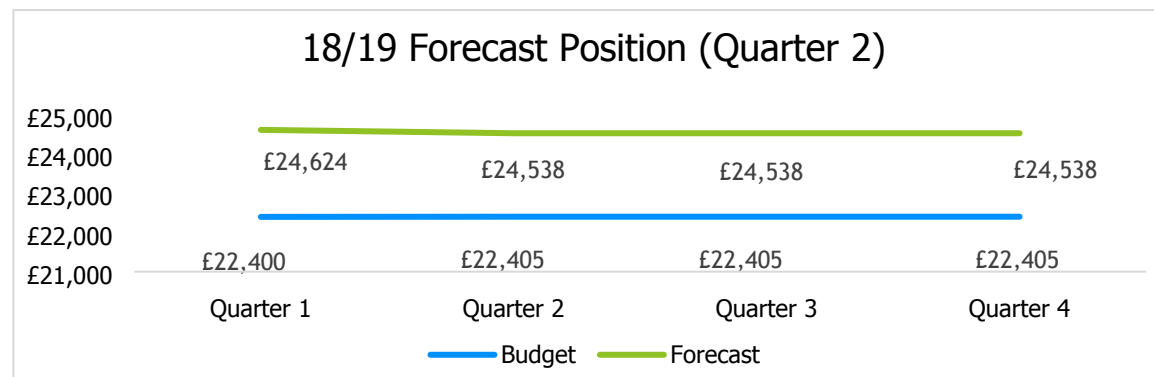
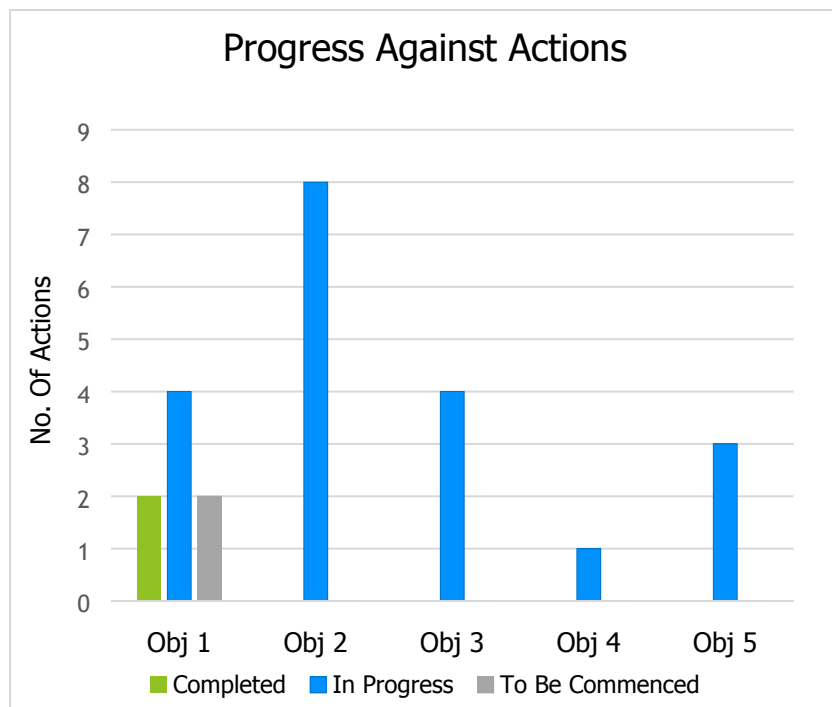


## Children & Young People Services Mid-Year Review 2018/19



### Executive Summary – Cabinet Member for Social Services/ Head of Service

Children's Services has continued to be extremely busy during the first half of 2018/19. The teams are all working at capacity but continue to demonstrate resilience and real enthusiasm despite the pressure of workloads. Morale is strong and teams continue to be able to retain staff.

Work on placements has been driven forward at pace with Rose Cottage on line to come into operation before the New Year and a further home about to be purchased. Fostering recruitment is continuing with a campaign for additional carers taking place throughout December with Cineworld.

The numbers of looked after children has continued to rise but more slowly and the rate of issuing of care proceedings has slowed. The longitudinal study conducted by Bristol University demonstrated teams are fully implementing Care Plans for children and the patterns of types of Orders are in line with other LAs. With Barnardo's staff are being trained in Family Group Conferencing and the approach will be rolled out in the New Year with FGCs being offered to all families to ensure families can be supported to find their own solutions and sustain children within their families.

The Corporate Parenting Forum has been revitalised and children have shared their views prior to the drawing up of the next Corporate Parenting Strategy. Children have been involved in interviews for recent service manager posts and their involvement is now being rolled out to all recruitment.

YOS completed a very informative peer review and the actions of said review are now being implemented.

Overall despite the demands the services are safe and driving forward in terms of appropriate innovation using emerging evidence and the findings of the Care Crisis Review, the Public Accounts Committee Inquiry into looked after children as well as the understanding of the specific needs of Newport children.

