

Children and Families Scrutiny Panel

Thursday, 26th January, 2023
at 5.30 pm

PLEASE NOTE TIME OF MEETING

Conference Room 3 - Civic Centre

This meeting is open to the public

Members

Councillor Winning (Chair)
Councillor A Bunday
Councillor Denness
Councillor D Galton
Councillor V Laurent
Councillor Vaughan
Councillor W Payne

Appointed Members

Catherine Hobbs, Roman Catholic Church
Francis Otieno, Primary Parent Governor
Vacancy - Secondary Parent Governor
Rob Sanders, Church of England

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PUBLIC INFORMATION

CHILDREN AND FAMILIES SCRUTINY PANEL

Role of this Scrutiny Panel: To undertake the scrutiny of Children and Families Services in the City, including the Multi Agency Safeguarding Hub (MASH), Early Help, Specialist & Core Service, looked after children, education and early years and youth offending services, unless they are forward plan items. In such circumstances members of the Children and Families Scrutiny Panel will be invited to the relevant Overview and Scrutiny Management Committee meeting where they are discussed.

Terms Of Reference:-

Scrutiny of Children and Families Services in the City to include:

- Monitoring the implementation and challenging the progress of the Council's action plan to address the recommendations made by Ofsted following their inspection of Children's Services in Southampton and review of Southampton Local Safeguarding Children Board (LSCB) in July 2014.
- Regular scrutiny of the performance of multi-agency arrangements for the provision of early help and services to children and their families.
- Scrutiny of early years and education including the implementation of the Vision for Learning 2014 – 2024.
- Scrutiny of the development and implementation of the Youth Justice Strategy developed by the Youth Offending Board.
- Referring issues to the Chair of the LSCB and the Corporate Parenting Committee.

Public Representations

At the discretion of the Chair, members of the public may address the meeting on any report included on the agenda in which they have a relevant interest. Any member of the public wishing to address the meeting should advise the Democratic Support Officer (DSO) whose contact details are on the front sheet of the agenda.

Access – access is available for the disabled. Please contact the Democratic Support Officer who will help to make any necessary arrangements.

MOBILE TELEPHONES:- Please switch your mobile telephones or other IT to silent whilst in the meeting.

Business to be Discussed

Only those items listed on the attached agenda may be considered at this meeting.

QUORUM The minimum number of appointed Members required to be in attendance to hold the meeting is 3.

Use of Social Media:- The Council supports the video or audio recording of meetings open to the public, for either live or subsequent broadcast. However, if, in the Chair's opinion, a person filming or recording a meeting or taking photographs is interrupting proceedings or causing a disturbance, under the Council's Standing Orders the person can be ordered to stop their activity, or to leave the meeting. By entering the meeting room you are consenting to being recorded and to the use of those images and recordings for broadcasting and or/training purposes. The meeting may be recorded by the press or members of the public. Any person or organisation filming, recording or broadcasting any meeting of the Council is responsible for any claims or other liability resulting from them doing so. Details of the Council's Guidance on the recording of meetings is available on the Council's website.

Rules of Procedure

The meeting is governed by the Council Procedure Rules and the Overview and Scrutiny Procedure Rules as set out in Part 4 of the Constitution.

Smoking policy – the Council operates a no-smoking policy in all civic buildings.

Fire Procedure – in the event of a fire or other emergency a continuous alarm will sound, and you will be advised by Council officers what action to take

Southampton: Corporate Plan 2022-2030 sets out the four key goals:

- Strong Foundations for Life.- For people to access and maximise opportunities to truly thrive, Southampton will focus on ensuring residents of all ages and backgrounds have strong foundations for life.
- A proud and resilient city - Southampton’s greatest assets are our people. Enriched lives lead to thriving communities, which in turn create places where people want to live, work and study.
- A prosperous city - Southampton will focus on growing our local economy and bringing investment into our city.
- A successful, sustainable organisation - The successful delivery of the outcomes in this plan will be rooted in the culture of our organisation and becoming an effective and efficient council.

Dates of Meetings: Municipal Year

2022	2023
16 June	26 January
21 July	30 March
29 September	
24 November	

DISCLOSURE OF INTERESTS

Members are required to disclose, in accordance with the Members’ Code of Conduct, **both** the existence **and** nature of any “Disclosable Pecuniary Interest” or “Other Interest” they may have in relation to matters for consideration on this Agenda.

DISCLOSABLE PECUNIARY INTERESTS

A Member must regard himself or herself as having a Disclosable Pecuniary Interest in any matter that they or their spouse, partner, a person they are living with as husband or wife, or a person with whom they are living as if they were a civil partner in relation to:

- (i) Any employment, office, trade, profession, or vocation carried on for profit or gain.
- (ii) Sponsorship:

Any payment or provision of any other financial benefit (other than from Southampton City Council) made or provided within the relevant period in respect of any expense incurred by you in carrying out duties as a member, or towards your election expenses. This includes any payment or financial benefit from a trade union within the meaning of the Trade Union and Labour Relations (Consolidation) Act 1992.

(iii) Any contract which is made between you / your spouse etc (or a body in which you / your spouse etc has a beneficial interest) and Southampton City Council under which goods or services are to be provided or works are to be executed, and which has not been fully discharged.

(iv) Any beneficial interest in land which is within the area of Southampton.

(v) Any license (held alone or jointly with others) to occupy land in the area of Southampton for a month or longer.

(vi) Any tenancy where (to your knowledge) the landlord is Southampton City Council, and the tenant is a body in which you / your spouse etc has a beneficial interests.

(vii) Any beneficial interest in securities of a body where that body (to your knowledge) has a place of business or land in the area of Southampton, and either:

- a) the total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body, or
- b) if the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which you / your spouse etc has a beneficial interest that exceeds one hundredth of the total issued share capital of that class.

Other Interests

A Member must regard himself or herself as having an 'Other Interest' in any membership of, or occupation of a position of general control or management in:

Any body to which they have been appointed or nominated by Southampton City Council

Any public authority or body exercising functions of a public nature

Any body directed to charitable purposes

Any body whose principal purpose includes the influence of public opinion or policy

Principles of Decision Making

All decisions of the Council will be made in accordance with the following principles:-

- proportionality (i.e. the action must be proportionate to the desired outcome);
- due consultation and the taking of professional advice from officers;
- respect for human rights;
- a presumption in favour of openness, accountability, and transparency;
- setting out what options have been considered;
- setting out reasons for the decision; and
- clarity of aims and desired outcomes.

In exercising discretion, the decision maker must:

- understand the law that regulates the decision making power and gives effect to it. The decision-maker must direct itself properly in law;
- take into account all relevant matters (those matters which the law requires the authority as a matter of legal obligation to take into account);
- leave out of account irrelevant considerations;
- act for a proper purpose, exercising its powers for the public good;
- not reach a decision which no authority acting reasonably could reach, (also known as the "rationality" or "taking leave of your senses" principle);
- comply with the rule that local government finance is to be conducted on an annual basis. Save to the extent authorised by Parliament, 'live now, pay later' and forward funding are unlawful; and
- act with procedural propriety in accordance with the rules of fairness.

AGENDA

1 APOLOGIES AND CHANGES IN PANEL MEMBERSHIP (IF ANY)

To note any changes in membership of the Panel made in accordance with Council Procedure Rule 4.3.

2 DISCLOSURE OF PERSONAL AND PECUNIARY INTERESTS

In accordance with the Localism Act 2011, and the Council's Code of Conduct, Members to disclose any personal or pecuniary interests in any matter included on the agenda for this meeting.

3 DECLARATIONS OF SCRUTINY INTEREST

Members are invited to declare any prior participation in any decision taken by a Committee, Sub-Committee, or Panel of the Council on the agenda and being scrutinised at this meeting.

4 DECLARATION OF PARTY POLITICAL WHIP

Members are invited to declare the application of any party political whip on any matter on the agenda and being scrutinised at this meeting.

5 STATEMENT FROM THE CHAIR

6 MINUTES OF THE PREVIOUS MEETING (INCLUDING MATTERS ARISING) (Pages 1 - 4)

To approve and sign as a correct record the Minutes of the Children and Families Scrutiny Panel meeting held on 24 November 2022, and to deal with any matters arising, attached.

7 OFSTED FOCUSED VISIT (Pages 5 - 14)

Report of the Head of Quality Assurance recommending that the Panel note the detail in the Ofsted focused visit letter and the service response.

8 EXCLUSION OF THE PRESS AND PUBLIC - EXEMPT PAPERS INCLUDED IN THE FOLLOWING ITEM

To move that in accordance with the Council's Constitution, specifically the Access to Information Procedure Rules contained within the Constitution, the press and public be excluded from the meeting in respect of any consideration of the exempt appendices

to the following item.

Appendix 4 attached to this report is confidential. This is based on Category 2 of paragraph 10.4 of the Council's Access to Information Procedure Rules. It is not in the public interest to disclose this because it is likely to reveal the identity of an individual.

9 QUALITY ASSURANCE (Pages 15 - 74)

Report of the Head of Quality Assurance, recommending that the Panel note and consider the quality assurance update provided by the service.

10 CHILDREN AND LEARNING - PERFORMANCE (Pages 75 - 102)

Report of the Scrutiny Manager recommending that the Panel consider and challenge the performance of Children's Services and Learning in Southampton.

11 MONITORING SCRUTINY RECOMMENDATIONS (Pages 103 - 108)

Report of the Scrutiny Manager recommending that the Panel considers the responses to recommendations from previous meetings and provides feedback.

Wednesday, 18 January 2023

Director HR and Governance

SOUTHAMPTON CITY COUNCIL
CHILDREN AND FAMILIES SCRUTINY PANEL
MINUTES OF THE MEETING HELD ON 24 NOVEMBER 2022

Present: Councillors Winning (Chair), T Bunday, D Galton, Laurent and W Payne

19. **APOLOGIES AND CHANGES IN PANEL MEMBERSHIP (IF ANY)**

The Panel noted the resignation of Councillors McEwing and Windle and the appointments of Councillors Denness and W Payne respectfully in place thereof in accordance with the provisions of Council Procedure Rule 4.3.

Apologies were noted from Councillors Denness and Vaughan.

20. **MINUTES OF THE PREVIOUS MEETING (INCLUDING MATTERS ARISING)**

RESOLVED: that the minutes of the Children and Family Scrutiny Panel meeting held on 29th September 2022 be approved and signed as a correct record.

21. **CHILD FRIENDLY CITY UPDATE**

The Panel considered the report of the Stronger Communities Manager, which recommended that the Panel consider the report and note the progress being made towards Southampton becoming accredited as a UNICEF Child Friendly City.

The Cabinet Member for Children and Learning, Councillor Dr Paffey and Jason Murphy, Stronger Communities Manager, were present and, with the consent of the Chair, addressed the Panel.

In discussions with the Cabinet Member and officers, the Panel noted the following:

Southampton is the first south coast city in the UK to have joined the programme. It takes between three to five years to be recognised as a UNICEF UK Child Friendly City.

- The UNICEF programme will support Southampton City Council and its partners through a three-stage process of Discovery, Development, and Implementation.
- Key priorities will be established towards the end of the Discovery stage in December 2022, following extensive engagement with stakeholders, children and young people, and communities.
- 2000 children have been surveyed, offering rich data about a range of child related issues.
- Accreditation is a Southampton city-wide responsibility.
- Accountable partnerships and sponsors across the city make the programme sustainable.
- The support of the Steering Group, Ambassadors, and other key partners is key in addressing:

- The need for children and young people to be involved in the democratic process.
- Children's rights being embedded across the city.
- Collaborative work to address complex needs and trauma.
- Changes that can be made in the city to benefit the lives of its children.

22. **CHILDREN AND LEARNING - PERFORMANCE**

The Panel considered the report of the Service Director, Legal and Business Services, which recommended that the Panel consider and challenge the performance of Children's Services and Learning in Southampton.

The Cabinet Member for Children and Learning, Councillor Dr Paffey and Southampton City Council Officers, Steph Murray, Deputy Director, Children and Learning; and Petra Pankova, Performance Manager, Children and Learning were present and, with the consent of the Chair, addressed the Panel.

A number of issues were raised and discussed including:

- Concerns about the consistency of the data
- Drivers for improved timescales in case supervision
- National high workforce turnover of social workers at senior management level
- Improvement of the quality of practice
- Learning from audits
- Expected improvements in performance indicators moving forward.

In discussions with the Cabinet Member and officers, the Panel noted the following:

- Children's Services was working hard to strengthen services and address fluctuating performance resulting from the high number of new social workers and the need for managers to provide additional supervision.
- System practice indicated that group supervision, frequency and quality were working well following additional training to managers and minimum practice levels.
- A new Manager, expected in January 2023, would help to address capacity issues. Nationally and locally caseloads were continuing to increase.
- Key performance and snapshot dashboard data was reliable and enabling a more sophisticated analysis of information.
- A comprehensive audit program was expected to obtain information from multiple sources, including feedback from families, Head Teachers, and Child Protection Conference Chairs.
- Audit themes to be undertaken included: placement breakdowns, individual child experiences; changes and impact on children of a change in social worker, child protection thresholds, learning about sharing information with partners, domestic abuse thresholds, learning brought into practice and, analysis of ethnicity was to be undertaken, to ensure SCC's commitment to the Equality Act.

RESOLVED:

- i) That the Panel are provided with an overview of the ethnicity of children and young people engaging with safeguarding services.
- ii) That learning from audits is included as an agenda item at a future meeting of the Panel.

23. **SOUTHAMPTON'S LOOKED AFTER CHILDREN**

The Panel considered the report of the Service Director, Legal and Business Services, which recommended that the Panel note how corporate parenting responsibilities would be discharged in Southampton and scrutinise outcomes and developments for looked after children relating to educational attainment, mental health, and placement sufficiency.

The Cabinet Member for Children and Learning, Councillor Dr Paffey and Southampton City Council Officers, Steph Murray, Deputy Director of Children and Learning; Maria Anderson, Head of the Virtual School, Children's Education & Learning, and Tim Nelson - Head of Service, Young People's Services were present and, with the consent of the Chair, addressed the Panel.

In discussions with the Cabinet Member and officers, the Panel noted the following:

- The Corporate Parenting Board is considering the recommendations of the Improvement Board.
- Southampton Voices Unite (Children in Care Council), has an open, standing invitation to Corporate Parenting meetings.
- The Virtual school has extended the remit for non-statutory advisory services for children who have had a social worker at any time.
- A new statutory post exists in all local authorities to provide strategic oversight of LAC.
- There has been some success around recruiting assistant psychology posts, with the intention to transition later to fill harder to reach psychology posts.
- Increased volume of support at early age will reduce the demand on CAMHS. Waiting lists are significantly high. Alternative support is being provided to those on waiting lists.
- Improvements anticipated in the next 12 months included:
 - Children's stability and feeling about their support: Children should realise how interventions are helping them. Those who need it should be aware that intervention is helping them.
 - Timeliness and effectiveness is essential: Early intervention before the need for acute specialist help.
 - Ensure high needs demand is met at an earlier stage.
- Achieving the best outcomes usually involves keeping children local. There is a cost to LA's to send children further afield. The human cost is disruption, moving children from networks of support, and this can result in poorer outcomes.
- Matching well with foster parents is more beneficial for children and for budgets.

- Several thousand pounds a week is being spent on emergency care. Despite the cost of provision, it would be better to provide local residential homes so that children can return to families and support.
- Significant work is taking place in schools to become trauma informed.
- A significant city wide recruitment drive for foster carers is underway.

RESOLVED:

- i) That the Chief Executive and Executive Management Team ensures that Council services, that are required to act to help deliver the proposed residential children's homes, work proactively to enable homes to open as soon as possible.
- ii) That following the University of Southampton's development of a Civic University agreement, the Council utilises the opportunity to encourage the University to become a Fostering Friendly employer.

24. **MONITORING SCRUTINY RECOMMENDATIONS**

The Panel received the report of the Director, Legal and Business Services, which enabled the Panel to monitor and track progress on recommendations made at previous meetings.

The Panel noted that all the requested information had been provided and utilised to inform the discussion of the agenda items.

Agenda Item 7

DECISION-MAKER:	CHILDREN AND FAMILIES SCRUTINY PANEL
SUBJECT:	OFSTED FOCUSED VISIT
DATE OF DECISION:	26 JANUARY 2023
REPORT OF:	HEAD OF QUALITY ASSURANCE

<u>CONTACT DETAILS</u>			
Executive Director	Title	Executive Director Children & Learning	
	Name:	Rob Henderson	Tel: 023 8083 4899
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Author:	Title	Head of Quality Assurance	
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	E-mail	stuart.webb@southampton.gov.uk	

STATEMENT OF CONFIDENTIALITY	
Not applicable	
BRIEF SUMMARY	
This report outlines the outcomes of the Ofsted focused visit to Southampton Children and Learning Service in November 2022 and the service response.	
RECOMMENDATIONS:	
	(i) That the Panel note the detail in the Ofsted focused visit letter and the service response.
REASONS FOR REPORT RECOMMENDATIONS	
1.	The Ofsted focused visit provides important feedback regarding the service's direction of travel that the Children and Families Scrutiny Panel need to be aware of.
ALTERNATIVE OPTIONS CONSIDERED AND REJECTED	
2.	Not applicable
DETAIL (Including consultation carried out)	
3.	Ofsted notified the service of its intention to conduct a focus visit in respect of children in need and children subject to child protection planning on 15 th November 2022. A two-day, onsite inspection was conducted on 22 nd and 23 rd November. Onsite activity focused on social work practice, with most of the time spent with teams and sampling cases. The inspection was not graded and will inform the next full standard inspection under the Inspecting Local Authority Children's Services (ILACS) framework.
4.	The focused visit covered the following areas of practice: <ul style="list-style-type: none"> • thresholds • step-up/step-down between children in need and child protection • children on the edge of care

	<ul style="list-style-type: none"> • children subject to a letter before proceedings and the quality and impact of pre-proceedings interventions • children in need at risk of family breakdown • the quality of decisions about entering care • protection of disabled children.
5.	<p>Inspection preparation went well with the following positives noted:</p> <ul style="list-style-type: none"> • Corporate support • Data accuracy • Information in advance • Partnership engagement • Staff morale and buy in • Honest approach.
6.	<p>Overall, Ofsted found that:</p> <p><i>‘Southampton City Council has made progress in how it improves the experiences and outcomes for children in need of help and protection since the last Ofsted visit in May 2021. Most children in need and those subject to child protection plans are visited regularly. They receive help that makes a positive difference to them from social workers, who are now more likely to be permanent members of staff and to have a manageable caseload. On this visit, inspectors did not identify any children at immediate risk of harm.’</i></p>
7.	<p>Ofsted’s feedback is attached as Appendix 1. Areas of strength are summarised as:</p> <ul style="list-style-type: none"> • Our ‘Grow our own’ recruitment and retention strategy is having an impact. The team also noted our focus on manageable caseloads. • Thresholds were appropriate for the majority of children. • Pre-proceedings work was assessed to be strong and management oversight of our legal planning arrangements judged to be robust. • Edge of care work was found to be timely and effective. • Strong work was found in our Children with Disabilities team including good analysis of chronologies, robust child protection plans and good direct work. • The quality of supervision has improved and was judged to be reflective in around two thirds of cases. Staff spoke to were positive about our Workforce Academy and induction programme. • The inspection team concluded that our practice framework was beginning to embed.
8.	<p>The following areas for improvement were noted:</p> <ul style="list-style-type: none"> • The quality of assessments and plans, and of how effectively plans are used to monitor and drive progress for children. <i>** Use of neglect toolkit is not consistent.</i> • The quality of audits and of how effectively they, and the wider quality assurance framework, are used to understand and improve the quality and impact of practice with children and their families.
9.	<p>The inspection team noted that the service’s leaders were clear on the areas of improvement and activity started immediately after the focused visit. This has included / includes:</p>

	<ul style="list-style-type: none"> • Audit process / schedule discussed at management Learning and Improvement Forum - December 2022. • Care Director user group - December 2022; feed into Children's CD Board. • Improvement Board review of improvement plan and forward plan - January 2023. • Practice Manager Workshops x2; February 2023.
RESOURCE IMPLICATIONS	
<u>Capital/Revenue</u>	
10.	The Workforce Academy budget is focused on improving practice and is a component of the service's overall budget.
<u>Property/Other</u>	
11.	N/A
LEGAL IMPLICATIONS	
<u>Statutory power to undertake proposals in the report:</u>	
12.	Children Act 1989
<u>Other Legal Implications:</u>	
13.	N/A
RISK MANAGEMENT IMPLICATIONS	
14.	Oversight of the service improvement activity is provided by our Improvement Board and independent chair.
POLICY FRAMEWORK IMPLICATIONS	
15.	<p>The 2022-2030 Corporate Plan includes, as one of its four goals, strong foundations for life where people are able to access and maximise opportunities to truly thrive, Southampton will focus on ensuring residents of all ages and backgrounds have strong foundations for life.</p> <p>By delivering consistently good outcomes for the city's children and young people, Southampton's Children's Services and Learning Department will contribute to achieving this objective.</p>

KEY DECISION?	No
WARDS/COMMUNITIES AFFECTED:	All
<u>SUPPORTING DOCUMENTATION</u>	
Appendices	
1.	Ofsted Focused Visit Letter
Documents In Members' Rooms	
1.	None
Equality Impact Assessment	

Do the implications/subject of the report require an Equality and Safety Impact Assessment (ESIA) to be carried out?		No
Data Protection Impact Assessment		
Do the implications/subject of the report require a Data Protection Impact Assessment (DPIA) to be carried out?		No
Other Background Documents		
Other Background documents available for inspection at:		
Title of Background Paper(s)	Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)	
1.	None	

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13 January 2023

Robert Henderson
Executive Director of Children and Learning
Southampton City Council
Civic Centre
Civic Centre Road
Southampton
SO14 7LY

Dear Mr Henderson

Focused visit to Southampton City Council children's services

This letter summarises the findings of the focused visit to Southampton City Council children's services on 22 to 23 November 2022. His Majesty's Inspectors for this visit were Anna Gravelle and Joy Howick.

