

**CHILDREN, YOUNG PEOPLE & EDUCATION COMMITTEE**

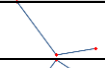

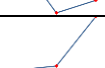

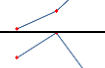
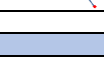
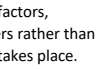
Tuesday 21st June 2022

<b>REPORT TITLE:</b>	CHILDREN'S SERVICES PERFORMANCE REPORT
<b>REPORT OF:</b>	DIRECTOR FOR CHILDREN, FAMILIES AND EDUCATION

**Children, Young People & Education Committee - indicator sets**

<b>Demand</b>	<b>Keeping children safe</b>	<b>Looking after children well</b>	<b>Schools</b>
<b>Education</b>	<b>SEND</b>	<b>Workforce</b>	<b>Budget</b> (under development)

**Demand**

	2021/22				Year-End			National (20/21)	North West (20/21)	Stat Neighbours (20/21)	Trend
	Q1	Q2	Q3	Q4	2019/20	2020/21	2021/22				
Social care contacts	2787	2502	2568	2875	15086	10149	10732	-	-	-	
Early Help contacts	3293	2631	2619	2585	9973	12199	11128	-	-	-	
Referrals to social care	814	801	842	797	3997	3030	3254	-	-	-	
% of domestic abuse referrals to children's social care	23.1%	29.3%	29.5%	27.4%	23.2%	23.5%	27.3%	-	-	-	
Child In Need rate per 10,000 population	376.8	393.3	398.8	382.9	369.0	379.9	382.9	321.2	367.0	403.5	
Child Protection rate per 10,000 population	49.7	53.1	58.1	57.4	41.9	47.0	57.4	41.4	47.0	51.8	
Children Looked After rate per 10,000 population	121.5	120.7	117.9	116.6	120.0	123.0	116.6	67.0	97.0	101.8	

**Supporting narrative**

Early Help Contacts to Children's Services have reduced in 2021-22 against the previous year. This is an expected decrease for which there are a number of contributory factors, including more community-based provision fully remobilised following the pandemic and an increase in the number of families accessing early help directly from providers rather than via a Children's Services referral. We have anticipated a dip in contacts for early help over the next quarter as the transition from Community Matters to Family Toolbox takes place. Once established, we expect Family Toolbox to significantly increase early help contact and activity.















Social care contacts and referrals to social care have seen a steady increase as we are coming out of COVID. It was always anticipated that the impact of COVID would likely have children not always visible at the earliest possible stage when families needed support, this is one of the likely reasons for the steady increase in referral numbers.

Evidence also shows there is a clear correlation in Wirral between the average household income, standard of living and volumes of Children in Need (CIN). Those living in areas of lower income households tend to be in the more deprived Wards of the Borough and we know in these areas that there are higher rates of domestic abuse, parental drug or alcohol addiction and a higher rate of parental mental health. All of these factors increase the chances of a child being referred to Children's Services. Nationally we have already seen an increase in inflation with an additional 9% increase predicated for this year. The increase in cost of living coupled with the after effect of the pandemic will ultimately lead to an increase in demand across many areas of Children's Services, particularly social care.

The rate of CIN in Wirral has increased when compared to last year but is in line with statistical neighbours. We have already begun to see a steady increase in our CP rate. Whilst this could be attributed to the impact of need being unmet, there is also work underway to determine how robust the CIN process is to prevent families escalating into level CP.

In 2021-22 we have seen an increase in the number of domestic abuse referrals to Children's Social Care. This was anticipated following the implementation of the Domestic Abuse Act in May 2021, which clearly identifies children in households affected by domestic abuse as victims, and places new responsibilities on Local Authorities to respond to these circumstances. The multi-agency Domestic Abuse Alliance continues to deliver the local strategy, ensuring appropriate support and access to services for children, young people and families affected by domestic abuse.

