





## Appendix 2. Safeguarding Plan Performance Indicators report December 2009

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**Haringey Council**

1. Referral & Assessment									
NI code	NI description	2008/09	Nov 09	Dec 09	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		26%	34.9%	↑	24.2%		53%	<p><b>Explanation of Current Performance – NI59</b> 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. However progress is proving slower than anticipated and the declared target for the end of December may not be reached</p> <p><b>Explanation of Current Performance – NI 60</b> 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 – recent trends are beginning to show some cautious improvements. However progress is proving slower than anticipated and the declared target for the end of December has not be reached</p> <p><b>Current Activities – NI 59 &amp; 60</b></p>
NI 60	Percentage of core assessments for children's social care that were carried out within 35 working days of their commencement		43.1%	45.4%	↑	42.2%		63%	







NI code	NI description	2008/09	Nov 09	Dec 09	Trend	2009/10			Commentary
						Value	Status	Target	
									<p>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. The group of newly qualified social workers (NQSW) are increasingly taking on a full caseload and the American recruits are now in the service and at the very early stages of picking up work after a comprehensive induction period. All managers are now in place and the management team is very stable - however all but 2 remain agency staff so there remains a need to create a permanent management structure.</p> <p><b>Best Practice – NI 59 &amp; 60</b>  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 First Response, and there are now 3 times a week meetings with the Police and Health colleagues to ensure a more holistic initial response to referrals. We are creating a dedicated Screening Team to ensure a consistency of response and currently the Team Manager and Senior Practitioner are in place. Combined, these measures will improve our performance in assessments.</p> <p>Recent audits undertaken by an independent Social Worker and from the 165 audits conducted by senior managers since November show that there has been an improvement in the quality of assessments undertaken with appropriate outcomes and recommendations.</p>
NI 68	Percentage of referrals to children's social care going on to initial assessment		66%	63.3%		51.1%		58%	<p>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 First Response, and there are now 3 times a week meetings with the Police and Health colleagues to ensure a more holistic initial response to referrals. We are creating a dedicated Screening Team to ensure a consistency of response and currently the Team Manager and Senior Practitioner are in place. Combined, these measures will improve our performance in assessments.</p>

## 2. Adoption and Children in Care

NI code	NI description	2008/09	Nov 09	Dec 09	Trend	2009/10			Commentary
						Value	Status	Target	
NI 62	Stability of placements of looked after children: number of moves	14.69%	12.85%	12.25%		12.25%		11%	The year to date position is based on the 12 months to the end of December 09. Fifty children have had 3 or more placements since April 09 (9%)
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%	50%		50%		75%	<p><b>Explanation of Current Performance</b></p> <p>The numbers for this indicator are extremely low, and percentages should be interpreted with care. Two children were adopted this month, which means that so far this year, 10 children have been adopted, and 5 of those were placed for adoption within 12 months of the decision that adoption should be the plan.</p> <p>5 children were not placed within 12 months. 4 of these were reported last month.</p> <p>The 5th child falling outside the timescales is the 5 sibling in a troubled group of 6 from a family background of serious neglect, sexual and emotional abuse. Because of his background it was difficult to attract adopters. The initial plan to place him with his older brother had to be changed due to sexualised behaviour between the brothers. With new advertising it took 13 months to find a suitable family for him to be placed on his own.</p> <p><b>Current Activities</b></p> <p>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 local and national adoption events. We work closely with colleagues in the North London Adoption Consortium to achieve matches with adoptive families. 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%	96.4%	96.4%		96.4%		98.0%	Overall performance against this indicator remains very good and where reviews are out of timescale there are individual case reasons for it. Close monitoring of this indicator is continuing with an emphasis on early allocation of new cases to IRO's and good liaison with the Placements Service.
NI 63	Stability of placements of looked after children: length of	56.2%	69%	69.7%		69.7%		70%	Performance is improving steadily in the right direction towards our year end target. We are currently at 65% which

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						Value	Status	Target	
	placement								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.

### 3. Child Protection












NI code	NI description	2008/09	Nov 09	Dec 09	Trend	2009/10			Commentary
						Value	Status	Target	
NI 67	Percentage of child protection cases which were reviewed within required timescales	100%	93.6%	94.3%		94.3%		100%	<p><b>Explanation of Current Performance</b> 9 CP reviews have been late in the year to date. All reviews have subsequently been held. No reviews were late in December.</p> <p><b>Current Activities</b> The Child Protection Service has introduced a new system to ensure that more reviews are held within timescale. The continuing increase in the numbers of new children becoming subject to plans is putting some pressure onto the reviewing elements of the system.</p>
NI 65	Percentage of children becoming the subject of Child Protection Plan for a second or subsequent time	5.6%	8%	25%		13.2%		10%	<p>As the numbers for this indicator are quite low, percentages will vary considerably on a monthly basis. In the year to date, 220 children have been made subject to a plan, and 29 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%.</p>
NI 64	Child Protection Plans lasting 2 years or more	4.7%	5.3%	19%		16.7%		5%	<p><b>Explanation of Current Performance</b> This is not an indicator which lends itself to monthly commentary. Changes need to be reviewed over at least a six month period. Analysis shows that 62% of children who stopped being subject to a plan moved into the care system.</p> <p><b>Current Activities</b> The Child Protection Service will undertake further auditing of those children who have been subject to a child protection plan for 18 months or more (to anticipate the 2-year period) to ensure that work is progressing satisfactorily and there is no drift in casework.</p> <p>Those children who are both in care and subject to a plan can be caught up in a court timetable not of our making, as the</p>

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						Value	Status	Target	
									<p>policy is to retain them in the child protection system until a care order is made.</p> <p>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.</p> <p><b>Best Practice</b> 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%.</p>

#### 4. CAMHS

NI code	NI description	2008/09	Nov 09	Dec 09	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.

