

Report of the Deputy Director (Children's Social Care) to the meeting of the Children's Services Overview and Scrutiny Committee to be held on 6th September 2016

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Subject:

Updated Information for Members on the Workloads of Children's Social Care Services

Summary statement:

The report presents the most recent information on the workload of Children's Social Work Teams and updates Members on key pressures on the service. The workload analysis is based on activity up to 30th June 2016.

There have been a slight change to the overall workloads of social workers, and pressures upon the service since the last report was presented. The report demonstrates that Social Work Services for Children & Young People in the District remain strong, robust and well managed.

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Portfolio: Children's Services

1 Summary

This report presents information on the workload of Children's Social Work Teams and updates Members on key pressures on the service. The workload analysis is based on activity up to 30th June 2016. Earlier reports presented to committee have confirmed strong, robust and well managed Social Work Services for Children & Young People in the District. Information within this report therefore examines any changes in workload and demand on resources since that date.

2 Background

- 2.1 Since Lord Laming's Report in 2003 into the death of Victoria Climbié there has been a clear expectation from Government for Elected Members to be routinely and regularly informed of the workloads for Children's Social Care Services. The Government requires that information as set out in this report be regularly presented to Members to ensure that the Council is fulfilling its statutory duties.
- 2.2 The second Laming Report (2009) sets out wide ranging recommendations following the death of Peter Connelly ("Baby P"). The impact of this case and subsequent child deaths in Doncaster and Birmingham resulted in increased demand for social care services in Bradford and nationally.
- 2.3 The Laming Report acknowledged that across the country there were serious pressures and demands on social workers, with some case loads being unmanageable and thus potentially putting the safety and welfare of children at risk.
- 2.4 Lord Laming also made clear that practitioners, teams and individuals should all have a mixed case-load of both child protection and children in need work. No social worker should handle only the more complex and emotionally demanding child protection cases. This report provides information to elected members that this recommendation has been put into practice in Bradford.
- 2.5 The most recent inspection of services for children in need, looked after children and care leavers within Bradford was conducted by Ofsted in February/March 2014. The outcome of this inspection was broadly positive with a small number of areas requiring improvement.
- 2.6 Information provided in this report is produced from information held on the Social Care Records System (LCS). Internal and external audits confirm that elected members can have a high level of confidence in the accuracy of information produced for this report. Bradford has consistently received the highest level of data confidence scores for the Department for Education's Annual Children in Need statutory data return. There are minor adjustments to historical values presented to Committee in previous reports, as a result of delayed data entry within LCS; where there are significant variations, these are noted within the body of the report.

3 Report issues

3.1 Workforce/Workload Issues

3.1.1 The first section of this report presents workforce and workload information for care management services. This includes Social Workers and Community Resource Workers in the Area Offices in assessment teams, children and family teams, the specialist teams working with children with complex health and disabilities, the teams working with looked after young people and the statutory work of the Leaving Care Team. The workload analysis does not include agency staff except where stated.

3.1.2 There are 190 Social Workers (176 full time equivalents) in Children's Social Care directly employed by the Council. This represents a reduction of 16 FTEs since June 2015. There are 50 Community Resource Workers (CRWs) or 45 FTEs.

3.1.3 At 30th June 2016 there were 19 agency Social Workers and 1 agency CRW being utilised within Social Work services. The length of time agency workers have been in post is as follows:

8 - under 3 months
4 - 4 to 6 months
5 - 7 to 12 months
2 - over 12 months

3.1.4 Bradford has an experienced workforce. 50% of Social Workers (including agency workers) are Level 3 workers with high levels of experience and training. This percentage has remained fairly steady over the past year.

3.1.5 The average caseload per full time equivalent (FTE) Social Worker is 14.4 cases, a slight increase from 13.8 in June 2015. Within the long term Social Work teams this figure rises to 17.1 cases per FTE (compared to 16.2 in June 2015). Social Workers take on a mixed caseload of child protection and children in need work. The average caseload per full time equivalent Community Resource Worker is 11.8 (a decrease from 13.4 at June 2015). The most recent published figures from the DfE (2014-15) showed a national average of 15 cases per FTE social worker and a regional average of 12 cases; the average across our statistical neighbours is 16 cases.

3.1.6 50% of looked after children cases are held by a Level 3 social worker. The average number of LAC cases held by each FTE worker is 6.5, rising to 14.3 cases for the dedicated Looked After Children Teams. This is a similar position to June 2015 when the average number of cases held was 6.1 (14.4 in the LAC teams).

3.1.7 56% of cases where a child has a child protection plan are allocated to an Level 3 Social Worker, a figure which has increased from 47% in June 2015. Social Workers in the Children and Family Teams involved with Children with a Child Protection Plan hold on average 6.0 such cases, a similar figure to June 2015 when it was 5.8.

3.1.8 62% of public law proceedings cases are allocated to a Level 3 Social Worker, a slight reduction since June 2015 when it was 64%. The average number of Public Law cases per FTE Social Worker is 2.5, a figure unchanged from June 2015.

(Refer to Appendix 1 – a) Workforce and b) Case Load analysis)

3.1.9 A breakdown of departmental sickness levels and types can be found under Appendix 3.

3.2 Child Protection

3.2.1 The overall trend in the numbers of children who are the subject of a child protection plan has been gradually rising over the last year, after a sharp fall between summer 2014 and May 2015; there were 517 at 30th June 2016 compared to 469 in June 2015.

The numbers of children who became the subject of a plan has seen a similar rise over the same period, with 582 plans starting in the year to June 2016 compared to 475 in the year to June 2015.

At the same time, there are falling numbers of children's plans ending, with 508 plans closed in the year to June 2016 compared to 628 in the year to June 2015.