**Keeping children safe**

	2021/22				Year-End			National (20/21)	North West (20/21)	Stat Neighbours (20/21)	Trend
	Q1	Q2	Q3	Q4	2019/20	2020/21	2021/22				
% of Early Help cases closed with outcomes met	85.2%	82.0%	83.4%	83.9%	80.3%	91.6%	83.5%	-	-	-	
% Repeat referrals within 12 months period	20.5%	19.7%	19.5%	26.7%	27.6%	23.5%	21.6%	22.7%	22.2%	22.6%	
% Assessments completed within timescale	77.0%	79.0%	86.0%	85.0%	82.6%	78.8%	81.0%	88.0%	86.0%	87.0%	
Children who were subject to a section 47 enquiry Rate per 10,000 YTD	48.0	100.7	149.6	202.4	182.2	179.7	202.4	164.4	172.1	199.3	
% of children who were subject to a section 47 enquiry that led to an Initial Child Protection Conference (ICPC)	38.9%	39.7%	40.0%	31.5%	33.3%	33.1%	37.4%	-	-	-	
% Initial Child Protection Conference (ICPC) taking place in the month and within timescales	73.1%	56.7%	88.5%	86.2%	76.4%	57.6%	75.8%	83.0%	82.0%	84.0%	
Child Protection Plans ceased Rate per 10,000 YTD	16.3	30.8	46.4	61.5	75.8	51.3	61.5	53.9	62.1	72.1	
% of children on second or subsequent Child Protection Plan	24.6%	22.4%	24.4%	19.6%	19.4%	28.7%	23.0%	22.1%	22.6%	22.6%	
% of visits completed within statutory timescale - Child in Need (CIN)	69.7%	80.4%	75.5%	82.8%	-	-	82.8%	-	-	-	
% of visits completed within statutory timescale - Child Protection (CP)	79.0%	81.8%	94.1%	81.4%	-	-	81.4%	-	-	-	
% of visits completed within statutory timescale - Children Looked After (CLA)	94.9%	90.3%	96.5%	90.5%	-	-	90.5%	-	-	-	
Reduce first time entrants into the criminal justice system	99	Not published	108	Not available	254	219	Not available	-	-	-	
Reduce young people re-offending (%)	40.7	Not published	42.5%	Not available	50	40	Not available	-	-	-	
Reduce the use of Custody (rate per 100,000)	0.1	Not published	0.13	Not available	0.30	0.07	Not available	-	-	-	

Whilst the number of referrals have dropped this quarter the number of repeat referrals has been fairly static with a small spike in the last quarter. Despite this increase we remain within our target range and just slightly under that of our statistical neighbours and North West average.

During quarter 3 and quarter 4 we have seen improving performance in the timeliness of assessments bringing us more in line with England average and statistical neighbours. Performance in the earlier part of the year has resulted in our year end performance under our target range. This continues to be area of focus within weekly performance meetings.

The percentage of children on a second CP Plan is a fluctuating figure with year-end performance just above statutory neighbours. Work is underway with the CP chairs to ensure that decisions to remove children from a plan are evidence based to show the change within families. Additional scrutiny is in place for these children each month by the Management Team in the safeguarding Unit.

There is an improving picture on children becoming CLA. There has been a robust effort by Social Workers to address drift and delay, additional oversight is now in place to identify the right children are coming into care, regular multi-agency accommodation gateway meetings identify support to prevent children from becoming looked after. An improving picture can be seen for CIN/CP visits completed within timescale. The introduction of robust performance meetings will help to identify areas requiring improvement.

A slight dip in performance can be seen for CLA visits completed within timescale. All visits have robust management oversight as to the reasons why any visits were out of time. In addition, the Independent Reviewing Officers also have this oversight.

There has been an upturn on the number of children having section 47 enquiries. This has already been identified by the Operational Leads as an area requiring more interrogation. This work will tie in with the number of section 47s not progressing to Initial Child Protection Conferences (ICPCs) as this is also an area which requires more scrutiny. One hypothesis, to be tested out, is that professionals have a higher level of anxiety and escalate the level of statutory intervention. This is some of the feedback from the Team Managers but will require more in-depth work to understand what is happening with this practice.