# Children & Young People Services Analysis of Performance

<b>Objective 1</b>	<b>Preventative services to support children to safely remain with their families</b>		
<b>Description</b>	Prevention and early intervention are key drivers in the SSWA. Working with families with a strengths based model is an integral part of working in partnership with families to achieve their goals and ensure they build the resilience to support their children safely and meet their aspirations without access to specialist services.		
<b>Corporate Plan Objective</b>	<b>Aspirational People / Resilient Communities</b>		
<b>MYR (Q2) Action Status</b>	<b>2 / 8 - Complete</b>	<b>4 / 8 – in Progress</b>	<b>2 / 8 – To be commenced</b>
<b>Action</b>	<b>Status (Complete / In Progress / To be commenced)</b>	<b>End of Quarter 2 Update</b>	
The Newport Safeguarding Hub went live in February in 2018. The Hub is a pilot being undertaken on behalf of the 5 Gwent LAs, Police and Health.	<b>In Progress</b>	The first phase of the Newport Safeguarding Hub has been completed and has been in place since February 2018. The second phase of the project has commenced. During the second phase we will have Children Services, Adult Services, Police, Preventions, Education, Health, Independent Domestic Violence Advisor all present in the hub. As a result of the hub efficacy we have restructured child protection teams to provide a more coordinated service.	
Embed the management changes of the past year in the Preventions Service. Embed awareness of the changes brought by the joining with Primary Mental Health.	<b>Complete</b>	Primary Mental Health is now a full part of the weekly allocations meeting. The evaluation of the first months of all Primary Mental Health referrals coming through preventions is very strong. As a result of transformation funding a single point of access for Child and Adolescent Mental Health Services will be aligned with Preventions and the provision of Primary Mental Health.	
Develop the specifications for the coming phase of the strategic partnership with Barnardo's including an analysis of recent increases in the numbers of children becoming looked after.	<b>In Progress</b>	Specification for the partnership has been completed. The IPC has concluded their evaluation and will shortly be feeding back to Children Services. (In a separate piece of work Bristol University have also concluded a 5-year evaluation of pre-proceedings and court work and will be reporting on the 14 <sup>th</sup> November.) With Barnardo's, Children Services staff are meeting quarterly to analyse the information in respect of children within that quarter. In the last 6 months we have also won an award from the Welsh Social Care awards for this work undertaken with Barnardo's. Picture has been attached below.	
Reflect Develop the evaluation for beyond 18/19. Refine the models. Evidence the national development programme for models across Wales.	<b>Complete</b>	This action has been completed and in recognition of this work we won an award for Partnership and Innovations from the South Wales Argus. This work is now ongoing and fully embedded.	
IFST Put in place the redesigned reporting framework to ensure compliance with Part 9 of the SSWA. Lead for Gwent to collate the data for six monthly submission.	<b>To Be Commenced</b>	We are in negotiation with other Gwent authorities and Welsh Government. We are looking to change what is required for reporting and the structure of the service.	
CANS The CANS provision is very well received and can evidence good outcomes. It has contributed to a	<b>In progress</b>	We are still reviewing the CANS provision and are looking to align this with the work being undertaken with transformation funding to rollout increased interventions for families with children described as having challenging behaviours.	

reduction in referrals to DCT. The CANS provision is not resourced in a way to meet the current need. Explore increased resourcing.		
Disabled Children's Strategy –the current services for disabled children are spread across the Council. The services are not joined up and accessing service is described as complicated by parents.	<b>To be Commenced</b>	This will be commenced in 2 <sup>nd</sup> half of the year.
Rollout the Attachment and Trauma Service offered by the psychology team form ABUHB.	<b>In Progress</b>	We are in the third tranche of the rollout all teams have responded positively to the training and can evidence increased understanding of attachment and trauma.  We have attachment champions and the knowledge is beginning to be reflected in care plans and assessments.

<b>Objective 2</b>	<b>Improve outcomes for children in care and care leavers</b>		
<b>Description</b>	Children who become looked after and care leavers will have experienced significant early disadvantage and trauma. As children who are looked after they should benefit from corporate parenting which ensures they have access to good quality services to improve their life choices and ensure they are able to fulfil their potential. The key areas of home lives, education, health, leisure activities and transition to adulthood must be part of the corporate parenting agenda. For care leavers Hidden Ambitions published by the Children's Commissioner will underpin the actions.		
<b>Corporate Plan Objective</b>	<b>Aspirational People / Resilient Communities</b>		
<b>MYR (Q2) Action Status</b>	<b>0 / 8 - Complete</b>	<b>8 / 8 – in Progress</b>	<b>0 / 8 – To be commenced</b>
<b>Action</b>	<b>Status (Complete / In Progress / On Hold)</b>	<b>End of Quarter 2 Update</b>	
Review the current Personal Advisors service and assess the future structure in order to broaden the existing offer to care leavers.	<b>In Progress</b>	This action has just commenced in November 2018 and will be ongoing during the remainder of this year.	
Increased housing options for care leavers. Currently Newport has a limited range of choices for housing for care leavers especially with a range of suitable support. This action will seek to address this gap. Work has already commenced and will continue.	<b>In Progress</b>	We now have two new shared houses available and we are currently working on a third house in Newport. We have been working very closely with Housing services and have developed a supported lodging scheme. By the end of November 2018 will have an improved structure to deliver the service.	
Council tax – work with finance colleagues to establish the mechanisms for care leavers to no longer pay council tax.	<b>In Progress</b>	A report has been drafted and will be presented to Cabinet during quarter 3. The outcomes of the Cabinet meeting will indicate what further work / implementation will be required.	
Development of improved choices for work experience, apprenticeships and wider	<b>In Progress</b>	This work has now commenced and will be in progress.	

