




Safeguarding Plan Performance Indicators report (Appendix 3)

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Haringey Council

1. Referral & Assessment									
NI code	NI description	2008 / 09	Aug09	Sep09	Trend	2009/10			Commentary
						Value	Status	Target	
NI 59	Percentage of initial assessments for children's social care carried out within 7 working days of referral		25.9%	23.7%	↓	19.2%		53%	<p>The low percentage of initial assessments completed in timescale is a result of a number of issues including an increased focus on ensuring that the quality of assessments being completed is to a high standard and the completion of a number of out of timescale, outstanding assessments. We anticipate that performance will be poor as we continue the work to deal with all outstanding work in the service. We expect that thereafter a more accurate measure of future performance will be arrived at – recent trends are beginning to show some cautious improvements and we believe we remain on track to reach the declared target of 53% by end of December 2009.</p> <p>Current Activities There continues to be a high volume of cases referred to the service, which is overall 50% more than the previous two years. This, together with continued difficulties recruiting suitably qualified staff, has impacted on our performance. 6 newly qualified social workers (NQS) have joined the First Response service and they are now able to take on increasingly complex work. Two other permanent NQS are due to join the team this month, with two places remaining. All managers are now in place although all but 2 remain agency staff so there remains a need to create a permanent management structure.</p> <p>Best Practice A thresholds document is in place which is helping to clarify and enable consistency in what should be referred to the service for assessment. Work is continuing on improving links with the CAF coordinator to ensure that appropriate cases are going through the CAF process rather than Referral & Assessment, and on working with the Police on constructing a more integrated approach to referrals. Combined, these measures will improve our performance in assessments.</p> <p>Audits undertaken by an independent Social Worker in July and</p>


NI code	NI description	2008 / 09	Aug09	Sep09	Trend	2009/10			Commentary
						Value	Status	Target	
									August show that there has been an improvement in the quality of initial assessments undertaken with appropriate outcomes and recommendations.
NI 60	Percentage of core assessments for children's social care that were carried out within 35 working days of their commencement		31.9%	59.6%	↑	42.5%		63%	The low percentage of core assessments completed in timescale is a result of a number of issues including an increased focus on ensuring that the quality of assessments being completed is to a high standard and the completion of a number of out of timescale, outstanding assessments. We anticipate that performance will be poor as we continue the work to deal with all outstanding work in the service. We expect that thereafter a more accurate measure of future performance will be arrived at – work to improve timeliness is appearing to be effective and we believe we remain on track to reach the declared target of 63% by end of December 2009. Current Activities & Best Practice As NI 59 above.
NI 68	Percentage of referrals to children's social care going on to initial assessment		61.4%	45.5%	↓	46%		58%	The recently agreed threshold document will help partner agencies in clarifying the relevance of referrals into the service. Work is also being done within the management team to ensure a consistency of response from different duty managers. Longer term, the appointment of one duty manager will ensure greater consistency and improve work with referring agencies.



2. Adoption and Children in Care

NI code	NI description	2008 / 09	Aug09	Sep09	Trend	2009/10			Commentary
						Value	Status	Target	
NI 62	Stability of placements of looked after children: number of moves	14.69%	12.3%	12.82%	↓	12.82%		11%	The year to date position is based on the 12 months to the end of September 09. Twenty-five children have had 3 or more placements since April 09 (4.8%)
NI 61	Timeliness of placements of looked after children for adoption following an agency decision that the child should be placed for adoption	80%	50%	57.1%	↑	57.1%		75%	The numbers for this indicator are extremely low, and percentages should be interpreted with caution. In the year to date, 7 children have been adopted, and 4 of those were placed for adoption within 12 months of the decision that adoption should be the plan. Of the 3 children who were not placed within 12 months, 2 waited 18 months for the right family. For the other child, health issues were putting potential adoptors off, and when a match was finally made, the adoptors needed complete details about the child's health before committing themselves.