Inspectors looked at the local authority's arrangements for children in need, including those who are subject to a child protection plan.

This visit was carried out in line with the inspection of local authority children's services (ILACS) framework. This visit was carried out fully on site.

Headline findings

Southampton City Council has made progress, since the last Ofsted visit in May 2021, in how it improves the experiences and outcomes for children in need of help and protection. Most children in need and those subject to child protection plans are visited regularly. They receive help from social workers that makes a positive difference to them. Social workers are now much more likely to be permanent members of staff and to have a manageable caseload. On this visit, inspectors did not identify any children at immediate risk of harm.

However, inspectors identified areas of weaker practice in the quality of supervision and management oversight of children on child protection and child in need plans. These areas, which were highlighted at the previous visit and at the last Ofsted inspection in 2019, have been slow to improve and are not at the standard to which the local authority aspires. Similarly, the quality assurance framework is not effective enough in identifying areas for improvement or to disseminate this learning to improve practice for children and families.

Significant corporate support and financial investment has assisted in creating a more stable and assured workforce, and in progressing the local authority's ongoing redesign of children's services, and has underpinned the progress achieved.

What needs to improve in this area of social work practice?

- The quality of assessments and plans, and of how effectively plans are used to monitor and drive progress for children.
- The quality of audits and of how effectively they, and the wider quality assurance framework, are used to understand and improve the quality and impact of practice with children and their families.

Main findings

A commitment to an 'open door' approach and to developing a learning culture by the now permanent senior leadership team has had a positive impact on staff morale and on the culture of the service. While senior leaders recognise that there is more work to do, social workers are reassured by the increased visibility of the senior leadership team and are overwhelmingly engaged with the service redesign. This is making a progressively positive difference to the quality of practice. Although the quality of practice remains inconsistent overall, there is an improvement in how well children are helped and protected.

Partner agencies speak positively about improved working relationships with the local authority. School, health and police leaders also say that the quality of practice has stepped up since the time of last inspection visit when they consider it to have been at a 'low base'. Partners report that the local authority's senior leadership team and the improved partnership working give them confidence that progress will be sustained and continued.

Decisions about the thresholds for when children should become the subject of child in need or child protection plans are almost always appropriate and only a very few children wait too long to become the subject of a plan and to receive support. Decisions about the point at which children should 'step up' or 'step down' between child protection planning and child in need support, or between child in need support and early help, are also predominantly well-matched to children's individual circumstances and levels of need and risk.

Children are visited regularly and at a frequency that matches their needs. Children benefit from workers who make efforts to see them at school, with family and at home. Social workers mostly record the wishes and feelings of children. However, direct work is often not sufficiently purposeful and, while some stronger examples of bespoke work with children were seen, this is too often dependent on the initiative of individual workers.

The quality of assessments has improved since Ofsted's last visit but, overall, remains inconsistent. About a third of assessments lack the necessary sharpness and depth of analysis found in the better assessments. Children's past experiences, the impact on them of the parenting they are receiving, and their current needs are not

always considered in sufficient depth. Recommendations for next steps sometimes lack clarity.

Social workers do not consistently identify the cumulative impact of chronic patterns of risk and neglect for children well enough. Senior leaders, together with the local multi-agency partnership, have started to introduce the use of a neglect toolkit to support practitioners in this work, but this is not rooted in practice and its impact on work with children is not evident. A few children have experienced some delay in their needs being met. Children whose level of need is such that they may be at risk of needing to come into care to ensure that their welfare is promoted receive thorough and effective support to prevent this from becoming necessary.

Generally, the quality of child in need and child protection plans has improved since the last visit and most now contain actions that are appropriately matched to children's circumstances, needs and level of risk. However, too many actions in children's plans lack specificity and timescales, and this makes it harder to measure impact and to use plans to drive improvement for children. For a small number of children, child protection plans have ended without meaningful work taking place to achieve the right outcomes.

The quality of case recording for children is not strong. Most records do not include succinct summaries of children's histories or experiences, nor do they provide an up-to-date summary of children's current progress and needs. The absence of case summaries and chronologies limits social worker's ability to identify patterns of harm and the subsequent impact on children. Records of home visits and interventions with families are often confusing to read. This will make it harder for those children, who may come back in later life to view their records, to understand their own histories and why important decisions were made that affected them and their families.

When progress is not being achieved for children who are the subject of child protection plans, decisions to move to the pre-proceedings element of the public law outline are well thought out and implemented. This is an area of strength in the local authority's work with families.

There is a timely escalation to pre-proceedings for relevant children. Senior leaders have a robust legal planning process in place for tracking and decision-making around pre-proceedings, including initiating care proceedings for children when all other options have been exhausted. Social workers demonstrate appropriate professional curiosity and robust assessment of risk in this work and most write sensitive pre-proceedings letters to parents that clearly set out the concerns and highlight what needs to improve. Social workers ensure that letters avoid jargon to help parents understand the issues and to provide opportunity for meaningful work to take place.

Children on the edge of care due to a risk of family breakdown receive a timely service from a good range of well-aligned services that provide effective support for most children. Inspectors observed examples of impactful work that is strengthening family capacity and enabling children to remain at home with their families.

Disabled children receive effective support from social workers in the Jigsaw team who understand their needs well. Social workers complete comprehensive assessments that lead to detailed and measurable child in need and child protection plans. Social workers highlight historical patterns of abuse, through assessment of risk. Inspectors observed stronger and more consistent child protection and child-in-need planning with this service that is leading to sustained change and progress for most children. Social workers spend time building relationships with children that help to capture children's voices through bespoke and effective direct work.

Social workers generally receive timely supervision. Progress in the quality of supervision has, however, been slower. Not all managers are providing reflective, purposeful supervision that enables social workers to consider the experiences of children and the impact of their practice on making changes to children's lives. Managers do not consistently provide clear direction or monitor the completion of actions and progress achieved since previous supervision sessions.

Social workers speak positively about the local authority training offer, including the roll out of a systemic model of practice. Although staff are enthusiastic about this model, it is only just beginning to become embedded in practice, and so impact is consequently limited at this point in time. Social workers appreciate the comprehensive induction process as well. The local authority makes its full training offer open to all staff, including agency social workers, to maximise its impact in improving practice and creating a cohesive culture and approach across all staff, whatever their employment status.

Senior leaders have focused much time and investment on 'growing their own' workers to build a more permanent staff team. This has started to show marked improvement since the last visit, where there was heavy reliance on a significant number of agency staff with the resulting impact on children from a higher turnover of staff. Senior leaders have ensured that a far higher percentage of staff are now permanent Southampton social workers. This means that children are now much more likely to have the opportunity to build a relationship of trust with a worker and less likely to experience multiple changes of worker.

The local authority has made limited progress in improving the effectiveness of its quality assurance framework since the last inspection. Practice audits are now consistently taking place but are weak. Audits do not always identify areas for improvement, necessary actions or key learning, and rarely involve social workers directly. This means that the local authority is not getting the best value it could from audits, either in terms of driving progress for individual children or in providing aggregated learning that can help drive progress at a strategic level. However, more

recent thematic audits, such as of work to tackle domestic abuse and of child protection investigations, are stronger and have enabled the local authority to gain learning that is helping to shape and to improve practice. Senior leaders are aware of these shortfalls and recognise that improvement in this area of work needs to be more consistent and to pick up pace.

Ofsted will take the findings from this focused visit into account when planning the next inspection or visit.

Yours sincerely

Anna Gravelle
His Majesty's Inspector

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Agenda Item 9

DECISION-MAKER:	CHILDREN AND FAMILIES SCRUTINY PANEL
SUBJECT:	QUALITY ASSURANCE
DATE OF DECISION:	26 JANUARY 2023
REPORT OF:	HEAD OF QUALITY ASSURANCE

<u>CONTACT DETAILS</u>			
Executive Director	Title	Executive Director Children and Learning	
	Name:	Rob Henderson	Tel: 023 8083 4899
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	Name:	Stuart Webb	Tel: 023 8083 4102
	E-mail	stuart.webb@southampton.gov.uk	

STATEMENT OF CONFIDENTIALITY

Appendix 4 attached to this report is confidential. This is based on Category 2 of paragraph 10.4 of the Council's Access to Information Procedure Rules. It is not in the public interest to disclose this because it is likely to reveal the identity of an individual.

BRIEF SUMMARY

Effective quality assurance assists the Council to deliver an efficient and effective service. It helps to improve our understanding of whether we are supporting the right children, in the right way, at the right time and whether we are making progress that achieves improved outcomes.

The recent Ofsted focused visit identified that the quality of audits and of how effectively they, and the wider quality assurance framework, are used to understand and improve the quality and impact of practice with children and their families was an area for improvement. This has also been raised by the Panel at previous meetings when reviewing the performance report where concerns have been expressed that learning from audit activity was not being embedded into social work practice.

Reflecting the issues above this report introduces:

- The Southampton Children and Learning Service Quality Assurance Framework
- The audit programme and findings
- An outline of how the quality of practice is being improved
- The service's annual performance analysis
- The next steps for quality assurance and practice development.

RECOMMENDATIONS:

	(i)	That the Panel note and consider the quality assurance update provided by the service.
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REASONS FOR REPORT RECOMMENDATIONS

1.	To enable the Panel to have oversight of the quality assurance arrangements in place across Children and Learning Services.
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ALTERNATIVE OPTIONS CONSIDERED AND REJECTED	
2.	Not applicable
DETAIL (Including consultation carried out)	
3.	Southampton Children and Learning has a well-established quality assurance framework, which is reviewed annually when the new year's audit schedule is drafted. Previously, the framework has been reviewed by the service's Partner in Practice and a Department for Education performance advisor. The draft audit programme is included in the Quality Assurance Framework attached as Appendix 1. This will be the basis of a focused discussion around quality assurance in practice manager workshops in February, with the intention of fully embedding audit and learning loop activity.
4.	A summary of the service's annual audit report has been shared with the Panel as Appendix 2. Although audit activity is extensive across the service it was for the most part led by the Quality Assurance Unit in 2022 and the evidence of impact for individual children and for services as a whole is not robust. This was reflected in the feedback following the Ofsted focused visit.
5.	After the inspection the updated audit framework was shared with managers in our Learning and Improvement Forum (LIF) and the presentation that was delivered is attached as Appendix 3. Management audits were launched in January 2023.
6.	The Panel has asked for examples of how practice is improving as a result of the implementation of the practice framework and how the service is responding to learning from audits. Attached as Appendix 4 is a report of the Principal Social Worker that outlines how, through the Quality Assurance Framework and the Making the Difference Practice Framework, improving outcomes can be evidenced.
7.	The Principal Social Worker and Head of Quality Assurance will be in attendance at the meeting and will deliver a brief presentation summarising the key issues referenced above and key findings from recent audits, including multi-agency audits of Section 47 enquiries and Domestic Abuse.
8.	Regarding next steps, the quality assurance activity set out in the documents shared with the Panel will inform the evidence provided to the service's Improvement Board and will be used to test out traction against the improvement plan. The service has acknowledged Ofsted's findings in November 2022 and leaders were able to show the inspectorate that they knew what needed to improve. In addition to the launch of the new audit programme and engaging with practice managers (set out above), the service's progress in embedding the practice framework will be verified by Plymouth University through a research project in Summer 2023.
RESOURCE IMPLICATIONS	
<u>Capital/Revenue</u>	
9.	The Workforce Academy budget is focused on improving practice and is a component of the service's overall budget.
<u>Property/Other</u>	
10.	N/A
LEGAL IMPLICATIONS	

<u>Statutory power to undertake proposals in the report:</u>	
11.	Children Act 1989
<u>Other Legal Implications:</u>	
12.	N/A
RISK MANAGEMENT IMPLICATIONS	
13.	Oversight is provided by the Improvement Board
POLICY FRAMEWORK IMPLICATIONS	
14.	The 2022-2030 Corporate Plan includes, as one of its four goals, strong foundations for life where people are able to access and maximise opportunities to truly thrive, Southampton will focus on ensuring residents of all ages and backgrounds have strong foundations for life. By delivering consistently good outcomes for the city's children and young people, Southampton's Children's Services and Learning Department will contribute to achieving this objective.

KEY DECISION?	No
WARDS/COMMUNITIES AFFECTED:	All
<u>SUPPORTING DOCUMENTATION</u>	
Appendices	
1.	Quality Assurance Framework
2.	Summary – Service Area Annual Audit Report
3.	Audit briefing – Managers Learning and Improvement Forum
4.	Confidential – Report of the Principal Social Worker

Documents In Members' Rooms

1.	None
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Equality Impact Assessment

Do the implications/subject of the report require an Equality and Safety Impact Assessment (ESIA) to be carried out?	No
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Data Protection Impact Assessment

Do the implications/subject of the report require a Data Protection Impact Assessment (DPIA) to be carried out?	No
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Other Background documents available for inspection at:

Title of Background Paper(s)	Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)
1.	None

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Southampton Children and Learning Service Quality Assurance Framework 2023-2025



Children and Learning Service Quality Assurance Framework

2023 - 2025

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Glossary

CLA	Children Looked After
CP	Child Protection
CRH	Children’s Resource Hub
DfE	Department for Education
EDCS	Executive Director of Children’s Services
EMT	Executive Management Team
HoS	Head of Service
IRO	Independent Reviewing Officer
LADO	Local Authority Designated Officer
PDP	Personal Development Plan
PLO	Public Law Outline
RP	Restorative Practice
SCP	Safeguarding Children’s Partnership
SILG	Serious Incident and Learning Group
SWF	Social work with families
TM	Team Manager

Southampton Children and Learning Service Quality Assurance Framework 2023-2025			
Version	2.0 4.0	Approved by	Senior Leadership Team (SLT)
Date last amended	January 2023	Approval date	Tbc – March 2023
Lead officer	Stuart Webb, Head of Quality Assurance	Review date	March 2024
		Effective date	Tbc – March 2023

1. Foreword

In Southampton, our vision for the Children and Learning Service is that:

We want all children and young people in Southampton to get a good start in life, live safely, be healthy and happy and go on to have successful opportunities in adulthood.

In 2022, we set our four key priorities in our new Children and Young People's Strategy. These are priorities for 2022 until 2027:

Good start in life:

We want every baby and young child to have the care and support they need to give them the best start in life, as this lays the foundations for better outcomes for children at school, and improved life chances throughout adult life.

Live safely:

We want children and young people in Southampton to be and feel safe in their homes and within their communities.

Be happy and healthy:

We want all children to live happy, healthy lives, and enjoy good physical, social, emotional, and mental health.

Learn and achieve:

We want all children and young people to have the skills they need to succeed and are prepared to move into adulthood.

To achieve this, we will ensure that children and their families remain the centre of all our work. This requires a strong **Quality Assurance Framework** to be in place to evidence that services are being delivered effectively and to standards that enable children's welfare to be safeguarded and promoted. This framework will hold us to account, help us measure the impact of service delivery and make sure that we achieve improved outcomes for children, young people, and their families.

Robert Henderson

Executive Director of Children's Services

January 2023

2. Introduction

A strong Quality Assurance Framework assists the Council to deliver an efficient and effective service. It aims to improve our understanding of whether we are supporting the right children, in the right way, at the right time and whether we are making progress that achieves improved outcomes.

Quality Assurance is an integral part of everyday practice within Southampton's Children's and Learning Services because:

- Children and young people deserve good quality services. Quality in the children's services world means making a positive difference, changing and improving their daily living experience.
- Making that difference motivates staff and managers. This can help with recruitment and retention and provide the organisational tone and culture likely to support strengths-based working.
- It is important to be accountable for public spending and best value. Making the best use of available resources to provide the most cost-effective services at the right quality is essential.

Central to this approach is our practice framework, translating the systemic principles that the service promotes into solution-focused, strengths-based social work practice. Southampton want to bring together the organisation and its partners, providing an evidence-based model for social work intervention and aligning organisational arrangements to improve outcomes.

3. Purpose, Principles and Priority Areas

Quality assurance within the Children and Learning Service seeks to place the *child at the centre* of all strategic initiatives as well as all children's services operational activities.

The purpose of this framework is to deliver a consistent approach to quality assurance. It will *improve outcomes for children and families* by ensuring that Southampton Children and Learning Service applies the lessons we learn into practice about children's lived experiences.

This is a strategic document and the service's declaration of intent regarding quality assurance. It should be read in conjunction with Southampton Children and Learning Service's Social Work Practice and Management Standards. These documents provide practitioners and managers with detailed information regarding their responsibilities.

Quality assurance is delivered within a qualitative and quantitative framework that sets and measures standards and identifies strengths and areas for improvement. It is a dynamic process that measures achievements against objectives and professional standards. It also uses performance data information in a feedback loop to continually improve services.

Our principles are:

- **Child-centred**

The focus of Quality Assurance is on the experiences, progress and outcomes of the child or young person on their journey through our social work and safeguarding system.

- **Restorative**

Quality Assurance is restorative, instead of a top-down approach. The Quality Assurance work is based on working **with** children, young people, their parents and families, staff and managers and Partners by building relationships. As a restorative process, quality assurance is characterised by both high support and high challenge.

- **Outcome-based**

In line with the key behaviours for children's services, the proper focus of Quality Assurance is on outcomes rather than processes.

- **Positive**

Our approach to Quality Assurance is solution focused; by looking at informing and encouraging improvement and supporting the development of staff and services.

- **Reflective**

Our Quality Assurance Framework is designed to be about promoting reflective practice, combined knowledge and shared learning.