employment and training options.		
Review current arrangements for Matching and Placement Support in line with changes arising from new arrangements for fostering as a result of the regional work and NFF.	<b>In Progress</b>	A review of the arrangements for fostering and kinship has been completed. New structures are now in place and will be monitoring its progress.
Kinship care support. As a Local Authority we have an increasing number of family care arrangements with support plans agreed with the Court. These are largely children cared for under the auspices of SGOs. The current use of the SSWA to provide meaningful and effective support requires urgent review.	<b>In Progress</b>	Further to the review undertaken for Fostering and Kinship, we have also improved how SGOs are assessed, harmonisation of processes and understanding of fees. This will be monitored for the remainder of the year.
Corporate Parenting Strategy – the current strategy is due for review in 2018. This will include the pledges as well as an invigoration of the principles of corporate parenting. The WG guidance on corporate parenting is also being reviewed and will come out during 2018.	<b>In progress</b>	The Corporate Parenting Strategy is currently being reviewed. We have held 2 corporate parenting forum meetings and members are really engaged with the process. Work is continuing on developing the Strategy and implementing it in 2018/19.
Rollout the Attachment and Trauma Service offered by the psychology team from ABUHB.	<b>In Progress</b>	<p>We are in the third tranche of the rollout all teams have responded positively to the training and can evidence increased understanding of attachment and trauma.</p> <p>We have attachment champions and the knowledge is beginning to be reflected in care plans and assessments.</p>

<b>Objective 3</b>	<b>Ensure a range of placements are available for looked after children</b>		
<b>Description</b>	<p>Newport has a mix of in house residential services and externally commissioned services. Newport is in a very different position to most local authorities as it has 2 residential homes and 1 short breaks facility for children with disabilities. Even though Newport has in house residential resources and a good range of fostering placements there has been a need to also commission external residential and fostering provision. These placements are for a mix of children who have complex and challenging behaviours, risky behaviours and placements are children with significant disabilities. The dearth of placements has led to a very strong provider's market with generally poor outcomes for children.</p> <p>This work under this objective seeks to expand the in house placement provision and improve the quality of the placement offer.</p>		
<b>Corporate Plan Objective</b>	<b>Aspirational People / Resilient Communities</b>		
<b>MYR (Q2) Action Status</b>	<b>0 / 4 - Complete</b>	<b>4 / 4 – in Progress</b>	<b>0 / 4 – To be commenced</b>
<b>Action</b>	<b>Status (Complete / In Progress / On Hold)</b>	<b>End of Quarter 2 Update</b>	
Scope and develop a wider range of choices for placements by considering additional residential beds in new units and enhancing	<b>In Progress</b>	<p>We have successfully purchased a property and improvements are being undertaken for the property to be ready for Christmas. We have also secured ICF funding for a second home and are exploring the market to identify the right home. We have also advertised for staff to take up positions at the home.</p>	

the recruitment strategy for foster carers. In order to fulfil this action I2S funding will support a Team Manager to work on options for placements.		
Introduction of RISCA – in 2018/19 a new regulatory framework comes into force. In order to be fully compliant all Statements of Purpose must be reviewed and revised and the role of the RI must be established.	<b>In Progress</b>	The role of the Responsible Individual has now been taken up within Children Services. This has been an especially useful development for the work in our residential units.
MAPS to road map training and support for foster carers.	<b>In Progress</b>	As part of our review of Foster Carers, Kinship and SGOs training has started to be provided to all carers.
Complete the 4Cs placement strategy.	<b>In Progress</b>	This work is still ongoing.

<b>Objective 4</b>	<b>Prevent offending and re-offending by children and young people</b>		
<b>Description</b>	The Youth Offending Service (YOS) is a partnership across a range of services within the Council and more widely with other agencies. The provision is laid out as key to preventing offending and reoffending by children and young people. The service offers a range of interventions and delivers against the requirements of the Youth Justice Board and the criminal justice system. The service manager for YOS and the Head of Children's Services with the Local Management Board are responsible for the delivery of the plan.		
<b>Corporate Plan Objective</b>	<b>Resilient Communities</b>		
<b>MYR (Q2) Action Status</b>	<b>0 / 1 - Complete</b>	<b>1 / 1 – in Progress</b>	<b>0 / 1 – To be commenced</b>
<b>Action</b>	<b>Status (Complete / In Progress / On Hold)</b>	<b>End of Quarter 2 Update</b>	
The Youth Offending Service has to work to a plan submitted to the Youth Justice Board. This plan will be appended to the Children's Services plan and the reporting will be to the Local Management Board. Over the coming year a scoping exercise is being carried out across the five Gwent LAs to assess options for Gwent wide YOS provision. This will be reported during the course of 18/19 with a view to conclusions in the latter part of the year.	<b>In Progress</b>	The scoping exercise has now been completed. We are now working towards the youth justice plan and this was reported separately to scrutiny during the first half of this year.	