NI code	NI description	2008 / 09	Aug09	Sep09	Trend	2009/10			Commentary
						Value	Status	Target	
									<p>The current projection for the end of the year is 50%.</p> <p>Current Activities Great efforts are being made to find families, and full use is being made of publicity - hard to place children are profiled in the press and at events at every suitable opportunity. Children cannot be advertised until a Placement Order is obtained, and this has caused delays in the past, but greater attention to timescales in the courts mean children are moving towards to Placement Orders at a faster rate than before. But there also seem to be more legal complexities in some of the cases we have had to deal with.</p>
NI 66	Children in care cases which were reviewed within required timescales	95.6%	98.2%	97.8%	↓	97.8%		98.0%	<p>11 children in care have reviews out of timescale by September 2009. The reasons for this vary. For a family of 3, there were problems with sickness and booking an interpreter. In 3 cases, the IRO was given late notification that the child had come into care, and was unable to schedule the review in timescale. In 2 cases, the scheduled dates had to be abandoned because of changes of placement.</p> <p>Current Activities Close monitoring of this indicator is continuing with an emphasis on early allocation of new cases to IROs and good liaison with the Placements service.</p>
NI 63	Stability of placements of looked after children: length of placement	56.2%	63.2%	65.1%	↑	65.1%		70%	<p>Performance is improving steadily in the right direction towards our year end target. We are currently at 65% which is a 10% improvement on our 08/09 outturn. The children in this cohort are showing improved placement stability as a result of targeted strategies around educational support, social work support and support from the Tavistock Haringey service to them and their carers.</p>

3. Child Protection

NI code	NI description	2008 / 09	Aug09	Sep09	Trend	2009/10			Commentary
						Value	Status	Target	
NI 67	Percentage of child protection cases which were reviewed within required timescales	100%	95.8%	95.5%	↓	95.5%		100%	<p>7 CP reviews have been late in the year to date. 1 was late in September. All reviews have subsequently been held.</p> <p>Current Activities The Child Protection Service is setting up a new system of monitoring due dates for reviews, and ensuring reviews are scheduled within timescales.</p>









NI code	NI description	2008/09	Aug09	Sep09	Trend	2009/10			Commentary
						Value	Status	Target	
NI 65	Percentage of children becoming the subject of Child Protection Plan for a second or subsequent time	5.6%	3.8%	12.5%	↓	9.7%		10%	As the numbers for this indicator are quite low, percentages will vary considerably on a monthly basis. In the year to date, 113 children have been made subject to a plan, and 11 of those had previously been subject to a plan. The average for England for 2008/09 was 13%, for London it was 11%, and for our statistical neighbours it was 12%.
NI 64	Child Protection Plans lasting 2 years or more	4.7%	25%	40%	↓	11.9%		5%	Only 5 children ceased to be the subject of a child protection plan in September, and of these, 2 had been the subject of a CP plan for 2 years or more. These figures are low and percentages should be interpreted with caution. The year to date figures show 67 children who ceased to be subject to a plan, and 8 who had been subject for 2 years or more. Current Activities The LSCB Quality Assurance Sub Group are going to look at all children who have been subject to a child protection plan for 18 months (to anticipate the 2-year period) to ensure that work is progressing satisfactorily and there is no drift in casework. We will investigate the children for whom child protection plans have ceased. Those who have moved into the care system should have progressed to a higher level of protection. There is a high percentage of children subject to a plan with a category of neglect: this is not something that lends itself to quick and sustained improvement. Best Practice Our target for the year is 5%. In the year 2008/09, we achieved 4.7%. The England average for this indicator for 2008/09 was 6%, for London it was 8%, and for our statistical neighbours it was 9.1%.

4. CAMHS

NI code	NI description	2008 / 09	Aug09	Sep09	Trend	2009/10			Commentary
						Value	Status	Target	
NI 51	Effectiveness of child and adolescent mental health (CAMHS) services	13	No data for this range	No data for this range				15	Four elements of CAMHS (learning difficulties, 24 hour cover urgent mental health, services for 16 and 17 years old, early identification and intervention) and scored on a scale of 1-4, maximum overall score is 16.

5. Staffing vacancies

NI code	NI description	2008 / 09	Aug 2009	Sep09	Trend	2009/10			Commentary
						Value	Status	Target	
L0508	The percentage of Referral and Assessment and the Children in Need and Safeguarding services post unfilled by either agency or permanent staff at the end of the month.		21.5%	10%	↓	15.08%	?		Staffing structure on SAP is being reviewed to reflect recent changes and figures will be adjusted accordingly in November.
L0509	The number of team manager and senior team manager posts vacant in Referral and Assessment and the Children in Need and Safeguarding services.		13	10	↓	10	?		Staffing structure on SAP is being reviewed to reflect recent changes and figures will be adjusted accordingly in November.

PI Status		Short Term Trends	
	Alert		Improving
	Warning		No Change
	OK		Getting Worse
	Unknown		
	Data Only		