3.2.2 The proportions of children subject to plans under each category at 30th June 2016 are: Physical abuse 9%; sexual abuse 9%; emotional abuse 48%; neglect 34%. In the last year the proportion of plans starting in the category of Sexual abuse has risen and the proportion in the category of Neglect has fallen, both by about 4 percentage points. Quality assurance through 'challenge panels' indicates that reasons for a child requiring a child protection plan are accurately and consistently recorded.

3.2.3 Relatively there are still fewer children subject to a plan in Bradford than nationally, The current rate of children subject to a child protection plan is 36.9 per 10,000 child population (at 30th June 2016) whereas the most recent published national rate is 42.9 per 10,000 and the regional average is 41.8 per 10,000 (at 31st March 2015).

3.2.4 During the year to 30th June 2016, 6.4% of children had become subject to a plan for a second time within 2 years, a deterioration compared to the previous year when it was 5.4%. Ofsted considers the percentage of children becoming subject to a Child Protection Plan for a second or subsequent time to be an important indication of the appropriateness of earlier interventions. A high rate is viewed as indicative of unsatisfactory outcomes to earlier plans.

3.2.5 The percentage of Child Protection Plans lasting for 2 years or more has improved over the last year, with 3.3% in the year to 30th June 2016; this compares to 5.6% in the year to 30th June 2015.

3.2.6 All children who are subject to a Child Protection Plan have an allocated Social Worker.

(Refer to Appendices 2.1 – 2.4)

3.2.7 As at 30th June 2016 there were 338 children and young people identified as being at risk of child sexual exploitation (CSE). There were 42 high risk, 123 medium risk and

154 low risk. 19 children were in the process of having a risk assessment.

3.3 Looked After Children

- 3.3.1 The number of looked after children has seen a sharp rise in the last 6 months. The number of children being looked after is 889 at 30th June 2016 – higher than the figure of 877 in June 2015. This equates to 64 children being looked after per 10,000 child population; this is slightly higher than the national rate of 60 per 10,000 (for 31st March 2015) but below the latest known rate for combined statistical neighbour average of 77.5 per 10,000 (at 31st March 2015) (appendix – 2.5).
- 3.3.2 Strong permanence arrangements are a contributing factor towards reducing the upward trend of LAC, alongside closely monitored care proceedings cases and timely discharges of care order. There were 56 adoptions and 48 Special Guardianship Orders (SGOs) in the year to 30th June 2016, compared to 80 adoptions and 40 SGOs in the year to 30th June 2015. 214 Looked After Children are in Family & Friends foster placements, slightly more than 207 in June 2015; there are ongoing Allowances being paid to families for 282 children on an SGO who were previously LAC.
- 3.3.3 The long term stability of Looked After Children has remained steady in the last year. 72% of children who had been looked after for two and a half years or more had been in the same placement for at least 2 years (compared to 70% the previous year). This is slightly better than the most recently published national average of 68% (March 2015).
- 3.3.4 All Looked After Children have an allocated worker; most have an experienced Social Worker. Currently 154 cases are allocated to Community Resource Workers, much of which is work with young people preparing for moves into independent living.
- 3.3.5 The number of children subject to Public Law Care Proceedings cases has remained fairly steady. At 30th June 2016 there were 107 cases in Public Law Care Proceedings (there were 110 at 30th June 2015).

3.4 Referrals and Assessments

- 3.4.1 The number of referrals received by Social Care Services has increased slightly to about 475 per month over the last year, compared to about 420 per month for the year before.
- 3.4.2 The number of assessments being undertaken by Social Workers is also high. About 760 assessments are carried out each month (this includes assessments in the long term teams), indicating a continuing high volume of in depth assessment work being undertaken.
- 3.4.3 The breakdown of Factors of Need associated with assessments carried out in 2014-2015 and 2015 -2016 can be found in Appendix 2.7.

3.5 Children in Need

3.5.1 The total number of children being included within the CIN census in 2015-16 was 8518, compared to 8362 for the previous 12 months, indicating that an increased number of children are in contact with social care services compared to the previous year. There were 3851 children's cases open as at 30th June 2016.

3.6 The Ofsted Improvement Plan

3.6.1 The child protection and looked after service was inspected as part of a three year rolling programme by Ofsted in February and March 2014. The action appended at 4 sets out for the committee the improvement actions taken and progress to date.

4 Options

There are no options for consideration.

5 Contribution to Corporate Priorities

The work of Children's Social Care contributes to the Council priority of keeping children safe.

6 Recommendations

That the Committee consider further reports in the 2016-17 work programme to ensure the continuation of safe workloads and practice into the future given the current financial climate.

7 Background Documents

None.

8 Not for Publication Documents

None.

9 Appendices

Appendix 1 – Workload & Caseload Analysis
Appendix 2 – Workload Pressures
Appendix 3 – Departmental Sickness Monitoring
Appendix 4 – Ofsted Inspection 2014 Improvement Plan
Appendix 5 - Additional Information

Appendix 1:

