

## **CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE**

### **Minutes of a meeting of the Children and Young People Scrutiny Committee held on Monday, 5<sup>th</sup> November 2012 at 6.00 pm in the Scrutiny Meeting Room, Civic Offices, Telford**

**PRESENT:** Councillors M. Ion (Chair), S. Burrell, G. Green, J. Greenaway, J. Loveridge, A. Mackenzie, M. Smith, C. Turley and Co-optees R. Aveley, S. Harris, E. Ofori, S. Rayner, M. Ward.

**Attending:** L. Johnston, Director Children & Family Services; K. Perry, Assistant Director Children's Safeguarding; J. Collins, Assistant Director Education & Skills; V. McKay, Group Manager Commissioning, Procurement & Brokerage (CYP); S. Jones, Scrutiny Officer.

#### **CYPSC-7 MINUTES**

The Chairman once again thanked Sue Harris, Head Teacher of Shortwood Primary School for hosting the previous meeting, and thanked Karen Perry, Viv McKay and Maria White for providing reports and information for members at the meeting.

Reviewing the minutes of 18<sup>th</sup> September, Cllr. Greenaway asked for a breakdown of residential providers in the regional contract framework by tier.

**RESOLVED** – that the minutes of the meeting of the Children and Young People Scrutiny Committee held on 18<sup>th</sup> September 2012 be confirmed and signed by the Chairman.

#### **CYPSC-8 APOLOGIES FOR ABSENCE**

Co-optees A. Atkinson and S. Ali; Cabinet Member Cllr. Paul Watling. Cllrs. Burrell and Greenaway were only able to attend part of the meeting due to a conflicting group meeting.

#### **CYPSC-9 DECLARATIONS OF INTEREST**

None

#### **CYPSC-10 CHILDREN IN CARE PLACEMENTS**

The Chairman reminded members that the role of the Committee was to scrutinise the outcomes and impact of policies and procedures and not the operational systems which were up to officers to determine. He also reminded members of the Committee's agreed objectives for the review of the Children in Care Placement Strategy which were about the **safety** of children and young people in care, the **value for money** of placements and the Council's responsibility, if any, for children placed in the borough by other authorities. The focus of this item was to scrutinise costs - how money is allocated and whether spending offers best value for money. The Assistant Director Children's Safeguarding was invited to summarise the key points of the Children in Care Monthly Performance Dashboard circulated as Appendix B, and the

following points were highlighted:

- The key message was the high cost of residential placements which accounted for half of the placement budget for 43 placements.
- The number of children in care had risen to 303 at the end of September, and 306 at the end of October.
- The report showed cessations from April-September 2012, but it was too early to make comparisons with the previous year's data as the position can change quickly.
- Placement types showed that over the previous year the number of children placed for adoption had fluctuated between 12 and 19; kinship care had risen then fallen; agency foster care was similar to the same point as last year but internal foster care placements had increased which was good because the cost was lower and internal foster carers were more likely to be local; there was an overall increase in the number of residential care placements and a decrease in the number of children placed with parents.
- Unit costs had decreased due to the placement mix and commissioning strategy which had reduced the average weekly unit cost of residential placements.
- Total projected placement costs had dipped in July but then risen; residential and external fostering remained significantly over budget; internal foster care and relative care remained over budget but by a relatively small margin.
- Narrative in the report described a range of activity to reduce costs:
  - Family Connect was showing early indications of impact by diverting less complex cases away from the safeguarding service, freeing up resource to focus support on children needing interventions so they are less likely to need a care plan;
  - Commissioning and procurement would be reported in more detail later in the meeting;
  - A new model for Child Protection conferences had been developed to focus more on the child's experience particularly in cases of neglect;
  - There was to be even greater emphasis on getting children safely out of care through the work of the Permanence Panel (e.g. back home, adoption, family carer);
  - The allowance for internal foster carers had been increased to improve competitiveness, the response to enquiries had been improved to speed up the approval process and recruitment activity was bringing in promising enquiries, particularly from the weekly stall in the town centre.

There was a lengthy discussion about the costs of care placements, during which the Group Commissioning Manager tabled a report describing how efficiencies were being driven out through the commissioning strategy. The Council was part of the West Midlands Commissioning Partnership which had set up collaborative framework contracts for agency foster care (from April 2011) and residential care (from May 2012). Staffordshire and Worcestershire authorities had led the work with support from the West Midlands Regional Improvement & Efficiency Partnership. It was difficult to calculate exact savings as children move in and out of placements and through age fee bands and changing arrangements, but the full year effect of the foster care framework contract had been analysed and assessed as being over £100,000 based on the transfer of existing placements to the new framework and the estimated cost of

new placements that would have been made under the old arrangements. A breakdown of the analysis was shown in Appendix 1 of the report. The residential contract set up in May was relatively new but had already resulted in price reductions. Sixteen placements had moved to the new contract arrangements resulting in an immediate saving of £3,979 per week, equating to £175,000 p.a. assuming the children remained in the same placement. It was expected that further discounts would be applied where a number of children were placed with one provider.

During the discussion, members explored a number of issues:

- Members questioned the differential between the average unit cost of internal (£272p.w.) and agency (£806p.w.) foster carers - almost three times as much. The Assistant Director explained that the differential was not as great as it appeared from the figures presented because the internal foster care cost did not take account of staff costs. As well as Fees and allowances paid to the foster carers (the allowances vary according to the age and needs of the child)
  - The true cost would include:
    - The cost of the fostering social workers (i.e. social workers supporting the carer). This would include costs of recruitment, training, salaries, support, overheads etc.
- The cost of external foster care includes the total agency costs. This would include:
- The fees and allowances paid by the agency to the foster carer
  - The fostering social workers (to support the carers) employed by the agency (not the Council)
  - The agency overheads and fees.
- It was difficult to calculate the true cost of internal foster care, but work had started on doing this and would be factored into the costs presented on the Dashboard in future. True cost was likely to be considerably less than £600p.w. meaning the differential between internal and external foster care was more realistically well over £200pw. Mr. Reynolds asked whether the unit cost for Relative/Friend Carers included on-costs, and the Assistant Director said that it did not and this needed to be factored in, although costs were generally lower because the cohort tended to be from younger age groups.
- Members wanted to know when the external foster care framework contract would be re-tendered and whether the cost of procurement had been factored into the unit costs. The framework contract had been set up in April 2011 for three years. The cost of procurement was minimal because Staffordshire Council had led the exercise so procurement and transaction costs had not been factored in.
  - Members asked about the reasons for needing residential care and the balance between foster and residential care. The Assistant Director said that the number placed with agency foster carers had remained static over the last year, while the number placed with internal foster carers had increased. In the last three months, all placements had been with internal foster carers and there was a need to keep recruiting. However there were some children whose needs are just too complex for a foster carer and needed residential care. Sometimes a child could be placed in foster care but their behaviour deteriorates and efforts were made to put support around the foster carer to prevent the breakdown of the placement. The Assistant Director agreed with the Chairman that there would always be a need for

residential care for some children but efforts were being made to reduce the numbers.

- There was a lengthy discussion about the costs of residential care which at £3000pw for 43 children accounted for almost half the budget. Members wanted to know why the cost was so high and whether it would be cheaper for the Council to have its own home in the borough. Members were told:
  - Care homes are tightly regulated by Ofsted and must comply with the regulatory framework and minimum ratios of staff. Once void rates are factored in, the costs are high, but efforts were being made to reduce costs.
  - Detailed costings had been done for a Council owned care home. Costs involved property, a registered manager, regulation 33 inspections, registration of the home, staff 24/7, other one-to-one support, transport, education etc. The estimated cost was £2,700 per week per child which was not significantly lower than the current residential care costs. Voids also need to be factored in. A small home may not be able to accommodate the mix of young people needing residential care, for example a vulnerable young woman could not be placed with a young man exhibiting inappropriate sexual behaviour and risk has to be factored in.
  - The Chairman asked for assurances that the children in external residential care could not be provided for better within the borough and the Assistant Director assured him that this was the case. The Assistant Director meets managers every few weeks to review residential placements to make sure the children are safe and making progress. When children are ready they are moved into foster care, but those with very complex needs can remain in residential care for a long time because their care needs to be stabilised. The reviews also check that health contributions are claimed where appropriate.
  - A member pressed the point that the West Midlands authorities should use their collective bargaining power harder and felt that there must be more that could be done. Officers said that this was what the procurement exercise had been about and that the 13 authorities involved had used their buying power to negotiate better prices. There were 144 residential providers on the 2 year framework contract – this would be monitored and evaluated to identify where costs could be driven down further. Work with providers would continue through Provider Forum meetings. A meeting had also been arranged with a not-for-profit provider to find out more about their business model.
  - The cheapest provider on the framework in the borough cost £2,095 per week but the cheapest was not always the best. Providers had been evaluated on a 60% price 40% quality basis, and the tier one providers were always searched first for vacancies. A member questioned whether the quality of provision had been compromised for lower prices but was told that in fact the procurement exercise had enhanced the quality assurance checks.
  - The Chairman was given firm assurance that the costs of external care had come down due to the framework contracts.

- There was a discussion about the budget overspend. Members wanted to know why the gap between forecast and budget was so significant (£10m allocated in April was overspent by £1.5m) and why there is a consistent year-on-year overspend which cannot be accounted for by the variations in numbers. Members were informed:
  - Although the number of children in care had been relatively stable over the last 12 months it had increased by around 50 in the last 5 years. The lowest number in 2010/11 was 264. Decisions made today could have a long-term impact on the budget – for example a child placed in residential care may continue there until age 16-18. The costs are modelled through so if the budget is overspent at year end one year it is likely to be overspent going forward.
  - The budget position shows the need to reduce the number of residential placements – replacing 10 residential placements to other types of placement would save around £1m per year. A lot of new ideas were being looked at to help for example the use of Jigsaw, recruiting super foster-carers as Council staff, putting in place a Support Panel to look at non-emergency, edge of care cases to put wrap around support in place to prevent children needing to be taken into care. Asked what work is done with parents when their children are in care, the Assistant Director explained that preventative support is provided to parents before children are taken into care, and a lot of work is done with parents with children in care to try and get children safely home. Different approaches were being tried in cases of domestic abuse or neglect though an interim support initiative.
  - Asked whether she felt the budget was realistic, the Assistant Director replied that it was not realistic in terms of being achieved by the end of the year and the overspend would carry over to 2013/14 but she was working closely with the Assistant Director Family & Cohesion Services on a cost improvement plan to improving value for money and reduce costs - for example to prevent repeated care.
- The Chairman asked how Telford & Wrekin compared to other authorities and whether overspend was a national issue. The Director of Children & Family Services said that the Association of Directors of Children's Services had just produced its third report on Safeguarding Pressures which showed a mixed picture – 60% of authorities had rising costs and 40% were reducing, but the reasons for this needed to be unpicked. Some authorities had invested heavily in early intervention which was the route Telford & Wrekin had gone down but more work was needed to understand the correlations and reasons. This was something that could come back to scrutiny. The Assistant Director said that some authorities had found innovative solutions – for example Reading had done a lot of work on stopping baby after bay being repeatedly removed into care from the same parents – and these ideas were being looked at. Only one authority in the West Midlands had reduced the number of children coming into care but they had been rated by Ofsted as inadequate. Cllr. Mackenzie was concerned about the potential consequences of not taking a child into care – the Assistant Director said that historically there had been a tendency to keep children on protection plans for too

long and there was a need to draw a balance so that the right children were brought into care.

## **CYPSC-11 OFSTED ACTION PLAN**

The Chairman reminded members that a further meeting would be held in December to review the Children's Services Improvement Plan in detail and this item was to receive an interim update on progress to date.

The Director of Children & Family Services (DCFS) said that the Senior Leadership Team, led by the Assistant Director for Children's Safeguarding, had been developing an integrated Children's Services Improvement Plan in response to the Ofsted report and recommendations. The Assistant Director (AD) explained that the plan was work in progress. Not all the Ofsted recommendations were for the Council and a workshop was being held on 15<sup>th</sup> November to integrate health actions. The AD briefed members on the report circulated as Appendix C which showed progress against recommendations for immediate (i.e. by 10/08/21) and 3 month (i.e. by 10/11/12) action. The briefing focussed on the steps taken in safeguarding to rectify issues requiring immediate action as these were of most urgent concern. The issues related to the safeguarding duty desk taking too long to gather information and process or record decisions. Decisions about referrals or care orders should be made within 24 hours which was not always happening and this practice was considered by Ofsted to be unsafe.

An additional report was tabled to show the impact of the immediate steps taken on the number and percentage of completed contacts, referrals and Section 47 visits within the 24 hour guideline monitored on a weekly basis between 27/08/12 and 08/10/12.

The report showed:

- Contacts completed within 24 hours (i.e. calls from families or professionals to Family Connect) had shown steady progress from 91.26% to 100%.
- Referrals completed within 24 hours (i.e. where the social worker had decided more support is needed than just advice) had improved from 60.41% to 82%. The remaining 18% had been completed within 2-5 days. There was sometimes a good reason for not sending in a social worker within 24 hours unless the child is in immediate danger, for example if the health visitor was not contactable that day and it was better to wait to get information from someone who knew the child which might mean a visit by a SW was not necessary and the AD was confident that these cases were justifiable.
- Strategy meetings and Section 47 visits (a single agency or joint visit with the police where there is a child protection enquiry – if necessary a child protection conference is held within 15 days of the last strategy meeting) completed within 24 hours had improved from 50% to 100% for the three weeks from 23/09/12 to 08/10/12.

The data showed a much better and a more timely response to children which had been recommended by Ofsted, and the weekly monitoring meant the data could be interrogated to analyse the reasons for any dips in performance. There had been a

dip across the board w/c 03.09.23 which was the first week of the school term and there had been sickness in the team and the detailed analysis enabled contingencies to be planned for similar circumstances.

There was one recommendation (Ensure that all looked after children have a qualified social worker and that the minimum statutory visiting requirements are complied with) which would not be met by the three month target. This could have been rectified by bringing in agency social workers, but the non-qualified case workers had been working with the children for a long time and it was felt that it was not in the children's interest to suddenly disrupt their relationship with their caseworker and a longer term solution was being found that was better for the children.

The Chairman commented that progress was very encouraging. There were then a number of questions.