Priority areas: we will make sure that...

- Every child has a good quality and proportionate assessment that leads to appropriate intervention. This includes a case summary and chronology.
- Chronologies are up to date; they reflect the child's lived experience and that they capture the child's journey with Children Social Care as well as other key services. We also need to ensure that Chronologies are consistently of good quality across all service areas.
- Every child has a SMART plan which is reviewed to ensure a timely and proportionate response to their needs, and where there are delays these are understood and appropriately challenged.
- Our work is child-centred because we know our children well and it represents their thoughts and feelings. This will be reflected in records of visits.
- Staff receive high quality supervision, guidance and support to support impactful work with children and families.
- Children are supported to live in home environments that are stable and safe, wherever possible.
- We achieve effective relationships with our families and each other, by modelling relationship based restorative principles and practice with staff and partners.
- We promote a culture of Learning and Improvement to support practice development, case reflection and progression.

4. Our Practice Framework

Southampton launched the Making the Difference Practice Framework in May 2021.

There are five key components:

- **Systemic Practice**, as the overriding approach
- **Motivational Interviewing**
- **Restorative Practice**

- **Trauma Informed Practice**
- **Strengthening Families** for child protection conferences

Adopting three mind sets:

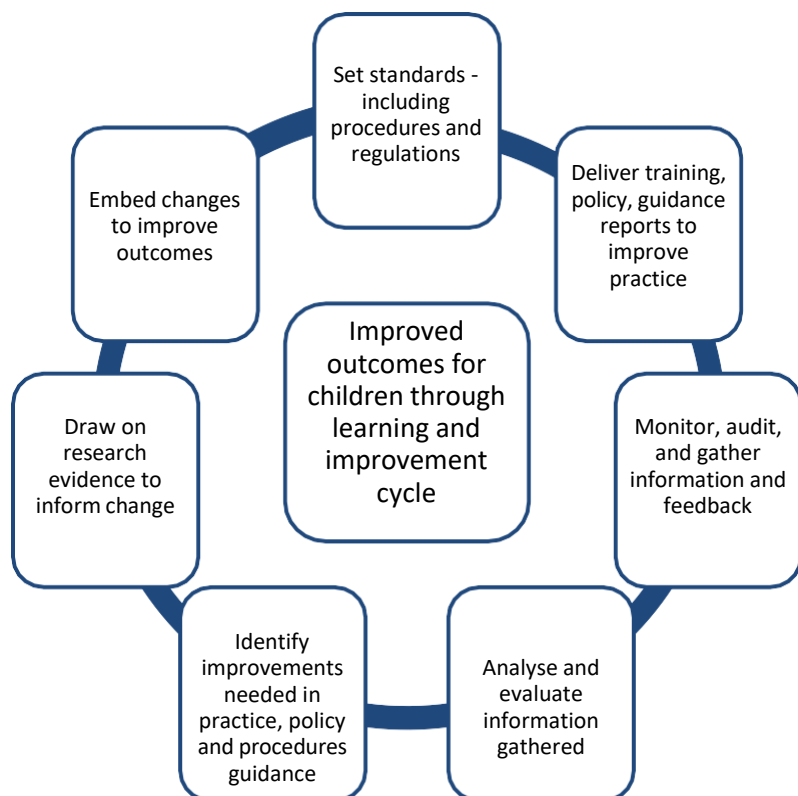
- Doing the simple things better
- The child is the central focus
- Safeguarding and promoting the welfare of children

Our Quality Assurance Framework has been designed to help us better understand the experiences of our children and families and to support effective change with them. Service improvement will be at case level, through immediate actions following individual audits, and at operational and strategic levels. The former will inform individual learning. The latter will be done through the analysis of evidence, reports to senior leaders, operational managers and practitioners, improvement plans that take into account learning, and continuous review.

5. Scope

Continuous Improvement

Quality Assurance is often expressed as a continuous improvement cycle (as in the graphic



The quality assurance framework should provide a clear structure, which ensures that practice is thoroughly explored and analysed through the routine oversight of case work, a robust cycle of independent and in-house case auditing, learning from complaints and consultation, and detailed scrutiny by the independent reviewing officer. Learning is translated into whole service change through the service improvement plan.

Ofsted, City of London (2016)

below) using a range of interdependent methods to measure prevalence, monitor practice, listen to people’s experiences, identify areas for improvement and enact change as a result. An effective model will identify both **‘what is working well and why’** and **‘what we need to do’**.

Benefits of a Quality Assurance Framework: Communication, Collaboration and Cohesion

- Ensuring that children and families are getting consistent and high-quality services.
- An accessible framework that is owned by the workforce.
- A transparent learning culture - never wasting a mistake and learning from what works.
- Organisational self-awareness and reflective learning.
- Improved communication and collaboration across the workforce, partners, children, young people, their parents, carers and senior management.
- Reviewing and evaluating practice standards – checking ourselves out – are we making a difference?
- Providing consistency in our system of monitoring and evaluating our effectiveness.
- Prioritising and facilitating continuous improvements within Children’s Services.
- Learning is supported, shared and fed into service planning and workforce development strategy.

Self-evaluation, Service Improvement Plan and Sector-led Improvement (SLI)

The 2017 framework for the Inspection of Local Authority Children’s Services (Ofsted, 2017 updated 2022), includes an annual self-evaluation of social work practice, which was developed in conjunction with the Association of Directors of Children’s Services (ADCS), the Society of Local Authority Chief Executives (SOLACE) and the Local Government Association (LGA). This requires organisations to critically evaluate their own performance with a focus on three questions:

- What do you know about the quality and impact of social work practice in your locality?
- How do you know it?
- What are your plans for the next 12 months to improve practice?

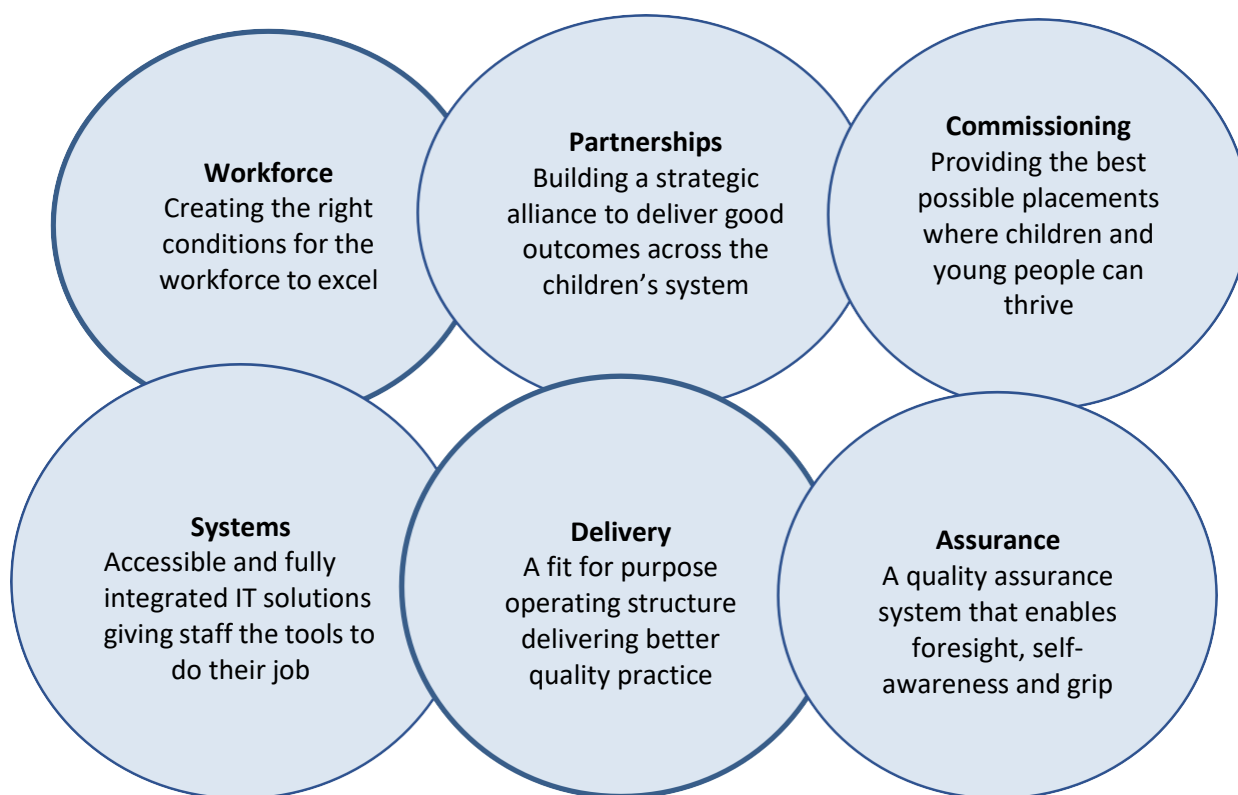
As Brookes and Holmes (2014) outlined in their review of Sector Led Improvement as a lever for evidence-informed practice: *“the evidence required to meaningfully undertake self-assessment is diverse and exceeds the statistical performance data traditionally used by local authority children’s services”*.

Quality Assurance involves promoting critical thinking and encouraging professional curiosity to understand ‘what does this tell us?’, ‘what might this feel like to children and young people?’ and ‘what else do we need to know?’

This change in approach requires changes in how methods are used. Some examples are provided in the table below.

More	Less
Triangulation of information using different methods	Using single methods to look at quality
Conversations	Scoring and making written judgements
Learning from good practice and expertise	Only considering cases when things go wrong
Free-form narrative in audits	Audit checklists
Bespoke formats depending on the issue or question(s)	Using one audit format for everything
Crafting a practice story from / considering a number of indicators	Focus on single indicators

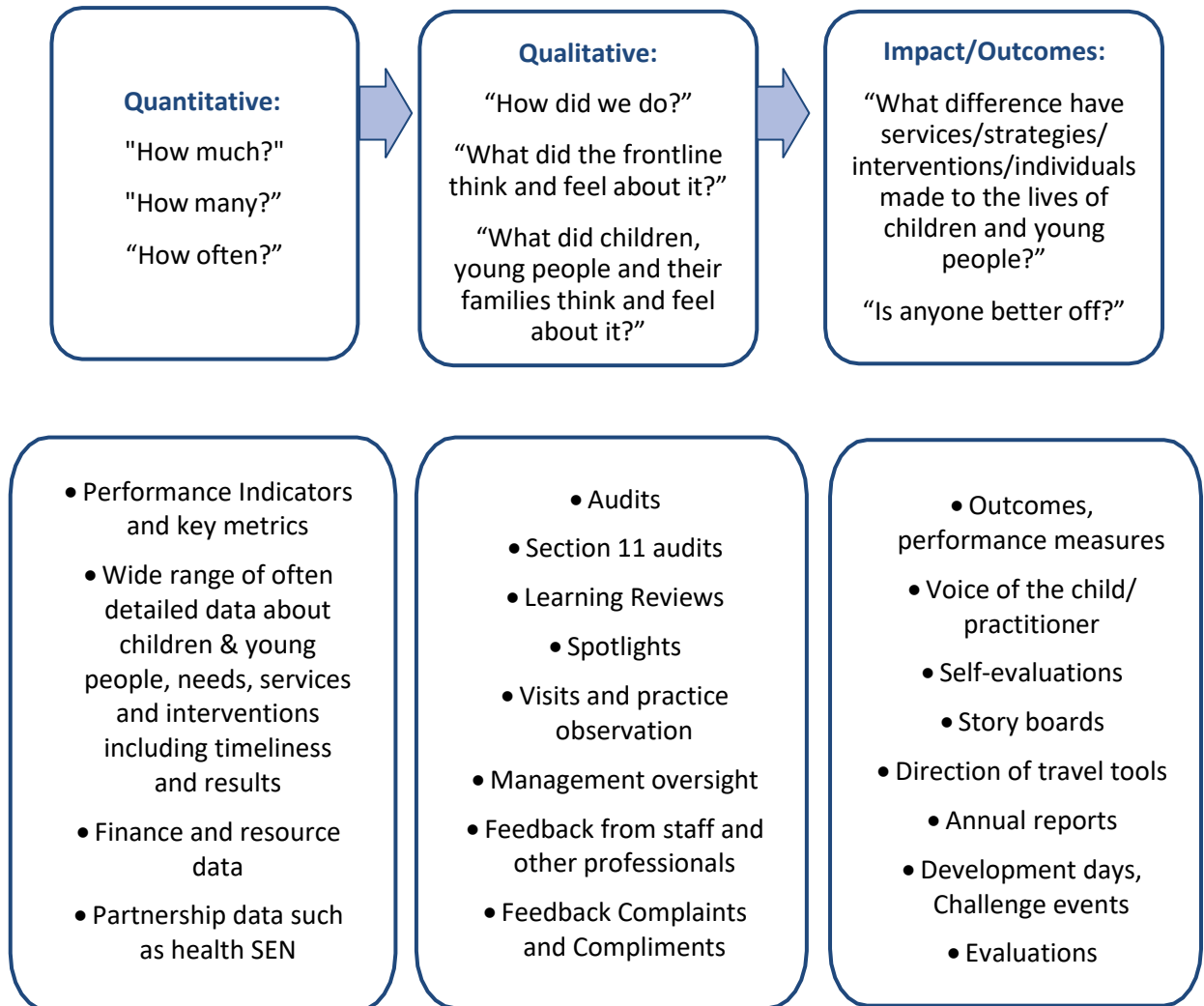
The **Children and Learning Service Improvement Plan** sets out activity and performance over the previous year, linking this with national context, policy and legislation and with Council priorities, to set the direction for the following year. The strategic issues arising from this Plan form the golden thread linking it to the Council Strategy and plans at service and team level.



Service Leads develop **Service Development Plans** to reflect corporate strategic priorities, Ofsted improvement requirements, those within the Children and Learning Improvement Service Plan and issues at team level, which affect service development and delivery.

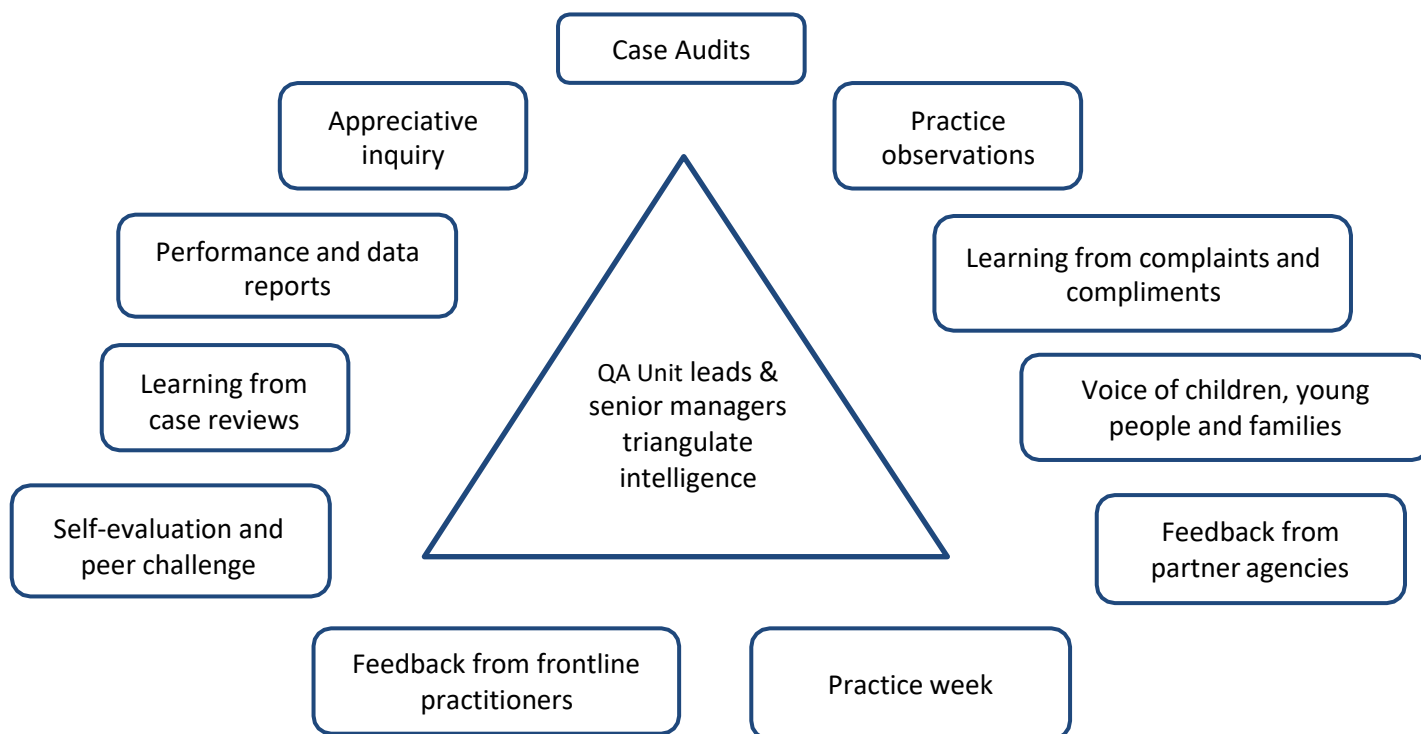
6. Key Activities

It is vital to triangulate a range of evidence to draw conclusions, and to consider the relative weightings of different sources and moderation processes to review individual interpretations.



7. Tools of Quality Assurance

Key sources of information for Assessing and Reviewing Practice



8. Roles and Responsibilities

All staff are responsible for ensuring that the quality of their work is of the highest standard and that this is reflected in the quality of case recording and outcomes for children and families. All staff are responsible for embedding a culture of learning and continuous improvement in their teams.

Practitioners are responsible for adhering to practice standards and procedures and engaging in practice improvement forums led by the Principal Social Worker.

Practice Managers have a particular responsibility to ensure that quality standards are met, and to take corrective action when necessary. They must:

- a. Quality assure pieces of work through supervision, guidance and by auditing case files.
- b. Ensure service quality by implementing procedures governing induction, supervision, exit interviews, appraisal, learning and development; and by giving staff feedback about the quality of their work.
- c. Promote and practice high support and high challenge to their team to maintain and improve practice.

Service Leads have a particular responsibility to ensure that quality assurance activity is carried out thoroughly and consistently, that the findings are acted upon and shared with staff and that teams build effective relationships with the Quality Assurance Unit. Service Leads must ensure they have an understanding about what constitutes "good" across all levels of their service and work with the senior management team to ensure whole service quality and cohesion.

The Quality Assurance Unit supports all staff and managers to deliver high quality, effective services in accordance with legislation, policy, procedures, practice standards and strategic priorities. The Quality Assurance Unit supports operational managers but does not replace their accountability for the services that they manage. However, the unit does have direct responsibility for the child protection conference and independent reviewing officer teams and workforce development.

The Children and Learning Service Senior Leadership Team is responsible for setting overall strategic direction and is accountable for the operational delivery of the Children and Learning Service. It ensures that services are in line with Council priorities and budgetary constraints.

The Southampton Safeguarding Children Partnership (SSCP) is the key statutory mechanism for ensuring that relevant organisations in a local area co-operate to safeguard and promote the welfare of children and their families. The Safeguarding Practice Improvement Sub-group co-ordinates multi-agency thematic self-evaluation. The Serious Incident and Learning Subgroup and pan-Hampshire Child Death Overview Panel oversee enquiries and disseminate learning from serious incidents and deaths.

Section 11 Audit

The SSCP oversees annual reviews of the performance of local services as required under Section 11 of the Children Act, 1989. It also receives periodic reports from key providers of safeguarding services and carries out an annual exercise to self-assess progress. The Board produces an annual report, in accordance with the requirements in Working Together (DfE 2018), that analyses its own performance and that of partners. The Board receives the Section 11 social care audit and plan, the delivery of which is overseen by the Quality Assurance Unit.