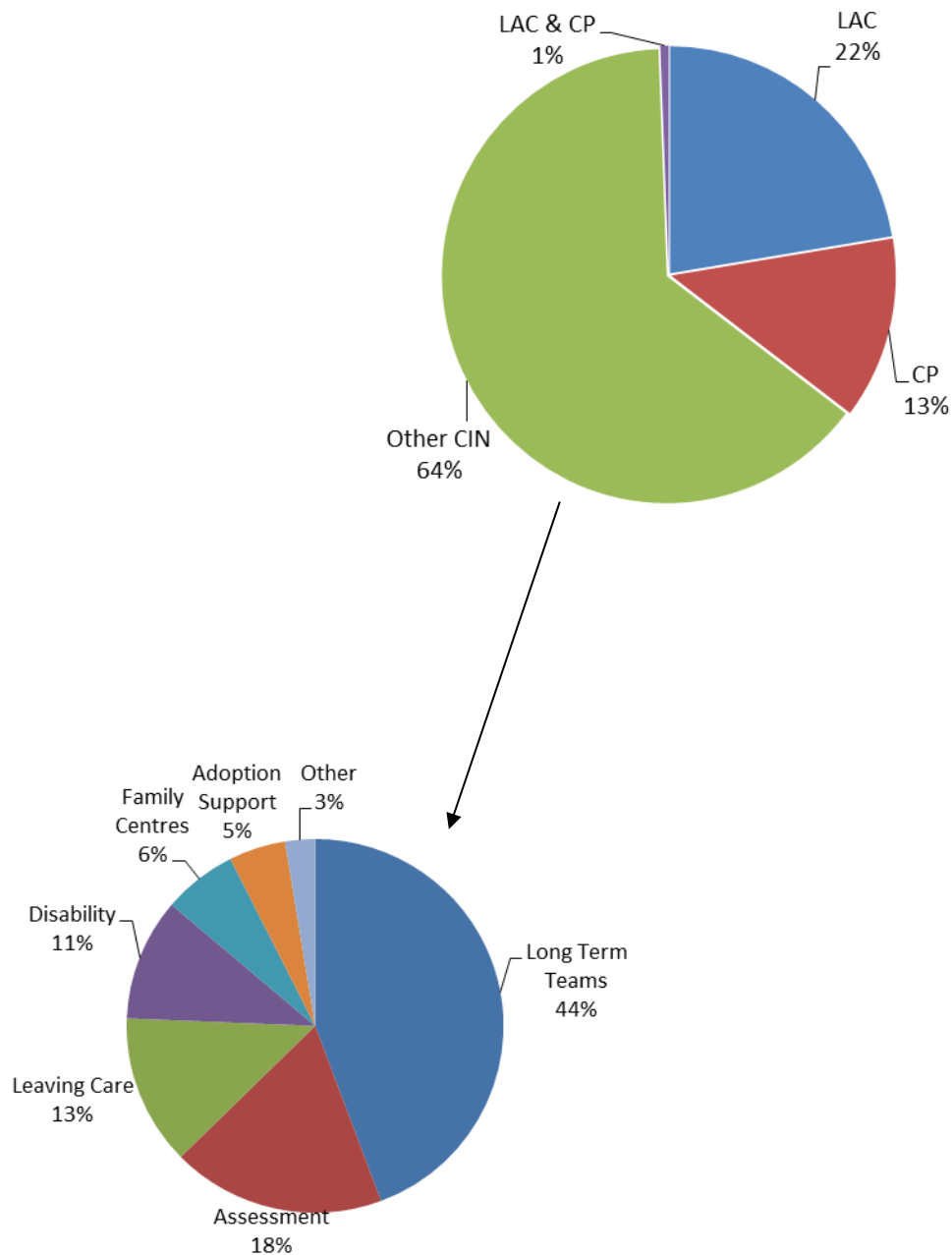
a) Workforce/ Workload Analysis

		30th June 2015	30th Sept 2015	31st Dec 2015	31st Mar 2016	30th June 2016
Workforce Profile	Total number of directly employed Social Workers in post	192 FTEs	210 194 FTEs	208 193 FTEs	211 195 FTEs	190 176 FTEs
	Total number of directly employed Level 3 Social Workers	95 FTEs	104 93 FTEs	102 93 FTEs	102 92 FTEs	88 79 FTEs
	Agency Social Workers	6.8%	3.6%	6.2%	14 (6.7% of all SWs)	19 (9.7% of all SWs)
	Percentage of SWs who are at Level 3 (including agency)	49%	48%	48%	51%	50%
	Total number of directly employed Community Resource Workers (CRWs) in post	41 FTEs	49 44 FTEs	52 43 FTEs	49 44 FTEs	50 45 FTEs
	Agency CRWs	2.4%	-	2.3%	1 (2.3% of all CRWs)	1 (2.2% of all CRWs)
Workload	Average number of cases per FTE Social Worker	13.8 (16.2 in Long Term Teams)	13.1 (15.5 in Long Term Teams)	12.7 (15.4 in Long Term Teams)	12.9 (14.9 in Long Term Teams)	14.4 (17.1 in Long Term Teams)
	Average number of cases per FTE CRW	13.4	12	12.6	12.0	11.8
	Average number of LAC cases (including cases in proceedings) per FTE LAC case holding worker	6.1 (14.4 for LAC teams)	6.0 (14.1 for LAC teams)	6.0 (14.1 for LAC teams)	5.8 (13.9 for LAC teams)	6.5 (14.3 for LAC teams)
	Average number of CP cases per FTE CP case holding worker	5.8	5.7	5.5	5.7	6.0
	Average number of cases in Public Law Care Proceedings per FTE PLCP case holding worker	2.5	2.2	2.4	2.3	2.5
Utilisation of Resources	Percentage of LAC cases allocated to a Level 3 Social Worker	53% (446 cases)	52% (430 cases)	50% (406 cases)	51% (410 cases)	50% (411 cases)
	Percentage of cases where a child has a Child Protection Plan allocated to a Level 3 Social Worker	47% (185 cases)	46% (173 cases)	35% (137 cases)	49% (213 cases)	56% (227 cases)
	Percentage of Public Law Proceedings Cases allocated to a Level 3 Social Worker	64% (70 cases)	59% (64 cases)	52% (68 cases)	54% (63 cases)	62% (66 cases)