**Looking after children well**

	2021/22				Year-End			National (20/21)	North West (20/21)	Stat Neighbours (20/21)	Trend
	Q1	Q2	Q3	Q4	2019/20	2020/21	2021/22				
% CLA visits completed within timescale	94.9%	90.3%	96.5%	90.5%	-	-	90.50%	-	-	-	
% Completed health assessment reviews YTD	20.4%	75.5%	83.6%	96.1%	87.0%	87.0%	96.1%	91.0%	94.0%	92.6%	
% Completed dental checks YTD	17.6%	47.1%	63.9%	78.9%	88.0%	31.0%	78.9%	40.0%	40.0%	38.2%	
% Completed Strengths & Difficulties Questionnaire (SDQ) YTD	37.0%	65.3%	95.4%	98.1%	97.0%	98.0%	98.1%	80.0%	85.0%	83.0%	
% of CLA adopted in year	10.6%	11.9%	7.8%	8.5%	17.0%	15.0%	8.5%	10.0%	11.0%	10.8%	
% of CLA placed with Foster carers	69.7%	69.9%	70.7%	70.6%	70.5%	70.8%	70.6%	71.0%	67.0%	68.0%	
Timeliness of Adoption process A10 (426 days national target) Average days	1128	998	832	809	486	363	809	375 (2020)	426 (2020)	not published	
% Care leavers in suitable accommodation (Age 19-21)	95.0%	96.0%	97.0%	97.0%	95.0%	92.0%	97.0%	88.0%	91.0%	93.0%	
% Care leavers in Education , Employment or Training (EET) (Age 19-21)	59.8%	58.6%	59.8%	57.5%	48.0%	56.0%	57.5%	52.0%	50.0%	50.7%	
Missing Episodes	404	308	295	378	1477	918	1385	-	-	-	
CAMHS referrals seen within 6 weeks	59.4%	55.6%	74.70%		43.7%	67.6%		-	-	-	
CAMHS referrals seen within 18 weeks	98%	97%	90.40%		64.9%	96.4%		-	-	-	

**Supporting narrative**

Improved picture in relation to Health Assessments, dental checks and SDQs. In all of these indicators Wirral is performing well and better than statutory neighbours and National average.

It is positive that over 70% of children looked after are placed with Foster carers, this has been challenging for the team but is a good indication of the hard work at recruitment and maintaining the foster carers.

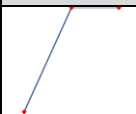
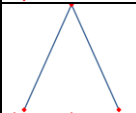
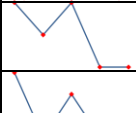
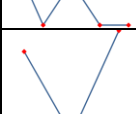
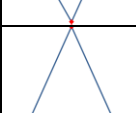
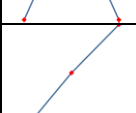
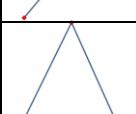
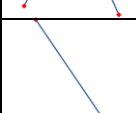
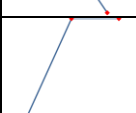
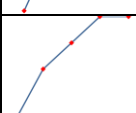
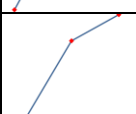
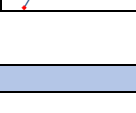
Timeliness of adoption - for 2021/22 our year-end figure has risen significantly from previous year. The reasons for the large rise is legacy cases adopted in the year that have impacted our figure, these are cases which have had a placement order from 2018 and in the main sibling groups with older children including 6 and 8 years olds, a younger child also had numerous medical conditions which required fully reviewing before prospective adopters could be considered. Over the last 2 years the timeliness of court proceedings especially for adoption cases has continued to increase with one example of this cohort where the proceedings were delayed by parental appeals at both Placement Order and Adoption order which resulted in an almost 3 year timescale from Placement Order to Adoption Order.

Of those adopted in the year we had 11 children aged 4 and under and 7 children aged 5 and over at adoption. Three of the 7 older children who were aged over 5 at adoption included two 6 year olds and a third being 8 years old. Despite the longer timescale Adoption should be seen as an excellent outcome for these older children.

If we take out the 9 legacy cases from the calculation our figure for A10 based on the remaining 9 adoptions would be 411 days which is below that of our Statistical Neighbours but over the national average.

Missing Episodes have moved back towards pre-covid levels in 19/20 - albeit slightly reduced. Partners continue with daily and monthly coordination, with quarterly pan Merseyside oversight. Catch 22 are commissioned to undertake return home interviews. Focus is on first time missings (prevention) and the more frequent CLA who go missing. Merseyside has seen missing levels increase in general towards pre-covid levels.