The Executive Management Team (EMT) is responsible for setting the strategic direction of the Council as a whole, as well as providing managerial leadership and coordinating council-wide activity and planning. It consists of the Chief Executive and all those directly reporting and deals with key corporate issues and strategic service issues.

The Cabinet provides political leadership for the city and council, proposes the budget and policy framework and implements policy through directors. It consists of the Leader of the Council and Cabinet Members. Each Cabinet Member has responsibility for a range of council activities, called portfolios. Cabinet Members can make decisions individually for their portfolio area.

The Council makes important decisions which affect the whole city, as well as approving the budget and plans in the Policy Framework. In Southampton, the Executive Director for Children's Services reports directly to the Chief Executive.

The Overview and Scrutiny Committees hold the Cabinet responsible for the services the council provides. Their role includes:

- Advising the Cabinet on decisions it is about to take;
- Reviewing decisions made by the Cabinet before they are implemented;
- Investigating and reviewing services if there are concerns about the way they are being delivered.

The Overview and Scrutiny Management Committee is the parent committee that manages the council's overview and scrutiny process. The Children and Learning Scrutiny Panel undertakes scrutiny of services for children and families in Southampton. This includes children's safeguarding, education, early years' provision and youth offending services. The Health Overview and Scrutiny Panel undertakes scrutiny of health and adult social care.

9. The Quality Assurance Framework

The following delegations, procedures, mechanisms and checks are in place to assure service quality.

9.1 Supervision

All staff must have regular and effective supervision that includes casework management, professional guidance and personal support and group reflective supervision. The supervision should conform to the standards within the Practice Standards and the Supervision Policy. There is also a Supervision Audit Framework which underpins the quality assurance processes in respect of all forms of supervision.

Casework Supervision includes effective management oversight, monitoring, risk assessment and reflection, leading to decision making that secures the child's safety and wellbeing. Case supervision is recorded on the 'Supervision' form on Care Director.

Individual professional and personal supervision is recorded on the Individual Professional Supervision Record form.

The frequency of supervision may vary depending on the supervisee's role, level of experience and the types of cases they are managing. However, the minimum standard expected for supervision is four-weekly 1:1 meetings for one and a half hours for all registered social workers and allied staff within Children's Social Care, i.e., Personal Advisors; Children and Families First Practitioners; Family Engagement Workers. ASYE Supervision will be weekly for the first six weeks, increasing to fortnightly and then four-weekly in line with individual practitioner development.

Case management supervision will also form part of individual supervision. Whilst the aspiration is for every child and young person's case to be focused on in full every four weeks, this may not always be possible, or it may not be necessary in terms of the progress of the plan, particularly when there has been thoughtful and purposeful (recorded) management oversight. Case-level supervision should take place every eight weeks unless an exemption has been agreed by a Service Lead. These exceptions are detailed in the Supervision Policy.

Case management decisions (including by senior management) must be recorded on the case record (Care Director) and should reference whether these decisions were made in supervision or in other discussions.

Individual Professional Supervision is recorded separately from case supervision and does not record any service user names. These records are kept separately and

confidentially, whether electronically or in hard copy, but are available for inspection, auditing and quality assurance purposes. For some professions, such as Educational Psychologists, individual professional supervision is based upon case material and so there is less separation, but the same level of confidentiality applies. 1:1 reflective supervision is recorded on the supervision template.

Group supervision is an opportunity to engage in reflective discussion about children, young people and families and reflects the Making the Difference Practice Framework. It provides a forum to engage multiple perspectives on case work, professional development and wellbeing issues. It is agreed in advance and is complementary to, rather than a substitute for, 1:1 supervision. Teams are expected to provide a group reflective supervision space on a monthly basis, and it is the Practice Manager's responsibility to ensure this happens. This is monitored by the Practice Development Team.

Practice Managers are offered monthly reflective groups facilitated by the Practice Development Team where they can also learn and enhance their skills in leading group reflective supervisions.

Service Leads are offered a monthly reflective space facilitated by the Principal Social Worker.

Supervision is a two-way process and the expectations of both supervisor and supervisee should be recorded in a Supervision Agreement. This document is personalised to each supervisee and is reviewed every six months. The Supervision Agreement is maintained on each supervisee's supervision file.

Training in effective supervision is offered to all supervisors to equip them to provide effective reflective supervision, which aligns with the Making the Difference Practice Framework.

Implementation of the supervision policy is assessed through audit and observation of supervision as detailed in the Supervision Audit Framework.

9.2 Induction, appraisals and personal development plans

All new staff and managers must receive an **induction** to enable them to fulfil their job roles. The QA Unit developed a new programme in 2022. Managers must offer a programme as laid out in the Induction Programme and the staff member must sign off each element in the Induction Plan as it is completed.

Appraisals must be undertaken annually in accordance with the City Council procedure.

All staff have a **Personal Development Plan (PDP)** as part of their annual appraisal. The content of the PDP is collated at team level and provides the basis for individual, service and whole service-learning plans.

The Quality Assurance Unit oversees the development of a continuous learning programme based on the collated PDP. The service training needs analysis is reviewed annually. Learning and development opportunities are offered to all staff through a

combination of in-house and commissioned training, coaching, mentoring and e-learning. The Principal Social Worker engages with Social Work England, national and local networks regarding professional training and registration requirements, feeding this into the service social worker network and testing out compliance.

9.3 Audit Schedule – 2023

The purpose of audits

The improvement plan for children’s services sets the goals for us all. Case file audits assist in the development of a clear organisational vision and culture to guide the delivery of services for vulnerable children and their families. Audit in a social work organisation is core business and fundamental to how we know ourselves.

Audit assists managers to maintain their role as problem solvers and continuous improvement agents. It also provides an opportunity for social workers to demonstrate the verifiable impact of interventions on the outcomes for children and young people who must be safeguarded and have their needs met.

The aim of audit

- ✓ A focus on improving the quality of social work practice.
- ✓ A consistent understanding and application of thresholds of need, vulnerability and harm; essential for making good decisions.
- ✓ Well-supported, confident and knowledgeable managers who understand the quality and impact of good social work practice.

The programme of audit

Every month, managers are required to complete a minimum of one audit for their service area; working alongside the case holder. In addition, the Quality Assurance Unit coordinates a programme of thematic and partnership audits and a range of learning activity: monthly Learning and Improvement Forums for managers; monthly practice forums and quarterly practice weeks, during which there will be reflection on audit activity alongside key practice themes, and feedback from service users. Relevant themes from audit will also be reviewed alongside performance data in monthly assurance clinics, chaired by the Deputy Director.

Audit Schedule – 2023

Audit framework 2023	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUGUST	SEPT	OCT	NOV	DEC
AUDIT FOCUS & THEMES Q&A Unit to Lead Audit Allocation and Analysis and Co-ordination of Audits	1. Contextual Safeguarding Audits (To be completed by managers across social work teams and Early Help) 2. Application of threshold audits (To be completed by Q&A, CRS, Housing, Q&A, Education, Health, Police) 3. YOS Education Audits (To be completed by YOS & Q&A)	1. Neglect Audits (To be completed by managers across social work teams and Early Help) 2. Supervision Audits (To be completed by Q&A) 3. Care Leavers Audits covering • Direct work • Accommodation • EET • Local offer • Involvement of YP in Pathway Plans (To be completed by Q&A and PTC Managers)	1. Physical Abuse Audits (To be completed by managers across social work teams and Early Help) 2. SEND Audits (To be completed by Head of SEND/ Send Manager/ CWD Manager/ Ed Psych/ Safeguarding service lead/ Health Rep) 3. Stability Audits (To be completed by Q&A)	1. Sexual Abuse Audits (To be completed by managers across social work teams and Early Help) 2. Application of threshold audits (To be completed by Q&A, CRS, Housing, Education, Health, Police) 3. Supervision Audits (To be completed by Q&A)	1. Emotional Abuse Audits (To be completed by managers across social work teams and Early Help) 2. Section 47 Audits (To be completed by Service Leads across social work teams)	1. Cases stepped down to C&FF Audits (To be completed by managers across social work teams and Early Help) 2. Dmetc Abuse Partnership Audit (TO be completed by Q&A, IDVA, Education, Health, Housing, Police, CSC, C&FF) 3. Supervision Audits (To be completed by Q&A)	1. Reunification Audits (To be completed by managers across social work teams) 2. Application of threshold audits (To be completed by Q&A, CRS,)	1. Education Audits (To be completed by managers across social work teams and Early Help Service) 2. Elective Home Education Audits (To be completed by Inclusion Service) 3. Supervision Audits (To be completed by Q&A)	1. Repeat CP Plan Audits (To be completed by managers across social work teams and Early Help) 2. SEND Audits (To be completed by Head of SEND/ Send Manager/ CWD Manager/ Ed Psych/ Safeguarding service lead/ Health Rep)	1. Missing Children Audits (To be completed by managers across social work and Early Help Teams) 2. Application of threshold audits (To be completed by CRS partners) 3. Supervision Audits (To be completed by Q&A)	1. Children with Disabilities (To be completed by managers across social work and Early Help Teams) 2. Impact of Locality Working (Partnership Audit)	1. Radicalisation Audits (To be completed by managers across social work and Early Help Teams) 2. Annual Fostering Audits (To be completed by Q&A/ Fostering/External Partners) 3. Supervision Audits (To be completed by Q&A)
Moderation Panels	19th 15:00-17:00	16th 15:00-17:00	16th 15:00-17:00	20th 15:00-17:00	18th 15:00-17:00	15th 15:00-17:00	20th 15:00-17:00	17th 15:00-17:00	21st 15:00-17:00	19th 15:00-17:00	16th 15:00-17:00	21st 15:00-17:00
Children and Families Surveys				Survey 1						Survey 2		
CRH Audits			22 June 1330-1630			22 Sept 1330-1630			13 Dec 1330-1630			23 March 1330-1630
Safeguarding Children's Partnership Thematic			MET / CCE / CSE			Multi-Agency Safeguarding Arrangements				Neglect		
Practice Week			March 6-10			6-10 June			26 -30 Sept			5-9 Dec
Reports / reviews	Monthly report	Monthly report	Quarterly report	Monthly report	Monthly report	Quarterly report	Monthly report	Monthly report	Quarterly report	Monthly report	Annual report	Monthly report

Moderation and Management oversight

Service Leads will receive copies of audits completed within their Service Area as part of the monthly managers' audit programme on the 28th of every month. They will review the audits and add their comments on Care Director against the child's file to confirm that they have had oversight of the audit. This action will be completed by the 6th day of the following month; after this, the audit will be added to the child's file on Care Director by the auditor. This process will ensure timely progression of audit recommendations and that closure of the 'learning loop' is achieved promptly. Any disputes concerning the audit will be addressed directly with the auditor between the 28th and 6th timeframe. Where necessary, the Quality Assurance Unit will support this process to ensure that the dispute is satisfactorily resolved in a timely manner.

Quality Assurance Unit will produce Audit Analysis reports on a monthly basis covering key themes such as areas of strengths, areas of improvement, impact of new training on practice etc. The analysis will cover all audits completed in the month prior including manager's audits; partnerships audits and any other themed audits. The monthly analysis report will support service areas to engage in self-reflection continually with a view to ensuring that their interventions continue to have meaningful impact in the lives of children and their families. It will also enable Service Areas to measure their progress against their KPIs throughout the year and enable them to provide concise position statements on the quality of practice for the Improvement Board. A quarterly and annual analysis report will also be produced by Q&A which will focus primarily on trends observed in the months prior. It will also assess how far progress has been achieved against the areas of improvement identified over the months prior and support the planning of training programmes by the Practice Development Team to ensure that appropriate resource is directed where necessary.

A dip sample of audits will be moderated by a Panel comprising of the Heads of Service for Children's Social Care and Integrated and Specialist Services, the Quality Assurance Unit Manager and nominated QA and improvement leads. This will be completed on monthly basis. Ongoing moderation of audits will also continue to be co-ordinated by Q&A Unit throughout the year.

Selection and distribution

Cases for the monthly audit will be selected by Quality Assurance Unit, using the Ofsted Annex A case list and the audit allocation list will be distributed on the 3rd day of each month. For maximum learning and improvement benefit, all managers are required to prioritise this audit activity and to complete their audits by the 28th of each month. The auditors are also required to hold discussions with allocated social workers/practice managers as part of the audit process to support the learning process.

Carrying out the audit

Auditors are advised to review the case file upon allocation prior to having a discussion with practitioner/manager. Their discussion should clarify any areas of ambiguity on the case file; it should refer to areas of strength identified in the casework as well as areas of improvement. This process will support the practitioner/manager to reflect and improve on the areas discussed. It will also enable a timely plan to be developed to address any recommendation made from the audit. During the auditing process, any immediate or serious safeguarding concern identified should be escalated immediately to the relevant Practice Manager, Service Lead, Head of Service and Deputy Director.

The monthly audits will cover six months of casework prior to the audit date and consider how events/decisions/planning/interventions have impacted the child/family. The exceptions are where long-term neglect is suspected and/or where interventions have not safeguarded children adequately. In such cases, the Quality Assurance Unit will consider a fuller Case Review outside of the monthly audit programme. With regards to audit grading, this will be informed by how far the overall involvement of services have resulted in improved outcomes for the child/family, rather than the extent to which processes have been complied with.

Audit completion

- a) Audits will be uploaded on Care Director by the auditor following Service Lead oversight.
- b) The Quality Assurance Unit will maintain a spreadsheet that will contain all audit activities and their outcomes.
- c) The audit process for each month will begin on the 3rd when the allocation list is distributed, and will be complete on the 6th of the following month once management oversight has taken place, any follow up action is agreed and the audit is uploaded on the child's file.

Inadequate or Requires Improvement cases

Where an audit is graded as inadequate, it will be moderated by the Quality Assurance Unit. Upon the grading being further agreed as inadequate, the case will be escalated to the Head of Service and Service Lead for the relevant area for an urgent review. Update will need to be provided to Quality Assurance Unit within 3 days of the escalation to confirm the actions that have been taken to address the concerns identified in the audit. A further update will be required after a week to confirm that all actions have been addressed or that an adequate plan is in place for any outstanding action. For both Inadequate and Requires Improvement cases, the relevant Service Lead will take responsibility for ensuring that remedial actions are completed in a timely manner. Inadequate cases will then be re-audited after a month.

It is essential to note that a CPM does not take the place of a formal statutory reviewing process. Where there may need to be changes to a care plan, pathway plan or a child protection plan, the CPM will recommend that the outcome of the meeting should then be taken to a formal review.

Good or Outstanding cases

Where cases are graded as Good or Outstanding, they will be used for reflection in practice forums and learning workshops.

Overview reports

Reports from the Child Protection Advisor and Lead IRO are included in the bi-monthly quality assurance report; alongside a report which also identifies any outstanding complaints for resolution.

Analysis of findings and dissemination of learning

Collection of this information needs to be purposeful and useful to support the improvement in

practice. The collation and analysis of information follows a series of principles:

- Emerging themes and trends are identified with a clear analysis to ensure they can be acted upon.
- In instances where practice issues are identified in different parts of the service, and for individual practitioners, contextual issues are considered. This could include staff shortages or resource issues.
- Good practice is shared across the service and discussed in team meetings. This information is also used to support less experienced staff understand the standard required to help develop their own knowledge and skills.
- Managers are provided with detailed feedback about the judgements made regarding their teams. Any issues are approached in the spirit of learning rather than blame.
- Any areas of concern inform a subsequent themed audit to investigate in more detail.

Analysis of the audit findings is aligned to the following key areas and compared to performance across previous quarters:

- **Narrative / History:** how well do social workers/practitioners know the family and can they present this during the audit? How well used are chronologies, are they up to date and of good quality?
- **Assessment and Analysis:** do the quality of assessments effectively analyse risks and parents' capacity (including protective factors and strengths) to meet their children's needs?
- **Planning:** how clear and easily understood are plans? How well does each agency and the family understand their role? To what extent do plans provide clear outcomes that measure and evaluate progress for children; how well is the service working with the family? Is there evidence of the 'Deal' approach and the impact of this?
- **Relationship:** how strong and positive is the relationship between the social worker/practitioner and the family? Is there evidence of good rapport and trust?
- **Outcomes:** to what extent is significant change occurring for the child and family? Can the difference being made be demonstrated?
- **Supervision:** do social workers receive good direction from their managers and are they supported to reflect on the impact their work has had upon children? How often is supervision taking place?
- **Management oversight:** does management oversight show practice leadership at all levels in the organisation to ensure consistent, good quality social work practice is in place?

9.4 Views of children, young people and families

The audit process requires auditors to establish if it is appropriate to contact children and / or their families to ask for their perspectives. This information is collated by the Principal Social Work team to inform service learning.

The Children and Young People's Participation Framework details the range of methods employed

to seek the views of children, young people and families. Such feedback is essential to informing policy, service delivery and direction in Children and Learning Services.

10. Performance indicator reports and meetings

All Children's Social Care case holding team managers receive regular performance management information and are required to attend monthly assurance clinics, chaired by the Deputy Director. Commentary is completed for the service's Improvement Board and scrutiny panel, alongside Corporate Parenting Committee and Council.

11. Observation of Front-line Practice and Supervision

Aligned with the 2019 Social Work Practice Management and Standards, there is an aspiration that managers must directly observe an area of practice for each of their supervisees at least once a year. Quarterly practice weeks are the ideal time to undertake this activity. Direct observation focuses on one of the following areas of practice:

- 1:1 work with children;
- Interviews with parents/carers;
- Participation at a meeting (e.g., Core Group, Child Protection Conference, Child Looked After Review).

For managers responsible for casework supervision there is an aspiration that their practice is by direct observation. The observation will provide a platform to focus on good quality work and areas requiring development and will result in an action plan that is then reviewed in supervision.

The team managers for conference chairs and independent reviewing officers should observe child protection case conferences, looked after children reviews or core group meetings and report on these as part of their annual reports.

Senior managers are also involved in observation of practice. They walk the floor regularly, talk to staff, listen and observe, sit in on interviews with children and parents and report back to the Quality Assurance Unit any themes that may arise.

12. Maintaining high standards in assessment, planning, review, recording and visiting frequency

Standards set for maintaining quality of practice in assessment, planning, review and recording are set out in the 2019 service standards in relevant policies on the Children and Learning Tri-X Policy Hub and on the Hampshire, Isle of Wight, Portsmouth, Southampton (HIPS) Safeguarding Children Partnership website.

13. Panels and meetings

A number of panels and meetings consider specific planning decisions on cases or services. Panels may be chaired by an independent chair or by a senior manager, and their membership will include staff with relevant specialist knowledge. The Panels scrutinise practice and planning decisions and provide support and challenge to the case holder and line manager. Panels may also determine access to resources which are beyond the delegated authority of the line manager.

Currently the panels are:

- a. Legal planning meetings
- b. Looked after children (High-cost Panel)
- c. Multi agency Resource Panel (pre-MARP and MARP)
- d. Adoption Panel
- e. Fostering Panel
- f. Permanence Panel
- g. Children Looked After Reviews,
- h. Child Protection Conferences
- i. Missing, exploited, trafficked operational group
- j. Special Educational Needs (SEN) Advisory Group

14. Alerts, complaints, representations and compliments

Child Protection Conference Chairs and Independent Reviewing Officers escalate cases when practice issues are identified. These are reviewed by the relevant team and service managers and resolutions are monitored by the Performance Board.

The 'How to make a complaint' is used to investigate all complaints made by, or on behalf of service users. A complaints investigation can be considered as a form of audit of practice. The Quality Assurance Unit, together with the Corporate Complaints Team, are responsible for identifying any emerging trends or systemic practice issues. Specific meetings are convened to consider lessons learnt from complex complaints.