b) Caseload Analysis

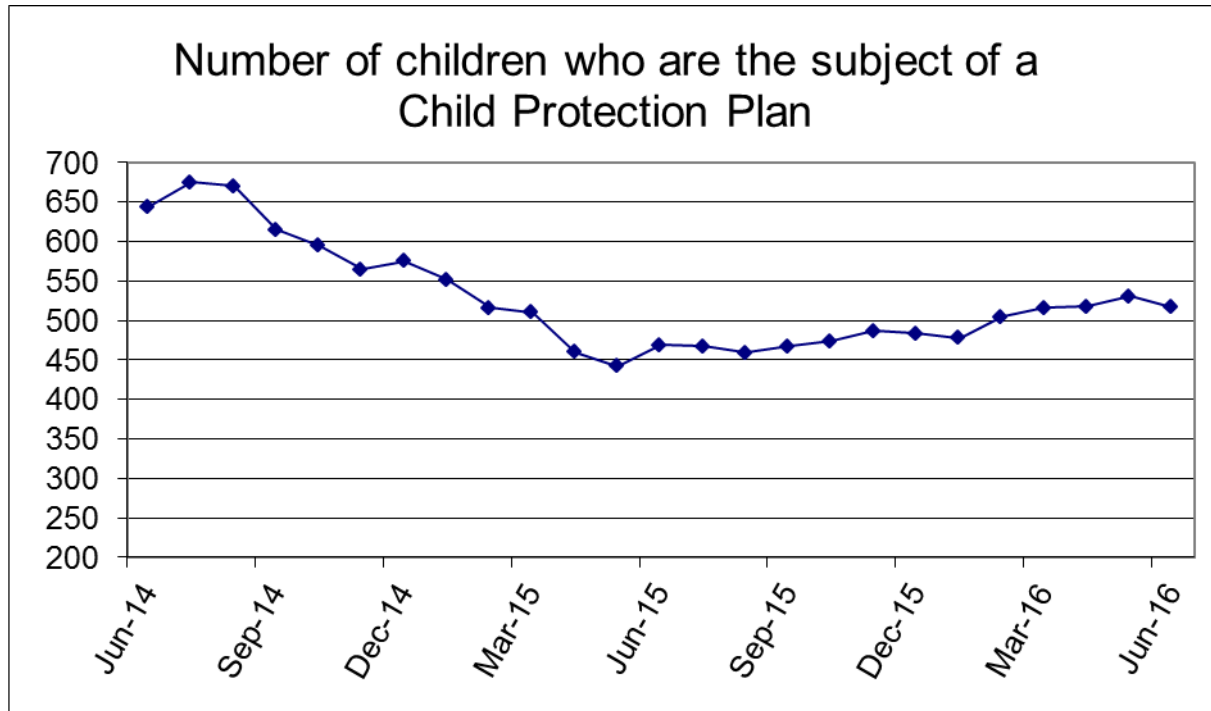
Active cases held by Social Workers and Community Resource Workers working in Care Management Teams at 30th June 2016.

Of the 3851 active cases held by Children's Social Care: 22% were looked after children (856), 13% were children who were the subject of a Child Protection Plan (508) and 64% were other Children in Need. There were an additional 7 children who were Looked After and also the subject of a Child Protection Plan.