- Cllr. Greenaway had left the meeting at 6.30 but a question was tabled on her behalf about the position on providing partner agencies with a clear definition of the roles and responsibilities of the community social work team where the original hope had been to produce a draft report by the end of October. The relevant manager had considered this but it was necessary to look at the role of the social workers across the whole system so early intervention and edge of care could be brought together.
- The Chairman questioned the issue of statutory visits for out of borough children – members had received assurances at the last meeting that these happened. The AD assured members that the visits were happening. The data did not always show 100% of statutory visits completed but this was thought to be an issue with a time lag in the recording system rather than the duty was not being met. A piece of work was being done to separate the children in Telford & Wrekin from those outside the borough to ensure the service is not diminished. The DCFS said that the AD had focussed on the quality of visits and that they were not just about timing.
- Members wanted to know why there were children without a qualified social worker and whether it was because it was difficult to recruit qualified social workers. This was a historic issue – in the past there had been not been a requirement for all caseworkers to be qualified social workers but this now needed to change. A lot of work had been done to recruit qualified social workers or to train and qualify internal staff. The number of social work vacancies had reduced significantly – there were 10 currently 10 vacancies from a cohort of over 70. The future looked positive with high quality trainees coming through the national “Step up to Social Work” fast-track graduate programme who would be graduating in August. There were also some very good candidates with rich backgrounds and depth of experience coming through the “Return to Social Work” campaign. Professional fees for practising social workers had gone up to £192 for 2 years but this was not a barrier to entry because the Council funded the fee.
- Mrs. Ward asked for more information about the contingency for sickness cover for the Safeguarding Advisors Team. The plan is for social workers from other parts of the service move into the team temporarily. Previous delays were not just an

issue about the availability of social workers but the process of authorisation by managers.

The Chairman thanked officers for attending the meeting and providing reports and information to the Committee and officers left the meeting. The Chairman reminded members that the sub-group would meet on 9<sup>th</sup> November to consider the information provided to date as part of the review of Children in Care Placements to identify further work that needed to be done and to start to formulate a report and recommendations which would be considered by the Committee next year.

## **CYPSC-12 EDUCATIONAL ATTAINMENT**

The Assistant Director Education & Skills presented reports on the 2012 Key Stage 2 (KS2) and Key Stage 4 (KS4) results for the borough and for children in care. The information was from the first statistical release and the data would not be validated until December. These showed:

- KS2 results showed an upward trend from 2011 with notable improvements in English and Maths. The assessment of writing skills had changed making the results not directly comparable with previous years. There had been improvements at Level 4+ (pupils expected to attain the benchmark results) and Level 5 (higher attaining pupils) in English, Maths and English & Maths combined and against national averages. Details of the increases were provided in the report.
- There were no schools below floor standard at KS2 in 2012 which was a marked improvement on last year when 4 had fallen below. Intervention packages had been put into those schools and they had shown significant improvement.
- There was an improving trajectory at KS4 with 60.7% in Telford & Wrekin achieving 5 or more A\*-C grade GCSEs including English and Maths compared to an average of 58.4% in the all England state funded sector. The report showed Telford & Wrekin performing well overall against statistical neighbours, West Midland and all England averages.
- The floor standard at KS4 had risen in consecutive years from 30% to 35% to 40%. In 2012 there was only one school which had fallen below floor standard due to GCSE English results being 7% lower than expected (38% against an expected 45%).
- There were 9 looked after children in the 2012 KS2 cohort. The results were lower than the Telford & Wrekin averages (L4+ English 66.7%, L4+ Maths 63.6%). Results can fluctuate significantly because of the small numbers in each cohort. Nationally children in care perform lower than national averages, but the key concern is to close the gap.
- The 2012 KS4 results for children in care in Telford & Wrekin were shown in the report. 35.7% had achieved the national benchmark (5 or more A\*-C GCSEs

including English and Maths) which was considered very good although was largely attributed to the particular cohort many of whom had not experienced disruptions in their education or placement breakdown and had remained engaged with education. However, the results were still below the Telford & Wrekin average and again highlighted the need to close the gap. The 2012 national averages for children in care would not be published until December but would be reported to the Committee.

- Ofsted had changed the rating framework. The old categories were Outstanding, Good or Satisfactory with sub-categories Notice to Improve or Special Measures. The Satisfactory rating had been replaced by Requires Improvement, also with the sub-categories. The standards required to achieve each grade had also been lifted. Since 1<sup>st</sup> September, 5 primary schools had been inspected by Ofsted under the new framework. Three had been rated Good, two had been rated as Requires Improvement. At secondary level, Lord Silkin had achieved Good or above in all categories which was cause for celebration.

The Chairman commented that there was much to celebrate in the results and hoped the encouraging picture would continue into future years. Members asked a number of questions and were given the following information:

- In terms of reasons for the improving picture, schools seemed to be feeling the pressure and responding to national strategies. The Learning Partnership enabled Head Teachers to share good practice, learn and apply lessons from each other there seemed to be a real collective desire to see school improvement right across the borough.
- There was no geographical concentration of schools below floor standard at KS2 in 2011. 2 were in the south, one was central and one in Wellington.
- Asked whether support for looked after children is equal across all schools, it was hoped there was no disparity as all schools had a designated teachers and governor for looked after children supported by regional network meetings. However Ofsted had found that the quality of Personal Education Plans (PEPs) which are a statutory requirement for children in care were too variable. More recent plans tended to be tighter and better quality but some needed to be sharpened up.
- Regarding the English GCSE results, one school had been affected by the change to the assessment standard and had dropped 4% on expected results but a number of the pupils were doing re-sits and it was hoped the results would lift the average up to over 50%.
- Members wanted to know why 6 of the children in care had not achieved any GCSEs at all. The AD agreed that this was not good, but compared to the national performance for children in care this number would be expected to be higher. There can be several reasons for pupils getting no qualifications – for example young people unable to attend school because they are in the criminal justice system or pregnant, children in special schools or if a young person has moved

schools and not been entered for exams. This is monitored and care placement plans have an education plan running alongside to minimise disruption to education. In terms of follow-up support, these children remain under the transition team so they have the support of a key worker to help them look at college courses or employment routes. They also keep their PEP which is tailored through. If a young person leaves care at 16 and chooses to move away they do not continue to receive support.

The Chairman requested a breakdown of KS4 results for children in care in Telford & Wrekin schools and outside the borough, and a breakdown of average performance by gender.

**CYPSC-13 WORK PROGRAMME**

The next meeting would be on 11<sup>th</sup> December to review the Children's Service Improvement Plan in detail.

The meeting ended at 8.05 pm.

**Chairman:**.....

**Date:**.....

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Key to RAG rating

	Complete
	On Schedule
	In Progress
	Behind Schedule

<b>PRIORITY 1: ENSURE THERE IS A TIMELY AND EFFECTIVE RESPONSE TO SOCIAL CARE ENQUIRIES</b>									
	<b>Action</b>	<b>Success criteria</b>	<b>Response to</b>	<b>Monitoring and evaluation</b>	<b>Timescale</b>	<b>Who</b>	<b>Date to be delivered by</b>	<b>Progress</b>	<b>RAG</b>
<b>R1</b>	<b>RECOMMENDATION : Ensure that the outcomes of child protection enquiries are recorded promptly</b>								
	Amend the monitoring of S47 enquiries to focus on accurate recording and evidence that the child has been seen by a qualified social worker and is safe.	Timely identification of those children who are not safe	Ofsted 2012 unannounced report (Safeguarding)	Monitoring of S47 enquiries on protocol with notes of audit added to protocol by the Service Delivery Manager (SDM)	Immediate	Maria White Di Partridge RS Angela Yapp Helen Smith	Aug-12	Weekly meetings are now held between the Service Delivery Manager (SDM) and individual team managers for Child Protection (CP) team and Assessment and Case Management Team (ACM) teams to audit the completion of current S47 investigations. Weekly meetings are now held between the Service Delivery Manager (SDM) for Children's Specialist Services and the Disabled Children's team and this arrangement is to be extended to the CIC team.	Complete
	Include focus on writing up of Child Protection (CP) enquiries in weekly meetings between SDM and CPT managers	Timely identification of those children who are not safe	Ofsted 2012 unannounced report (Safeguarding)	Monitoring of CP enquiries on protocol by SDM	Immediate	Maria White Di Partridge RS Angela Yapp	Aug-12	The recording of CP enquiries is now an agenda item on the weekly meeting between SDM and CP team manager.	Complete
	Put in place a process to ensure that CP enquiries are being recorded promptly across ACM, DCT and Cohesion Service (CS) teams	Prompt recording of CP enquiries across the appropriate teams in Children and Family Services	Ofsted 2012 unannounced report (Safeguarding)	Monitoring of CP enquiries on protocol by SDM	Immediate	Maria White Di Partridge RS Angela Yapp	Aug-12	Process in place for immediate discussions between SDM and team managers within ACM where CP enquiries are not recorded promptly. This will be replicated across the Disabled Children's team and Cohesion Services.	on schedule
<b>R2</b>	<b>RECOMMENDATION : End the unsafe practice of holding cases as contacts and referrals for prolonged periods while information gathering</b>								
<b>R3</b>	<b>RECOMMENDATION: Ensure the prompt identification of referrals at Family Connect and Safeguarding Advisory Team</b>								
	Review Family Connect Safeguarding Advisory Team (FCSAT) to ensure that risks to children are promptly assessed by a qualified social worker and referrals completed within 24 hours.	Contacts completed and authorised within 24 hours. There are no CP or CIC cases in the CPT or CSW teams for longer than 10 days after Initial Child Protection Call (ICPC)	Ofsted 2012 unannounced report (Safeguarding)	Dashboard - Percentage of referrals completed within 24 hours	Immediate	Maria White	Aug-12	FCSAT has been redesigned to ensure that it is only qualified social workers who process contacts and referrals. This has included increasing SSW capacity to 1 Full Time Equivalent (1FTE) to provide more support to the team managers.	Complete
	Review cover arrangements between the team managers of the CP team and the FCSAT to spread the load amongst more team managers	Contacts completed and authorised within 24 hours There are no CP or CIC cases in the CPT or CSW teams for longer than 10 days after ICPC	Ofsted 2012 unannounced report (Safeguarding)	Dashboard - Percentage of referrals completed within 24 hours	Immediate	Maria White Debbie Lloyd Di Partridge	Aug-12	All social workers and managers will know at any time what the cover arrangement are for Family Connect Safeguarding Advisor Team and Child Protection Team through a procedure which is being implemented using calendars on Microsoft outlook.	on schedule

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	Put in place a process to monitor contact and referral timescales		Ofsted 2012 unannounced report (Safeguarding)	Milestone	Immediate	Marie White Debbie Lloyd Di Partridge Helen Smith	Aug-12	A Dashboard presentation has been agreed which provides a weekly report with reference to contact and referral timescales. The initial 4 week data suggest that there has been an initial improvement in response timescales.	Complete
<b>PRIORITY 2: REDESIGN SOCIAL WORK SERVICES TO BETTER SUPPORT THE CHILD'S JOURNEY FROM NEEDING TO RECEIVING HELP</b>									
	<b>Action</b>	<b>Success criteria</b>	<b>Response to</b>	<b>Monitoring and evaluation</b>	<b>Timescale</b>	<b>Who</b>	<b>Date to be delivered by</b>	<b>Progress</b>	<b>RAG</b>
<b>R4</b>	<b>RECOMMENDATION : Accelerate plans to provide edge of care service out of hours</b>								
	Seek user feedback, agree specification for the edge of care out of hours service, cost and implement.	Improved outcomes and a reduction in costs in relation to out of hours placements	Ofsted 2012 unannounced report (Safeguarding)	Number of children who remain at home in a safe environment	3 months	Jas Bedesha Angela Yapp	Nov-12	2 meetings have taken place between Team Manager EDT and The Group Manager Cohesion service to outline the provision and the times when service provision would be required. The Group Manager Cohesion is currently quantifying and costing the provision with a view to share proposals with Assistant Directors first week in December	on schedule
<b>R6</b>	<b>RECOMMENDATION : Provide partner agencies with a clear definition of the roles and responsibilities of the community social work team</b>								
	Consult with partner agencies to review and develop pathways to inform the definition of the roles and responsibilities of the community social work team.	Children and young people are referred to appropriate agencies	Ofsted 2012 unannounced report (Safeguarding)	Referrals to Safeguarding Advisory Service. Number of children attending residential or independent schools. SEN supported in school through education/ health care plan. Children coming into care	3 months	Diane Partridge Chris Marsh Jas Bedesha Debbie Lloyd Marie White	Nov-12	Initial discussions have taken place with key stakeholders to explore potential options and models used elsewhere. A formal paper is to be presented to Assistant Directors by the end of the year.	In Progress
<b>R7</b>	<b>RECOMMENDATION : Facilitate the consistent delivery of planned interventions by minimising changes of social worker</b>								
<b>R20</b>	<b>RECOMMENDATION: Facilitate positive and productive relationships between children and social workers by minimising changes in social worker</b>								
	Monitor the number of changes in social worker and the reasons for these changes.	Minimised changes in social worker	Ofsted 2012 unannounced report (Safeguarding)	Changes in social worker per child and evaluation of reasons under defined categories Service user feedback	3 months	Helen Smith Maria White Diane Partridge Angela Yapp	Nov-12	Report produced and good progress been made with the reasons why there has been a change in social worker.	on schedule
	Continue recruitment campaign to reduce use of agency workers	Minimised changes in social worker	Ofsted 2012 unannounced report (Safeguarding)	Monitoring of vacancy rates against a set target	3 months	Maria White Angela Yapp Diane Partridge	Nov-12	Use of WM jobs site to advertise jobs on web. Weekly spreadsheet of recruitment activity to aid monitoring of progress. The interviews have been scheduled for the purpose of the continued recruitment of social work staff.	on schedule
	Review pay differentials for social workers in line with neighbouring areas	Minimised changes in social worker	Ofsted 2012 unannounced report (Safeguarding)	Monitoring of vacancy rates against a set target	3 months	HR	Nov-12		In Progress