#### Symbols key

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

## Local performance indicators

### Children & Families Establishment and unfilled posts December 2009

Senior Team Managers/Team Managers	6th Nov 09	4th Dec 09	8th Jan 10	DOT
Established posts	38	39	39	→
Permanent staff	26	27	17	→
Agency	14	11	11	→
Long term sick	2	1	1	→
Maternity leave	1	1	1	→
Unoccupied posts	1.5	1	1	→
Over establishment	1.5	0	0	→
Vacancies (recruiting to)	11.5	12	12	→
Appointed but not yet started	2	1	1	→

Senior Practitioners and Social Workers	6th Nov 09	4th Dec 09	8th Jan 10	DOT
Established posts	138.6	141.6	141.6	→
Permanent staff	96.6	101.6	101.6	→
Agency	52	55	55	→
Long term sick	3	2	2	→
Maternity leave	5	2	2	→
Unoccupied posts	5	0	0	→
Over establishment	13	15	15	→
Vacancies (recruiting to)	43	40	40	→
Appointed but not yet started	22	14	14	→

Independent & Reviewing Officers	6th Nov 09	4th Dec 09	8th Jan 10	DOT
Established posts	-	10	10	→
Permanent staff	-	8	8	→
Agency	-	1	1	→
Long term sick	-	0	0	→
Maternity leave	-	0	0	→
Unoccupied posts	-	1	1	→
Over establishment	-	0	0	→
Vacancies (recruiting to)	-	2	2	→
Appointed but not yet started	-	0	0	→

Child Protection Advisors	6th Nov 09	4th Dec 09	8th Jan 10	DOT
Established posts	5.8	5.8	5.8	→
Permanent staff	4.8	4.8	4.8	→
Agency	0	0	0	→
Long term sick	0	0	0	→
Maternity leave	0	0	0	→
Unoccupied posts	1	1	1	→
Over establishment	0	0	0	→
Vacancies (recruiting to)	0	1	1	→
Appointed but not yet started	0	0	0	→

<b>Average sickness days per employee Children and Families (rolling year)</b>					
<b>Service</b>	<b>Oct-09</b>	<b>Nov-09</b>	<b>Dec-09</b>	<b>Short Trend</b>	<b>Target</b>
Safeguarding support	*	*	32.68	▬	10.8
First response	*	*	20.66	▬	10.8
Children in Care	6.63	7.02	7.08	↓	10.8
Resources and Placements (Children in Care)	23.04	21.74	21.28	↑	10.8
Leaving Care and Asylum	12.29	12.58	13.3	↓	10.8
Quality Assurance (Child Protection and Review)	20.91	22.43	23.03	↓	10.8
Children and Young People with Special Needs	8.25	7.2	5.54	↑	10.8
Finance Service	0.7	1.1	0.8	↑	10.8
Management	1.3	1	1	▬	10.8
Policy and Performance Service	8.25	8.25	7.13	↑	10.8
<b>Children and Families Overall Figure</b>	<b>17.26</b>	<b>16.87</b>	<b>16.62</b>	<b>↑</b>	<b>10.8</b>

\* Figure not available due to restructure

## 6. Organisational Capacity: The number of safeguarding vacancies and staff in post

Whole Time Equivalent (WTE) = Total posts available on the last day of the month

People in Post (P) = People in post at the end of each month - including interim arrangement

**A** = Total WTE Posts Available, **P** = People In Post, **%** = % of people in post

	Q1									Q2									Q3									Q4									Outturn		
	Apr			May			Jun			Jul			Aug			Sep			Oct			Nov			Dec			Jan			Feb			Mar			A	P	%
	A	P	%	A	P	%	A	P	%	A	P	%	A	P	%	A	P	%	A	P	%	A	P	%	A	P	%	A	P	%	A	P	%						
Health Visiting	33	21	64	33	20	61	33	19	59	33	20	61	34	19	57	34	19	57	34	21	62	34	21	62															
School Nursing	17	13	78	17	13	78	17	13	78	17	13	78	17	13	78	17	14	82	17	15	89	17	15	89															
Community Paeds	7	5	73	7	5	82	7	5	82	7	5	82	7	5	82	7	5	82	9	8	88	9	8	88															
<b>Designated/Named Posts</b>																																							
GOSH in Haringey	4	4	100	4	4	100	4	4	100	4	4	100	4	4	100	4	4	100	4	4	100	4	4	100															
The Whittington	3	3	100	3	3	100	3	3	100	3	3	100	3	3	100	3	3	100	3	3	100	3	3	100															
North Middlesex UH	1	1	100	1	1	100	1	1	100	1	1	100	1	1	100	1	1	100	1	1	100	1	1	100															
Walk in Centre	1	1	100	1	1	100	1	1	100	1	1	100	1	1	100	1	1	100	1	1	100	1	1	100															
Primary Care (new post created & appointed - filled in Jan 10)																																							
<b>Total</b>	57	39	69	57	39	69	57	38	67	57	39	69	58	38	66	58	39	67	60	44	74	60	44	74	0	0		0	0		0	0		0	0				