<b>Objective 5</b>	<b>Develop and promote the Children's Charter</b>		
<b>Description</b>	A Children's Charter will cross all areas and ensure children's needs are considered in all services. The Charter will build on the work put in place by the Children's First developments to hear the voices of children in their hopes for the future of their city.		
<b>Corporate Plan Objective</b>	<b>Aspirational People / Resilient Communities</b>		
<b>MYR (Q2) Action Status</b>	<b>0 / 3 - Complete</b>	<b>3 / 3 – in Progress</b>	<b>0 / 3 – To be commenced</b>
<b>Action</b>	<b>Status (Complete / In Progress / On Hold)</b>	<b>End of Quarter 2 Update</b>	
Developing the Children's Charter to outline our support for all children across the City including the specific needs of the most vulnerable children.	<b>In Progress</b>	This work has been led by the Council's Policy, Partnership and Involvement team. The Children's Charter has been discussed by Newport Youth Council who will lead on its development and ensure inclusive approach is in place. A project plan and timetable is in place. An initial workshop has been arranged which will take place on 7 November and will include the Cabinet Member. The Partnership Team have discussed links with the Corporate Parenting Strategy.	
Scoping of Children First models across the UK.	<b>In Progress</b>	This work is being undertaken with Millbrook Primary school and Barnardo's in conjunction with the Children First team in Welsh Government. Funding has just been released for additional work to drive forward the developments and work with parents and children. The staff involved have shared their work with the Early Action Together team funded by the Police Transformation Fund.	
Link with the Festival Of Democracy.	<b>In Progress</b>	This will be linked to the Children's Charter work	











#### Health & Care Award 2018



#### Social Care Wales Award 2018









**NOTE:-** At the end of quarter 2, not all of the Social Services performance indicators were available to publish following the implementation of WCCIS. Where Performance data has been provided from WCCIS, these may be subject to change by the end of the year as data migration errors are identified.

PI Result vs PI Target Definition	On Target			Short of Target (15% Tolerance)		Off Target (Over 15% Tolerance)
<b>Performance Direction Definition</b> (Based upon the performance from the previous reporting period)	 Performance has Improved			 Performance has Declined		 Performance is the same
Performance Measure (National / Local / Management Information)	Link To Service Plan Objective(s)	Q2 Result	2018/19 Target	Performance Direction	2017/18 Q2 Position	Service Area Comment (For Performance Indicators not meeting their targets)
<b>National (CYP/26)</b> - % of looked after children returned home from care  Monthly submission	Objective 1	8.3%	13%	 9%	 11.7%	This is a target which will cease to be collected with the new Performance Management Framework in 2019. Looked after children can only be returned home when it is safe to do so and family can be supported to offer consistent care. Families are supported and when safe to do so children are returned home but equally staff are trying to ensure that children only come into care when absolutely essential and for as short a period as possible. Our preference is always to avoid care completely whenever possible.
<b>National (CYP/25)</b> - % of children supported to remain living within their family.  Monthly submission	Objective 1	48.8%	65%	N/A	N/A	No data was available prior to September 2018 submission. Again this is a target which will cease to be collected with the new Performance Management Framework in 2019. As it stands it is not possible to judge it this is a positive or a negative hence it's being withdrawn.
<b>National (CYP/28)</b> – The average length of time for all children who were on the CPR during the year  Monthly submission	Objective 1	259.7 days	260 days	No data	 254.5 days	
<b>National (CYP/24 &amp; PAM/028)</b> - % of assessments completed for children within statutory timescales  Monthly submission	Objective 1	89.1%	90%	 89.7%	 85.8%	Performance is within 1% of the target. The development of the Safeguarding Hub and the then restructure of the Child Protection teams resulted in change in some of the teams and some increased pressure on the Child Protection teams. This is now balancing out and we would expect completion rates to improve.
<b>National (CYP/27)</b> - % of re-registrations of children on local authority Child Protection Registers  Monthly submission	Objective 1	3.8%	10%	No Data available	 10.1%	
<b>National (CYP/34a)</b> – Care leavers who are in education, training or employment at 12 months  Monthly submission	Objective 2	44.7%	50%	No Data available	 48.1%	This target refers to a small number of young people so a handful can make a significant difference to the performance. Children's Services is focussing on training opportunities for care leavers and is using St David's Day funding to