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	Carry out review of Social Worker service to better support the child's journey (produce recommendations to be presented to Assistant Directors)	Minimised changes in social worker	Ofsted 2012 unannounced report (Safeguarding)	Changes in social worker per child and evaluation of reasons under defined categories Service user feedback	3 months	Karen Perry	Nov-12	Review of national best practice has begun, communication with staff has started through a staff conference and external support has been agreed from the region to help us redesign the SW service. It will not be possible to achieve this recommendation by the middle of November given the extent of changes required and the need to link them into whole system change.	In Progress
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<b>PRIORITY 3: ENSURE THAT THE QUALITY OF SOCIAL WORK PRACTICE AND EARLY HELP IS CONSISTENTLY GOOD</b>								
<b>Action</b>	<b>Success criteria</b>	<b>Response to</b>	<b>Monitoring and evaluation</b>	<b>Timescale</b>	<b>Who</b>	<b>Date to be delivered by</b>	<b>Progress</b>	<b>RAG</b>
<b>R13 RECOMMENDATION: Review the format of review conference minutes so that risk and protective factors are recorded clearly and consistently</b>								
Introduce the new format of review conference minutes	Risk and protective factors are recorded clearly and consistently	Ofsted 2012 unannounced report (Safeguarding)	Quality Sample of minutes related to CP Plans	6 months	Jo Britton	Feb-13	Review of format completed, new template design completed, LRO and Minute Taker training took place on 10/10/12. New template now being used.	complete
Implement a Quality Assurance framework for review conference minutes	Risk and protective factors are consistently recorded clearly in minutes	Ofsted 2012 unannounced report (Safeguarding)	Quality Sample of minutes related to CP Plans	6 months	Jo Britton Maria White Diane Partridge	Feb-13	Quality Assurance Framework for SAS Completed. Sampling of minutes to commence at the end of December and first audit to be completed by April 2013.	on schedule
<b>R16 RECOMMENDATION: Ensure the LSCB's activity links to demonstrable improvements in frontline social work practice</b>								
Work with frontline managers to identify projects where LSCB can drive improvements to frontline social work practice.	LSCB activity reflects frontline need.	Ofsted 2012 unannounced report (Safeguarding)	Monitoring and evaluation of LSCB Business Plan	6 months	Jo Britton	Feb-13	Children's lived experience neglect model commissioned by LSCB. This is an 18 month project with the model scheduled to be implemented in March 2013 and evaluated by Sheffield University in August 2013. Multi-agency approach to development includes improvements in frontline social work practice.	on schedule
<b>R19 Review the capacity and functioning of the IRO team to ensure robust challenge where needed and the prompt circulation of a good quality review records</b>								
Undertake a review of the Independent Reviewing Officer (IRO) team based on the starting point of what a good IRO team looks like	Review complete with recommendations for improvement	Ofsted 2012 unannounced report (Children in Care)	Final report and recommendations to be presented to CYP&F SLT and the LSCB	3 months	Jo Britton	Nov-12	A review of the Safeguarding Advisory Service (SAS) has commenced and a report will be available at the end of December.	In progress
<b>R21 Ensure that all looked after children have a qualified social worker and that minimum statutory visiting requirements are complied with</b>								
Have clarity and understanding of what the minimum statutory requirements are	Clear starting point for remodel of CIC provision	Ofsted 2012 unannounced report (Children in Care)	Monitoring of statutory visits	3 months	Angela Yapp Maria White Dianne Partridge	Nov-12	This recommendation mainly refers to the CIC team where an analysis is underway of respective tasks completed by SWs and unqualified staff, with options for designing the team being drawn up. It will not be possible to achieve this recommendation by the middle of November given the extent of changes required and the need to link them into whole system change across the Safeguarding Service.	In Progress
Assess quantity of Statutory work undertaken by SW Assistants and explore which other professionals can enhance this. Propose remodel of CIC provision	All statutory casework activity undertaken by Qualified SW	Ofsted 2012 unannounced report (Children in Care)	Monitoring of statutory visits	3 months	Angela Yapp Maria White Dianne Partridge	Nov-12		
<b>R22 Facilitate the timely completion of life story work</b>								
Clarify and agree who is responsible for life story book work.	Responsibility understood and communicated	Ofsted 2012 unannounced report (Children in Care)	Milestone	3 months	Maria White Angela Yapp	Nov-12	Initial mapping of those undertaking life story book work underway - further discussion required at JMT	In Progress
Develop skills of Social Worker and of other professionals to enhance delivery e.g. Foster Carers	Professionals have skills to deliver life story work	Ofsted 2012 unannounced report (Children in Care)	Evaluation of training	3 months	Maria White Angela Yapp	Nov-12	Linked to above.	In Progress
<b>R23 Ensure that cultural and equality and diversity issues are assessed and recorded during assessments. NHS Telford and Wrekin Council must ensure that this includes health assessments</b>								
Amend assessment form to include the recording of health needs as a result of cultural equality or diversity issues.	Issues recorded routinely.	Ofsted 2012 unannounced report (Children in Care)	Audit of Health Assessment Forms	3 months	HEALTH /JR	Nov-12		Complete

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	Action	Success criteria	Response to	Monitoring and evaluation	Timescale	Who	Date to be delivered by	Progress	RAG
	Incorporate an awareness of cultural, equality and diversity issues within Safeguarding training including CAF, and its impact on the broader lifestyle choices tailored to the local demography.	Those working with the local population are able to respond appropriately to address individuals needs based on cultural, equality and diversity	Ofsted 2012 unannounced report (Children in Care)	Evaluation of impact of training demonstrated through multi-agency case file audit.	3 months	LSCB Training Sub Group	Nov-12	A wide range of options have been explored including E-Learning and support from the council Multi Cultural Development Team . Cost effective option to be agreed.	In Progress
<b>R28</b>	<b>NHS Telford and Wrekin and Telford and Wrekin Council must ensure that all initial health assessments are completed within the specified time frame</b>								
	Put process in place to allocate appointments to meet time frame	100% initial assessments within time frame	Ofsted 2012 unannounced report (Children in Care)	Monthly report to monitor performance	3 months	Sara Vale	Nov-12	Process in place.	Complete
	Ensure Social Workers gain consent to medical treatment /intervention from birth parents/local authority and submit referral for Initial Medical Health Assessment (IMHA) to health within 3 days of child entering care system	100% referrals received within 3 working days of child entering care	Ofsted 2012 unannounced report (Children in Care)	Monthly report to monitor performance	3 months	Karen Perry	Nov-12	Initial discussions taken place.	In Progress
	Ensure social care provide relevant information for the Initial Medical Assessment (IMA) appointment via adoption of British Associate of Adoption and Fostering) and associated parental health questionnaire forms	Receipt of forms by health in time for IMHA.	Ofsted 2012 unannounced report (Children in Care)	Monthly report to monitor performance	3 months	Karen Perry Dr Varsha Sadavarte Fern Zihini	Nov-12	Interim arrangements for short term - part 1 of child's LA plan sent with referral to health for IMA to inform Community Paediatricians. Further discussions for longer term solution in progress.	On schedule
<b>R29</b>	<b>Improve the quality and recording of statutory visits</b>								
	Design and implement new revisit information template	Accurate and relevant information from statutory visits	Ofsted 2012 unannounced report (Children in Care)	Audit of revisit notes	6 months	Maria White Angela Yapp	Feb-13	New template drafted and requiring sign off by SDMs	On schedule

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<b>PRIORITY 4: IMPROVE THE PROVISION TO SUPPORT MENTAL HEALTH AND EMOTIONAL WELL BEING</b>								
<b>Action</b>	<b>Success criteria</b>	<b>Response to</b>	<b>Monitoring and evaluation</b>	<b>Timescale</b>	<b>Who</b>	<b>Date to be delivered by</b>	<b>Progress</b>	<b>RAG</b>
<b>R10</b>	<b>RECOMMENDATION: NHS Telford and Wrekin must ensure that the transition pathway for those young people with ADHD who require adult services is in place, and that the review of CAMH services ensures that the waiting list for those children and young people with neurological disorders is within agreed targets and there is timely access to treatment and interventions</b>							
Develop the transition pathway	Young people with ADHD are supported into adulthood	Ofsted 2012 unannounced report (Safeguarding)	To be built in by commissioners	3 months	Michael Bennett	Nov-12	Part of CAMHS Review Action Plan	In Progress
Commission CAMHS to provide a stable placement team.	CAMHS stable placement team in place.	Ofsted 2012 unannounced report (Safeguarding)	Number of placement moves as a result linked to emotional health of LAC	3 months	Commissioners	Nov-12	Ongoing piece of work in the context of the CAMHS review. CAMHS review also identified need to review how best to respond to potential Child Sexual Exploitation. CAMHS Review action plan will track progress. Provider has responded by putting a transition worker (for all young people requiring a service post 18) in place as of September 1st.	On schedule
<b>R11</b>	<b>RECOMMENDATION: NHS Telford and Wrekin must ensure that there are compliant Mental health Act Section 136 arrangements for young people aged 16-18 years of age</b>							
Put arrangements in place to secure compliancy and look at commissioning local and specialised to improve the arrangements	Compliancy and improved provision	Ofsted 2012 unannounced report (Safeguarding)		3 months	Director of Integrated Commissioning Care / Camhs Commissioners	Nov-12	Work is ongoing re use of S136 suite at Redwood this is fraught with complication due to delay re access to Tier 4 beds, availability of 1st level screening out of hours. We comply legally but there is a lot of work to be done by commissioning both local and specialised. Service lead is engaged in ongoing dialogue with FT and Social Care.	on schedule

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<b>PRIORITY 5: CHILDREN AND YOUNG PEOPLE AND THEIR FAMILIES ARE INVOLVED SHAPING AND IMPROVING THE SERVICES THEY RECEIVE</b>								
<b>Action</b>	<b>Success criteria</b>	<b>Response to</b>	<b>Monitoring and evaluation</b>	<b>Timescale</b>	<b>Who</b>	<b>Date to be delivered</b>	<b>Progress</b>	<b>RAG</b>
<b>R14 RECOMMENDATION: Ensure that assessments and plans accurately reflect children and young people's diversity and include their wishes and feelings</b>								
Review all assessment and child plan templates to ensure that they have specific section to record the children and young people's diverse needs including their wishes and feelings.	Assessment and child plan templates child centred and accommodate the diverse range of needs	Ofsted 2012 unannounced report (Safeguarding)	Audit of assessment and child plan templates	6 months	Maria White Angela Yapp Diane Partridge	Feb-13	Meeting scheduled for relevant SDMs for November 2012	on schedule
Explore ways of directly recording children, young people and families views (reportable)	Recommendations made to Safeguarding QA Group	Ofsted 2012 unannounced report (Safeguarding)	Audit of assessment and child plan templates	6 months	Maria White Angela Yapp Diane Partridge	Feb-13		Not started
Develop the template for a single assessment	Planning based on individual child's needs rather than service driven		Audit of assessment and child plan templates	6 months	Maria White Angela Yapp Diane Partridge	Feb-13		Not started
Provide evidence based tools to support practice	Professionals have the tools which they can use help them seek and act upon children's views	Ofsted 2012 unannounced report (Safeguarding)	Audit of assessment and child plan templates	6 months	Maria White Angela Yapp Diane Partridge	Feb-13		Not started
Hold Professional Development Workshops to ensure that teams have the skills to use the evidence based tools to seek and act upon children's views	Every children's worker has the skills to seek and act upon children's views	Ofsted 2012 unannounced report (Safeguarding)	Evaluation of training	6 months	Maria White Angela Yapp Diane Partridge	Feb-13	Meeting scheduled for relevant SDMs for November 2012	on schedule
Quality sample of assessments and plans to ensure the above actions have made a difference	Children's wishes and feelings are consistently seen and acted upon in assessments and plans	Ofsted 2012 unannounced report (Safeguarding)	Audit of assessment and child plans	6 months	Maria White Angela Yapp Diane Partridge	Feb-13	Meeting scheduled for relevant SDMs for November 2012	on schedule
<b>R17 RECOMMENDATION: NHS Telford and Wrekin must ensure that there are effective service user engagements arrangements within health safeguarding services, to inform both the service design and ongoing quality monitoring</b>								
Include provider updates on service user engagement arrangements, LSCB Section 11 six monthly reporting, Healthcare Governance Safeguarding Children Committee monitoring Section 11 audits and quarterly template reporting	Service users inform service design and ongoing quality improvement	Ofsted 2012 unannounced report (Safeguarding)	Check reports fro providers for service user updates and chase up where not included	6 months	Commissioning / Provider Exec Leads	Feb-13		Not started
<b>R18 RECOMMENDATION: Ensure that all parents receive regular communication and are involved in reviews as appropriate.</b>								
TMs to check involvement of parents for all reviews up until end Sept is appropriate	Regular appropriate communication and involvement of parents	Ofsted 2012 unannounced report (Children in Care)	Monitoring of attendance	Immediate	Jo Britton Maria White Angela Yapp Diane Partridge	Aug-12	The analysis as a consequence of this has assisted in actions that support regular communication	Complete
Develop and implement a Social Work report for child in care reviews	Regular appropriate communication and involvement of parents	Ofsted 2012 unannounced report (Children in Care)	Monitoring of report	Immediate	Jo Britton Maria White Angela Yapp Diane Partridge	Aug-12	Social Work report for child in care reviews has now been developed and being shared with relevant parties	On Schedule
Improve recording of parents being invited and parents attendance and agree method of highlighting where this is not happening	Regular appropriate communication and involvement of parents	Ofsted 2012 unannounced report (Children in Care)	Monitoring of attendance	Immediate	Jo Britton Maria White Angela Yapp Diane Partridge	Aug-12	Audit currently been undertaken to establish benchmark/position and considering a RAG system to rate [parents invite to an attendance at reviews.	In Progress

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<b>PRIORITY 6: ENSURE WE LEARN FROM EACH OTHER SO THAT WE HAVE THE KNOWLEDGE SKILLS AND CAPACITY TO KEEP CHILDREN SAFE (QA)</b>									
<b>Action</b>	<b>Success criteria</b>	<b>Response to</b>	<b>Monitoring and evaluation</b>	<b>Timescale</b>	<b>Who</b>	<b>Date to be delivered by</b>	<b>Progress</b>	<b>RAG</b>	
<b>R8 RECOMMENDATION : NHS Telford and Wrekin and Local Safeguarding Children Board must ensure that all identified staff are compliant with their safeguarding training especially medical staff and that all staff involved with safeguarding children have supervision</b>									
Implement robust monitoring of safeguarding training on line modules and Group level 3 training accessed through multi agency training	All Drs completed West Midlands online training before end of December 2012	Ofsted 2012 Unannounced report (Safeguarding)	As per action once in place	3 months	Executive Lead / Medical Director/ Named Nurse / Midwife / Doctor	Nov-11	Ongoing, substantial increase in Drs completing training. Still no access to admin for West Midlands Deanery training package. Named Dr asked to contact the deanery for an update 26.10.12	on schedule	
Write / adapt policy for group supervision for staff in A/E and Children's wards as well as Maternity	Effective Group Supervision	Ofsted 2012 Unannounced report (Safeguarding)	Monitoring that group supervision policy is being used	3 months	Named Nurse / Midwife	Nov-11	Supervision policy in draft to be taken to the November Trust Safeguarding Meeting. Named Nurse and Midwife to attend Supervision Training with Social workers in November 2012	on schedule	
GMC new Level 3 e learning information to be circulated to all medical staff	Enhanced skills	Ofsted 2012 Unannounced report (Safeguarding)	Not applicable	3 months	Exec Leads for Provider Services/Designated doctor/Named doctors/nurses/midwife	Nov-11	GP's Level 3 multi-agency training exceeds national requirements. New Safeguarding GMC guidance 2012 circulated to GPs and advised to access e-learning link.	Complete	
Increase availability of Safeguarding Training Sessions	Enhanced skills	Ofsted 2012 unannounced report (Safeguarding)	Monitored quarterly through the LSCB training sub group	3 months	Exec Leads for Provider Services/Designated doctor/Named doctors/nurses/midwife	Nov-11	SCHT Compliance with training requirements were satisfactorily evidenced to CQC inspector. GP's Level 3 multi-agency training exceeds national requirements completed by Designated Professionals/Police 2012. GP locum /Pharmacist/dental training/GP administration staff training to level 2 ongoing and optometrists training scheduled for 2013 evening sessions. Commissioning Designated deputy inputting on newly structured training data base. Deputy now a valuable commissioning members of the LSCB training sup group.	In Progress	
<b>R9 RECOMMENDATION : NHS Telford and Wrekin and the Local Safeguarding Children Board must ensure that there is sufficient capacity within the safeguarding children named nurse to comply with requirements, and ensure that children and young people are protected from harm</b>									
Implement permanent increase in Named Nurse hours	Increased capacity	Ofsted 2012 unannounced report (Safeguarding)	Milestone	3 months	Executive Lead for Safeguarding	Nov-12	Paperwork for permanent increase in hours put forward. Named Nurse to continue to work extra hours sent to Deputy Chief Nurse	on schedule	
Advertise vacant named midwife post	Increased capacity	Ofsted 2012 unannounced report (Safeguarding)	Milestone	3 months	Deputy Head of Midwifery	Nov-12	Post now filled	Complete	