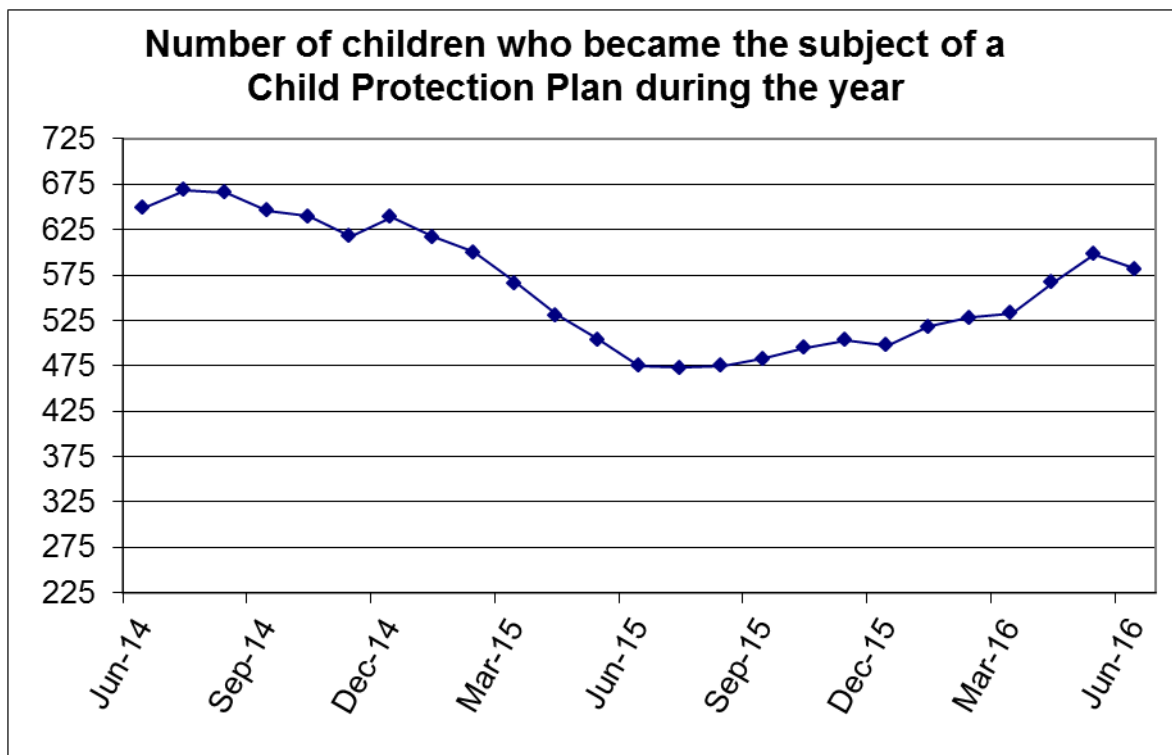


Appendix 2: Workload Pressures

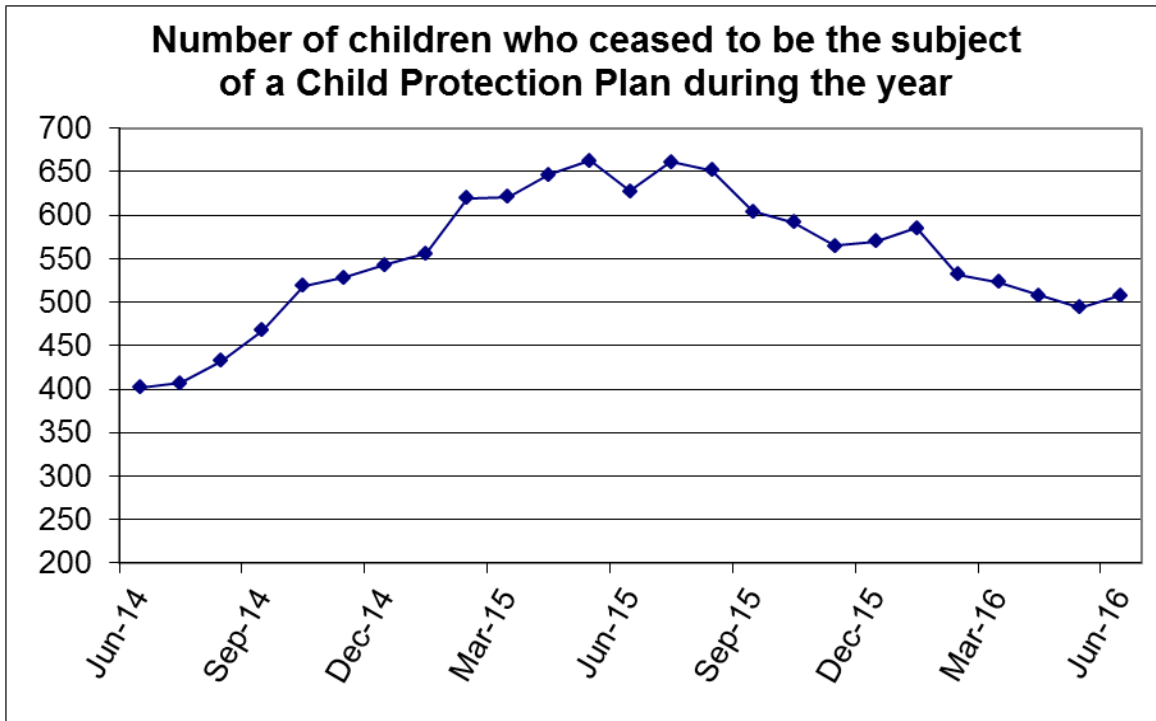
2.1 - Total number of children who are the subject of a Child Protection Plan (June 2014 to June 2016)



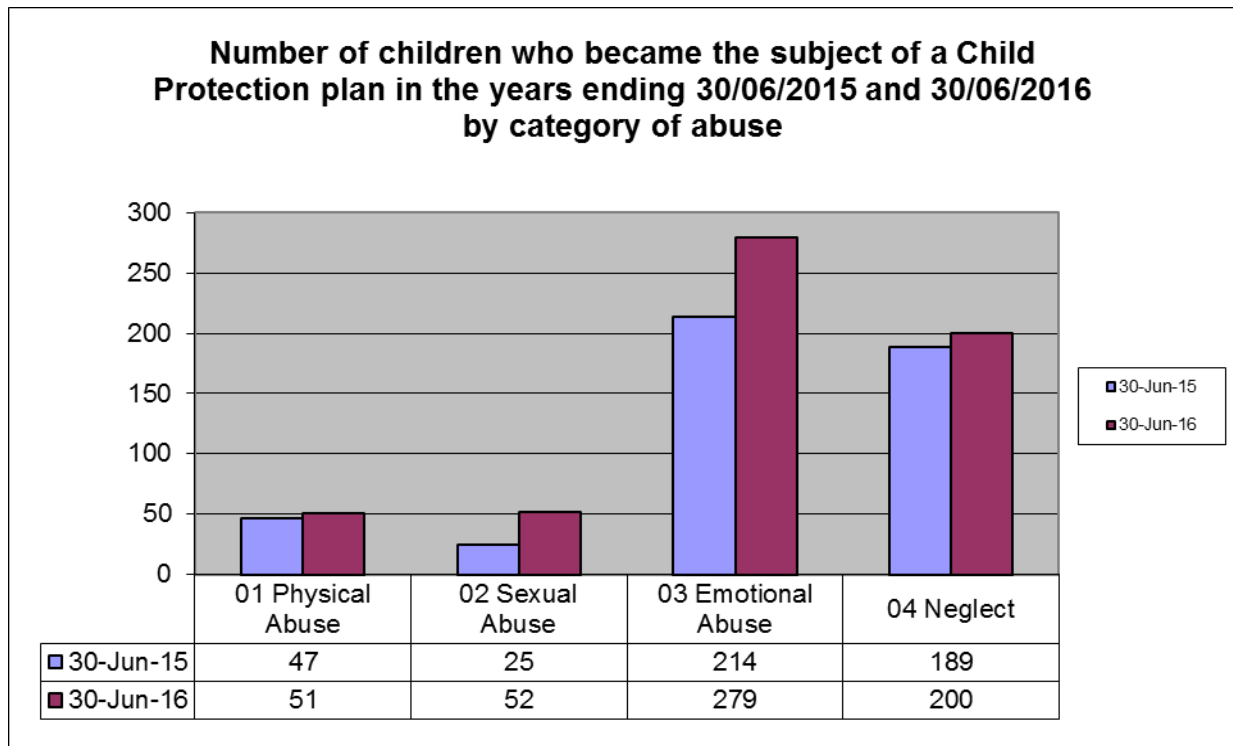
2.2- Children becoming the subject of a Child Protection Plan (June 2014 to June 2016)