15. Reflective Supervision

In addition to 1:1 discussions in supervision, practitioners can access group reflective supervision sessions co-ordinated by the Practice Development Team. The 'Focus on Practice' programme is included in the annual programme (see above).

16. Principal Social Worker

The Principal Social Worker role was created following the Munro Report 2011. Its purpose is to take a professional lead role across children and adults' social care, supporting the Director in the exercise of the duties under section 7(1) of the Local Authority Social Services Act 1970 and the complaints, performance, learning and development and safeguarding responsibilities. The role provides a professional lead for social work practice and has a role in developing and sustaining partnerships and promoting safe and effective social work practice. It also contributes to strategic decision making across the organisation, ensuring that any development or change takes account of professional social work.

In Southampton, the Principal Social Worker is a dedicated role. Reporting to her is a Workforce Academy Manager and a number of practice consultants who have links / lead responsibilities for early help, social care assessment, protection and court work, looked after children and permanence and recruitment and retention. The team links with the Safeguarding Children's Partnership Team.

The Principal Social Worker completes a report to senior leaders and regularly meets with the Chief Executive. The Cabinet Member for Children and Learning also receives practice updates.

17. Organisational Health Check

The service uses information gathered from the annual staff survey as well as performance information about issues such as staff vacancy rates, sickness levels, staff subject to capability procedures, experience of staff, the workforce profile, staff turnover and staff training; all of which have a direct impact on service provision. Colleagues from across the service are encouraged to participate in the Recruitment and Retention Strategic Group and the Making the Difference Programme Board. The findings are taken forward by an action plan developed, monitored and progressed by the Children and Learning Service management team. Practitioners are asked to participate in the service Improvement Board arrangements.

18. External Peer Review and Partnership Audit

The service works with the Southampton City Council Audit team with a plan agreed annually by the Director of Children's Services. Peer review activity may also be undertaken by the relevant department of another local authority in relation to a specific service area. The service contributes to the South East Sector Led Improvement Partnership (SESLIP) as detailed in section five of this guidance. The QA Unit supports this activity to ensure that learning is embedded within the service's own quality assurance mechanisms.

19. Case reviews led by the Serious Incident and Learning Group

Child safeguarding practice and other local reviews are undertaken at the direction of the Safeguarding Children's Partnership (SCP) in relation to cases where abuse or neglect are known or suspected and either the child dies, is seriously harmed or there are concerns about the way in which organisations and professionals worked together to protect the child. Reviews focus on identifying and embedding learning in order to support improvements in professional practice across the partnership.

20. External Supplier Audits

Many services are commissioned by the Integrated Commissioning Unit (ICU) and delivered by external suppliers. Procurement and review processes ensure these services are high quality and offer value for money.

The ICU:

- a. Examines the quality standards offered by providers;
- b. Ensures feedback mechanisms are used and informs re-commissioning arrangements.

21. Management and Governance

The Executive Director for Children and Learning is accountable for the delivery of a quality service and responsibility is delegated to the service lead level of management.

The Head of Service of the Quality Assurance Unit has the responsibility and oversight of the quality assurance processes set out in this Framework.

Non-compliance with the requirements of this Framework will initially be managed within a competency framework; but may eventually proceed to be managed through the Disciplinary

Procedure.

22. Supporting documents

See also:

- Supervision Policy
- Practice Standards
- Participation Framework

23. Service Area Audit Tools

BIT and SWF <https://forms.office.com/e/tDxEy6jwin>

PTC <https://forms.office.com/e/yqTGS3TxVe>

CRS 1 <https://forms.office.com/e/BpPyviCNPb>

CRS 2 <https://forms.office.com/r/yb2LuCc6hj>

CRS 3 <https://forms.office.com/e/Z3SDu06D5Q>

C&FF <https://forms.office.com/e/nfRz60MjFH>

Adoption <https://forms.office.com/e/Bn9ZbEwDNX>

Fostering <https://forms.office.com/e/qR27trj7hH>

Inclusion Team <https://forms.office.com/r/fRmBXnZtAR>

***Audit forms for Jigsaw and YPS are awaiting final approval**

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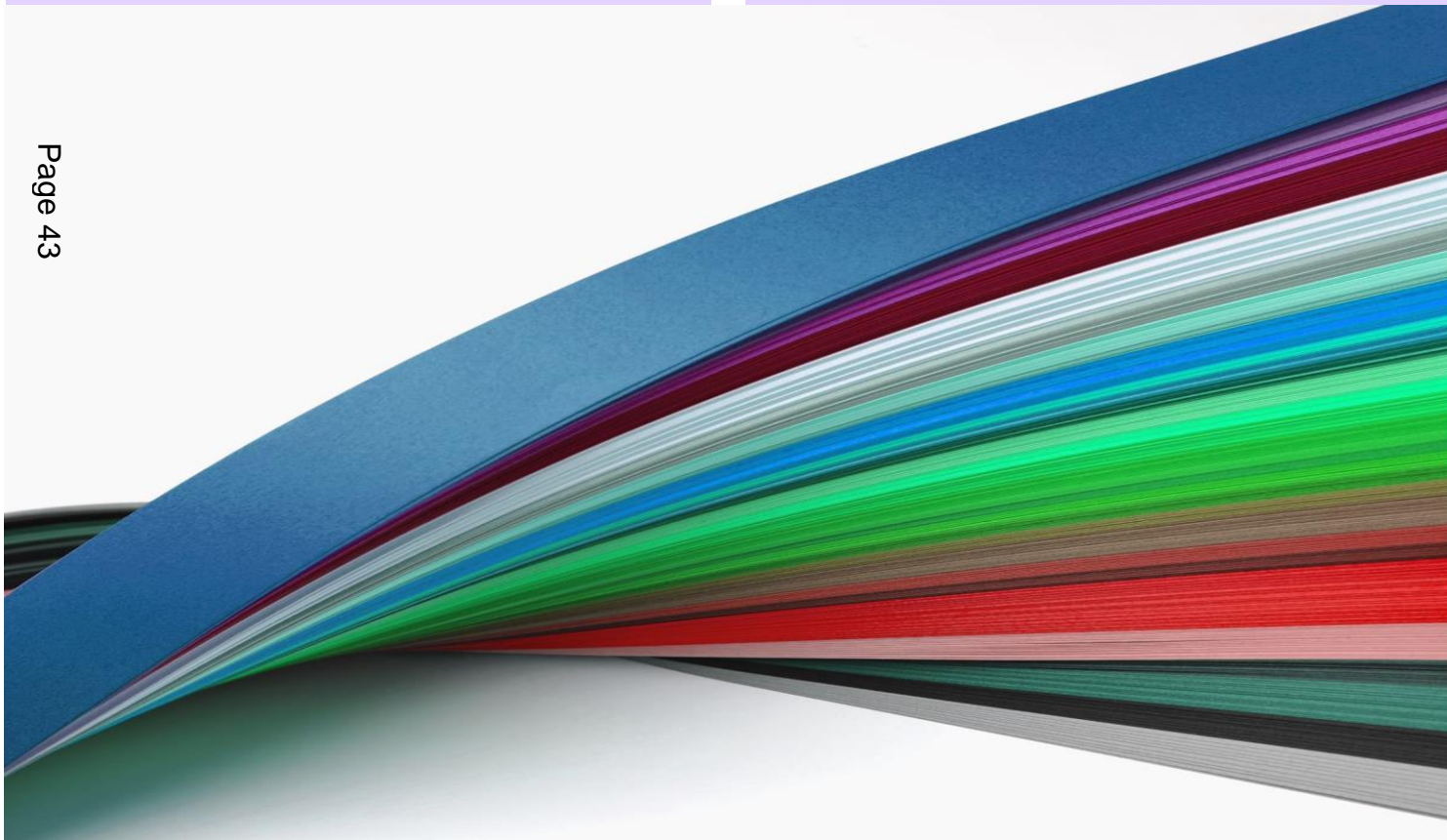


Southampton City Council

Children & Learning Service

Quality Assurance Unit

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Service Area

Annual Audit Analysis Report

January 2022

To

October 2022

Agenda Item 9
Appendix 2

Summary

241 Cases subject to Graded Audits:-

- Outstanding = 20
- Good = 139
- Requires Improvement = 70
- Inadequate = 12

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300 Cases subject to Reviews/ Themed Analysis (ungraded)

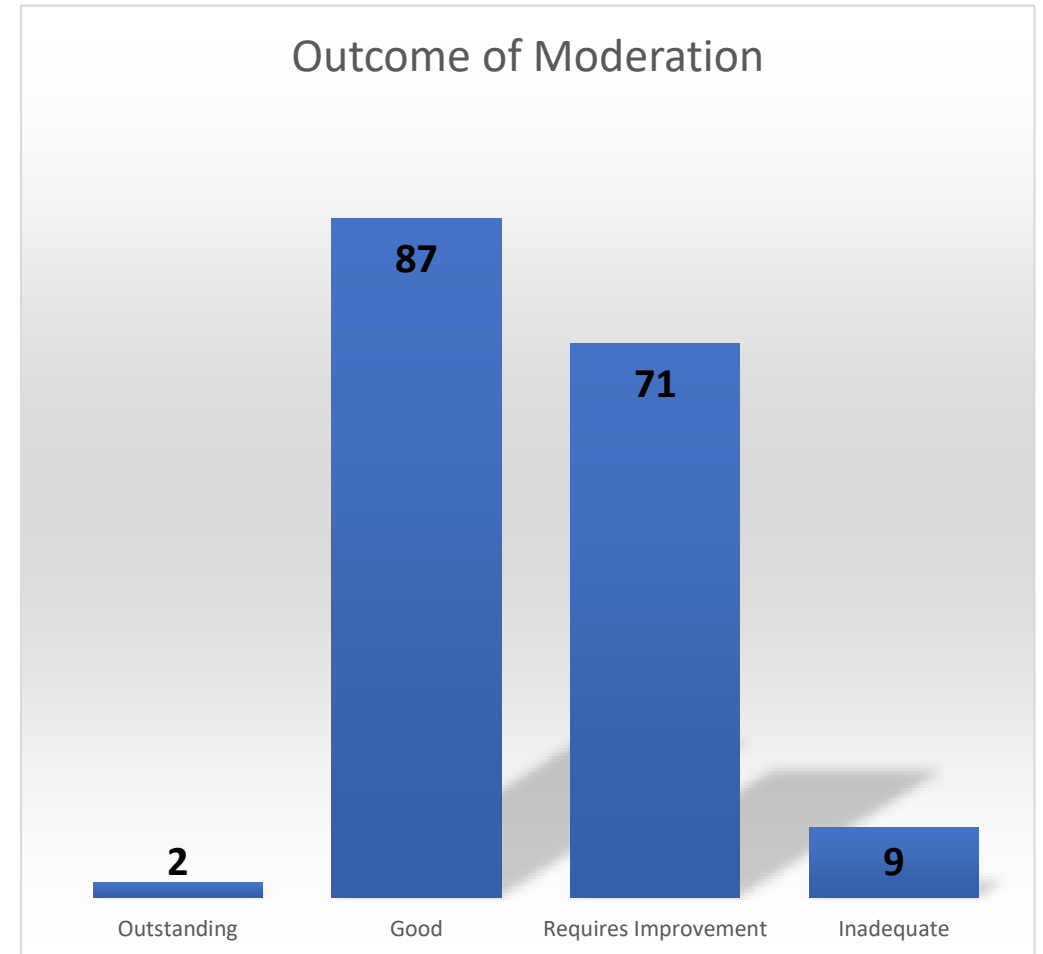
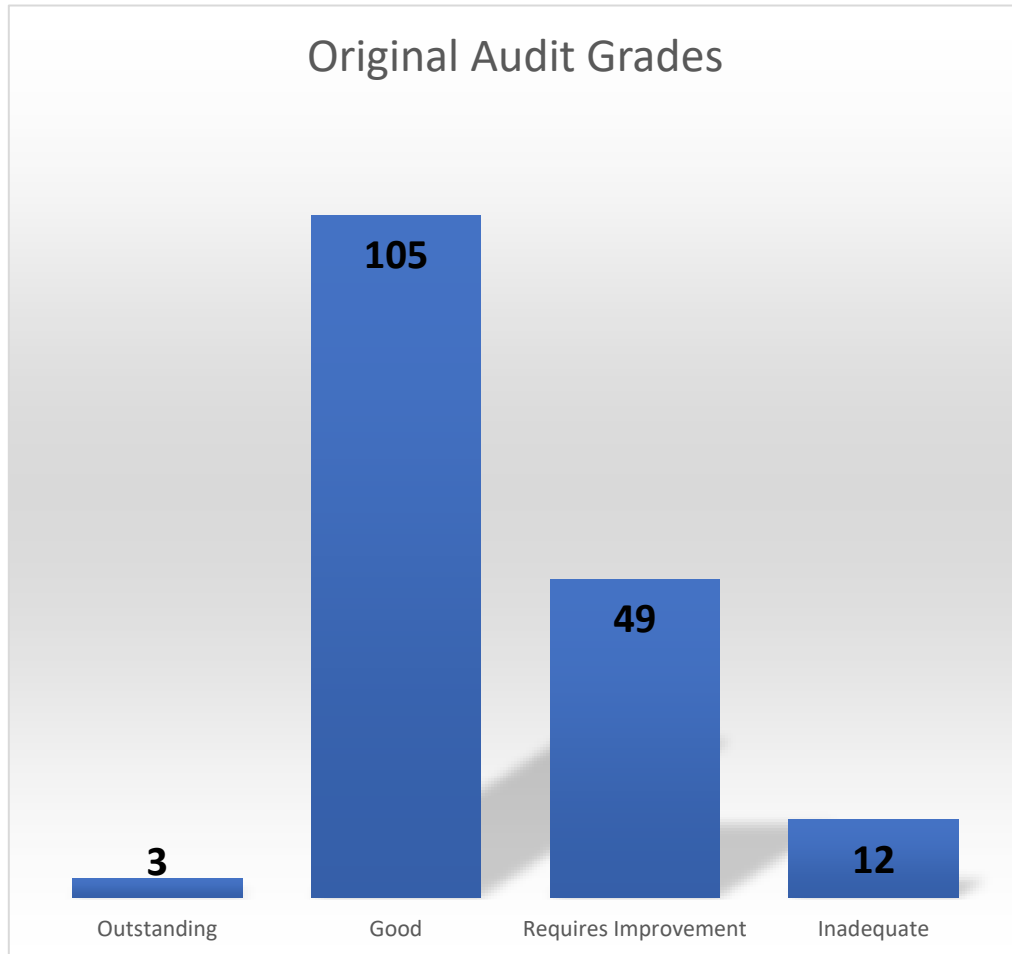
Total number of cases subject to audits or reviews = 541

<p>Children Resource Service = 58</p> <ul style="list-style-type: none"> • 3 Outstanding • 47 Good • 8 Requires improvement • 0 Inadequate 	<p>Brief Intervention Team = 29</p> <ul style="list-style-type: none"> • 2 Outstanding • 12 Good • 13 Requires Improvement • 2 Inadequate 	<p>Pathways Through Care = 289</p> <ul style="list-style-type: none"> • 0 Outstanding • 5 Good • 4 Requires Improvement • 4 Inadequate • 276 cases were subject to Themed Reviews/Analysis; these were ungraded
<p>Children & Families First = 33</p> <ul style="list-style-type: none"> • 2 Outstanding • 17 Good • 11 Requires Improvement • 3 Inadequate 	<p>Social Work with Families = 48</p> <ul style="list-style-type: none"> • 1 Outstanding • 14 Good • 17 Requires Improvement • 2 Inadequate • 14 ungraded case reviews 	<p>ICAS = 32</p> <ul style="list-style-type: none"> • 6 Outstanding • 14 Good • 2 Requires Improvement • 0 Inadequate • 10 ungraded case audits
<p>Jigsaw = 23</p> <ul style="list-style-type: none"> • 1 Outstanding • 12 Good • 10 Requires Improvement • 0 Inadequate 	<p>Young People's Service = 10</p> <ul style="list-style-type: none"> • 0 Outstanding • 7 Good • 2 Requires Improvement • 1 Inadequate 	<p>Permanency = 19</p> <ul style="list-style-type: none"> • 5 Outstanding • 11 Good • 3 Requires Improvement • 0 Inadequate

*Grades prior to moderation

Moderation Summary

169 Moderated Cases



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Audits 2022-2023

Children & Learning Service
Quality Assurance Unit






Improvement targets for 2023

- Commitment to ensuring that the audit programme becomes one of the central pillars of understanding the experiences of children, our successes in meeting their needs and any shortfalls that need to be addressed.
 - Frontline workers connect with and learn from audit programmes that they are directly involved.
 - Improve our understanding of what ‘good practice’ looks like so that we can raise standards uniformly across all our service areas.
 - Develop confidence in the quality of our audits through robust moderation system.
 - Disseminating learning from our audits to wider audiences e.g. *Making the Difference* forums, LIF etc.
-

Proposed Themed Audits - 2023

Social Care:

- Application of Thresholds (partnership audit)
- CPP (3m, 18m, repeat)
- Assessment
- Planning
- Supervision
- Neglect
- DA (partnership audit)
- Neglect
- Physical Abuse
- Sexual Abuse



Focus 5
*Assessment
Planning
Management
oversight*

Specific groups of children:

- Private fostering
- SEND
- Children with Disabilities
- Risk outside the home (partnership audit)
- Radicalisation
- Missing children
- Elective Home Education
- Impact of locality working (partnership audit)

This list of practice areas takes into account the content of the current service audits and the ILACS framework. The audits also take into account the six priority areas. The themes will either be programmed into thematic audits or covered in managers audits.

Looked After Children & Care Leavers

Looked after Children:

- Reunification
- Stability
- Health (*partnership audit*)
- Missing
- Education

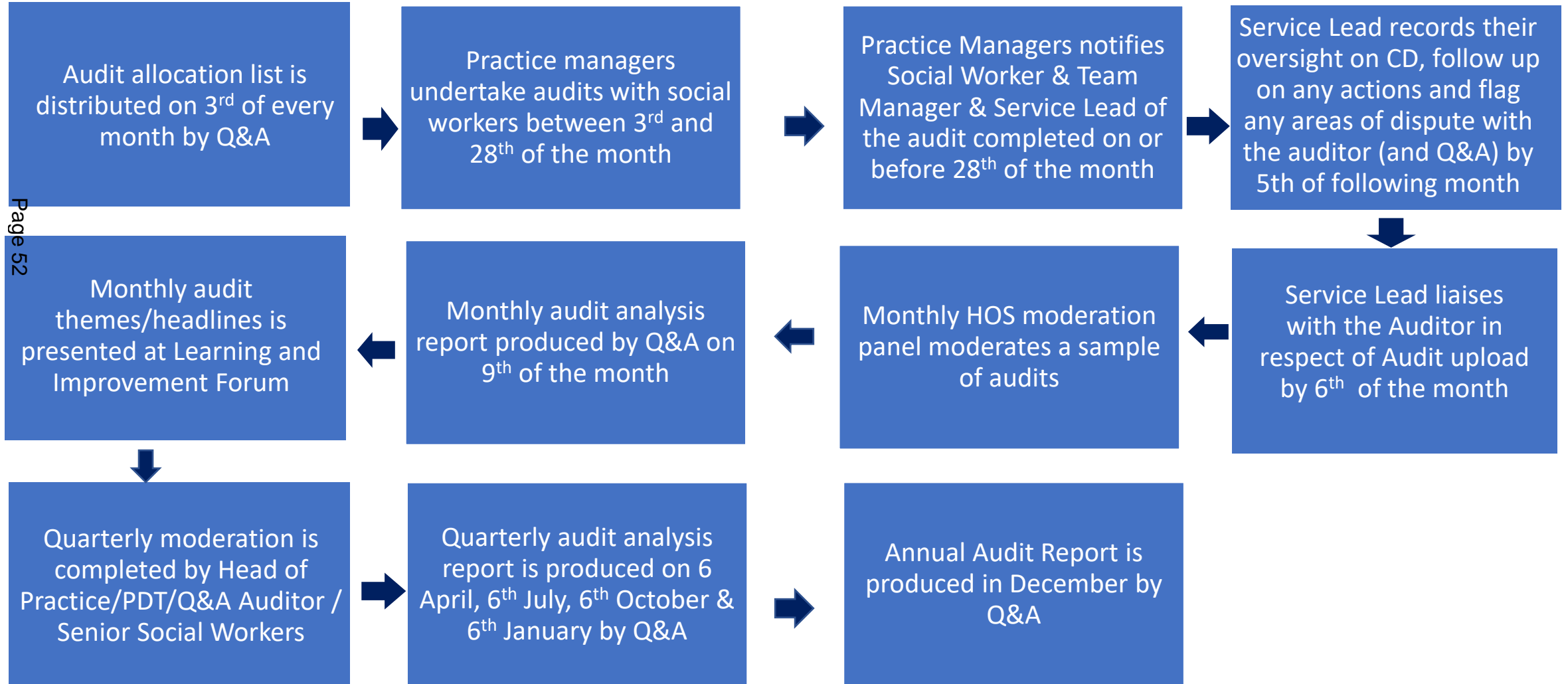
Care Leavers:

- Direct work
- Accommodation
- EET
- Local offer
- Involvement of YP in Pathway Plans

Young inspectors:

Provide an opportunity to involve some of our young people in our quality assurance. Some key principles: their involvement is active, not tokenistic; they are trained and reimbursed for their time. Start in quarter 3 after audit programme is well embedded.