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	Look at skill mix for A/E, advertise for children's nurses / Drs.	Royal College Standards for Emergency departments: At least 1 children's nurse per shift. A lead Children's Nurse and a Lead nurse for safeguarding. Lead Consultant for Safeguarding and Named Consultant Paediatrician for Emergency department.	Ofsted 2012 unannounced report (Safeguarding)	Vacancies	6 months	Executive lead / Deputy Chief Nurse	Nov-12	This will form part of the secondment programme from the SHA next year. Email sent to A/E Manager to identify what appropriate staff are in post. Difficulty in recruiting staff who are dual trained or RN Child to work in A/E.	on schedule
	Develop Business continuity plans to address absences within the Named Nurse team and succession planning	Sustained Capacity	Ofsted 2012 unannounced report (Safeguarding)		3 months	NB (CSM)	Nov-12	Business Continuity Plan in place for SCHAT	
	Increase number of staff in A&E who have received multi-agency training	Increased Capacity	Ofsted 2012 unannounced report (Safeguarding)	Training Records	3 months	Named Nurse	Nov-12	Named Nurse to continue to send information re courses	on schedule
<b>R12</b>	<b>RECOMMENDATION: NHS Telford and Wrekin and the LSCB must ensure that all health staff are aware of the safeguarding referrals escalation policy</b>								
	Raise awareness of safeguarding referrals escalation policy	Appropriate use of escalation policy	Ofsted 2012 unannounced report (Safeguarding)		3 months	Designated / Deputy Professionals	Nov-12	SCHAT progress: Dedicated Safeguarding edition of internal communication. Designated Nurse agenda/ circulated Resolution of Professional Disagreements/Escalation Policy via Healthcare governance Safeguarding Children Committee for all providers to disseminate within their organisation and all Telford and Wrekin General Practitioners.	Complete
<b>R15</b>	<b>Ensure the development of a workforce strategy in line with the children's services review</b>								
	Agree scope, format and development plan for strategy with senior management team. Plan actions to develop strategy as agreed. Write strategy. Consult on strategy. Revise strategy. Agree strategy.	We have the skills and capacity to deliver improved outcomes	Ofsted 2012 unannounced report (Safeguarding)	Monitoring of the action plan which supports the workforce strategy	6 months	Emma Wilcock	01/02/2013	Initial scoping meeting held at SLT 16 October 2012	on schedule

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<b>PRIORITY 7: ALL CHILDREN AND YOUNG PEOPLE IN CARE ARE KEPT HEALTHY</b>								
<b>Action</b>	<b>Success criteria</b>	<b>Response to</b>	<b>Monitoring and evaluation</b>	<b>Timescale</b>	<b>Who</b>	<b>Date to be delivered by</b>	<b>Progress</b>	<b>RAG</b>
<b>R25</b>	<b>NHS Telford and Wrekin and Telford and Wrekin Council must ensure that the outcomes from the strengths and difficulties questionnaires are used as part of the review health assessments, and that outcomes from mental health assessments, undertaken privately and through spot purchasing are embedded into health assessments and ongoing health care provision</b>							
Issue Strength and Difficulties Questionnaires (SDQ) 6 weeks before the Review Health Assessment. (National Screening Tool a requirement of Promoting the Health and Wellbeing of LAC - Doha/DFCS 2009)	All carers receive a SDQ 6 weeks in advance of the next planned review	Ofsted 2012 unannounced report (Children in Care)	Audit of SDQ paperwork received prior to review assessment	3 months	Helen Smith	Nov-12		Complete
Redesign the pathway for high SDQ scores	A pathway in place which allows CIC to receive the health services that they need.	Ofsted 2012 unannounced report (Children in Care)	Reduction in SDQ scores for CIC	3 months	Fern Zihini	Nov-12	Proposed pathway: repeat SDQ required if it does not match the outcome of the Health Review. High SDQ will generate an alert by LA Business Support Officer to Damien Madine as information from school nurse may be required. Health Visitor and School Nurses to be informed to follow up process if the scores are high.	on schedule
Review the commissioning of spot purchasing of therapeutic interventions and mental health assessments	Clear commissioning contracts for the therapeutic interventions and mental health assessments and clear pathways for communication.	Ofsted 2012 unannounced report (Children in Care)	Cost benefit analysis	3 months	Commissioners	Nov-12	Part of CAMHS Review Action Plan	In progress
<b>R26</b>	<b>NHS Telford and Wrekin and Telford and Wrekin Council must ensure that the outcomes of the IRO reviews are disseminated and as appropriate, form part of the ongoing health care</b>							
Record that the review assessment has been reviewed by the health lead in the health record.	Assessments reviewed and subsequent action documented	Ofsted 2012 unannounced report (Children in Care)	Improved Health of CIC	3 months	Fern Zihini	Nov-12	A number of meetings have taken place to resolve issues around information sharing.	In Progress
<b>R27</b>	<b>NHS Telford and Wrekin must ensure that there is robust performance monitoring and quality assurance of health assessments including that consent has been obtained and recorded prior to the health assessment taking place and that as appropriate the child agrees to the health action plan.</b>							
Social worker reviews the health plan upon it's return for basic completeness and legibility and if concerned contact LAC nurse	Robust QA in place	Ofsted 2012 unannounced report (Children in Care)	Audit of Health Plans	3 months	Fern Zihini	Aug-12	LAC consent added to Placement information record/placement plan. This will be additional to the medical examination consent. Next steps to attend appropriate LA meeting to agree processes.	Complete
Complete annual audit of health assessments by other health providers for children placed out of area, taking account of the wider picture, e.g. Risk of harm and impact on transition	Robust QA in place	Ofsted 2012 unannounced report (Children in Care)	Audit of Health Assessments	6 months	Fern Zihini	Nov-12	Audit commenced – running Oct, Nov, Dec. For presentation Jan/Feb.	Complete

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<b>PRIORITY 8: PROVIDE EFFECTIVE TRANSITION FROM BEING IN CARE TO INDEPENDENT LIVING</b>									
	<b>Action</b>	<b>Success criteria</b>	<b>Response to</b>	<b>Monitoring and evaluation</b>	<b>Timescale</b>	<b>Who</b>	<b>Date to be delivered by</b>	<b>Progress</b>	<b>RAG</b>
<b>R24</b>	<b>RECOMMENDATION End the reliance on bed and breakfast accommodation to meet the accommodation needs of care leavers</b>								
	Deliver timely information and advice for post 16 options to establish appropriate support to sustain and achieve learning, skills and employment post 16.	reduction in care leavers dropping out of provision post 16	Ofsted 2012 unannounced report (Children in Care)	Monitoring of participation for care leavers	3 months	Sue Marston	Nov-12	Up to date lists of care leavers to be obtained for monitoring	on schedule



**Telford & Wrekin**

Safeguarding  
Children  
Board

# Together stopping this...



## Telford & Wrekin Local Safeguarding Children Board

brings agencies together  
to develop, plan and support  
the welfare of children.

To do this we:

- Develop policies and procedures
- Support planning
- Arrange training
- Look at ways to improve

Our priorities for 2010 – 2011 are to:

- Help children not to feel **vulnerable** or **scared**
- Make sure children get the **right help** at the **right time**
- Get better at supporting children at risk of **sexual exploitation**, **domestic abuse** or from **going missing**
- Increase awareness of **internet** and **new technology safety** for all
- Think family – reduce the influence of **mental health**, **drug** and **alcohol problems**



Want to know more [www.telfordsafeguardingboard.org.uk](http://www.telfordsafeguardingboard.org.uk)

# Definition of Safeguarding

Based on Working Together To Safeguard Children adopted by T&W SCB

- Best possible chance in life
- Protected from harm or ill treatment
- Ensuring health or development is not damaged
- Grow up safely
- Cared for



# Children Act 2004

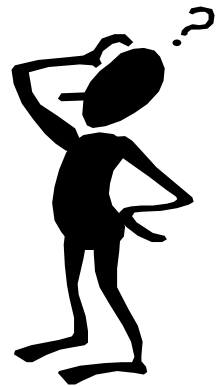
## Key legislation

- Requires children's services authorities to establish Local Safeguarding Children Boards (S13)
- Duty to co-operate 'with a view to improving the well-being of children in (their) area.'(S10)

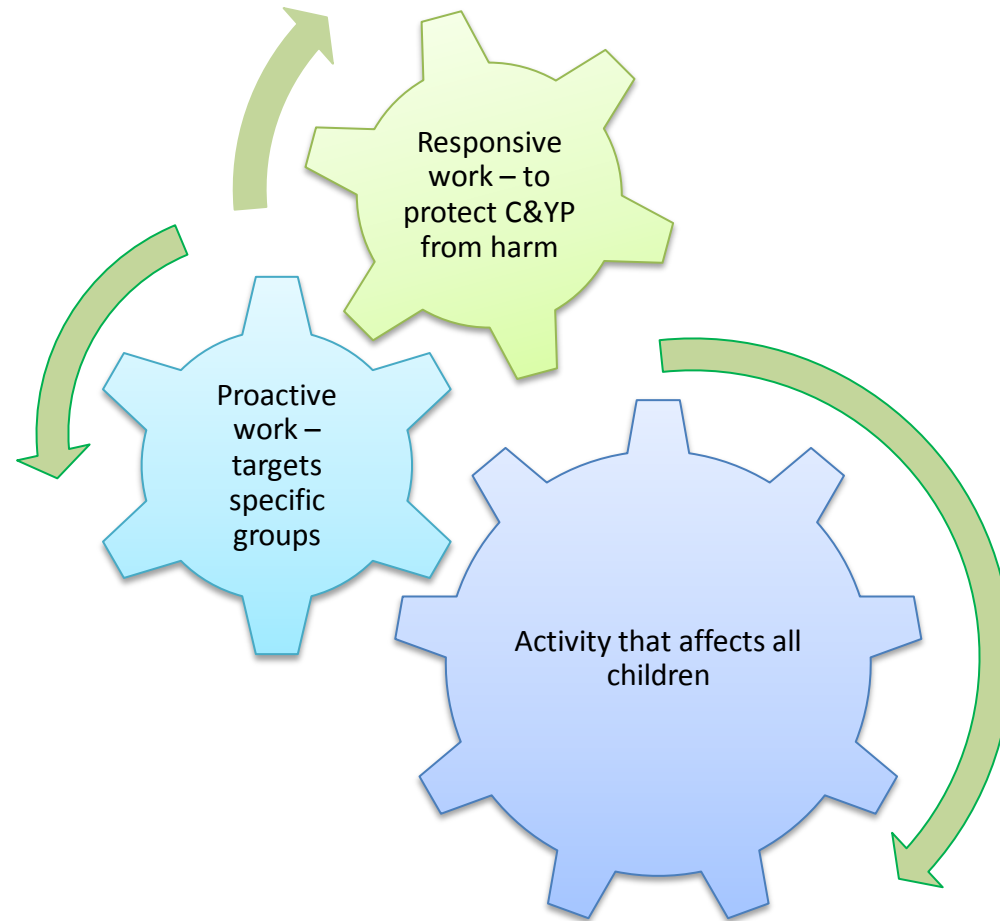


# What does the Safeguarding Children Board (SCB) do?

- **Safeguard and promote the welfare of children in Telford & Wrekin by:**
  - Co-ordinating what is done by each person or organisation represented on the Board
  - Making sure that what is done is effective