						enhance these developments as well as allocating the responsibility to a new manager.
<b>National (CYP/34b) – Care leavers who are in education, training or employment at 24 months.</b>  <b>Monthly submission</b>	Objective 2	54.1%	50%	No Data available	 38.1%	
<b>Local – Number of Looked after Children</b>  Monthly submission	Objectives 1 & 2	365	325	 354	N/A	No data was recorded prior to this financial year in the system. The number of looked after children across Wales has risen by 8% with a greater % increase in SE Wales. The reasons are multifactorial and include ongoing austerity, increased serious and organised crime, growing numbers of Unaccompanied Asylum Seeking Children, risk averse practices in the court and challenges in case law. Newport has reviewed and continues to review all children coming into care and all of the factors above are in evidence. IPC have reviewed the past year of practice and are of the view that there has been something of a realigning of the numbers after a long period of stasis.
<b>Local – Average number of hours school aged children attend at the start of intervention</b>  Quarterly submission	Objective 4	17.5 hrs	25 hrs	 8.33 hrs	N/A	This is a new measure for 2018/19; therefore there is no comparable data for previous years. There continues to be work within YOS to improve the offer of education for young people. There has been a significant improvement in the second quarter and it is anticipated this will continue.
<b>Local – Average number of hours school aged children attend at the end of intervention</b>  Quarterly submission	Objective 4	16.5 hrs	15 hrs	 12.33 hrs	N/A	This is a new measure for 2018/19; therefore there is no comparable data for previous years.
<b>Local - % change in av. hours school aged children attend at the start &amp; end of intervention</b>  Quarterly submission	Objective 4	5.71%	40%	 -48%	N/A	This is a new measure for 2018/19; therefore there is no comparable data for previous years.
<b>Local - % of young people in suitable accommodation at end of statutory order</b>  Quarterly submission	Objective 4	86.49%	85%	 93.75%	N/A	This is a new measure for 2018/19; therefore there is no comparable data for previous years.
<b>Management Information – % of Return to Work forms submitted within 7 working days</b>  Monthly submission	N/A	50.43%	90%	 50.54%	 62.28%	This is an area which requires focus across Children's Services. This has now commenced with a drive to improve performance across all teams and identification of areas of particular weakness on which to focus

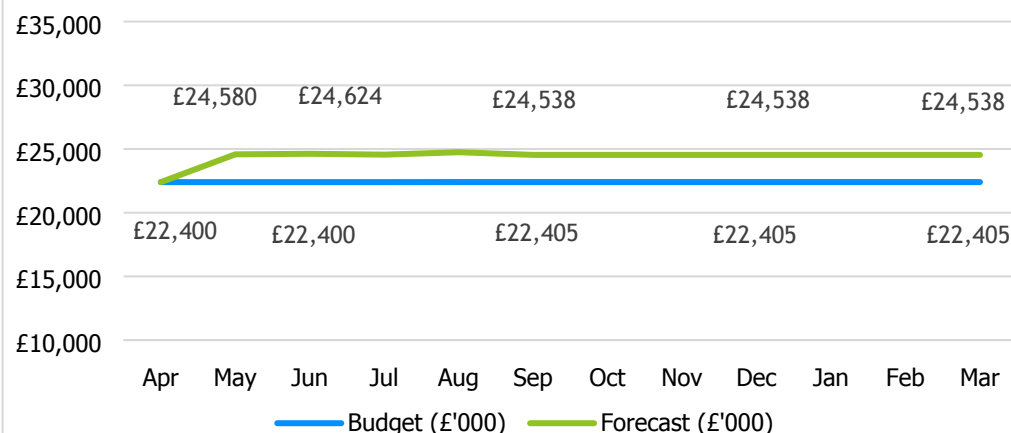


<b>Management Information – Service area employee sickness (days)</b>  Monthly submission	N/A	6.96 days	<b>Q2 – 4.90 days</b> (18/19 Target - 12.5 days)	 5.8 days	 5.82 days	We are aware of the issue and it will continue to be monitored as part of the Corporate sickness policy.
<b>Management Information – Service area Long Term sickness (days)</b>  Monthly submission	N/A	6.31 days	<b>Q2 – 4.90 days</b> (18/19 Target - 9.82 days)	 5.33 days	 4.35 days	We are aware of the issue and it will continue to be monitored as part of the Corporate sickness policy.
<b>Management Information – Service area short term employee sickness (days)</b>  Monthly submission	N/A	0.65 days	<b>Q2 Target – 1.32 days</b> (18/19 Target - 2.68 days)	 0.46 days	 1.47 days	