Audit Process Flow Chart



Document is Confidential

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DECISION-MAKER:	CHILDREN AND FAMILIES SCRUTINY PANEL
SUBJECT:	CHILDREN AND LEARNING - PERFORMANCE
DATE OF DECISION:	26 JANUARY 2023
REPORT OF:	SCRUTINY MANAGER

<u>CONTACT DETAILS</u>			
Executive Director	Title	Chief Executive	
	Name:	Mike Harris	Tel: 023 8083 2882
	E-mail	Mike.harris@southampton.gov.uk	
Author:	Title	Scrutiny Manager	
	Name:	Mark Pirnie	Tel: 023 8083 3886
	E-mail	Mark.pirnie@southampton.gov.uk	

STATEMENT OF CONFIDENTIALITY	
None	
BRIEF SUMMARY	
Attached as Appendix 1 is a summary of performance for Children’s Services and Learning up to the end of December 2022. At the meeting the Cabinet Member and senior managers from Children’s Services and Learning will be providing the Panel with an overview of performance across the division.	
RECOMMENDATIONS:	
(i)	That the Panel consider and challenge the performance of Children’s Services and Learning in Southampton.
REASONS FOR REPORT RECOMMENDATIONS	
1.	To enable effective scrutiny of Children’s Services and Learning in Southampton.
ALTERNATIVE OPTIONS CONSIDERED AND REJECTED	
2.	None.
DETAIL (Including consultation carried out)	
3.	To enable the Panel to undertake their role effectively members will be provided with monthly performance information and an explanation of the measures.
4.	Performance information up to 31 December 2022 is attached as Appendix 1. An explanation of the significant variations in performance has been included.
5.	The Cabinet Member for Children and Learning, and representatives from the Children’s Services and Learning Senior Management Team, have been invited to attend the meeting to provide the performance overview.
RESOURCE IMPLICATIONS	
<u>Capital/Revenue/Property/Other</u>	
6.	None directly as a result of this report.

LEGAL IMPLICATIONS	
<u>Statutory power to undertake proposals in the report:</u>	
7.	The duty to undertake overview and scrutiny is set out in Part 1A Section 9 of the Local Government Act 2000.
<u>Other Legal Implications:</u>	
8.	None
RISK MANAGEMENT IMPLICATIONS	
9.	None
POLICY FRAMEWORK IMPLICATIONS	
10.	The 2022-2030 Corporate Plan includes, as one of its four goals, strong foundations for life where people are able to access and maximise opportunities to truly thrive, Southampton will focus on ensuring residents of all ages and backgrounds have strong foundations for life. By delivering consistently good outcomes for the city's children and young people, Southampton's Children's Services and Learning Department will contribute to achieving this objective.

KEY DECISION?	No
WARDS/COMMUNITIES AFFECTED:	None
<u>SUPPORTING DOCUMENTATION</u>	
Appendices	
1.	Summary of performance and commentary – December 2022
2.	Glossary of terms

Documents In Members' Rooms

1.	None
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Equality Impact Assessment

Do the implications/subject of the report require an Equality and Safety Impact Assessment (ESIA) to be carried out?	No
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Data Protection Impact Assessment

Do the implications/subject of the report require a Data Protection Impact Assessment (DPIA) to be carried out?	No
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Other Background Documents

Other Background documents available for inspection at:

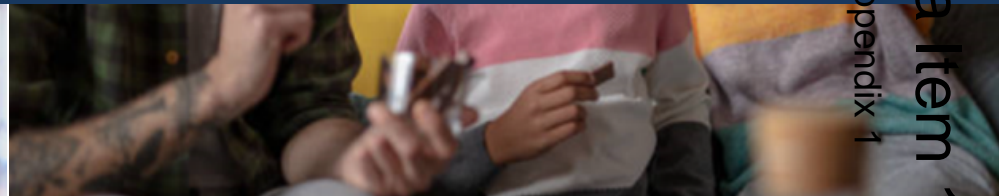
Title of Background Paper(s)	Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)
1.	None



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**SCRUTINY PANEL
CHILDREN AND LEARNING
PERFORMANCE ANALYSIS
January 2023**

**Petra Pankova
Performance Manager**



Agenda Item 10
Appendix 1

Priority Areas

	Page Number
Practice and performance overview	2
Effective assessment and intervention	4
Purposeful direct contact	6
Management support for better practice	7
Right service at the right time	8
Robust corporate parenting	11
Performance culture	12
Rigorous quality assurance	13

Practice and Performance Overview

Since Ofsted focused visit in November 2022, I have a number of updates to give you. Firstly, regarding the visit, our letter was published on 13th January 2023. We were pleased that the strategic direction for the service was endorsed, and we know that we need to focus more attention on children's assessment and plans, and quality assurance.

We know that our practice managers are key to improving practice. Stuart Webb, Head of QA is working with the HOS team and our service leads to deliver four workshops in February and March 2023, focusing on areas of practice that most need to improve and the audit learning loop.


The safeguarding service, under Jacqui Schofield is ready to embark on the next phase of our journey. The pace in other areas will now accelerate as we welcome our two new heads of service, Anisha Reed, Head of Service for Pathways through Care and Matt Jenkins, Head of Resources.

Alongside getting core practice right we want to continue to stretch the service and be innovative. The Young People's service has successfully launched our new young people's hub and are also part of a national pilot for Risk Outside the Home (ROTH) conferences, as an alternative to child protection planning. This work has been led by our CP Advisor, Laura Trevett and involves work with Carlene Firman from Durham University.

Staff recruitment and retention remain a firm focus. Leadership visibility, genuine learning from honest mistakes and having fun together as a service are all important aspects of this. We held a hugely successful Christmas party, orchestrated by the practice development team, with a bespoke award for every service. Our new recruitment campaign goes live on 13th January, and I will be asking you all to support this. We need to work really hard to retain our existing staff and we will be stepping up the creativity and energy we invest in this in the coming months, starting with a comprehensive local authority comparison exercise.

As we move into the new year, we have engaged with our staff about rebranding our improvement work for children and I am pleased to say that after over 200 staff voted, we will be collectively getting behind Building for Brilliance 2023 and our six priorities:

- Ensure that all children get the right support at the right time, meeting need early, reducing demand and spend on statutory services
- Develop strong, vibrant localities where families can receive the help they need and practitioners can share their knowledge and expertise
- Establish a permanent, diverse, energised workforce, increasing consistency for children and reducing agency spend
- Enable children in care to return to their birth families, seeking out & reuniting families, reducing care costs and freeing up placements for other children
- Promote permanence and placement stability, creating strong forever families and reducing increasingly costly alternatives
- Embed our practice framework and practice standards across the whole service, doing the basics brilliantly and being ambitious in our practice expectations.



Steph Murray
Deputy Director
Children's Social Care



Effective Assessment and Intervention

Indicator	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Target	Southampton 21/22	Statistical Neighbours	South East	England
Number of referrals in the month	270	370	334	325	286	314	276	399	299	Not set	Comparative data with these groups is not available (not part of statutory returns)			
Percentage of re-referrals within 12 months	21% (57/270)	21% (76/370)	24% (79/334)	26% (83/325)	28% (79/286)	30% (93/314)	27% (75/276)	26% (104/399)	30% (89/299)	23%	27%	21%	26%	21%
Number of referrals into Early Help	282	271	228	174	220	205	203	180	187	N/A	Comparative data with these groups is not available (not part of statutory returns)			
Number of Early Help assessments completed	106	130	146	162	99	106	92	156	84	TBC				
Rates of Single Assessments completed per 10,000	67	125	185	244	318	395	454	525	591	700 (accumulative)	672	637	554	518
Percentage of C&F assessments completed within 45 working days	79% (264/333)	82% (234/285)	86% (255/295)	72% (209/291)	78% (289/369)	61% (233/379)	70% (203/289)	69% (245/353)	78% (254/325)	90%	86%	0.87	0.89	0.88

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Effective Assessment and Intervention

Analysis

Since the last submitted report looking at performance up to October 2022, the volume of contacts entering the Children's Resource Service had seen an increase in November by 17% (307 contacts per month, that is by 14 contacts per working day) and dropped to the lowest volume since the start of the financial year in December 2022.

Number of referrals to statutory services had seen an increase by 30% in November 2022 compared to October and the previous six months average, and dropped to a similar volume in December that was seen in October and some previous months (under three hundred per month).

Re-referral rates have been reviewed and updated, and stood at 30% of re-referrals in December 2022, 26% in November and 27% in October, with 25% average for the period between April and October 2022, just short of our target of 23%.

More statutory single assessments have been completed this year compared to previous and there is evidence of improved performance in completing statutory assessments within 45 working days, but still short of the target of 90%.

In December 2022, we have seen the lowest number of early help assessments since the start of the financial year, but overall this year there has been an increase in referrals to Early Help and the number of children and families receiving early help services.

Action/next steps

Ongoing focus on threshold application, quality of referrals from partner agencies and interface with early help.

Planned external SESLIP audit of contacts, decision making and threshold application will take place in February 2023.

Purposeful Direct Contact

Indicator	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Target	Southam 21/22	Statistical Neighbours	South East	England
Percentage of children subject to Child Protection Plan for whom a visit has taken place within last 10 working days	92% (420/458)	86% (370/429)	86% (364/421)	84% (321/384)	82% (315/384)	93% (325/348)	87% (270/309)	91% (262/289)	93% (266/286)	90%	Comparative data with these groups is not available (not part of statutory returns)			
Percentage of children subject to Child Protection Plan for whom a visit has taken place within last 4 weeks (20 Working Days)	98% (447/458)	97% (417/429)	98% (414/421)	96% (368/384)	98% (375/384)	98% (341/348)	98% (302/309)	99% (285/289)	99% (283/286)	100%				
Percentage of CLA for whom a visit has taken place within statutory timescales (6 weeks or less visits)	85% (479/566)	82% (456/559)	85% (473/554)	85% (470/554)	81% (448/551)	84% (461/548)	85% (471/552)	88% (491/558)	82% (445/543)	100%				
Percentage of children with an active Child in Need Plan not allocated to CWD for whom a visit has taken place within last 6 weeks (CIN*)	94% (483/516)	95% (504/533)	93% (524/563)	94% (532/569)	94% (527/560)	94% (525/558)	95% (512/539)	97% (498/514)	94% (450/479)					

Analysis

Visiting children who have child protection plans and 4 weeks visiting frequency has consistently been a strength, nearing 100%. Some challenges remain in the Pathways Through Care teams to complete and record visits to children looked after. Visits to children who have an active child in need plan are also showing a good performance. Children with agreed visiting frequency above 6 weeks continue to be included in the cohort of up to six weeks, performance data development is ongoing. There has been delay in producing additional data, due to competing priorities in the Business Intelligence Data Team. In December 2022, the local authority was in touch with 79% of 16–17-year-olds and 97% of 19–21-year-old care leavers. 78% of 16-17 year olds and 90% of 19–21-year-olds were in suitable accommodation.

Action/next steps

Increased capacity in staff numbers (oversees social workers have undergone a long induction and low protected caseloads over the last twelve months and are now transitioned to holding more cases), reduction in numbers of children in care and with child protection plans should contribute to improvement in several areas of practice, including timeliness of visits and supervision.

Management Support for better Practice

Indicator	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Target	Southampton 21/22	Statistical Neighbours	South East	England	
Percentage of children who had their supervision and was within the timescales	76% (1771/2331)	77% (1839/2390)	71% (1707/2394)	70% (1707/2439)	72% (1727/2411)	69% (1620/2353)	71% (1648/2317)	75% (1758/2353)	78% (1752/2255)	80%	Comparative data with these groups is not available (not part of statutory returns)				
Percentage of CPP who had their supervision and was within the timescale	89% (409/458)	92% (394/429)	91% (382/421)	84% (321/384)	89% (342/384)	85% (296/348)	88% (271/309)	95% (275/289)	94% (268/286)	90%					
Percentage of CLA who had their supervision and was within the timescale	82% (462/566)	87% (488/559)	82% (454/554)	83% (459/554)	81% (447/551)	78% (427/548)	75% (416/552)	72% (400/558)	73% (395/543)	90%					
Percentage of Care Leavers who had their supervision and was within the timescale	25% (52/218)	25% (57/226)	78% (165/212)	39% (86/221)	44% (90/204)	51% (128/251)	60% (152/252)	45% (115/252)	67% (174/259)	80%					

Analysis

Overall 78% of case supervision happened in time in December 2022 and 75% in November compared to 71% in October, making it a 75% year to date, with the target being 80%. Best performance for November and December 2022 is showing in the children with child protection plan cohort with 94% visits on time, 73% for children looked after and 67% for care leavers (the best performance since 78% in June 2022).

Actions / next steps

Monthly reports are now broken down by individual teams and managers and are analysed in Assurance Clinics, with managers being asked to provide performance analysis and action plan to improve performance.

Monthly audits are focusing on the frequency and quality of supervision as a matter of course. Focused conversations are taking place with managers who are consistently not achieving minimum standards.

Right Service at the Right Time

Indicator	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Target	Southampton 21/22	Statistical Neighbours	South East	England
Percentage of re-referrals within 12 months	21% (57/270)	21% (76/370)	24% (79/334)	26% (83/325)	28% (79/286)	30% (93/314)	27% (75/276)	26% (104/399)	30% (89/299)	23%	27%	21%	26%	21%
Number of Early Help assessments completed	106	130	146	162	99	106	92	156	84	TBC	Comparative data with these groups is not available (not part of statutory returns)			
Rates of Single Assessments completed per 10,000	67	125	185	244	318	395	454	525	591	700	672	637	554	518
Percentage of C&F assessments completed within 45 working days	79% (264/333)	82% (234/285)	86% (255/295)	72% (209/291)	78% (289/369)	61% (233/379)	70% (203/289)	69% (245/353)	78% (254/325)	90%	86%	87%	89%	88%
Number of contacts	1665	2100	1866	1594	1959	1789	1487	1794	1428	<17K	Comparative data with these groups is not available (not part of statutory returns)			
Number of referrals in the month	270	370	334	325	286	314	276	399	299	N/A				
Rates of referrals per 10,000 of Under 18 Population	54	129	197	263	321	385	441	521	582	700	790	647	561	494
Number of CLA at the end of the month	566	559	554	554	551	548	552	558	543	540	497	640	10480	80850
Number of children with an active Child in Need Plan not allocated to CWD (CIN*)	516	533	563	569	560	558	539	514	479	N/A	Comparison data with these groups is not available (not part of statutory returns)			
Number of children who are subject of a Child Protection Plan as at the end of month	458	429	421	384	384	348	309	289	286	406				
Number of care leavers	218	226	212	221	204	249	252	252	259	N/A				

Right Service at the Right Time

Analysis

- Number of Referrals to statutory services had seen an increase by 30% in November 2022 compared to October and previous six months average, and dropped to a similar volume in December that was seen in October and some previous months (under three hundred per month).
- More statutory single assessments have been completed this year compared to previous and there is evidence of improved performance in completing statutory assessments within 45 working days, but still short of the target of 90%.
- Single assessments: annualised rate to 1st January 2023 that we are on track to achieve target of 700 (the lower the better), higher than performance in 2021/22 and higher than comparative group.
- Sustained trend of reducing the numbers of children with child protection and child in need plans, reaching 286, the lowest number since the start of the financial year, currently outperforming target of 406 children with child protection plan at the end of financial year.
- Children Looked After numbers also continue to decrease, with the lowest numbers recorded in December 2022 (543) since the start of financial year.
- In December 2022 we saw fewer entrants into the care system than in previous months and more exits from care – the highest figure since the start of the financial year. This is evidence that the re-unification drive and edge of care services are having an impact on supporting children to live within their families.

Action/next steps

- Ongoing focus on intervening early and effectively to prevent unplanned entries to care. Focus on children with child protection plans for twelve months and more to plan an exit strategy and prevent delay in securing positive permanent outcomes for children.
- Edge of care services and intensive support are offered to children who are on the edge of care, preventing family breakdown where possible and whilst still safe for the child.
- Managers and IROs continue to review permanency plans and identify children where re-unification with family or a permanent arrangement with extended family would be an option. The Permanency Panel is tracking the progress of these children.

Robust Corporate Parenting

Indicator	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Target	Southampton 21/22	Statistical Neighbours	South East	England
Number of CLA at the end of the month	566	559	554	554	551	548	552	558	543	540	497	640	10480	80850
Rate of CLA per 10,000 under 18 population	114	113	112	112	111	111	111	113	110	100	96	100	53	67
Number of CLA at the end of the month who are UASC	25	25	24	21	24	27	31	36	35	<37	20	23	820	4070
Percentage of CLA for whom a visit has taken place within statutory timescales (6 weeks or less visits)	85% (479/566)	82% (456/559)	85% (473/554)	85% (470/554)	81% (448/551)	84% (461/548)	85% (471/552)	88% (491/558)	82% (445/543)	97%	N/A Comparative data with these groups is not available (not part of statutory returns)			
Percentage of CLA children with an up to date review	98% (556/566)	98% (545/559)	98% (542/554)	98% (544/554)	99% (544/551)	100% (546/548)	99% (547/552)	99% (552/558)	98% (534/543)	95%				
Percentage of children in care for at least 12 months for whom health assessments are up to date.	73% (295/402)	73% (299/411)	73% (294/405)	74% (303/411)	78% (317/408)	80% (342/426)	81% (350/433)	84% (365/432)	83% (350/423)	95%	83%	93%	89%	91%
Percentage of CLA at end of month with 3 or more placements during the year	25% (143/566)	25% (140/559)	25% (139/554)	24% (135/554)	23% (126/551)	21% (116/548)	20% (112/552)	18% (101/558)	16% (87/543)	<10%	14%	10%	11%	9%
Number of CLA allocated to CWD	32	32	31	31	30	29	29	30	29	N/A	N/A Comparative data with these groups is not available (not part of statutory returns)			
Number of CLA accommodated on S20 (exc UASC) as at the end of the month	31	30	28	33	28	26	25	30	26	N/A				
Percentage of CLA with a permanence plan in place within 6 months of BLA	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC				
Number of Children Looked After (CLA) placed for adoption at period end	46	46	35	35	30	30	26	26	20	TBC	11	21	300	2270
Percentage of CLA placed in IFA placements as at the end of the month	24% (135/566)	25% (138/559)	25% (140/554)	25% (141/554)	26% (145/551)	26% (145/548)	27% (150/552)	27% (152/558)	28% (153/543)	<36%	N/A	N/A	N/A	N/A

Robust Corporate Parenting

Analysis

- Children Looked After numbers also continue to decrease, with the lowest numbers recorded in December 2022 (543) since the start of the financial year 2022/23.
- In December 2022 we saw fewer entrants into the care system than in previous months and more exits from care – the highest figure since the start of the financial year. This is evidence, that the re-unification drive and edge of care services are having an impact on supporting children to live within their families.
- Performance in delivering a timely review of the progress of children looked after care plans has been consistently high, outperforming the set target.
- We now have data to measure performance around updating children’s care plans and pathway plans. This financial year average 80% of Care Plans are up to date and 73% of Pathway Plans are up to date.
- The service is checking its data relating to Initial Health Assessment (IHAs) for children entering care and will provide further update to the improvement board.
- Fewer children experienced short term breakdown (3 or more placements in 12 months) with 16% being the lowest figure since the start of the financial year.

