



# Appendix 3. Safeguarding Plan Performance Indicators Report



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**Haringey Council**

## 1. Referral & Assessment









NI code	NI description	2008/09	Dec 2009	Jan 2010	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		34.9%	41.4%	↑	26.1%		53%	<p><b>Explanation of Current Performance – NI 59</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.</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.</p>
NI 60	Percentage of core assessments for children's social care that were carried out within 35 working days of their commencement		45.4%	43.7%	↓	42.5%		63%	

NI code	NI description	2008/09	Dec 2009	Jan 2010	Trend	2009/10			Commentary
						Value	Status	Target	
									<p><b>Current Activities</b> 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 (NQS) 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</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 have created a dedicated Screening Team to ensure a consistency of response and currently the Team Manager and Senior Practitioner are in place..</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		63.3%	75.3%		52.9%		58%	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.






## 2. Adoption and Children in Care

*The majority of the following indicators relate to small numbers of cases and are therefore easily impacted by a single issue (e.g. one case going over timescale)*

NI code	NI description	2008/09	Dec 2009	Jan 2010	Trend	2009/10			Commentary
						Value	Status	Target	
NI 62	Stability of placements of looked after children: number of moves	14.69%	12.25%	13.98%		13.98%		11%	The year to date position is based on the 12 months to the end of January 2010. Sixty two children have had 3 or more placements since April 09 (11.11%) . <b>National guidance considers performance below 16% to be good. Red will only be triggered if performance goes above 16%.</b>
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%	<b>Explanation of Current Performance</b> The numbers for this indicator are extremely low, and percentages should be interpreted with care. 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. No children were adopted in January. The target for this indicator is 75%.  <b>Current Activities</b> 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 many of the cases we have had to deal with.
NI 66	Children in care cases which were reviewed within required timescales	95.6%	96.4%	92.6%		92.6%		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 placement	56.2%	69.7%	69.6%		69.6%		70%	Performance has improved steadily in the right direction and we are now at 69.6 %. If it's rounded up we would have met our target of 70%”


### 3. Child Protection

*The majority of the following indicators relate to small numbers of cases and are therefore easily impacted by a single issue (e.g. one case going over timescale)*


NI code	NI description	2008/09	Dec 2009	Jan 2010	Trend	2009/10			Commentary
						Value	Status	Target	
NI 67	Percentage of child protection cases which were reviewed within required timescales	100%	94.3%	94.8%	↑	94.8%		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 January.</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%	25%	15.4%	↑	13.4%		10%	<p>As the numbers for this indicator are quite low, percentages will vary considerably on a monthly basis. In the year to date, 246 children have been made subject to a plan, and 33 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%	19%	0%	↑	15.2%		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 policy is to retain them in the child protection system until a</p>


NI code	NI description	2008/09	Dec 2009	Jan 2010	Trend	2009/10			Commentary
						Value	Status	Target	
									<p>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	Dec 2009	Jan 2010	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	No data for this range	15		15	

#### 5. Staffing vacancies

NI code	NI description	2008/09	Dec 2009	Jan 2010	Trend	2009/10			Commentary
						Value	Status	Target	
L0508	The number of First Response and Safeguarding and Support Services posts vacant at the end of the month.		0	0		0			<p>HR and Finance met recently, as a result of this the number of funded posts in First Response has reduced.</p> <p>In First Response 25 of the 26.5 posts are filled by agency staff. In Safeguarding &amp; Support 15 of the 20.6 posts are</p>

NI code	NI description	2008/09	Dec 2009	Jan 2010	Trend	2009/10			Commentary
						Value	Status	Target	
									filled by agency staff.
L0509	The number of team manager and senior team manager posts vacant in First Response and Safeguarding and Support at the end of the month.		1	0		0			<p>HR and Finance met recently, as a result of this the number of funded posts in First Response has reduced.</p> <p>In First Response there are 7.7 manager posts, 1 filled by a permanent member of staff and 8 filled by agency staff.</p> <p>In Safeguarding &amp; Support there are 5.6 manager posts, 5 filled by permanent staff and 2 agency staff.</p>

PI Status	
	Alert
	Warning
	OK
	Unknown
	Data Only

Short Term Trends	
	Improving
	No Change
	Getting Worse

**Average sickness days per employee Children and Families (rolling year)**

Service	Nov-09	Dec-09	Jan-10	Target	Short Trend
Average sickness per employee (days) - Children and Families Overall Figure - rolling year	16.87	16.62	16.8		↓
Average sickness per employee (days) - Management - rolling year	1	1	1	8.5	-
Average sickness per employee (days) - Children in Care - rolling year	7.02	7.08	6.66	8.5	↑
Average sickness per employee (days) - Resources and Placements (Children in Care) - rolling year	21.74	21.28	2033	8.5	↓
Average sickness per employee (days) - Leaving Care and Asylum - rolling year	12.58	13.13	14.03	8.5	↓
Average sickness per employee (days) - Quality and Assurance (Child Protection and Review) - rolling year	22.43	23.03	24.82	8.5	↓
Average sickness per employee (days) - Children and Young People with Special Needs - rolling year	7.2	5.54	5.12	8.5	↑
Average sickness per employee (days) - Finance Service - rolling year	1.1	0.8		8.5	?
Average sickness per employee (days) - Safeguarding support - rolling year		20.66	20.89	8.5	↓
Average sickness per employee (days) - First response - rolling year		32.68	36.03	8.5	↓