# Scope of the Board

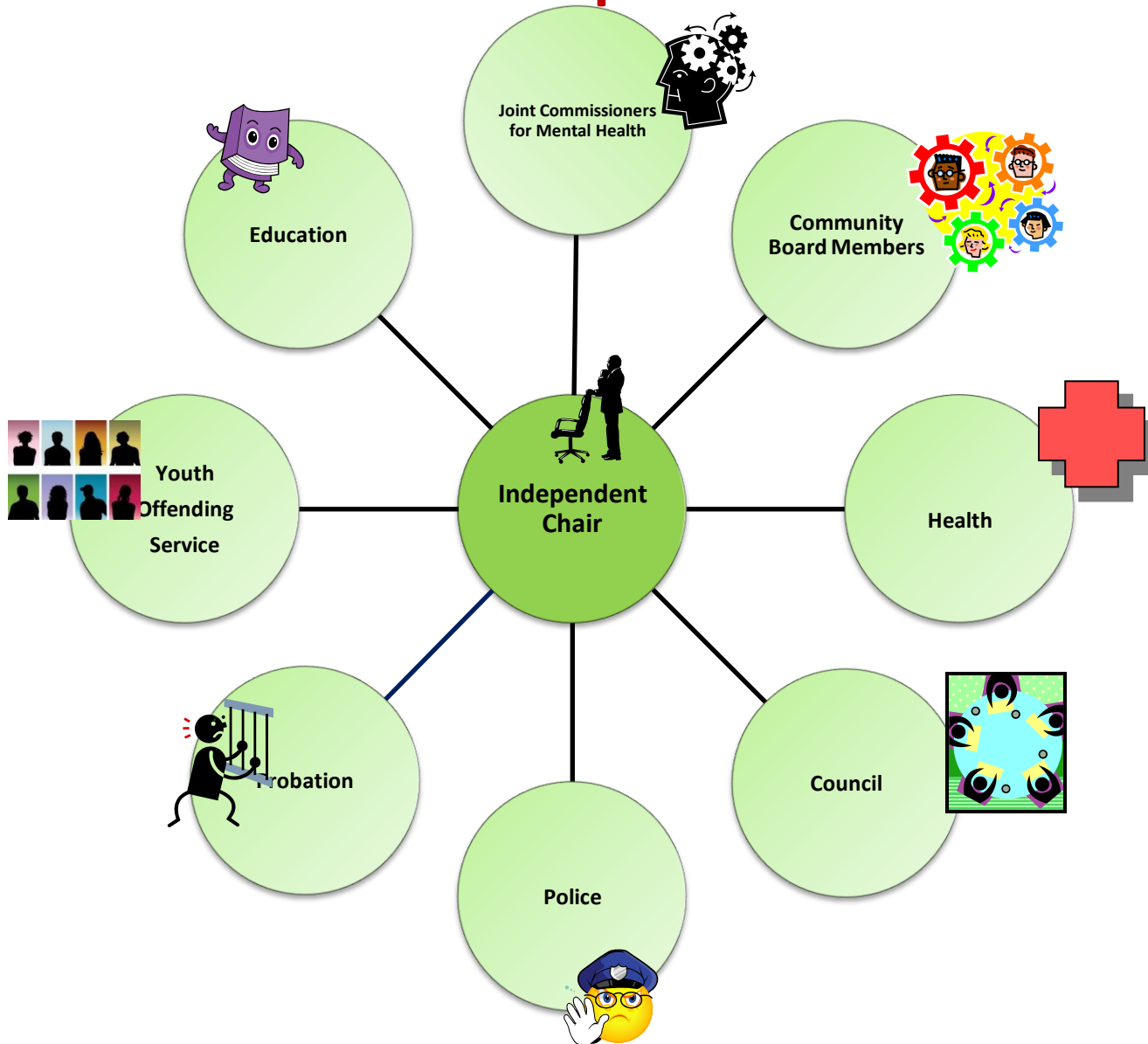


# Functions of the Board

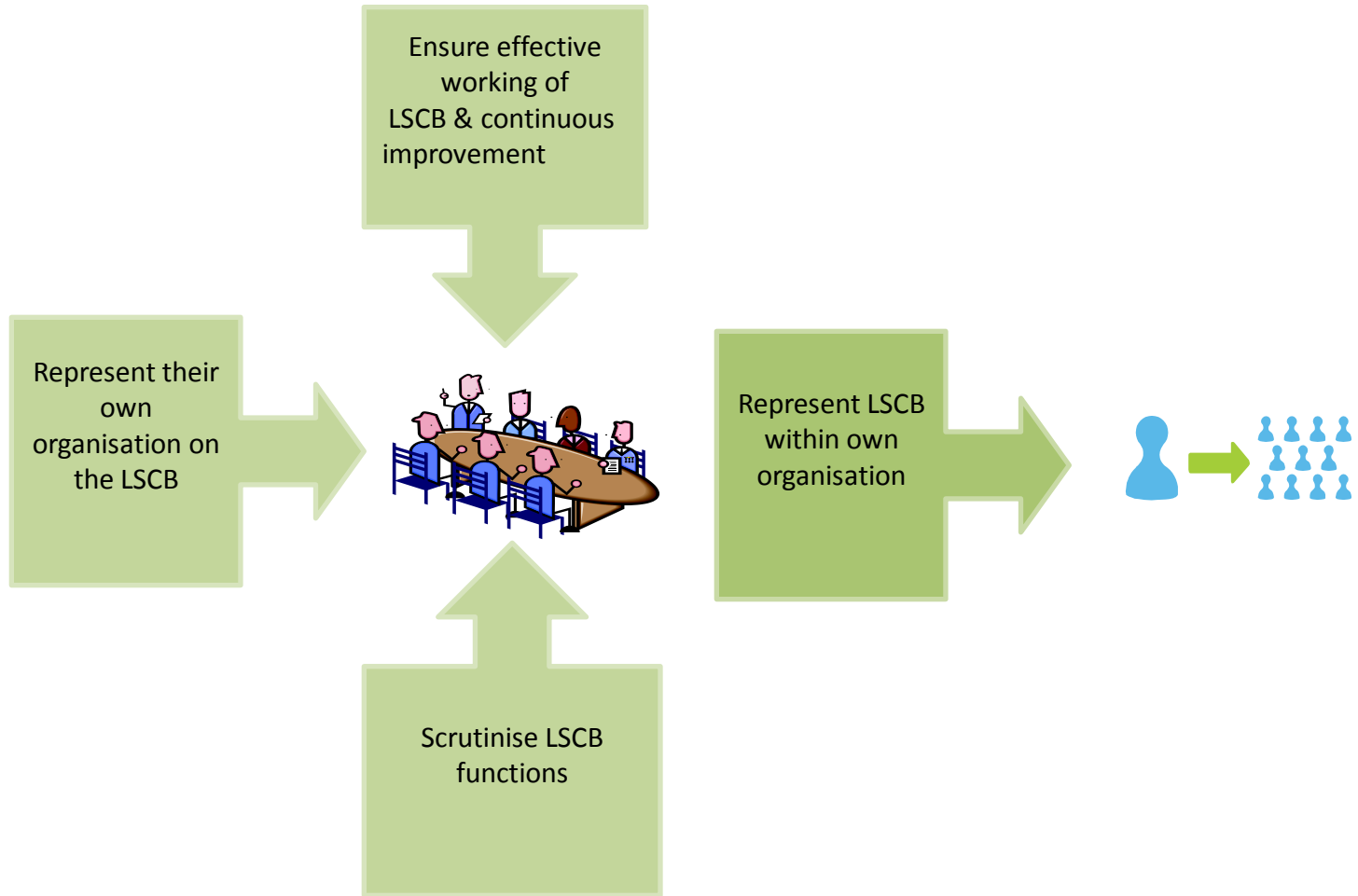
- Develop **policies** and **procedures**
- Participating in the **planning of services**
- **Communicating** the need to safeguard and promote the welfare of children
- Undertaking **Serious Case Reviews**
- Ensuring a co-ordinated response to **unexpected child deaths**
- Collecting and analysing **information about child deaths**
- **Monitoring and evaluating the effectiveness** of what is done and advising on ways to improve



# Membership of the SCB



# Roles & Responsibilities of Members



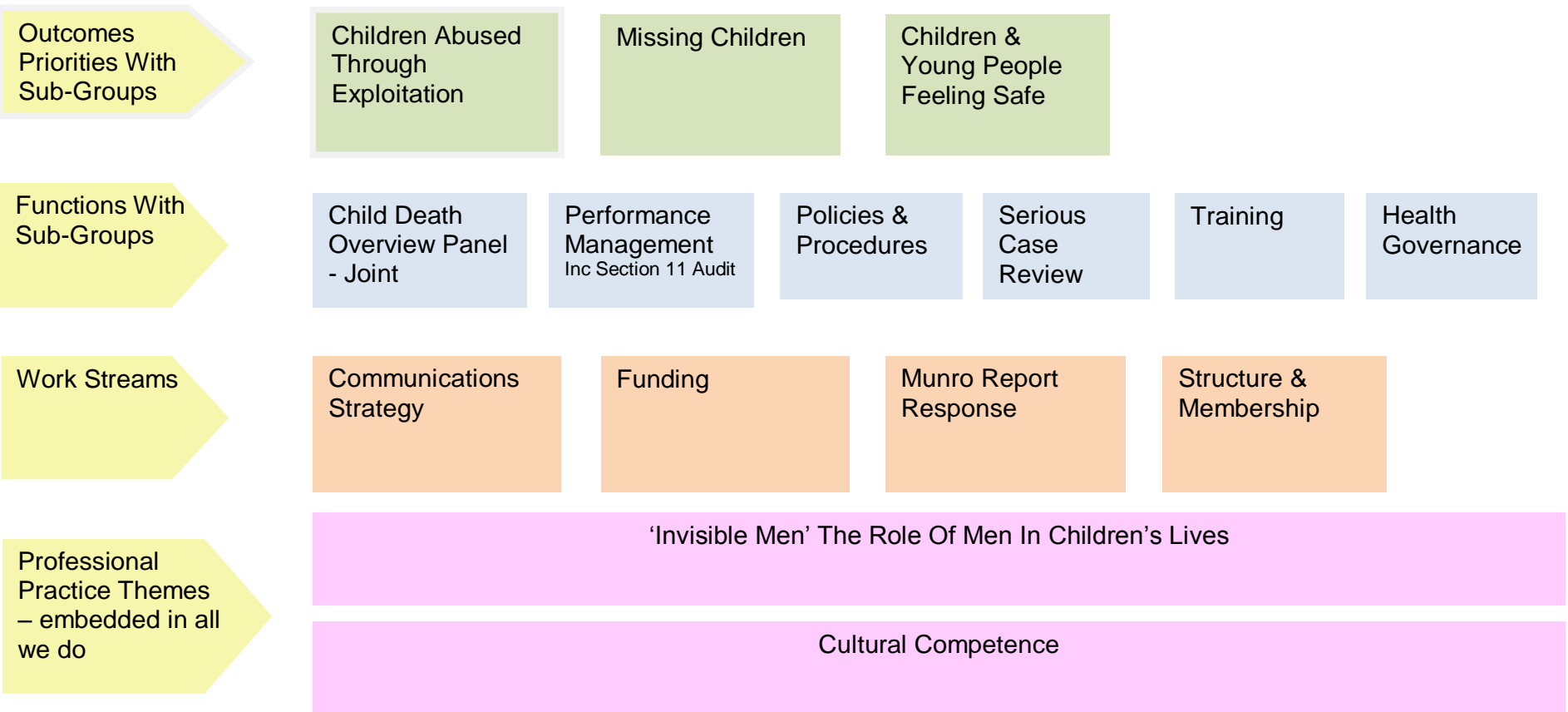
# Who else works with SCB?

- Designated Doctor & Designated Nurse (Commissioning)
- Named Nurses and Named Doctors for:
  - Shropshire Community Health NHS Trust
  - SaTH
  - Shropshire and Telford & Wrekin Mental Health Foundation Trust
- Named Midwife
- Community Paediatrician & Lead Nurse for child deaths

- Principal Officer Schools & Early Years
- Local Authority Designated Officers
- Safeguarding Children Partnership Development Officer
- LSCB Support Services Officer
- Training and Development Team
- Team Leader Conference & Review & Officers
- Administrative staff

# Safeguarding Children Board

## Executive Group



## 2011-2012 LSCB Priorities Key Activity and Impact on the lives of children & young people

Board Priorities	LSCB Key Activities	Impact on the lives of C& YP
<b>Children Abused Through Exploitation (CATE) Priority</b>	<ul style="list-style-type: none"> <li>Developed a draft 5 step model which helps identify localities where there maybe an emerging problem</li> </ul>	Known intelligence of sexual exploitation activity and related crime which helps us put our resources where needed.
	<ul style="list-style-type: none"> <li>Independent Sexual Violence Advisory (ISVA) Service implemented in Shropshire and Telford &amp; Wrekin.</li> </ul>	2 full time ISVAs and 2 Sexual Violence Support Workers have supported 30 clients in their first 7 months of operation.
	<ul style="list-style-type: none"> <li>Support for children, young people and families who are victims of child sexual exploitation</li> </ul>	More young people and parents are engaging and accepting support. Reduced level of risk from sexual exploitation.
	<ul style="list-style-type: none"> <li>Muslim Forum</li> </ul>	Highlighted problems ,challenged behaviours and cultural issues and tailored services to local Pakistani Muslim needs..
<b>Getting The Right Help At The Right Time Priority</b>	<ul style="list-style-type: none"> <li>Information sharing between Early Intervention Teams and Social Care Team.</li> </ul>	Improved decision making means that appropriate support to children & families is now provided earlier
	<ul style="list-style-type: none"> <li>Developing CAF Performance Framework</li> </ul>	Measures the outcomes for the early intervention teams
	<ul style="list-style-type: none"> <li>Pre-Birth Pathway</li> </ul>	Vulnerable children are identified and supported earlier
	<ul style="list-style-type: none"> <li>Family Connect consultation events with all stakeholders</li> </ul>	Knowledge and views are captured to shape the service.
<b>Missing Children Priority</b>	<ul style="list-style-type: none"> <li>Missing Children data analysis</li> </ul>	Analysis of what is working well and what is not
	<ul style="list-style-type: none"> <li>Joint Regional Protocol launch</li> </ul>	Robust mechanism for information sharing across all children in care providers both private and public
	<ul style="list-style-type: none"> <li>Develop process for Children &amp; Young People missing from care</li> </ul>	Return interviews will be a way for them to discuss feelings
	<ul style="list-style-type: none"> <li>Involvement of Early Intervention and Cohesion services</li> </ul>	Early identification means we provide the right services at the right time
<b>Children &amp; Young People Feeling Safe Priority</b>	<ul style="list-style-type: none"> <li>Anti- Bullying consultations with young people, the Care Council, Youth Projects ,Play Groups and Disabled Children's Groups</li> </ul>	How were doing comments for our communications and anti-bullying strategy
	<ul style="list-style-type: none"> <li>Parents Protect (sexual abuse) Events</li> </ul>	Raising parents awareness of sexual abuse
	<ul style="list-style-type: none"> <li>Primary School mentoring by West Mercia Police Cadets</li> </ul>	Positive role models for Years 4 – 6
	<ul style="list-style-type: none"> <li>Refreshed the LSCB website using a I Stay Safe campaign during anti-bullying week by Holmer Lake School on Beacon radio</li> </ul>	Promotion of anti-bullying week & LSCB website to 250,000 listeners. In first week of launch 600 hits on new website
	<ul style="list-style-type: none"> <li>10,500 anti-bullying chatterboxes created by children for children plus supporting curriculum delivered to schools</li> </ul>	Raising awareness of bullying amongst children, parents and schools. Recognised by the Children's commissioner as primary school safeguarding best practice.

