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# Improvement Journey and Data Tracker update

Children and Families Scrutiny  
Committee

24 January 2019

# Summary of progress

## 20 PLEDGES FOR 2020

"We are setting out a plan to bring about real change - not just about what can be achieved, but in the manner in which we will deliver it."

*Phil Davies*  
Cllr Phil Davies, Leader of Wirral Council

- Feedback from December Ofsted Monitoring visit
- Quality of social work practice is improving – voice of the child becoming embedded
- Focused on reducing number of children in care:
  - 37 care orders discharged
  - 120 children identified with potential plans for permanence
- Improved engagement with partners – LAC nurses co-located in Cheshire Lines
- Joint assessment for 16-17 year old homeless implemented
- Audits consistent and reflecting findings from Ofsted
- IRO caseloads reducing – three new IRO's in post

## WIRRAL PLAN 2020

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young people and families



# Feedback from Monitoring Visit

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*Paul Davies*  
Cllr Phil Davies, Leader of Wirral Council

- Improved social work support and services for children in care and care leavers
- Cases in the last 6 months met and statutory requirements
- Children's needs are re-assessed leading to better quality planning and improvement in outcomes
- Suitable matching with long-term foster carers and stable placements
- Improved and increased stability in the workforce
- Social workers know their children well
- Better understanding of children's health and wellbeing needs
- Management oversight is improving

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# Areas for improvement

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*Phil Davies*  
Cllr Phil Davies, Leader of Wirral Council

- Effective contingency planning needs to improve
- Life-story work needs to be shared more often to improve children's understanding of their life history
- Tracking children who have been looked after for more than 6 months
- 16/17 homeless protocol
- Improve pathways into services for children with emotional needs
- Consistency of direct work with children
- IRO capacity needs consideration
- Quality of PEPs needs improvement
- Clarity about the role of the social worker and PA

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# Peer Challenge and Annual Conversation

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*Phil Davies*  
Cllr Phil Davies, Leader of Wirral Council

- Peer Challenge Forum 13 January
- Annual Conversation 21 January
- DCS and Assistant Directors attended
- Prior submission of self-assessment document outlining:
  - Progress from last Peer challenge/Annual Conversation
  - Strengths
  - Priorities
  - Risks
  - Innovation

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# Priorities for next 12 months

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*Phil Davies*  
Cllr Phil Davies, Leader of Wirral Council

### Education and School Improvement

- Provide challenge to schools so that all pupils make at least expected progress across each key stage
- Improve attainment and outcomes for our most vulnerable cohorts
- Reduce persistent absence and improve attendance

### Children's Social Care

- Re-configure our prevention services to develop robust alternative to care
- Continue to embed positive progress in; services for care leavers, IFD and SFEF
- Continue to focus on practice improvement
- Safely reduce the number of Children Looked After
- Implement new approach to attract and recruit workforce

### SEND

- Review special school provision to ensure it is aligned to need
- Develop a clear, consistent and integrated approach to inclusion
- Continue to work with children who display challenging behaviours
- Develop and implement transition arrangements for post 19
- Develop and embed effective joint commissioning arrangements

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# Children in Care Council

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*Phil Davies*  
Cllr Phil Davies, Leader of Wirral Council

Feedback from Cllr visit with children in care and care leavers:

- **SW/Care Plans:** some excellent social workers but changes in social workers too frequent – really positive about the letters and pictures of IROs they received
- **Education:** 14-19 team fantastic and staff helped young people get interviews quickly
- **Housing:** difficult for young people to afford housing when they are in employment, some leaving supported accommodation when they reach 18
- **Foster care:** mixed experiences of foster carer support and some challenges around staying put arrangements as some foster carers unable to support young people financially when they turn 18

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# Performance

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Cllr Phil Davies, Leader of Wirral Council

- **Number of referrals** have fallen - reducing from 344 in October to 287 in December.
- **Timeliness of assessments improved** – 91.5% of assessments now completed in the agreed timescale. An increase from 83.6% in previous month
- **Number of children in need** reduced in Quarter 3 to 2700 from 2741 in previous quarter
- **Number of children who are subject to a child protection plan** increased marginally from 462 in November to 466 in December
- **% of ICPC** taking place in the month and within timescales has increased – in December 83.8% were completed on time compared to 70.6% in November.
- **Less children becoming looked after** compared to previous month – 14 in December compared to 22.
- **Number of children who are looked after** continues to plateau at 840.
- **Number of care leavers in touch every 8 weeks** continues to be over 95% with 96.4% in December

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# Workforce

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Cllr Phil Davies, Leader of Wirral Council

- Further reduction in vacancy numbers from 75 to 69
- Successful recruitment to social worker roles continues to be reflected 'in post' social worker numbers
- 2 experienced social workers and 8 newly qualified social workers recruited
- Agency numbers continue to reduce - this remains a priority
- 5 permanent IROs – 2 agency converted and 3 internal/external recruitment
- HR Surgeries for Team Managers now being held weekly
- Reduction in sickness in November from 17.38 to 16.49

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# Any questions?

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