**Education**

	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	Current National	Trend
% achieving expected standard in reading, writing and maths at Key Stage 2	57%	60%	60%	-	-	Available end of summer term	1	
Progress 8 Score for Wirral	0.01	0.03	0.01	-	-	Available end of summer term	-0.21	
% of schools rated 'good' or 'outstanding' by Ofsted	85%	84%	85%	83%	83%	Available August	86%	
% of children in good or better schools as rated by Ofsted	87%	84%	86%	84%	84%	Available August	86%	
% Achievement gap between pupils eligible for free school meals and their peers achieving a Good Level of Development in the Early Years Foundation Stage Profile	22%	18%	23%	-	-	Available end of summer term	17%	
% Achievement gap between pupils eligible for free school meals and their peers achieving the 'expected standard' in English, reading, English writing and mathematics at the end of key stage 2	22%	23%	22%	-	-	Available end of summer term	21%	
The gap in progress between disadvantaged pupils and their peers at Key Stage 4	0.6	0.73	0.84	-	-	Available end of summer term	0.7	
Foundation Stage - % achieving a good level of development	69.4%	70.5%	69.3%	-	-	Available end of summer term	71.8%	
Foundation Stage - % of children who are looked after achieving a good level of development	-	70.5%	69.3%	-	-	Available end of summer term	48%	
% of young people aged 16 and 17 who are Not in Employment, Education or Training (NEET)	3.17%	3.40%	3.40%	3.6	Data published Aug 22	-	2.82%	
% of early years settings good or better	90%	94%	96%	98%	98%	Available end of summer term	97%	
The gap in progress between disadvantaged pupils and their peers achieving good level of development in early years foundation stage profile	-	17.7	23.5	-	-	Available end of summer term	18	











**Supporting narrative**







2016/17 and 2017/18 attainment data has been included for the purpose of demonstrating trend. There was no published data relating to 2019/20 and 2020/21 due to the pandemic.





Planning has already begun for the key stage data collections for 2022. Data collection timetables have been circulated to all primary and secondary schools to ensure timely submissions are made.

For the academic year 2022-2023 the DFE have confirmed no data will be published for GLD, KS1, Phonics or KS2. School level data will be published for KS4 and KS5 in the autumn, this will be presented to committee as a standards update report.

**Special Educational Needs & Disabilities (SEND)**

	2021/22				Year-End			Current National	Current North West	Current Stat neighbours	Trend
	Q1	Q2	Q3	Q4	2019/20	2020/21	2021/22				
% Education and Health Care Plans (EHCP) issued within 20 week timescale (Excluding Exceptions)	30	23	24	30	32.5	52.4	24	58	62.5	80.44	
% of requests that went to tribunal	10.76	14.67	10.26	3.35	7.63	9.47	8.12	-	-	-	
% of mediations that were followed by appeals to tribunal	-	-	-	-	32.4	21.3	65.2	-	-	-	
% of Children Looked After with (EHCP) Education and Health Care Plan	9.06	9.25	9.18	9.26	6.93	8.68	9.26	-	-	-	
% of Children In Need with (EHCP) Education and Health Care Plan	16.01	15.97	14.68	16.45	14.12	17.59	16.45	-	-	-	
% of Child Protection with (EHCP) Education and Health Care Plan	8.4	8.67	8.68	6.45	5.93	5.93	6.45	-	-	-	
% of Early Help Episodes with (SEND) Special Educational needs and disabilities	27.61	27.21	27.13	26.44	25.77	25.82	26.44	-	-	-	
% of Children Looked After with (SEN) Special Educational Need support	17.87	19.61	19.87	19.29	18.29	18.22	19.29	-	-	-	
% of Children In Need with (SEN) Special Educational Need support	16.01	17.14	17.82	16.2	11.66	15.83	16.2	-	-	-	
% of Child Protection with (SEN) Special Educational Need support	19.89	20.81	21.84	21.51	23.32	19.88	21.51	-	-	-	

	Term				Year-End			Current National	Current North West	Current Stat neighbours	Trend
	2020/21 Spring	2020/21 Summer	2021/22 Autumn	2021/22 Spring	2019/20	2020/21	2021/22				
(EHCP) Education and Health Care Plan- Overall School Attendance %	81.6	89.7	87.4	87.8	88.9	90.6	Available end of summer term	93	84.7	83.3	
(EHCP) Education and Health Care Plan Overall Persistent absence %	-	29	37.5	40.3	31.2	25.6	Available end of summer term	42.2	44.3	30.9	
Number of pupils with (EHCP) Education and Health Care Plan who are electively home educated	4	32	42	13	10	18	Available end of summer term	-	-	-	
(SEN) Special Educational Need support - Overall School Attendance %	86.7	87.5	91.1	90	92.3	93.4	Available end of summer term	93.4	94.2	94.1	
(SEN) Special Educational Need support - Overall Persistent absence %	-	27.3	28.2	32.9	23.8	19.3	Available end of summer term	16.2	16.2	24.2	
Number of pupils with (SEN) Special Educational Need support who are electively home educated	5	36	12	28	2	39	Available end of summer term	-	-	-	