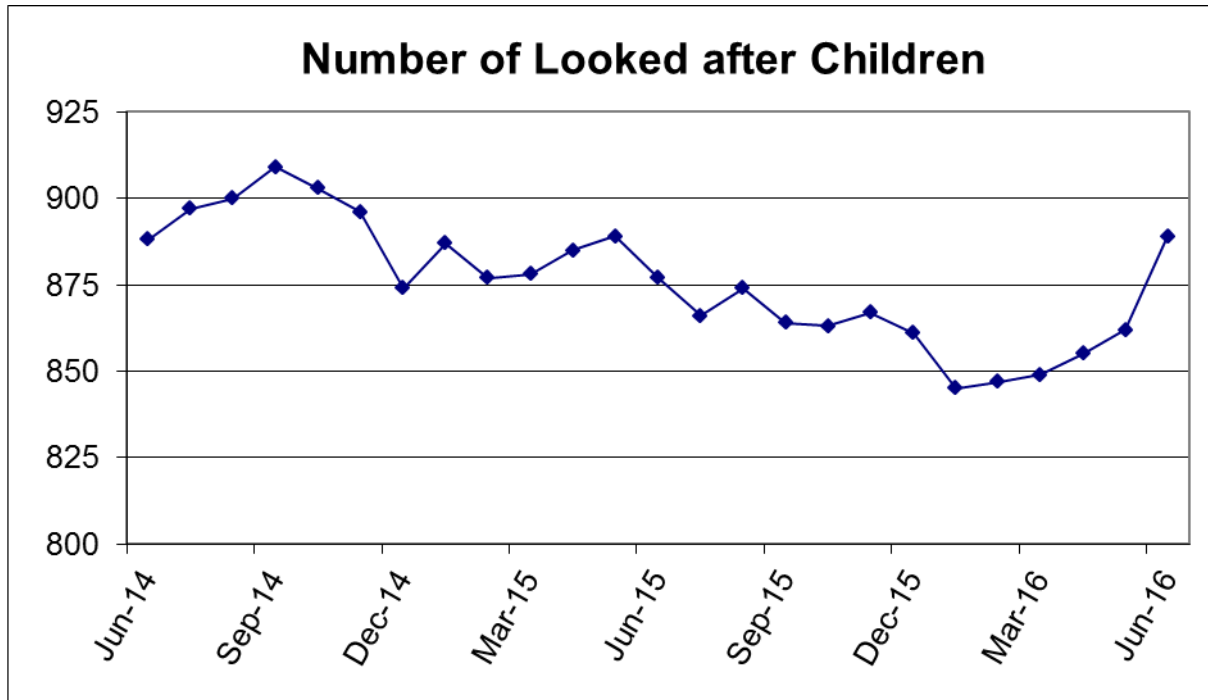
2.3 – Children ceasing to be the subject of a Child Protection Plan (June 2014 to June 2016)



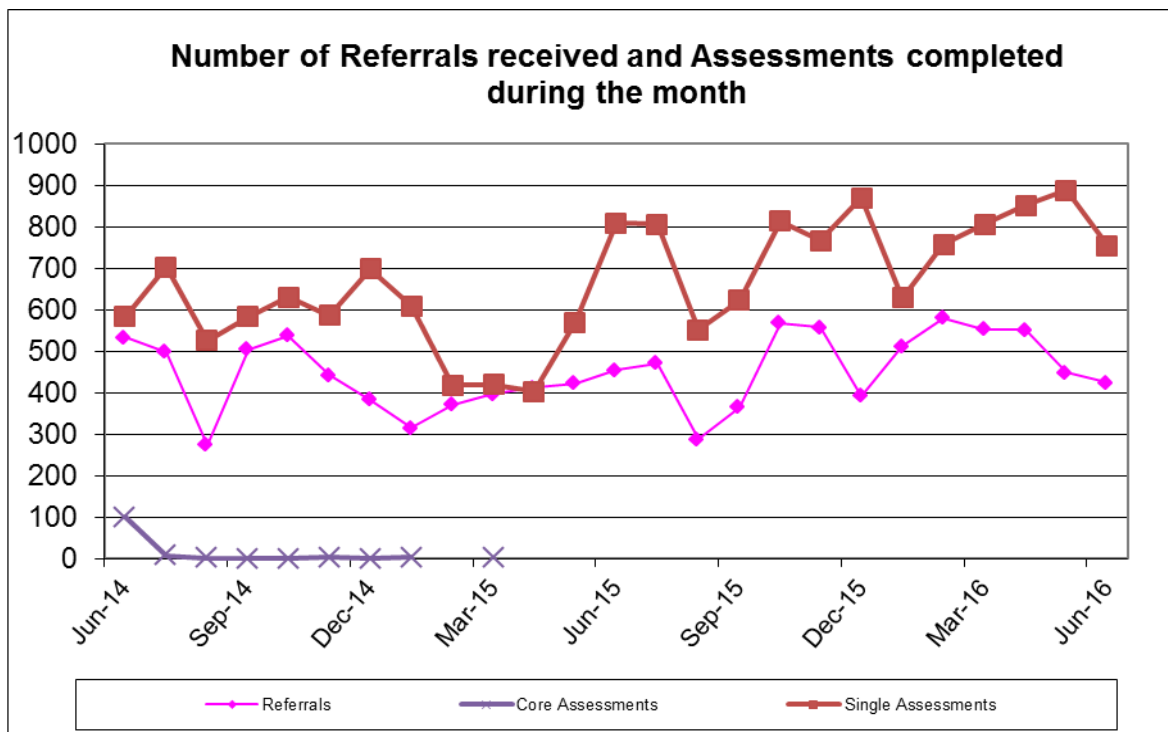
2.4 – Number of children becoming the subject of a Child Protection Plan in the years ending 30th June 2015 and 2016 by category of abuse