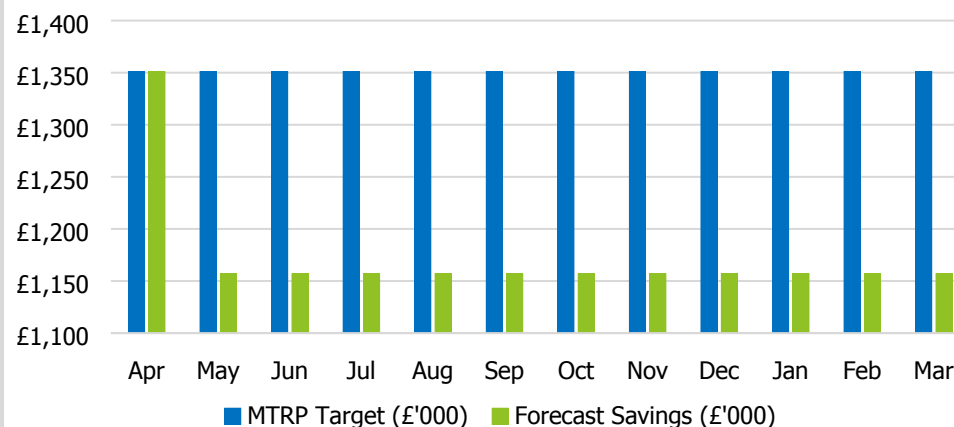
## Children & Young People Finance Analysis

There has been a slight reduction in the overall forecast overspend the last quarter. The primary reason for the overspend continues to be placement costs. The number of children becoming looked after has increased hence an increase in the number of Independent Fostering Agency placements. At the same time, the complexity of the challenges of some children has led to an increase in the number of Out of Authority residential placements. In order to address the placement challenges CS have increased the pool of sessional assessors for foster carers and begun to implement a strategy to recruit more carers. The work to increase the in house residential provision and return children to Newport is moving at pace with the first house now purchased and remedial works and staff recruitment underway. Staff are taking all possible steps to mitigate spend however small across the board with continued vigilance.

2018/19 Overall Net Position (Quarter 2)



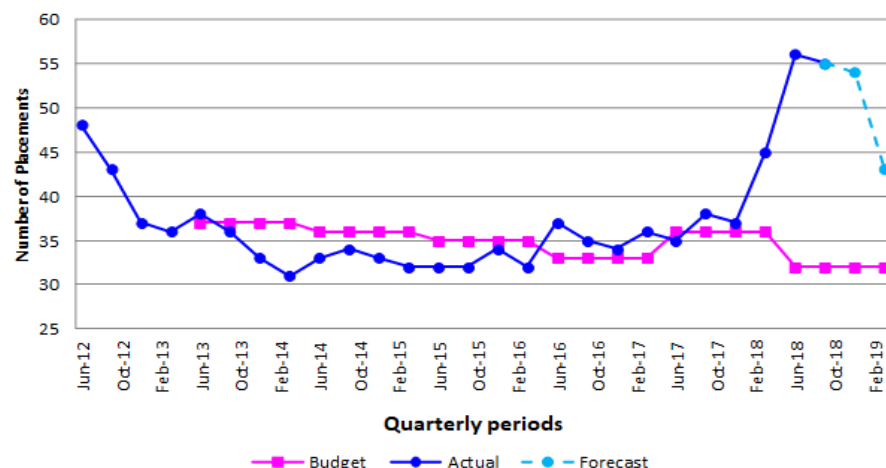
2018/19 Delivery of MTRP Savings (Quarter 2)



Summary Revenue Budget (30<sup>th</sup> September 2018)

Service Area Team	Deficit / (Underspend)	Service Area Team	Deficit / (Underspend)
Pathway Team	(50)	Out of Authority Placements	1,823
Leaving Care	(262)	Independent Foster Agency Placements	610
16+ homeless	(0)	In-house Fostering	72
Looked after Children Family Contact	(0)	Kinship Payments	(169)
Child Safeguarding	(20)	Education Support Team	(4)
Child & Family Management Account	(85)	Direct Payments Child Services	(4)
Integrated Family Support Service	(18)	S17 Child Disability Aid	(0)
SE Wales Adoption	205	Adoption Allowances	37
Child Protection	32	Child Safeguarding	(23)
NCC Child Residents	84	Youth Offending Service	(97)

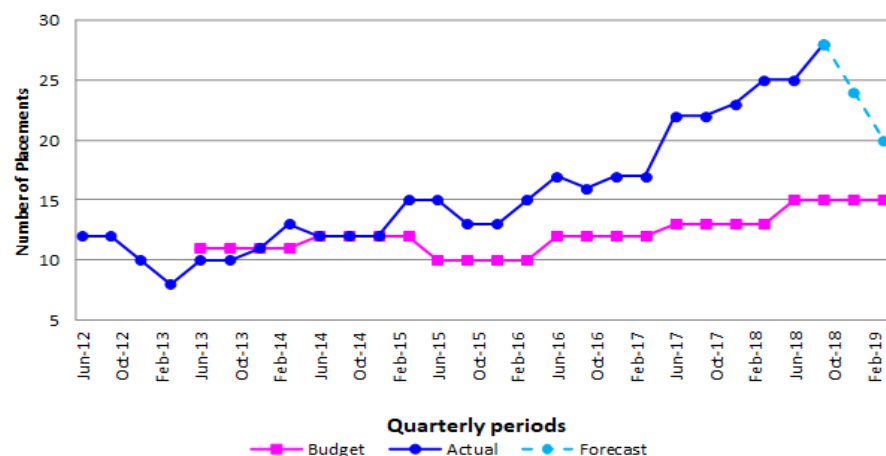
### Number of Independent Fostering Agency Placements per quarter



The 2018-19 Budget can afford 32 placements per month at an average monthly cost of £3,405. The latest financial forecast [September 2018] has a current total of 55 placements for the 2018-19 financial year with a forecasted cost for the financial year of £1,904,214. This is resulting in an over spend against the 2018-19 Budget of £610,332. Although there have been further placements made during September, the numbers have remained static from August and the forecast reduced due to a group of 5 siblings moving across to our in-house fostering provision.