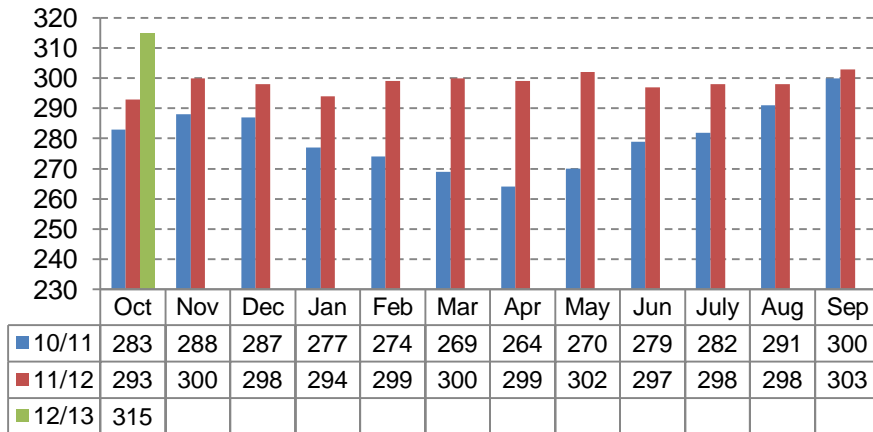


**Telford & Wrekin**

Safeguarding  
Children  
Board

# CHILDREN IN CARE – MONTHLY PERFORMANCE DASHBOARD 31/10/2012

**Children In Care at Month End  
(October 2010 - October 2012)**



From Nov 10 – Oct 11 the average number of children in care monthly was 280. From Nov 11 – Oct 12 the average number of children in care was 298. This is a 6.4% increase, October 2012 saw a significant increase due to 3 large families (6,4,4) entering and remaining in care

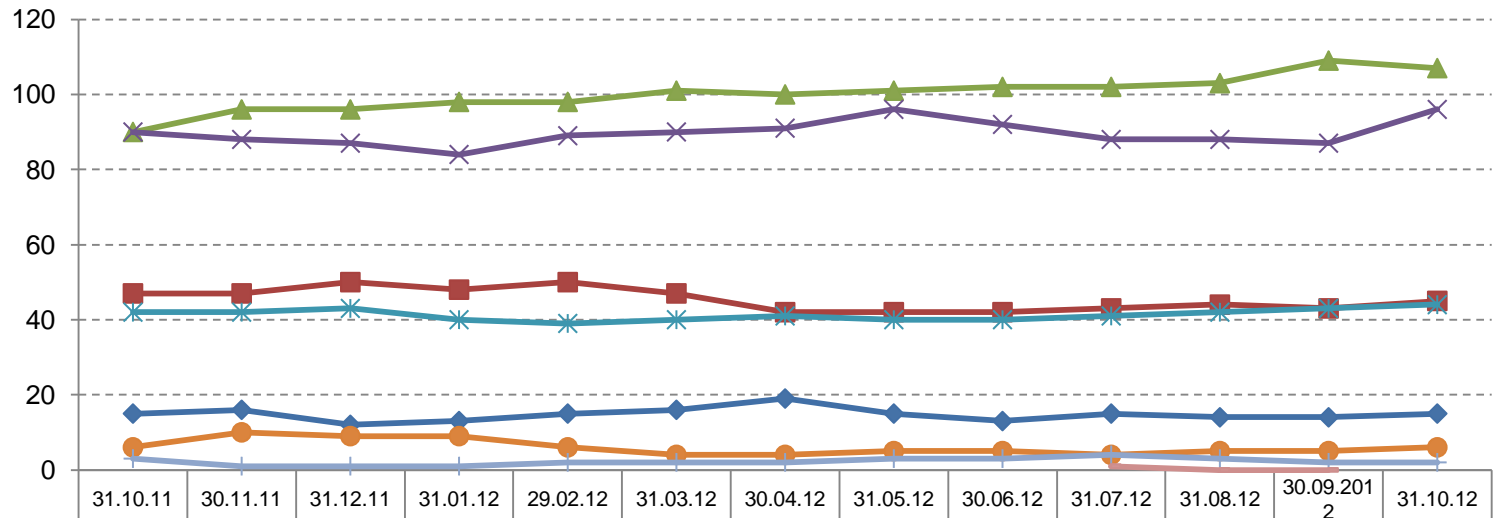
**New Children In Care Episodes by Age Group and by percentage of CIC population (Based on a rolling year)**

	01/11/09 – 31/10/10	% of new CIC	01/11/10 – 31/10/11	% of new CIC	01/11/11 – 31/10/12	% of new CIC
Under 1	37	32.5%	30	23.6%	31	22.5%
1-4 Years	21	18.4%	26	20.5%	36	26.1%
5-9 Years	15	13.1%	29	22.8%	27	19.5%
10-15 Years	37	32.5%	38	29.9%	41	29.7%
16+ Years	4	3.5%	4	3.2%	3	2.2%
	<b>114</b>		<b>127</b>		<b>138</b>	

In comparison to the same period last year, latest data shows a increase in the percentage of 1-4 year olds coming into care and a decrease in the percentage of 5-9 years olds coming into care. The proportion of under 1's coming into care has dropped significantly since the same period in 09/10.

	Cessations in 2011-2012 split by age and reason							Total Cessations Apr- Oct 2012
	Under 1	1-4 Years	5-9 Years	10-15 Years	16+ Years	Grand Total	% of total cessations	
E11 - Adopted – application unopposed	1	4	1			6	4.8%	6 (9.5%)
E12 - Adopted, consent dispensed with		19	1			20	16.1%	8 (12.7%)
E4 - Returned home to live with parents (no order)	5	15	12	27	2	61	49.2%	21 (33.3%)
E41 - Returned home - Residence order				1		1	0.9%	3 (4.8%)
E43 - Special guardianship order made to former foster carers		6				6	4.8%	3 (4.8%)
E44 - Special guardianship order made to carers other than former foster carers							0%	1 (1.6%)
E5 - Independent arrangement with formalised support					18	18	14.5%	13 (20.6%)
E6 - Independent arrangement (no formalised support)		1			2	3	2.4%	
E7 - Transferred to adult social services					2	2	1.6%	3 (4.8%)
E8 - CLA ceased for any other reason	1	1	2	1	1	6	4.8%	5 (7.9%)
E9 - Sentenced to custody				1		1	0.9%	
<b>Grand Total</b>	<b>7</b>	<b>46</b>	<b>16</b>	<b>30</b>	<b>25</b>	<b>124</b>		<b>63</b>

### Children In Care / Supportive Accommodation at Month End by Placement Type (based on a rolling year)



- 34% of children were placed in LA foster Care at end of October 2012 which is an increase from the same point last year (30.7%)
- Overall 78.7% (248) of our looked after children are placed in foster care, including relative/ friend carers, this is slightly higher than the same point last year (227/293, 77.5%).
- The percentage of children in residential homes as at the end of October 2012 (14.%) this mirrors the same point last year where 42/293, 14.3% of children were in residential homes.

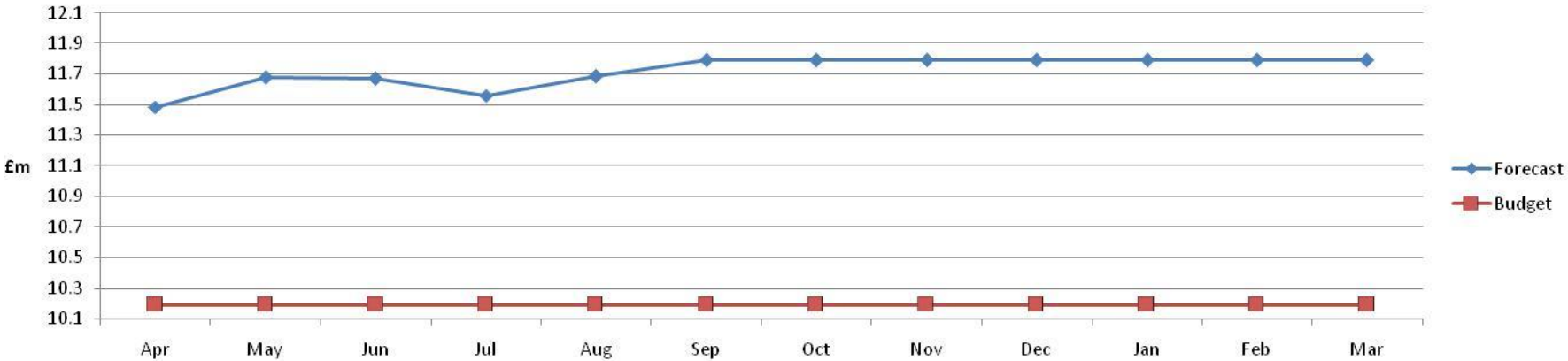
## Unit costs – 31/10/2012

Placement Type	Children in Care at 31.03.12	Weekly Unit Cost 2011/12	Children in Care at 31.08.12	Weekly Unit Cost 31.08.12	Children in Care at 30.09.12	Weekly Unit Cost 30.09.12	Children in Care at 31.10.12	Weekly Unit Cost 31.10.12
Placed for Adoption	16	N/A	14	N/A	14	N/A	15	N/A
Relative/Friend Carer	47	£225	44	£229	43	£240	45	£368
LA Carer	101	£279	103	£280	109	£272	107	£417
Agency Foster Carer	90	£798	88	£807	87	£806	96	£807
Residential Placements	40	£3,493	42	£3,016	43	£3,002	44	£3,004
Placed with Parents	4	N/A	5	N/A	5	N/A	6	N/A
Supportive Lodgings	2	N/A	3	N/A	2	N/A	2	N/A
Other Placement			0	N/A	0	N/A	0	N/A
<b>TOTAL =</b>	<b>300</b>	<b>*£832</b>	<b>299</b>	<b>£804</b>	<b>303</b>	<b>£790</b>	<b>315</b>	<b>£863*</b>

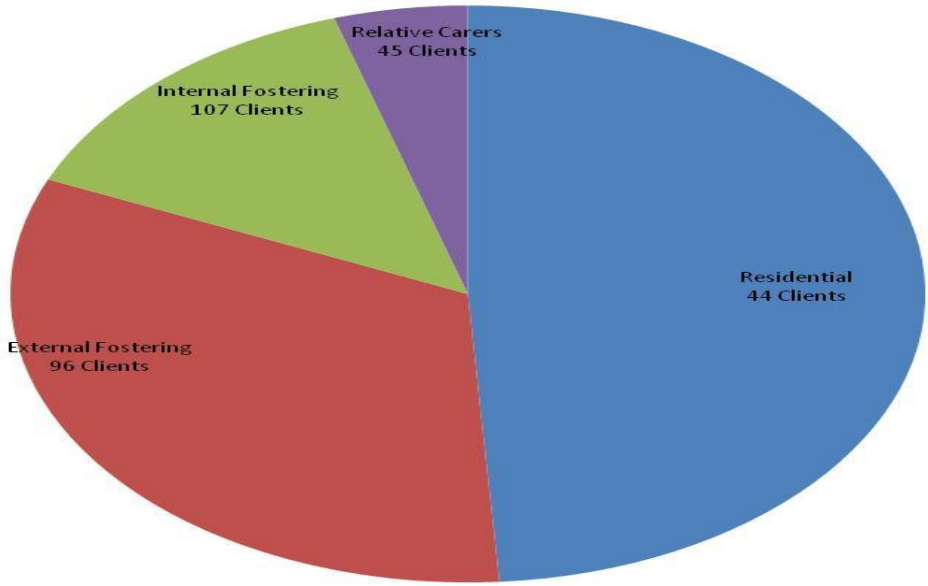
- Unit Cost for Local Authority Carer and Relative Friend Carer calculation revised at 31.10.2012.
- Unit costs for these both placement types now include an apportionment for overheads. Comparison between October and previous month's unit costs is therefore not possible due to this change in calculation.
- Overheads relate to both the Social work Fostering team, management and other associated support costs.
- \* The Total weekly unit cost is calculated by dividing the full year forecast (including above overheads) for all placements by the total number of weeks forecast for all placements.

# Placement Cost Analysis – Year 2012/2013

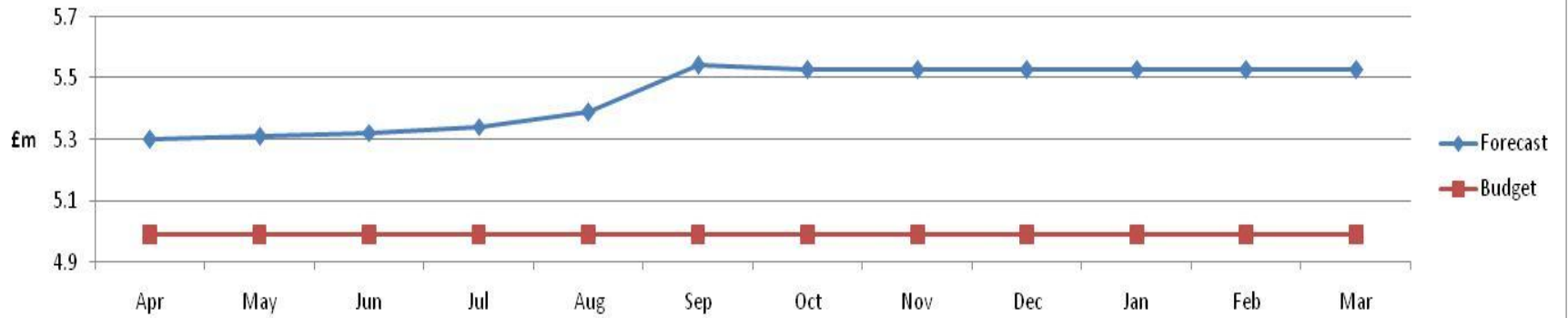
## Total Placement Costs



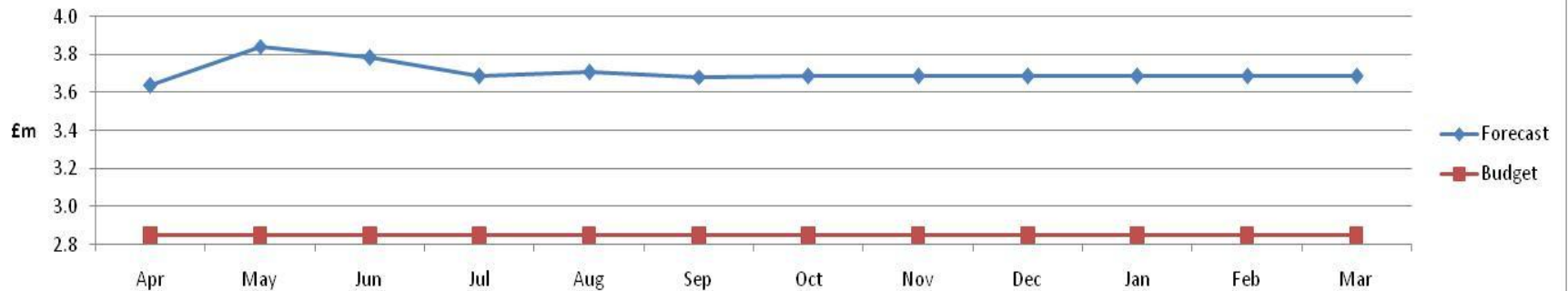
## Total Cost of Placements 2012/13



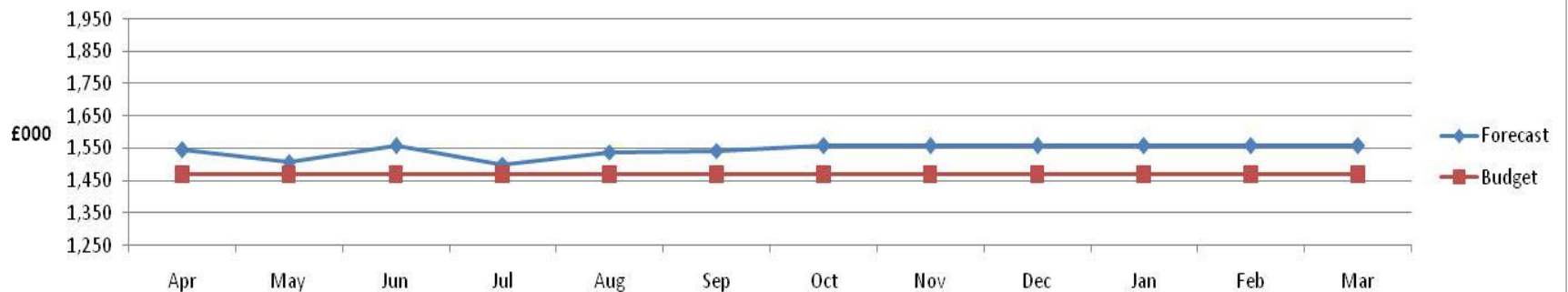
## Residential



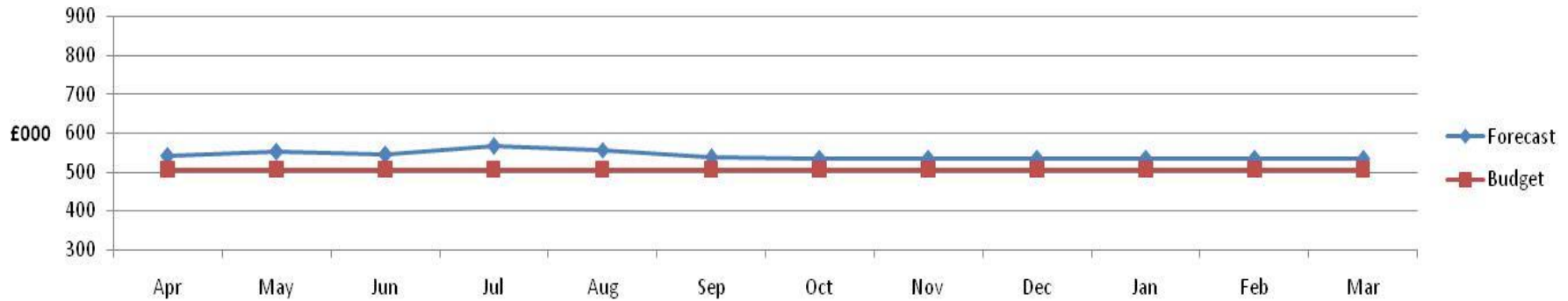
## External Fostering



## Internal Fostering



## Relative Carers



### Key examples of progress on delivery of action plan to reduce numbers of CIC and costs

#### Early Intervention

*Twice daily triage sessions now in place to identify best support for individual children Early indications of the impact of Family Connect is showing diversion of less complex cases away from the safeguarding service*