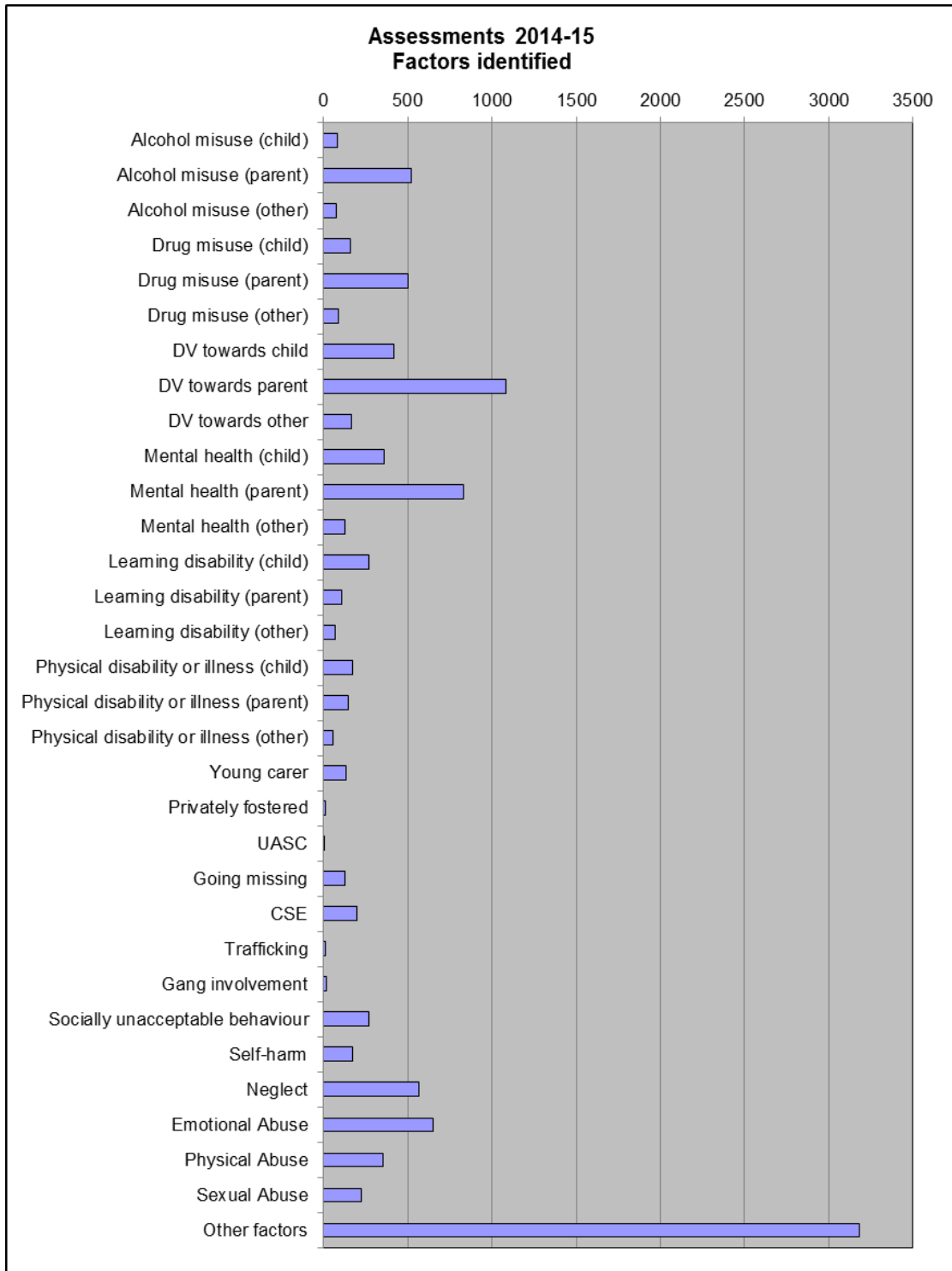
**2.5 – Number of Looked after Children
(June 2014 to June 2016)**