A summary of all placements for 2018/19 indicates 52 were as a result of Court Orders; 6 were Local Authority / Family Agreement; and 5 to be confirmed.

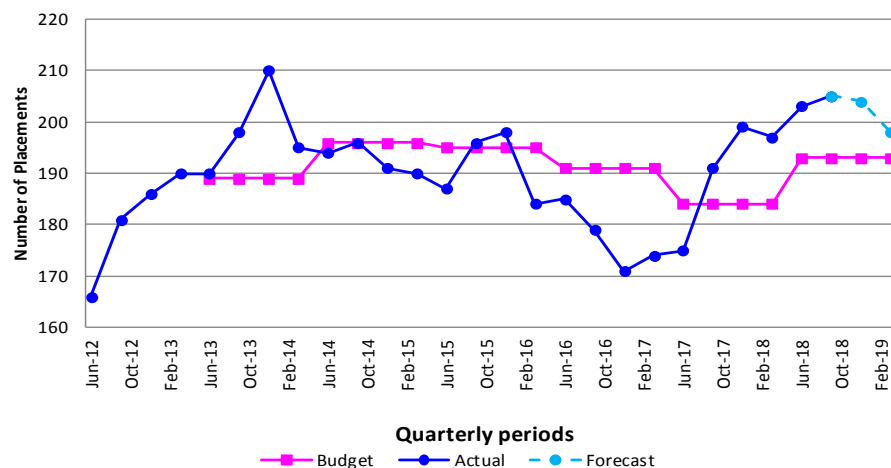
### Number of Out of Area Residential Placements per quarter



The 2018-19 Budget can afford 15 placements per month at an average monthly cost of £16,008. There are currently 27 [September 2018] placements in place resulting in the current forecast of £4,539,240, an over spend of £1,820,147. The reduction in the forecast this month is due to two individuals returning earlier than previously anticipated to alternative provision as part of a transition process prior to their 18<sup>th</sup> birthdays.

The placements for the current cohort placed in an Out of Area Residential facility are continually under review by the Service. There is currently a project being undertaken within the Service to look at the possibility of purchasing a suitable property within the City with a view to setting up another Children's home. The Service will be looking to target a suitable cohort of 4 individuals to hopefully bring back to the new in-house provision. This exercise will be more of cost avoidance rather achieving significant savings.

### Number of In-house Fostering Placements (Excluding UASC's) per quarter



The 2018-19 Budget can afford 193 placements per month at an average monthly cost of £1,218.

There are currently 200 individuals (September 18) being fostered resulting in the current projected over spend of £71,234. The increased forecast this month is due to the change to an in-house provision of 5 siblings who were previously fostered by Independent Foster Providers. The current position is being helped by reduced forecasted costs of £55,257 from both the Career and Specialist Carers budgets and reduced forecasts for 'other costs' to support our current cohort of carers.

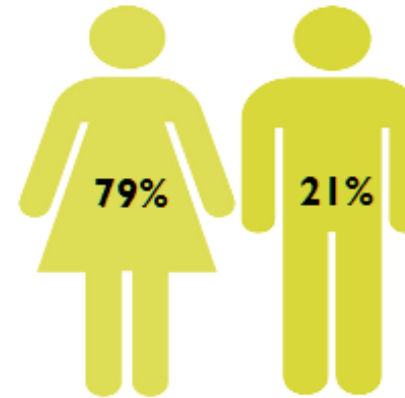
No trend analysis has been included within the above figures / graph. The forecasted reduction in numbers is due to a number of individuals turning 18 at which time their foster care ends.