#### Commissioning and Procurement

*Regional residential placements Contracting Framework now in place (reduced costs of individual placements)  
Renegotiation of care costs of Jigsaw complete. Two Quality Monitoring Officers have now been added to the team to check that contract terms are being met. Creative packages of care being developed for individual YPs as alternatives to care at reduced cost. Negotiations to agree subregional framework contract for supported lodgings are at an advanced stage*

#### Safeguarding and Corporate Parenting

*Pilot commenced for new model of working for Child Protection conferences to improve the effectiveness of CP plans  
Agreement within safeguarding of planned analysis of themes via permanence panel to speed up care planning to achieve some kind of permanent placement for children in care – including safe return home. Weekly challenge by AD regarding care plans for new CIC. Resource Allocation and Management Panel commencing in November to reduce admissions to care*

#### Improvements in Internal Provision

*Cabinet approved increased allowances for internal foster carers equivalent to competitors. New approach to responding to enquiries enables assessments of potential foster carers to start sooner. Weekly stall in town centres is producing promising enquiries.*

Performance Area	Target	October 2012	Rolling Year Data (If applicable)	Status and Comments	2011/2012	Good performance direction
% of LAC aged 10-16 in foster placement or placed for adoption	80%	79.3% (92/116)	N/A	The percentage of children placed in a foster placement or for adoption is slightly higher than at year end.	78% (89/114)	Higher = Better
Number of looked after children adopted during the year as a percentage of the number of children looked after 6 months plus as month end	12%	7.2% (18/251)	Number adopted 01/11/10 – 31/10/11 36 01/11/11 – 31/10/12 30	At the same point last year 20 children had been adopted. Between 01/04/2012 and 31/10/2012, 14 children have been adopted and 4 children had an SGO granted.	12.8% (32/250)	Higher = Better
Adoptions within best interest timescales	100%	100% (15/15)	N/A	Please note that the 18 in the previous indicator (number of adoptions includes three special guardianship orders which is the criteria for that indicator)	96.1% (25/26)	Higher = Better
New foster care households approved in the year)	14 New households 18 new places	Net Mainstream Approvals -1 Households -1 Placements	N/A	Since 01/04/2012 there have been 4 mainstream, households (7 places) approved and 5 households de-registered (8 places)..  2 of the deregistered households were foster carers for more than 8 years and during that time they had 34 children placed with them – however both resigned due to personal circumstances. The other three households de-registered were only foster carers for between 0.5 to 1.5 years and during their time as foster carers they only had 5 children placed for short period of time.  There are currently 20 Form F assessments being completed and a number of other promising enquiries . The number of de-registrations is unpredictable so we may not meet the target. A more rigorous approach is in place throughout the assessment process to ensure that the carers approved are able to meet the needs of children coming into our care. All the households that have been approved this year have taken placements.	Net Approvals 12 Households 11 Places	Higher = Better
% of children with 3 placements plus in the year (this includes repeat episodes of care)	8%	3.5% (11/315)	01/11/10 – 31/10/11 8.5% (25/293) 01/11/11 – 31/10/12 7.9% (25/315)	As at the end of October 2012 , 11/315 (3.5%) children had three placements plus This is the same outturn as at 31/10/2012 when only 9/294 (3%) of children in care had had 3 placements plus. Rolling year figures show that performance is in line with that of the same period last year.	8.3% (25/300)	Lower = Better
CIC for 2.5 years with same placement for 2 years	79%	82.2% (88/107)	N/A	As at the same point in the previous year (October 2011) 73.6% (78/106) of children who had been looked after for 2.5 years were in placement for two years, therefore this a positive outturn at this point in the year.	79.2% (84/106)	Higher = Better

# VACANCY AND RECRUITMENT INFORMATION 30/10/12

## Staff Vacancy and Recruitment Statistics Oct 31st 2012.

Team	Establishment				Vacancies				Agency Social Worker			Notice Given (Resignation, Retirement, Maternity & Adoption leave)				Job Offer Accepted			Long Term Sick > 3 Weeks			Maternity Leave or secondment				NQS in post			
	TM	ASWP	SSW	SW	TM	ASWP	SSW	SW	TM	SSW	SW	TM	ASWP	SSW	SW	TM	ASWP	SSW	SW	TM	ASWP	SSW	SW	TM	ASWP		SSW	SW	SW
Emergency Duty Team	1	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Children in Care Team	1		2	6.5**	0		1	1	0	0	1.8	0		Rs	0	0		0	2	0		0	0	0		0	0	2	
Family & Friends Fostering	1		1	5	0		1	0	0	0	0	0		0	0	0		0	0	0		0	0	0		0	0	0	
Mainstream Fostering Team	1	1	1	6.48	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M	0	0	0	0	0	0	1	
(Central) ACMTeam	1		2	5*	0		1	0	0	0	1	0		0	0	0		0	0	0		0	0	0		0	0	2	
(North) ACM Team	1		2	5*	0		0	0	0	0	1	0		Rs	0	0		0	0	0		0	0	0		0	0	3	
(South) ACM Team	1	1	2	5*	0	1	0	1	0	0	4	0	0	0	0	0	1	0	0	0		0	0	0	0	0	0	2	
Child Protection Team	1		5	3	0		3	1	0	4.5	0	M		0	0	0		0	0	0		0	1	0	0	S	0	0	
Safeguarding Duty Team	1	1	1	3	0	1	1	1	0	0.4	0	0	0	RsM	0	0	1	1	1	0	0	0	0	0	0	0	0	0	
Community Social Work Team	1		4	2	0		0	0	0	0	0	Rs		0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
DCT - Inclusion and support	1		0	1	0		0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
DCT	1	1	0	4.6*		0	0	2	0	0	0	0		0	1	0	0	0	2	0	0	0	0	0	0	0	1	2	
<b>Total</b>	<b>12</b>	<b>4</b>	<b>24</b>	<b>46.6</b>	<b>0</b>	<b>2</b>	<b>7</b>	<b>6</b>	<b>0</b>	<b>4.9</b>	<b>7.8</b>	<b>2</b>	<b>0</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>2</b>		

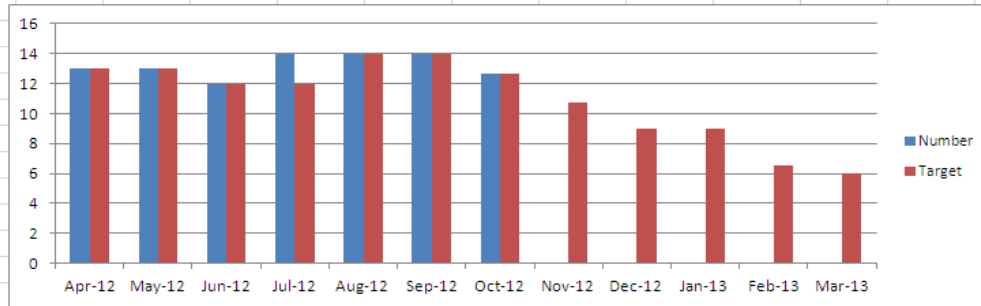
**Key**

- \* includes 1 supernumary SW
- \*\* includes 2 supernumary SW
- ACM Assessment and Case Management
- DCT Disabled children Team
- Safeguarding Service**
- Family and Cohesion**

### Numbers of Agency SWs

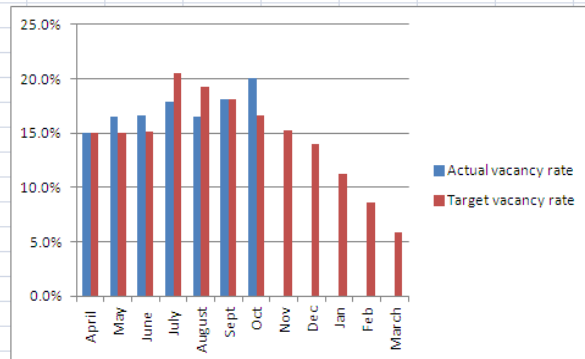
Month	Apr-12	May-12	Jun-12	Jul-12	Aug-12	Sep-12	Oct-12	Nov-12	Dec-12	Jan-13	Feb-13	Mar-13
Number	13	13	12	14	14	14	12.7					
Target	13	13	12	12	14	14	12.7	10.7	9	9	6.5	6

increase in Agency SWs - 1 in the Helpdesk (impact of Ofsted) 1 in CIC team (impact of longterm sickness and Ofsted)  
01/07/2012, targets reset



### Vacancy rate for Social Workers

	April	May	June	July	August	Sept	Oct	Nov	Dec	Jan	Feb	March
Actual vacancy rate	15.1%	16.5%	16.6%	17.9%	16.5%	18.1%	20.1%					
Target vacancy rate	15.1%	15.1%	15.2%	20.5%	19.2%	18.1%	16.6%	15.3%	13.9%	11.3%	8.6%	5.9%



8 to take up post at 31/10/12

N.B as at 31/10/12, 8 staff due to take up post in the next few weeks

Table 1

Children Looked After KS 4 2012 - 5+ GCSE including English and Maths

	Cohort	5+ GCSE E&M	No data	CLA %	LA %
Educated in Area	8	4	0	50.0%	60.70%
Educated out of area	21	6	4	28.6%	
Total	29	10	4	34.5%	

Male	10	2	0	20.0%	58.10%
Female	19	8	4	42.1%	63.50%

All Data is currently unvalidated and calculated from school data  
There is currently no National data available for 2012

## Key Stage 2 Trend Data

PLEASE NOTE SMALL COHORTS - THIS HAS A SIGNIFICANT IMPACT WITH REGARDS TO CHANGES IN PERCENTAGES ACHIEVED

	2007	2008	2009	2010	2011
Cohort Size	15	10	9	10	7

	2007		2008		2009		2010		2011		
	English	Maths	English	Maths	English	Maths	English	Maths	English	Maths	English & Maths
T&W CIC	47	53	50	60	66.7	55.6	50	50	29	14	14.2
England CIC	45.9	43.4	46	44	46	46	45	44	50	48	40.0
T&W All Children	80	75	77	75	78	76	78	78	81	80	

	2007		2008		2009		2010		2011	
	English	Maths	English	Maths	English	Maths	English	Maths	English	Maths
T&W CIC	47	53	50	60	66.7	55.6	50	50	29	14
T&W All Children	80	75	77	75	78	76	78	78	81	80

## Key Stage 4 attainment Trend Data

PLEASE NOTE SMALL COHORTS - THIS HAS A SIGNIFICANT IMPACT WITH REGARDS TO CHANGES IN PERCENTAGES ACHIEVED

	2007	2008	2009	2010	2011
Cohort KS4	23	13	14	19	20

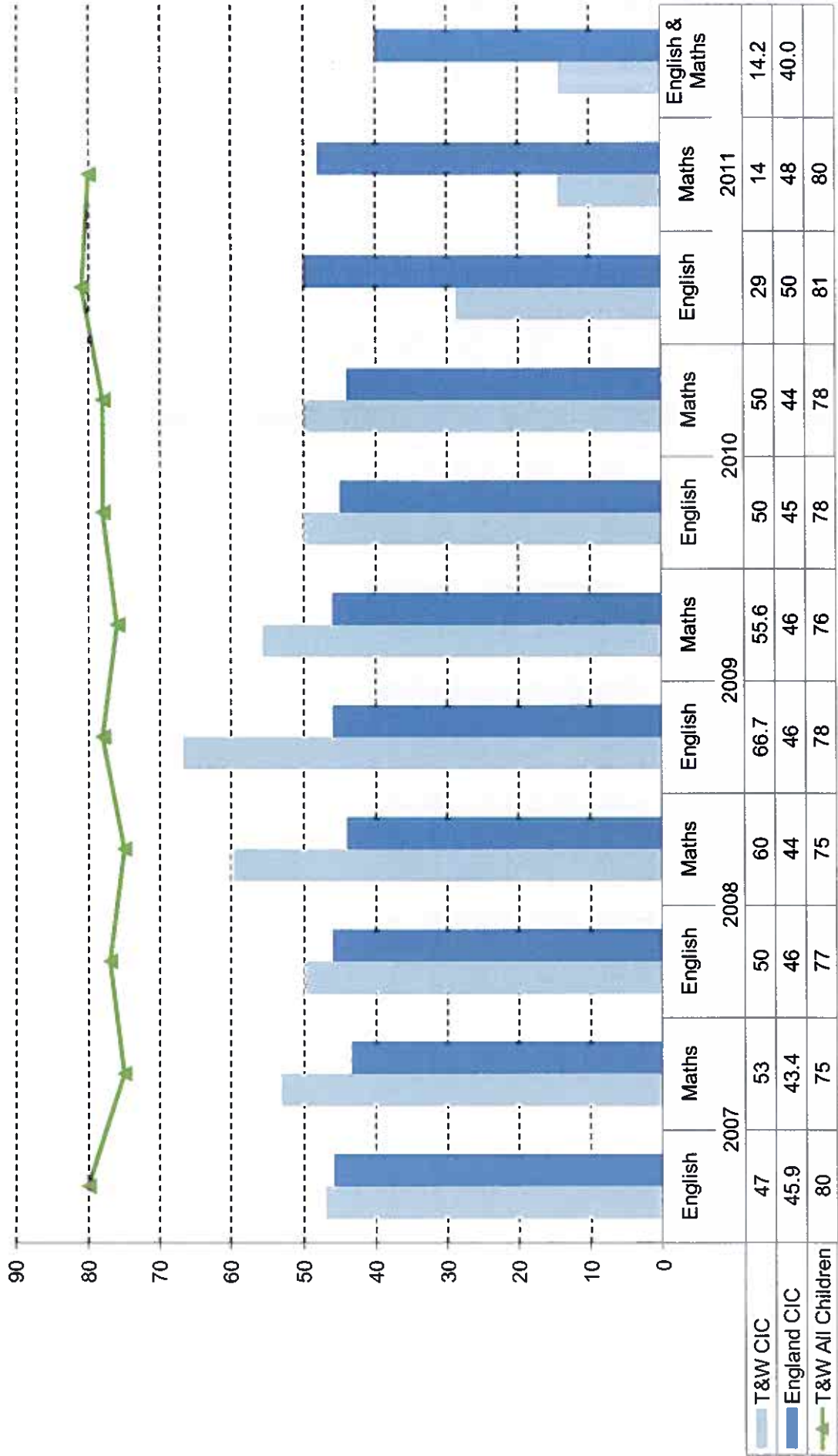
1 + GCSE at Grade A-G					
	2007	2008	2009	2010	2011
T&W CIC	61	77	50	68.4	75
England CIC	63.7	65.6	68.2	72.5	