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Action/next steps

- Continue with re-unification drive and edge of care services to support children living with their families.
- Delivering timely CLA Review to track care and pathway plans and suitability and sustainability of placement for children.
- Introduce Placement Planning meetings to plan for placements for children with their input and placement stability.
- Increase placement sufficiency locally to keep more children and young people within closer distance from home.

Performance Culture

Analysis

- The Business Intelligence Team with input from social workers and managers on all levels continues to develop the existing Performance Management Data framework and dashboards, with a number of key pieces of work in progress to support operational level management as well as understanding the 'bigger picture', for example demographics and groups of clients, supporting the Diversity Project with bespoke data intelligence.
- All managers receive weekly bespoke reports as well as monthly performance reports, with having daily access to live data for their team/service.
- Caseload management tool has been recently launched for piloting and is enabling managers to understand caseload levels and trends over time.
- Assurance Clinics are ongoing and we have introduced a new process of operational managers making representations about their team and service performance and proposing remedial actions to improve.
- We continue to experience challenges in some areas of reporting, this is due to the modifications that have been made to the Care Director recording system and how that aligns to the data collection formulas. The Care Director Board has oversight of these challenges and is working towards resolution.
- The senior leadership team is driving completion of monthly case audits.
- In response to the most recent Ofsted focused visit, the Improvement Plan was redeveloped and a new set of Key Performance Indicators agreed.

Action/next steps

- Care Director Board to continue to oversee the development of the CD recording system and linking with the Business Intelligence team to ensure data integrity is maintained
- Development of Performance Management Data framework and dashboards to continue in line with agreed development priorities
- Monthly Assurance Clinics to continue with greater accountability around performance placed on managers
- Supporting early engagement with families in their communities and providing culturally sensitive services by understanding the profile of children and families living in Southampton

Rigorous Quality Assurance

Analysis

Between June 2022 and December 2022, 174 graded audits were completed across (CRS, BIT&SWF, Jigsaw, ICAS, C&FF, Adoption and Fostering Teams). Indicative grades (prior to full moderation) were:

- Outstanding - 15
- Good - 96
- Requires Improvement - 55
- Inadequate - 8

In addition, 71 graded, themed audits were completed by Service Leads, Q&A and Multi-agency partners. Indicative grades (prior to full moderation) were:

- Outstanding - 4
- Good - 34
- Requires Improvement - 28
- Inadequate - 5

Moderation activity in 2022 identified that the overall level of practice was closer to 'requires improvement'.

Action/next steps

A new audit process, with a greater emphasis on management oversight, moderation and evidencing better outcomes was launched in January 2023. As part of this, there will be themed audits completed by Practice Managers across all social work teams and C&FF Service on monthly basis. It is anticipated that this activity will produce approx. 470 audits by December 2023. With other multi-agency audits that will run alongside this, the service is forecasting that the annual audit total for 2023 will be between 550 and 600.

Each service area is committed to the monthly audit programme and recognise the importance of this as a means by which teams/services can measure the impact of interventions and also measure progress against key performance targets. In addition, the regular audit activity will support C&L's focus on driving practice forward towards the attainment of 'Good' status uniformly across all service areas.

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CHILDREN AND FAMILIES GLOSSARY

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Abuse

Abuse is the act of violation of an individual's human or civil rights. Any or all types of abuse may be perpetrated as the result of deliberate intent, negligence or ignorance. Different types of abuse include: Physical abuse, Neglect/acts of omission, Financial/material abuse, Psychological abuse, Sexual abuse, Institutional abuse, Discriminatory abuse, or any combination of these.

Advocacy

Advocacy helps to safeguard children and young people, and protect them from harm and neglect. It is about speaking up for children and young people and ensuring their views and wishes are heard and acted upon by decision-makers. LAs have a duty under The Children Act to ensure that advocacy services are provided for children, young people and care leavers making or intending to make a complaint. It should also cover representations which are not complaints. Independent Reviewing Officers (IRO) should also provide a child/young person with information about advocacy services and offer help in obtaining an advocate.

Agency Decision Maker

The Agency Decision Maker (ADM) is the person within a fostering service and an adoption agency who makes decisions on the basis of recommendations made by the Fostering Panel (in relation to a fostering service) and the Adoption Panel (in relation to an adoption agency). The Agency Decision Maker will take account of the Panel's recommendation before proceeding to make a decision. The Agency Decision Maker can choose to make a different decision.

The National Minimum Standards for Fostering 2011 provide that the Agency Decision Maker for a fostering service should be a senior person within the fostering service, who is a social worker with at least 3 years post-qualifying experience in childcare social work and has knowledge of childcare law and practice (Standard 23).

The National Minimum Standards for Adoption 2011 provide that the Agency Decision Maker for an adoption agency should be a senior person within the adoption agency, who is a social worker with at least 3 years post-qualifying experience in childcare social work and has knowledge of permanency planning for children, adoption and childcare law and practice. Where the adoption agency provides an inter country adoption service, the Agency Decision Maker should also have specialist knowledge of this area of law and practice. When determining the disclosure of Protected Information about adults, the Agency Decision Maker should also understand the legislation surrounding access to and disclosure of information and the impact of reunion on all parties (Standard 23).

Assessment

Assessments are undertaken to determine the needs of individual children; what services to provide and action to take. They may be carried out:

- To gather important information about a child and family;
- To analyse their needs and/or the nature and level of any risk and harm being suffered by the child;
- To decide whether the child is a Child in Need (Section 17) and/or is suffering or likely to suffer Significant Harm (Section 47); and
- To provide support to address those needs to improve the child's outcomes to make them safe.

With effect from 15 April 2013, Working Together 2013 removes the requirement for separate **Initial Assessments** and **Core Assessments**. One Assessment – often called Single Assessment - may be undertaken instead.

CAFCASS

Children and Family Court Advisory and Support Service (CAFCASS) is the Government agency responsible for Reporting Officers, Children's Guardians and other Court officers appointed by the Court in Court Proceedings involving children. Also appoints an officer to witness when a parent wishes to consent to a child's placement for adoption.

Care Order

A Care Order can be made in Care Proceedings brought under section 31 of the Children Act if the Threshold Criteria are met. The Order grants Parental Responsibility for the child to the local authority specified in the Order, to be shared with the parents.

A **Care Order** lasts until the child is 18 unless discharged earlier. An **Adoption Order** automatically discharges the Care Order. A **Placement Order** automatically suspends the Care Order, but it will be reinstated if the Placement Order is subsequently revoked.

All children who are the subject of a Care Order come within the definition of Looked After and have to have a Care Plan. When making a Care Order, the Court must be satisfied that the Care Plan is suitable.

Categories of Abuse or Neglect

Where a decision is made that a child requires a Child Protection Plan, the category of abuse or neglect must be specified by the Child Protection Conference Chair.

Child in Need and Child in Need Plan

Under Section 17 (10) of the Children Act 1989, a child is a Child in Need (CiN) if:

- He/she is unlikely to achieve or maintain, or have the opportunity of achieving or maintaining, a reasonable standard of health or development without the provision for him/her of services by a local authority;
- His/her health or development is likely to be significantly impaired, or further impaired, without the provision for him/her of such services; or
- He/she is disabled.

A **Child in Need Plan** should be drawn up for children who are not Looked After but are identified as Children in Need who requiring services to meet their needs. It should be completed following an Assessment where services are identified as necessary.

Under the Integrated Children's System, if a Child is subject to a Child Protection Plan, it is recorded as part of the Child in Need Plan.

The Child in Need Plan may also be used with children receiving short break care in conjunction with Part One of the Care Plan.

Child Protection

The following definition is taken from Working Together to Safeguard Children 2010, paragraph 1.23.:

Child protection is a part of Safeguarding and Promoting the Welfare of Children. This refers to the activity that is undertaken to protect specific children who are suffering, or are likely to suffer, Significant Harm.

Child Protection Conference

Child Protection Conferences (Initial – **ICPC** and review – **RCPC**) are convened where children are considered to be at risk of Significant Harm.

Children's Centres

The government is establishing a network of children's centres, providing good quality childcare integrated with early learning, family support, health services, and support for parents wanting to return to work or training.

Child Sexual Exploitation

Child sexual exploitation (CSE) is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.

Corporate Parenting

In broad terms, as the corporate parent of looked after children, a local authority has a legal and moral duty to provide the kind of loyal support that any good parent would provide for their own children.

Criteria for Child Protection Plans

Where a decision is made that a child requires a Child Protection Plan, the Conference Chair must ensure that the criteria for the decision are met, i.e. that the child is at continuing risk of Significant Harm.

Director of Children's Services (DCS)

Every top tier local authority in England must appoint a Director of Children's Services under section 18 of the Children Act 2004. Directors are responsible for discharging local authority functions that relate to children in respect of education, social services and children leaving care. They are also responsible for discharging functions delegated to the local authority by any NHS body that relate to children, as well as some new functions conferred on authorities by the Act, such as the duty to safeguard and protect children, the Children and Young People's Plan, and the duty to co-operate to promote well-being.

Designated Teacher

Schools should all appoint a Designated Teacher. This person's role is to co-ordinate policies, procedures and roles in relation to Child Protection and in relation to Looked After Children.

Discretionary Leave to Remain

This is a limited permission granted to an Asylum Seeker, to stay in the UK for 3 years - it can then be extended or permission can then be sought to settle permanently.

Duty of Care

In relation to workers in the social care sector, their duty of care is defined by the Social Care Institute for Excellence (SCIE) as a legal obligation to:

- Always act in the best interest of individuals and others;

- Not act or fail to act in a way that results in harm;
- Act within your competence and not take on anything you do not believe you can safely do.

Early Help

Early help means providing support as soon as a problem emerges, at any point in a child's life, from the foundation years through to the teenage years.

Effective early help relies upon local agencies working together to:

- Identify children and families who would benefit from early help;
- Undertake an assessment of the need for early help;
- Provide targeted early help services to address the assessed needs of a child and their family which focuses on activity to significantly improve the outcomes for the child.

Local authorities, under section 10 of the Children Act 2004, have a responsibility to promote inter-agency cooperation to improve the welfare of children.

Every Child Matters

Every Child Matters is the approach to the well-being of children and young people from birth to age 19, which is incorporated into the Children Act 2004. The aim is for every child, whatever their background or their circumstances, to have the support they need to:

- Be healthy;
- Stay safe;
- Enjoy and achieve;
- Make a positive contribution and;
- Achieve economic well-being.

This means that the organisations involved with providing services to children are teaming up, sharing information and working together, to protect children and young people from harm and help them achieve what they want in life.

Health Assessment

Every Looked After Child (LAC or CLA) must have a Health Assessment soon after becoming Looked After, then at specified intervals, depending on the child's age.

Indefinite Leave to Remain (ILR)

When an Asylum Seeker is granted ILR, they have permission to settle in the UK permanently and can access mainstream services and benefits.

Independent Reviewing Officer

If a Local Authority is looking after a child (whether or not the child is in their care), it must appoint an Independent Reviewing Officer (IRO) for that child's case.

From 1 April 2011, the role of the IRO is extended, and there are two separate aspects: chairing a child's Looked After Review, and monitoring a child's case on an ongoing basis. As part of the monitoring function, the IRO also has a duty to identify any areas of poor practice, including general concerns around service delivery (not just around individual children).

IROs must be qualified social workers and, whilst they can be employees of the local authority, they must not have line management responsibility for the child's case. Independent Reviewing Officers who chair Adoption Reviews must have relevant experience of adoption work.

Independent Domestic Violence Advisor

Independent Domestic Violence Advisers (IDVA) are specialist caseworkers who focus on working predominantly with high risk victims (usually but not exclusively with female victims). They generally are involved from the point of crisis and offer intensive short to medium term support. They work in partnership with statutory and voluntary agencies and mobilise multiple resources on behalf of victims by coordinating the response of a wide range of agencies, including those working with perpetrators or children. There may be differences about how the IDVA service is delivered in local areas.

Initial Child Protection Conference

An Initial Child Protection Conference (ICPC) is normally convened at the end of a Section 47 Enquiry when the child is assessed as either having suffered Significant Harm or to be at risk of suffering ongoing significant harm.

The Initial Child Protection Conference must be held within 15 working days of the Strategy Discussion, or the last strategy discussion if more than one has been held.

Local Authority Designated Officer (LADO)

A designated officer (or sometimes a team of officers), who is involved in the management and oversight of allegations against people that work with children.

Their role is to give advice and guidance to employers and voluntary organisations; liaise with the Police and other agencies, and monitor the progress of cases to ensure that they are dealt with as quickly as possible consistent with a thorough and fair process. The Police should also identify an officer to fill a similar role.

Local Safeguarding Children's Board (LSCB)

LSCBs have to be established by every local authority as detailed in Section 13 of The Children Act 2004. They are made up of representatives from a range of public agencies with a common interest and with duties and responsibilities to children in their area. LSCBs have a responsibility for ensuring effective inter-agency working together to safeguard and protect children in the area. The Boards have to ensure that clear local procedures are in place to inform and assist anyone interested or as part of their professional role where they have concerns about a child.

The functions of the LSCB are set out in chapter 3 of Working Together to Safeguard Children.

See <http://southamptonlscb.co.uk/> for Southampton LSCB.

Looked After Child

A Looked After Child is a child who is accommodated by the local authority, a child who is the subject to an Interim Care Order, full Care Order or Emergency Protection Order; or a child who is remanded by a court into local authority accommodation or Youth Detention Accommodation.

In addition where a child is placed for Adoption or the local authority is authorised to place a child for adoption - either through the making of a Placement Order or the giving of Parental Consent to Adoptive Placement - the child is a Looked After child.

Looked After Children may be placed with family members, foster carers (including relatives and friends), in Children's Homes, in Secure Accommodation or with prospective adopters.

With effect from 3 December 2012, the Legal Aid, Sentencing and Punishment of Offenders Act 2012 amended the Local Authority Social Services Act 1970 to bring children who are remanded by a court to local authority accommodation or youth detention accommodation into the definition of a Looked After Child for the purposes of the Children Act 1989.

Neglect

Neglect is a form of Significant Harm which involves the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect can occur during pregnancy, or once a child is born.

Parental Consent to Adoptive Placement

Parental consent to a child's placement for adoption under section 19 of the Adoption and Children Act 2002 must be given before a child can be placed for adoption by an adoption agency, unless a Placement Order has been made or unless the child is a baby less than 6 weeks old and the parents have signed a written agreement with the local authority. Section 19 requires that the consent must be witnessed by a CAFCASS Officer. Where a baby of less than 6 weeks old is placed on the basis of a written agreement with the parents, steps must be taken to request CAFCASS to witness parental consent as soon as the child is 6 weeks old. At the same time as consent to an adoptive placement is given, a parent may also consent in advance to the child's adoption under section 20 of the Adoption and Children Act 2002 either with any approved prospective adopters or with specific adopters identified in the Consent Form.

When giving advanced consent to adoption, the parents can also state that they do not wish to be informed when an adoption application is made in relation to the child.

Parental Responsibility

Parental Responsibility means all the duties, powers, responsibilities and authority which a parent has by law in relation to a child. Parental Responsibility diminishes as the child acquires sufficient understanding to make his or her own decisions.

A child's mother always holds Parental Responsibility, as does the father if married to the mother.

Unmarried fathers who are registered on the child's birth certificate as the child's father on or after 1 December 2003 also automatically acquire Parental Responsibility. Otherwise, they can acquire Parental Responsibility through a formal agreement with the child's mother or through obtaining a Parental Responsibility Order under Section 4 of the Children Act 1989.

Pathway Plan

The Pathway Plan sets out the route to the future for young people leaving the Looked After service and will state how their needs will be met in their path to independence. The plan will continue to be implemented and reviewed after they leave the looked after service at least until they are 21; and up to 25 if in education.

Permanence Plan

Permanence for a Looked After child means achieving, within a timescale which meets the child's needs, a permanent outcome which provides security and stability to the child throughout his or her childhood. It is, therefore, the best preparation for adulthood.

Wherever possible, permanence will be achieved through a return to the parents' care or a placement within the wider family but where this cannot be achieved within a time-scale appropriate to the child's needs, plans may be made for a permanent alternative family placement, which may include Adoption or by way of a Special Guardianship Order.

By the time of the second Looked After Review, the Care Plan for each Looked After Child must contain a plan for achieving permanence for the child within a timescale that is realistic, achievable and meets the child's needs.

Personal Education Plan

All Looked After Children must have a Personal Education Plan (PEP) which summarises the child's developmental and educational needs, short term targets, long term plans and aspirations and which contains or refers to the child's record of achievement. The child's social worker is responsible for coordinating and compiling the PEP, which should be incorporated into the child's Care Plan.

Person Posing a Risk to Children (PPRC)

This term replaced the term of 'Schedule One Offender', previously used to describe a person who had been convicted of an offence against a child listed in Schedule One of the Children and Young Persons Act 1933.

'Person Posing a Risk to Children' takes a wider view. Home Office Circular 16/2005 included a consolidated list of offences which agencies can use to identify those who may present a risk to children. The list includes both current and repealed offences, is for guidance only and is not exhaustive - subsequent legislation will also need to be taken into account when forming an assessment of whether a person poses a risk to children. The list of offences should operate as a trigger to further assessment/review to determine if an offender should be regarded as presenting a continued risk of harm to children. There will also be cases where individuals without a conviction or caution for one of these offences may pose a risk to children.

Placement at a Distance

Placement of a Looked After child outside the area of the responsible authority looking after the child and not within the area of any adjoining local authority.

This term was introduced with effect from 27 January 2014 by the Children's Homes and Looked after Children (Miscellaneous Amendments) (England) Regulations 2013.

Principal Social Worker - Children and Families

This role was borne out of Professor Munro's recommendations from the Munro Review of Child Protection (2011) to ensure that a senior manager in each local authority is directly involved in frontline services, advocate higher practice standards and develop organisational learning cultures, and to bridge the divide between management and the front line. It is typically held by a senior manager who also carries caseloads to ensure the authentic voice of practice is heard at decision-making tables.

Private Fostering

A privately fostered child is a child under 16 (or 18 if disabled) who is cared for by an adult who is not a parent or close relative where the child is to be cared for in that home for 28 days or more. Close relative is defined as "a grandparent, brother, sister, uncle or aunt (whether of the full blood or half blood or by marriage or civil partnership) or step-parent". A child who is Looked After by a local authority or placed in a children's home, hospital or school is excluded from the definition. In a private

fostering arrangement, the parent still holds Parental Responsibility and agrees the arrangement with the private foster carer.