## Children & Young People Services Resource Analysis

Employee Headcount



Gender



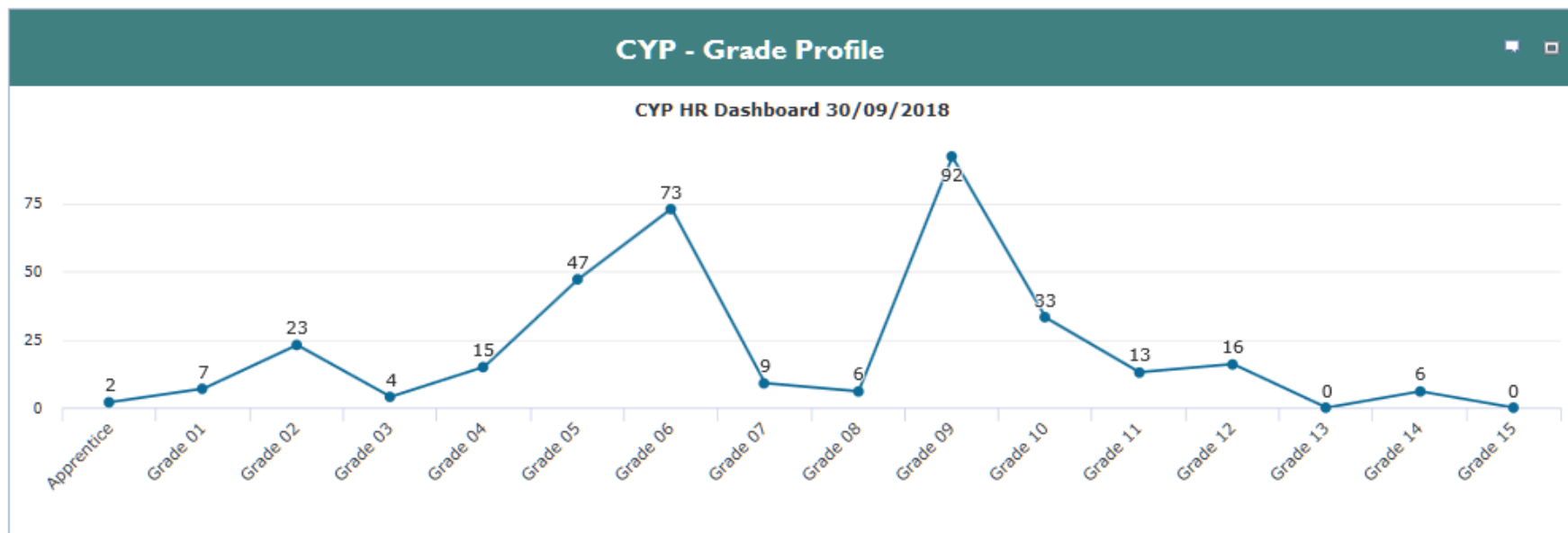
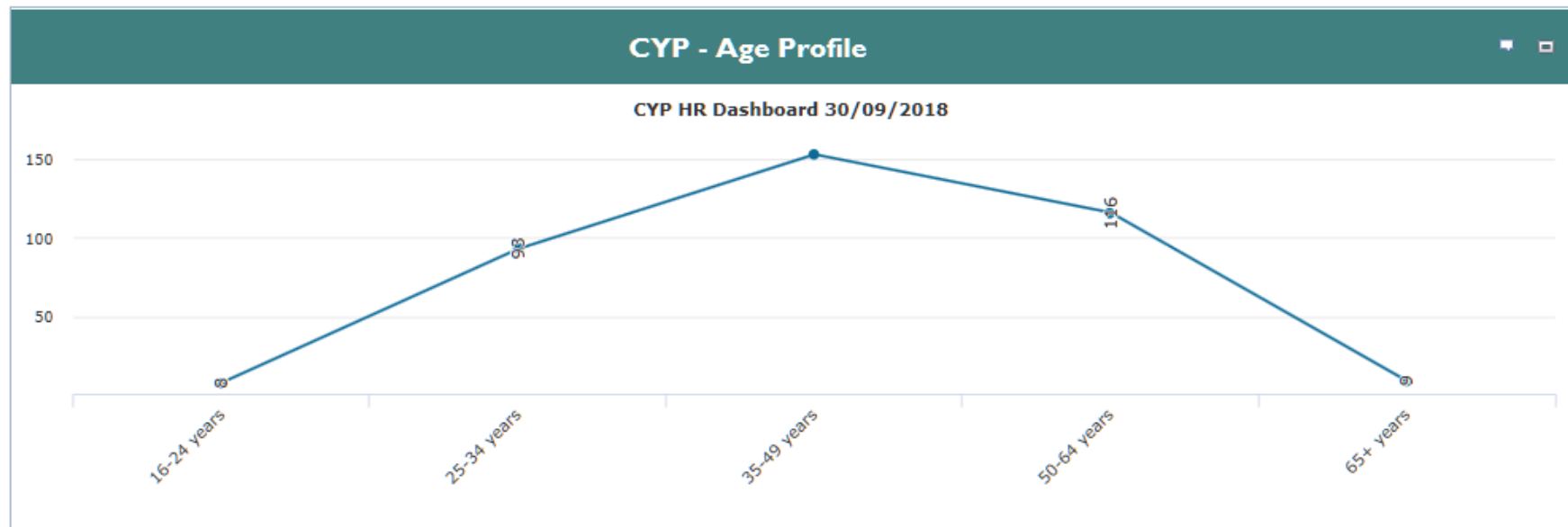
Starters



Leavers







Data for Employee Headcount, Gender, Age Profile and Grade Profile are a snap shot as at 30<sup>th</sup> September 2018.

Data for Starters and Leavers is the cumulative total for April – September 2018.