5+ GCSE at Grade A*-G					
	2007	2008	2009	2010	2011
T&W CIC	43	54	42.9	47.4	55
England CIC	43.1	43.4	44.3	50.6	
All T&W Children	92.3	93	92.6	95.6	95.3

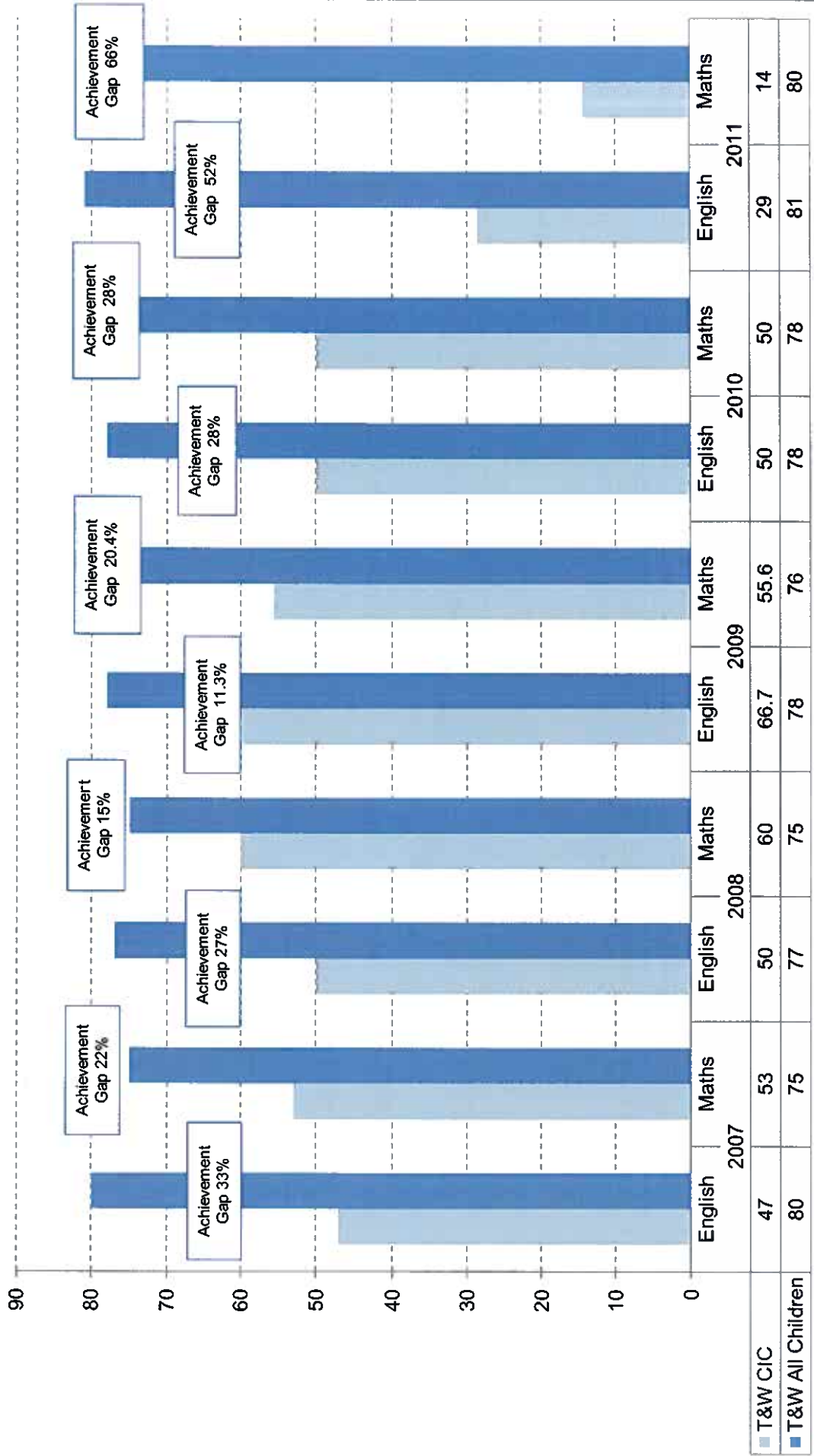
5+ GCSE at Grade A*-C					
	2007	2008	2009	2010	2011
T&W CIC	14	23	7	26.3	35
England CIC	12.6	13.9	14.8	26.1	31.2
All T&W Children	55.2	60.3	67.1	79.2	83.5

5+ GCSEs at Grade A*-C Inc English and Maths					
	2007	2008	2009	2010	2011
T&W CIC	14	23	7	10.5	20
England CIC	6.9	8.6	9.8	11.6	12.8
All T&W Children	40.8	44.6	47.7	55.9	57.6

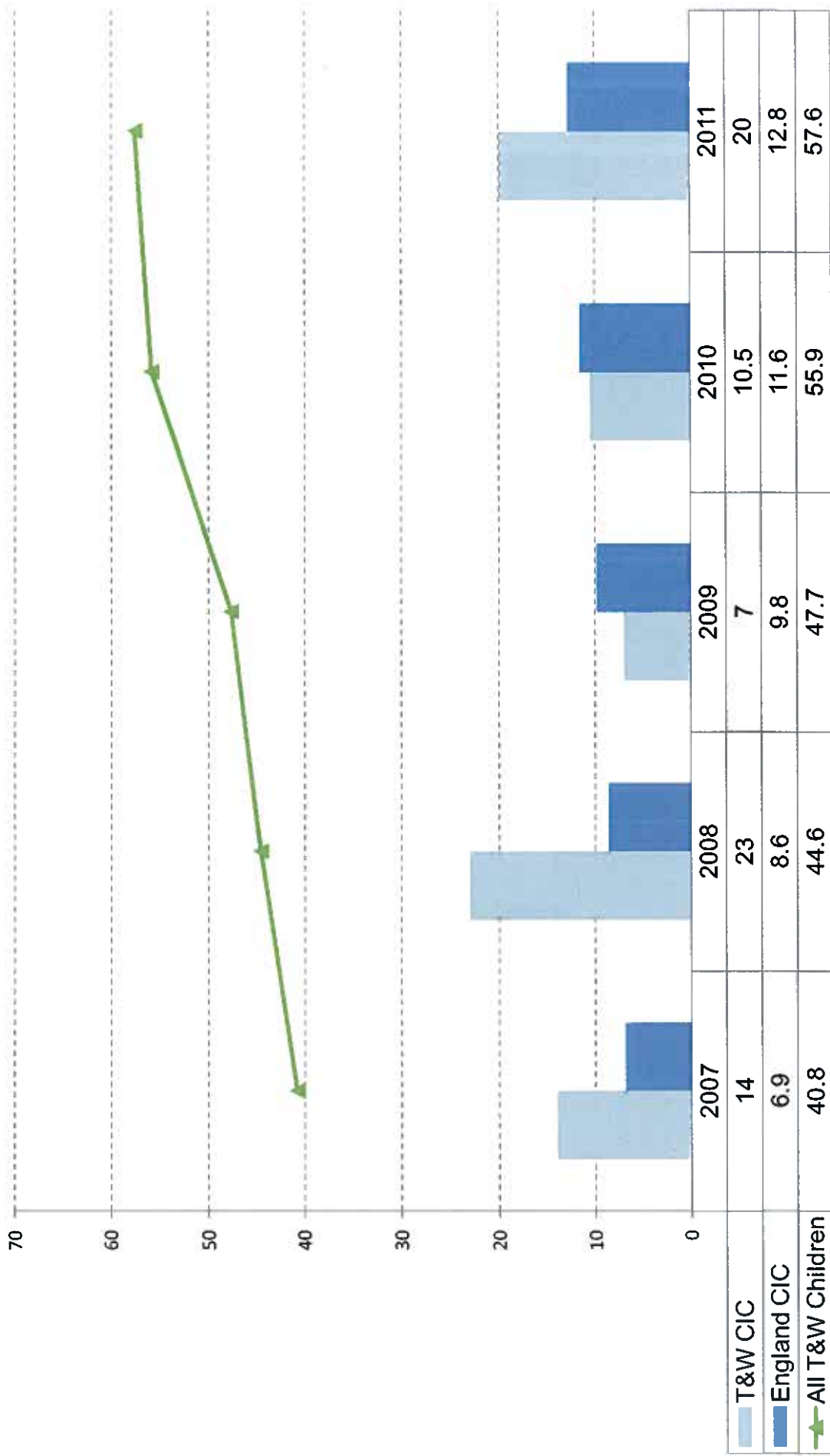
**Children In Care who had been looked after 1 year plus**  
**Percentage of children in care who achieved a level 4 plus at Key Stage 2 in comparison to All**  
**England CIC one year plus and T&W All Children**  
**Trend Data**



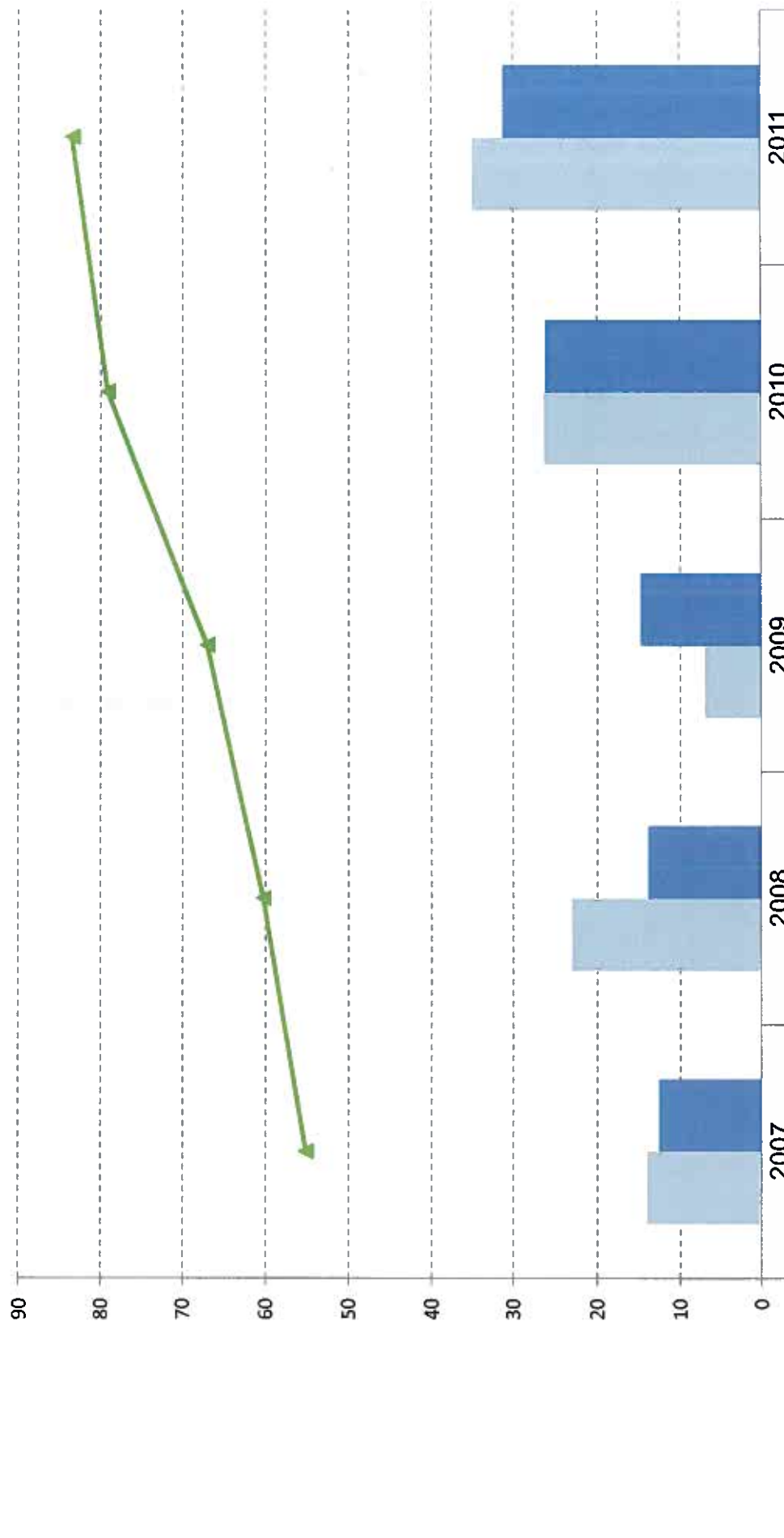
**Children In Care who had been looked after 1 year plus who achieved a level 4 plus in Key Stage 2 in comparison to all children in Telford and Wrekin who achieved a level 4 plus at Key Stage 2  
Trend Data**



**Children In Care who have been looked after one year plus  
 Percentage of children in care who achieved 5+ GCSEs Grade A-C including English and Maths in  
 comparison to all children in T&W and England  
 Trend Data**



**Children In Care who have been looked after one year plus  
 Percentage of children in care who achieved 5+ GCSEs Grade A-C in comparison to all children in  
 T&W and England - Trend Data**



	2007	2008	2009	2010	2011
T&W CIC	14	23	7	26.3	35
England CIC	12.6	13.9	14.8	26.1	31.2
All T&W Children	55.2	60.3	67.1	79.2	83.5

**Children In Care who have been looked after one year plus  
 Percentage of children in care who achieved 5+ GCSEs Grade A-G in comparison to all children in  
 T&W and England  
 Trend Data**