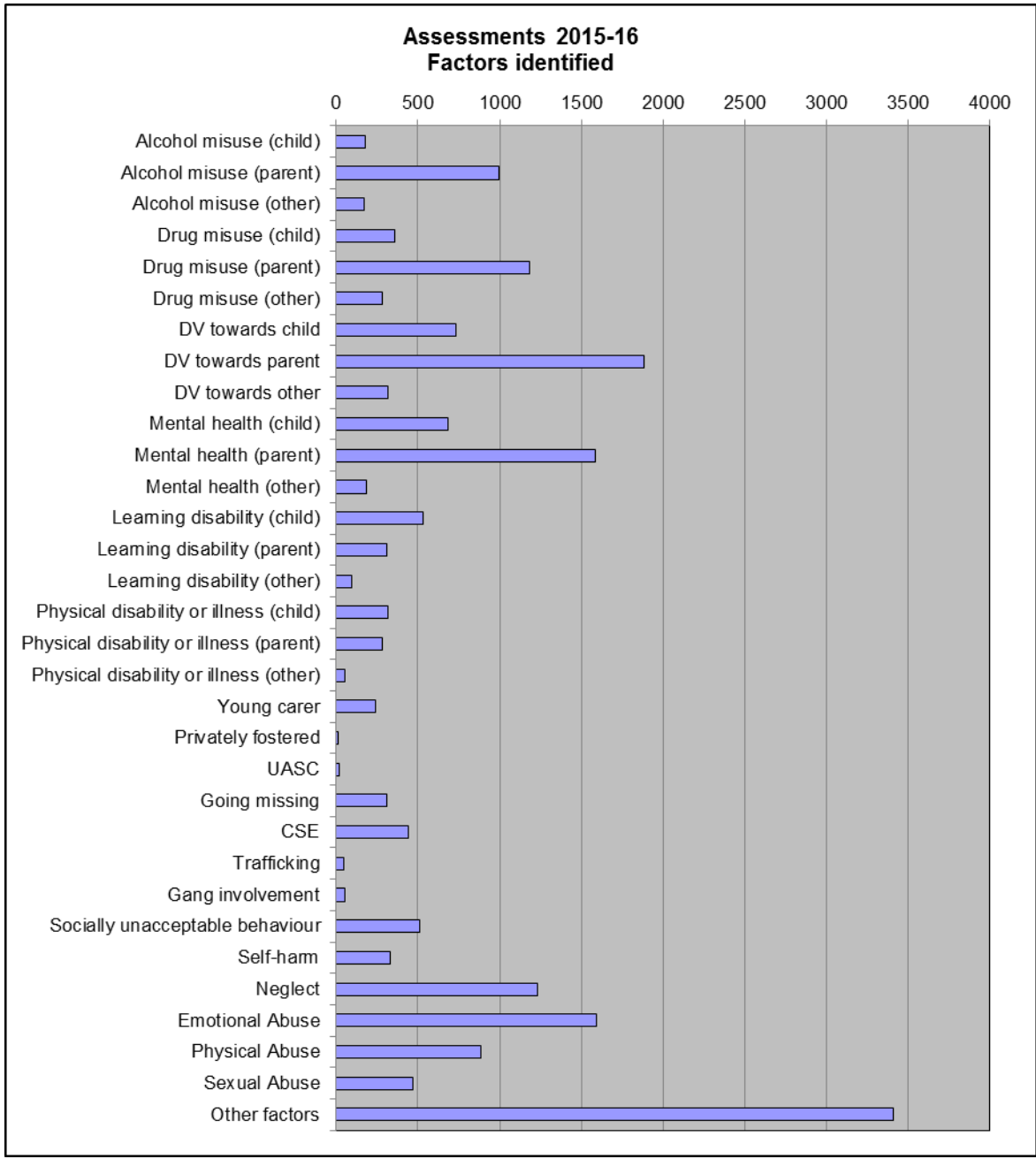


**2.6 – Referral and Assessment Activity
(June 2014 to June 2016)**








**2.7 – Factors of Need Identified by Assessments
(Financial Years 2014-15 and 2015-16)**





Appendix 3:

3.1 Departmental Sickness Monitoring Report April-June 2016

Dept/ Service	Section	Sub-Section(s)	Number of staff by end of June 2015	Average Number of Working days lost 1 Apr 2015 - 30 Jun 2015	Number of staff by end of June 2016	Average Number of Working days lost 1 Apr 2016 - 30 Jun 2016	Performance compared with previous year Arrow up = improvement Arrow down = decline
Children's Specialist Services			870.02	3.11	779.63	4.09	
	Child Protection	Childrens Safeguarding Administration Reviewing Team	47.26	3.72	41.91	4.13	
	Families First	Court Team Youth Offending Families First Community Resources	66.55	3.79	70.42	7.87	
	Group Service		0.00	0.00	0.00	0.00	
	Prevention/ Resources	Prevention & Family Support Teams Adoption & Fostering Placement Co- ordination Residential Management Fostering Residential Management 2	465.34	2.96	415.96	4.44	
	Safeguarding Children's Board		4.30	1.16	0.00	0.00	
	Social Work Services	Leaving care Teams Disability Team & Family Centres Looked After Children Springfield Management Integrated Assessment Team Rooley Management Keighley Management Childrens Specialist Services	382.15	2.78	291.26	2.66	

3.2 Departmental Sickness Breakdown – Days Lost by Category April-June 2016

	1 Specialist Services		2 Child Protection		3 Families First		4 Prevention / Resources		5 Social Work Services		Total	
	Days	% of total	Days	% of total	Days	% of total	Days	% of total	Days	% of total	Days	% of total
Stress non Work Rel	566	17.0%	59	33.8%	143	25.2%	321	17.2%	83	10.5%	1172	17.4%
Fracture/Sprain/Musc	573	17.2%	6	3.4%	42	7.4%	414	22.2%	111	14.0%	1146	17.0%
Stress Work Related	397	11.9%	66	38.1%	23	4.1%	159	8.5%	148	18.6%	793	11.8%
Depression/Anxiety	351	10.5%	7	4.3%	37	6.5%	188	10.1%	118	14.9%	701	10.4%
Cold, Flu, Viral	186	5.6%	14	8.0%	10	1.8%	95	5.1%	79	10.0%	385	5.7%
Back Problems	177	5.3%			52	9.2%	84	4.5%	41	5.2%	355	5.3%
Mental Health Probs	138	4.1%			63	11.1%	65	3.5%	10	1.3%	276	4.1%
Eye/Ear/Nose/Throat	107	3.2%	2	0.9%			85	4.6%	20	2.5%	213	3.2%
Gastric	105	3.1%	1	0.6%	19	3.4%	38	2.1%	46	5.8%	210	3.1%
Headaches, Migraine	98	2.9%	1	0.6%	25	4.4%	65	3.5%	8	1.0%	196	2.9%
Pregnancy related	81	2.4%			13	2.3%	61	3.3%	7	0.9%	162	2.4%
All other reasons	552	16.6%	18	10.3%	140	24.7%	286	15.4%	123	15.5%	1119	16.6%
Total	3330		175		567		1862		794		6728	