A child in relation to whom the local authority receives notification from the prospective adopters that they intend to apply to the Court to adopt may have the status of a privately fostered child. The requirement to notify the local authority relates only to children who have not been placed for adoption by an adoption agency. On receiving the notification, the local authority for the area where the prospective adopters live becomes responsible for supervising the child's welfare pending the adoption and providing the Court with a report.

Public Law Outline

The Public Law Outline: Guide to Case Management in Public Law Proceedings came into force on the 6th April 2010. An updated Public Law Outline (PLO) came into effect on 22nd April 2014, alongside the statutory 26-week time-limit for completion of care and supervision proceedings under the Children and Families Act 2014.

The Public Law Outline sets out streamlined case management procedures for dealing with public law children's cases. The aim is to identify and focus on the key issues for the child, with the aim of making the best decisions for the child within the timetable set by the Court, and avoiding the need for unnecessary evidence or hearings.

Referral

The referring of concerns to local authority children's social care services, where the referrer believes or suspects that a child may be a Child in Need, including that he or she may be suffering, or is likely to suffer, Significant Harm. The referral should be made in accordance with the agreed LSCB procedures.

Relevant Young People, Former Relevant, and Eligible

- **Relevant Young People** are those aged 16 or 17 who are no longer Looked After, having previously been in the category of Eligible Young People when Looked After. However, if after leaving the Looked After service, a young person returns home for a period of 6 months or more to be cared for by a parent and the return home has been formally agreed as successful, he or she will no longer be a Relevant Young Person. A young person is also Relevant if, having been looked after for three months or more, he or she is then detained after their 16th birthday either in hospital, remand centre, young offenders' institution or secure training centre. There is a duty to support relevant young people up to the age of 18, wherever they are living.
- **Former Relevant Young People** are aged 18 or above and have left care having been previously either Eligible, Relevant or both. There is a duty to consider the need to support these young people wherever they are living.
- **Eligible Young People** are young people aged 16 or 17 who have been Looked After for a period or periods totaling at least 13 weeks starting after their 14th birthday and ending at least one day after their 16th birthday, and are still Looked After. (This total does not include a series of short-term placements of up to four weeks where the child has returned to the parent.) There is a duty to support these young people up to the age of 18.

Review Child Protection Conference

Child Protection Review Conferences (RCPC) are convened in relation to children who are already subject to a Child Protection Plan. The purpose of the Review Conference is to review the safety, health and development of the child in view of the Child Protection Plan, to ensure that the child continues to

be adequately safeguarded and to consider whether the Child Protection Plan should continue or change or whether it can be discontinued.

Section 20

Under Section 20 of the Children Act 1989, children may be accommodated by the local authority if they have no parent or are lost or abandoned or where their parents are not able to provide them with suitable accommodation and agree to the child being accommodated. A child who is accommodated under Section 20 becomes a Looked After Child.

Section 47 Enquiry

Under Section 47 of the Children Act 1989, if a child is taken into Police Protection, or is the subject of an Emergency Protection Order, or there are reasonable grounds to suspect that a child is suffering or is likely to suffer Significant Harm, a Section 47 Enquiry is initiated. This enables the local authority to decide whether they need to take any further action to safeguard and promote the child's welfare. This normally occurs after a Strategy Discussion.

Physical Abuse, Sexual Abuse, Emotional Abuse and Neglect are all categories of Significant Harm.

Section 47 Enquiries are usually conducted by a social worker, jointly with the Police, and must be completed within 15 days of a Strategy Discussion. Where concerns are substantiated and the child is judged to be at continued risk of Significant Harm, a Child Protection Conference should be convened.

Separated Children

Separated Children are children and young people aged under 18 who are outside their country of origin and separated from both parents, or their previous legal/customary primary caregiver. Some will be totally alone (**unaccompanied**), while others may be accompanied into the UK e.g. by an escort; or will present as staying with a person who may identify themselves as a stranger, a member of the family or a friend of the family.

Special Guardianship Order

Special Guardianship Order (SGO) is an order set out in the Children Act 1989, available from 30 December 2005. Special Guardianship offers a further option for children needing permanent care outside their birth family. It can offer greater security without absolute severance from the birth family as in adoption.

Special Guardianship will also provide an alternative for achieving permanence in families where adoption, for cultural or religious reasons, is not an option. Special Guardians will have Parental Responsibility for the child. A Special Guardianship Order made in relation to a Looked After Child will replace the Care Order and the Local Authority will no longer have Parental Responsibility.

Strategy Discussion

A Strategy Discussion is normally held following an Assessment which indicates that a child has suffered or is likely to suffer Significant Harm. The purpose of a Strategy Meeting is to determine whether there are grounds for a Section 47 Enquiry.

Statement of Special Educational Needs (SEN)

From 1 September 2014, Statements of Special Educational Needs were replaced by Education, Health and Care Plans. (The legal test of when a child or young person requires an Education, Health and Care Plan remains the same as that for a Statement under the Education Act 1996).

Staying Put

A Staying Put arrangement is where a Former Relevant child, after ceasing to be Looked After, remains in the former foster home where they were placed immediately before they ceased to be Looked After, beyond the age of 18. The young person's first Looked After Review following his or her 16th birthday should consider whether a Staying Put arrangement should be an option.

It is the duty of the local authority to monitor the Staying Put arrangement and provide advice, assistance and support to the Former Relevant child and the former foster parent with a view to maintaining the Staying Put arrangement (this must include financial support), until the child reaches the age of 21 (unless the local authority consider that the Staying Put arrangement is not consistent with the child's welfare).

Unaccompanied Asylum Seeker

A child or young person under the age of 18 who has been forced or compelled to leave their home country as a result of major conflict resulting in social breakdown or to escape human rights abuse. They will have no adult in the UK exercising Parental Responsibility.

Virtual School Head

Section 99 of the Children and Families Act 2014 imposes upon local authorities a requirement to appoint an officer to promote the educational achievement of Looked After children - sometimes referred to as a 'Virtual School Head'.

Working Together to Safeguard Children

Working Together to Safeguard Children is a Government publication which sets out detailed guidance about the role, function and composition of Local Safeguarding Children Boards (LSCBs), the roles and responsibilities of their member agencies in safeguarding children within their areas and the actions that should be taken where there are concerns that children have suffered or are at risk of suffering Significant Harm.

Young Offender Institution (YOI)

The Youth Justice Board (YJB) is responsible for the commissioning and purchasing of all secure accommodation for under 18-year-olds ('juveniles'), whether sentenced or on remand. Young offender institutions (YOIs) are run by the Prison Service (except where contracted out) and cater for 15-20 year-olds, but within YOIs the Youth Justice Board has purchased discrete accommodation for juveniles where the regimes are specially designed to meet their needs. Juvenile units in YOIs are for 15-17 year-old boys and 17-year-old girls.

Youth Offending Service or Team

Youth Offending Service or Team (YOS or YOT) is the service which brings together staff from Children's Social care, the Police, Probation, Education and Health Authorities to work together to keep young people aged 10 to 17 out of custody. They are monitored and co-ordinated nationally by the Youth Justice Board (YJB).

Sources

Tri.x live online glossary: <http://trixresources.proceduresonline.com/> - a free resource, available to all which provides up to date keyword definitions and details about national agencies and organisations.

Southampton Local Safeguarding Board <http://southamptonlscb.co.uk/>

DECISION-MAKER:	CHILDREN AND FAMILIES SCRUTINY PANEL
SUBJECT:	MONITORING SCRUTINY RECOMMENDATIONS
DATE OF DECISION:	26 JANUARY 2023
REPORT OF:	SCRUTINY MANAGER

<u>CONTACT DETAILS</u>			
Executive Director	Title	Chief Executive	
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STATEMENT OF CONFIDENTIALITY	
None	
BRIEF SUMMARY	
This item enables the Children and Families Scrutiny Panel to monitor and track progress on recommendations made at previous meetings.	
RECOMMENDATIONS:	
	(i) That the Panel considers the responses to recommendations from previous meetings and provides feedback.
REASONS FOR REPORT RECOMMENDATIONS	
1.	To assist the Panel in assessing the impact and consequence of recommendations made at previous meetings.
ALTERNATIVE OPTIONS CONSIDERED AND REJECTED	
2.	None.
DETAIL (Including consultation carried out)	
3.	Appendix 1 of the report sets out the recommendations made at previous meetings of the Children and Families Scrutiny Panel. It also contains a summary of action taken in response to the recommendations.
4.	The progress status for each recommendation is indicated and if the Children and Families Scrutiny Panel confirms acceptance of the items marked as completed they will be removed from the list. In cases where action on the recommendation is outstanding or the Panel does not accept the matter has been adequately completed, it will be kept on the list and reported back to the next meeting. It will remain on the list until such time as the Panel accepts the recommendation as completed. Rejected recommendations will only be removed from the list after being reported to the Children and Families Scrutiny Panel.
RESOURCE IMPLICATIONS	

<u>Capital/Revenue/Property/Other</u>	
5.	None
LEGAL IMPLICATIONS	
<u>Statutory power to undertake proposals in the report:</u>	
6.	The duty to undertake overview and scrutiny is set out in Part 1A Section 9 of the Local Government Act 2000.
<u>Other Legal Implications:</u>	
7.	None
RISK MANAGEMENT IMPLICATIONS	
8.	None
POLICY FRAMEWORK IMPLICATIONS	
9.	None

KEY DECISION?	No
WARDS/COMMUNITIES AFFECTED:	None
<u>SUPPORTING DOCUMENTATION</u>	
Appendices	
1.	Monitoring Scrutiny Recommendations – 26 January 2023
2.	Demographic data

Documents In Members' Rooms

1.	None
Equality Impact Assessment	
Do the implications/subject of the report require an Equality and Safety Impact Assessment (ESIA) to be carried out?	No
Data Protection Impact Assessment	
Do the implications/subject of the report require a Data Protection Impact Assessment (DPIA) to be carried out?	No
Other Background Documents	
Other Background documents available for inspection at:	
Title of Background Paper(s)	Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)
1.	None

Children and Families Scrutiny Panel

Scrutiny Monitoring – 26 January 2023

Date	Title	Action proposed	Action Taken	Progress Status
29/09/22	Educational Attainment in Southampton	1) That consideration is given to an additional meeting of the Panel to focus on educational attainment with a focus on scrutinising the use of catch up funding; the soon to be published Key Stage 4 national results, including Progress 8; and, Early Years Foundation Stage performance.	The Scrutiny Manager will liaise with the Chair and the Divisional Head of Education and Learning about the merits of an additional meeting of the Panel to discuss the points raised. Consideration will be given to inviting the Chairs of the Headteacher Forums in Southampton.	Partially complete
29/09/22	Post 16 Provision, Participation and NEET	1) That the Panel are kept informed of key developments concerning the proposed city wide solution to Post 16 provision in Southampton.	We have requested a comms release from the DfE (FE Commissioner) on the City-Wide Solution - some of what they have told us in our catch up meetings will be confidential. When he comes back to the service, we will share the information with the Scrutiny Panel. The relevant Cllrs and CEx are up to speed with this workstream.	Partially complete
29/09/22	Children and Learning Improvement Plan & Performance	1) That the key findings from the audit of re-referrals are summarised within, or appended to, the performance report to be considered at the 24 November 2022 meeting of the Panel.	This audit is being scoped with Hampshire Children's Service to begin in December 2022. Recommendation that findings are shared at the first scrutiny panel in 2023.	Partially complete
24/11/22	Placement Sufficiency	1) That the Chief Executive and Executive Management Team ensures that Council services, that are required to act to help deliver the proposed residential children's homes, work proactively to enable homes to open as soon as possible.	Executive Director – Children & Learning has confirmed that corporate support is in place. Oversight of project will be taken on by new C&L Head of Resources and further updates will be provided to scrutiny panel as part of the 2023 schedule.	Complete
		2) That, following the University of Southampton's development of a Civic University agreement, the Council utilises the opportunity to encourage the University to become a Fostering Friendly employer.	The Cabinet Member for Children and Learning is writing to the Vice Chancellor of the University of Southampton to progress this opportunity.	Complete

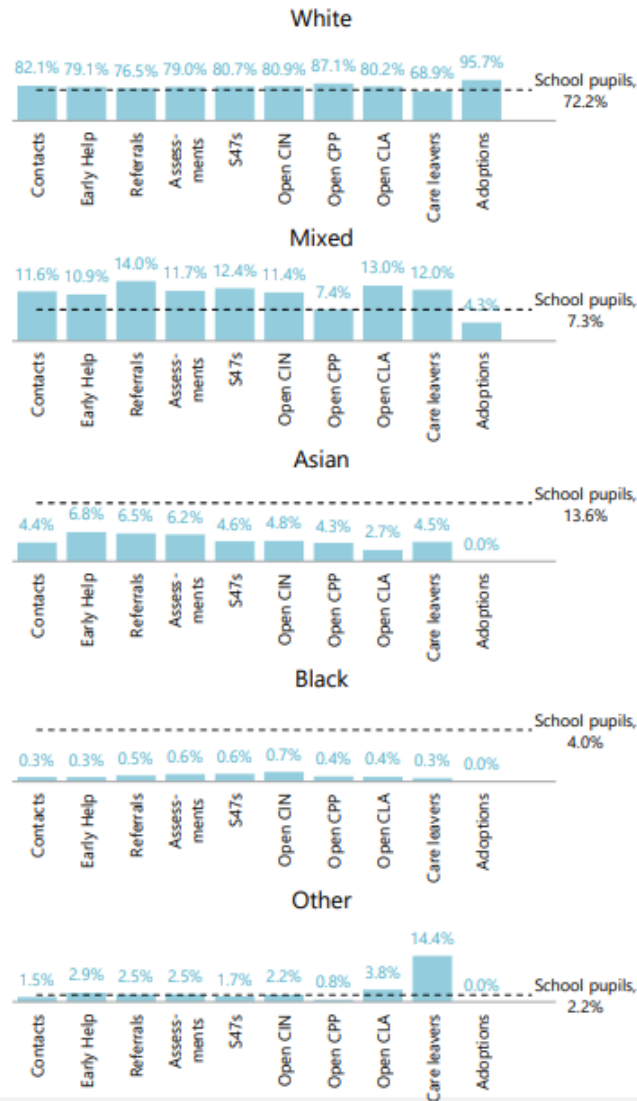
Date	Title	Action proposed	Action Taken	Progress Status
24/11/22	Children & Learning - Performance	1) That the Panel are provided with an overview of the ethnicity of children and young people engaging with safeguarding services.	Overview attached as Appendix 2	Complete
		2) That learning from audits is included as an agenda item at a future meeting of the Panel.	Included in papers for 26 January 2023 CFSP meeting.	Complete

Demographics of children across all areas of children's social care

Snapshot 10/01/2023

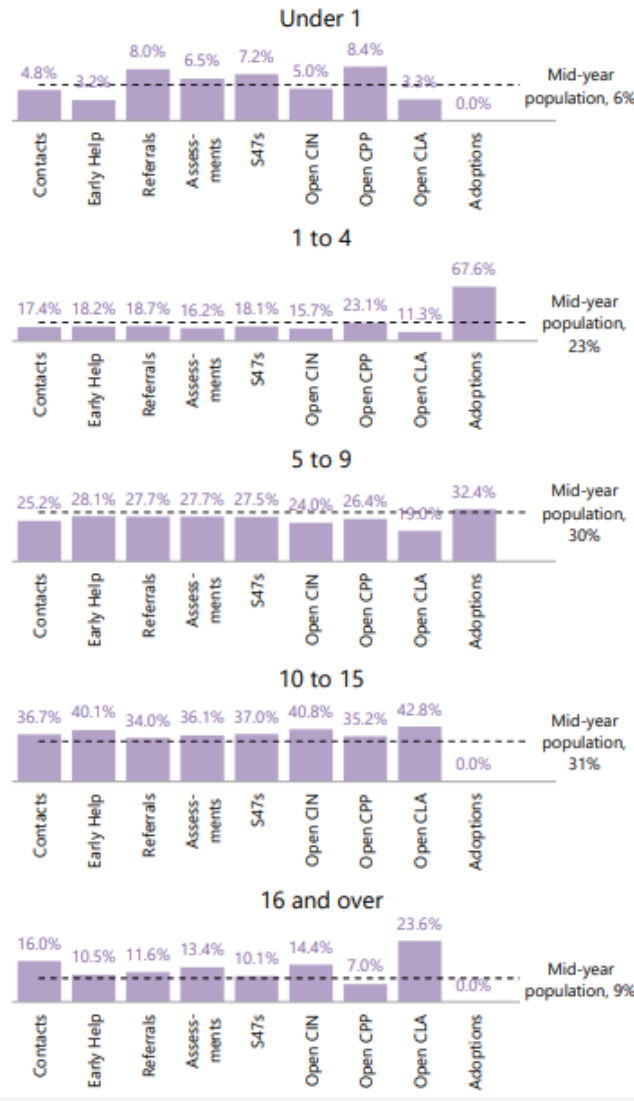
Ethnicity

ChAT* compared to pupils in the LA schools (Jan-22)
*percentage of known ethnicity only



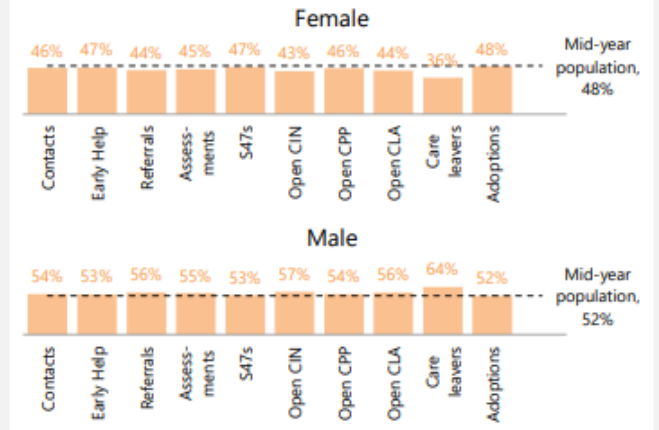
Age

ChAT* compared to mid-year (2020) population estimates (ONS)
*percentage of known age only



Gender

ChAT* compared to mid-year (2020) population estimates (ONS)
*percentage of Male / Female genders only, excludes Other



Comparing CLA demographics

CLA figures compared to published population statistics

	LA Latest snapshot			LA 2022			Eng 2022		
	CLA	Pop	% difference	CLA	Pop	% difference	CLA	Pop	% difference
White	80	72	higher 8%	79	72	higher 9%	73	73	higher 1%
Mixed	13	7	higher 71%	10	7	higher 36%	10	7	higher 48%
Asian	3	14	lower -81%	c	14		5	12	lower -58%
Black	0	4	lower -91%	3	4	lower -25%	7	6	higher 19%
Other	4	2	higher 71%	5	2	higher 132%	4	2	higher 79%

	LA Latest snapshot			LA 2020			LA 2020		
	CLA	Pop	% difference	CLA	Pop	% difference	CLA	Pop	% difference
Under 1	3	6	lower -41%	5	6	lower -10%	5	5	no dif 0%
1 to 4	11	23	lower -52%	14	23	lower -40%	14	22	lower -36%
5 to 9	19	30	lower -38%	18	30	lower -41%	18	29	lower -38%
10 to 15	43	31	higher 36%	43	31	higher 37%	39	34	higher 16%
16-plus	24	9	higher 157%	20	9	higher 117%	25	10	higher 144%

	LA Latest snapshot			LA 2020			LA 2020		
	CLA	Pop	% difference	CLA	Pop	% difference	CLA	Pop	% difference
Male	56	52	higher 9%	57	52	higher 10%	56	51	higher 9%
Female	44	48	lower -10%	43	48	lower -11%	44	49	lower -10%

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