color: #4f81bd; height: 10px;"></div></div> 33%	

			neglect recorded as a category.		
STRAT2.2	Intervene at the earliest opportunity to minimise the impact of parental substance use on family wellbeing	31-Mar-2023	<p>Q1 2022/2023 - There is now a named Service Manager who is the link and contact with the Moray Drug & Alcohol Partnership.</p> <p>Work has continued on the Quality Improvement project currently sitting with Heads of Service across the partnership, with a view to developing an Intensive Family Support provision for families experiencing parental substance misuse. If this is a successful pilot then this will be rolled out on a wider scale, including support to families experiencing different types of difficulties.</p> <p>A self-assessment will take place as part of a national audit to establish a baseline across ADPs on the delivery of Whole Family Approaches. This work is placed within the Moray Drug & Alcohol Partnership.</p> <p>At the end of Q1 the number of young people registered on the Child Protection Register where there is parental alcohol misuse has increased to 10 from 6 in Q4 2021/22 at stand at 22.7% at the end of Q1. The number of young people registered on the Child Protection Register where there is parental drug misuse has decreased by 5 in Q1 and at the end of Q1 was 25%.</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>Q1 2022/23 - The initial cohort of social work practitioners trained in the Safe and Together Model continue to utilise this when working with children and families of Moray. Practitioners who have undertaken the additional training to become trainers in the model are preparing to commence delivery of this throughout the partnership to a multi-agency audience.</p> <p>In Q1 the Social Work Safe & Together supported the Moray Violence Against Women & Girls Partnership development day. This involved a number of collaborative workshops to review the priorities for Morays Equally Safe Strategic Plan. The accredited Social Work Safe & Together Champions have developed a whole systems implementation plan. This has gone to partner agencies for consultation. From September our Social Work Safe & Together Champions will begin delivery of the practitioner overview sessions.</p> <p>At the end of Q1 of the 44 young people registered on the Child Protection Register, 17 were registered under the category of domestic abuse (38.6%). The percentage where domestic abuse was a category for new young people on the Children Protection Register of the last 4 Quarters ranged between 35% and 86%.</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	Q1 202/23 - Two of the four Service Actions have completed and one remains on target to complete by the agreed date. One Action (SERV1.3) remains outstanding. This action is in the final stages of procurement, hindered by COVID restrictions, and is likely to complete during Q2 2022/23.	<div style="width: 83%;"><div style="width: 83%;"></div></div> 83%	

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	This Action completed during 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	<p>This Action completed during Q4 2021/22 - Quarter 4 saw the approval of the transformation reinvestment spend at ECSL committee and progress to recruit to posts and commissioned services. 3 service development days were held to introduce the new model to the workforce and gain meaningful feedback about what they thought. We are now in a position to develop a test of change social work pod, which will also double as an innovation site for the introduction of the "3 conversations" model as our practice model in social work.</p> <p>The 'Outcome Star' training was rolled out during quarter 4 with the model being brought into practice and actively being used across children's services. The effectiveness of our services can now be measured as a baseline starting point and end result.</p> <p>Quarter 4 also saw the test of change for our family feedback process, with some learning taking place around how it feels for families to be contacted directly to request some views of how the support they are offered feels to them. We hope to roll this out across the service as we make some changes depending on what families have told us.</p>	<div style="width: 100%;"><div style="width: 100%;"></div></div> 100%	
SERV1.3	Initiate the three work streams within the transformational change programme - Our commissioning	31-Mar-2022	Q1 2022/23 - The two new commissioned services agreed at committee in Q4 2021/22 are currently within the Procurement and Commissioning process. Our Functional Family Therapy service will hopefully launch in the	<div style="width: 66%;"><div style="width: 66%;"></div></div> 66%	

	model changes		<p>autumn.</p> <p>A review of all our contracts is being undertaken to ensure the service has an outcome-based focus for the monitoring of those contracts and we have fully anchored 'The Promise' in our commissioning and procurement going forward, with young people involved in the commissioning of new services.</p> <p>A new Service Manager has been successfully recruited which is a critical role in commissioning, quality assurances systems and policy development. The role will help implement a robust framework and help develop a better range of services to meet the needs of children, young people and their families. In addition to this, the role will enable the development of different relationships with providers and provide better monitoring, quality and value for money. This should help to ensure that the service can drive forward changes and meet its commitment to "The Promise".</p> <p>During Q1 the interim Senior Commissioning Officer has continued to successfully oversee contracts and the Additional Resource Allocation Group (ARAG) budget. This has been a crucial role where a number of key contracts and tenders have been reviewed and progressed.</p> <p>The quality assurance and commissioning functions within Children & Families & Justice are now significantly more robust and will continue to strengthen as the team under the new Service Manager is formed.</p>		
SERV1.4	Initiate the three work streams within the transformational change programme - Our children return to Moray	31-Mar-2023	<p>Q1 2022/23 - The 'NSPCC reunification model' assessment has continued to be implemented throughout Q1. Training for this model has been rolled out successfully where there has been strategic oversight in order to support and embed its implementation.</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. Currently we have assessments underway to assess the need for young people who could return to Moray so we can assess the resource requirement for those young people should they return. This process is being supported by the development of the Placement Oversight Meeting. This meeting will track those young people in agency placements, particularly out of area, and review whether it is meeting their needs and offering good value. It will also consider whether there are opportunities for young people to return to Moray.</p> <p>80% of siblings were accommodated within the same Foster Care placement at the end of Q1. This has been a steady figure across the year.</p>	