	2016/17	2017/18	2018/19	2019/20	2020/21	Current National	Current North West	Current Stat neighbours	Trend
Key Stage 2 (RWM) Reading, Writing, Maths EHCP - % at Expected Level	2.9	6	2	-	-	9	9	9.5	
Key Stage 4 Overall Progress 8 Score - (EHCP) Education and Health Care Plan	-1.08	-0.85	-1.12	-	-	-1.17	-1.31	-1.29	
Key Stage 2 Reading, Writing, Maths (SEN) Special Educational Need support - % at Expected Level	18	21	23	-	-	25	24	25.7	
Key Stage 4 Overall Progress 8 Score - (SEN) Special Educational Need support	-0.36	-0.29	-0.42	-	-	-0.43	-0.59	-0.5	










**Supporting narrative**





As part of the Written Statement of Action that was approved by the DfE in March 2022, a specific workstream will focus on the quality and timeliness and EHCP's. As part of this process additional resource is being put in place to support the SEND assessment team to complete EHCP plans in the required time and to have more oversight of the annual review process. In addition, a team has been recruited to support earlier intervention, the team will work with schools and colleges to support staff regarding strategies and advice for young people who are struggling to access the school curriculum through the schools normal offer. Through this earlier intervention, young people will receive support in a more timely way.

In addition to increased capacity to improve timeliness, a new quality assurance process is being developed to make sure all plans meet the needs of the children they support and allow them to access the correct provision.

Finally the Written Statement of Action has 5 other workstreams that will contribute to support an improvement in the timeliness and quality of EHCP's. The closer linking of the school improvement team, Inclusion and SEND will have a positive impact on the experience for young people with SEND that allows for improved outcomes in key stage assessments.

**Schools**

	2021/22				Year-End				Current National	Trend
	Q1	Q2	Q3	Q4	2018/19	2019/20	2020/21	2021/22		
% of under 5's who are engaged with the Early Years Service	51	53.7	56.6	51.11	68	76	45	51.11	-	
% of under 5's who have sustained engagement the Early Years Service (3 of more)	60	59	60.5	60.5	60	62	58	60.5	-	
% of 2 year olds benefitting from funded early education	75	80.81	86.25	83	78	78	76	83	62	
% of 3 & 4 year olds benefitting from funded early education	92	89	86.52	87	98	96	93	87	88	
% School capacity - places available vs pupil numbers (school)	-	-	-	-	89.4	89.8	89.6	Available end of summer term	-	
% Exclusions - suspensions	1.378	0.546	1.507	1.409	5.013	3.262	3.861	4.79	3.76	
% Exclusions - permanent	0.024	0.006	0.008	0.023	0.111	0.048	0.039	0.08	0.06	
Number of children known to be electively home educated	17	24	26	45	145	171	275	Available end of summer term	-	
Number of Pupils who are not in receipt of full-time education and subject of an agreed part time timetable (Indicator once named - Pupils who are missing more than 25hrs of education a week (CME25)	44	42	72	79	-	-	171	230	-	

	Term				Year-End				Current National	Trend
	2020/21 Spring Term	2020/21 Summer Term	2021/22 Autumn Term	2021/22 Spring Term	2018/19	2019/20	2020/21	2021/22		
% of school age pupils eligible for (FSM) Free school meal	25.8	26.6	26.57	25.3	19.5	21.5	24	Available end of summer term	20.8	
Overall School Attendance %	87.8	93.8	93.4	92.3	94.9	94.3	94.9	Available end of summer term	92.3	
Overall Unauthorised Absence %	1.4	1.8	1.6	2.1	1.3	1.4	1.5	Available end of summer term	-	
Overall Persistent Absence %	-	15.5	20.6	23.6	12.6	15.9	14.0	Available end of summer term	-	

**Supporting narrative**

Electively Home Educated - Since September 2021, we have had strengthened capacity to undertake casework with our EHE families. Using covid funding, we now have 2 additional EHE Advisory Teachers who complete consultations and are able to contact new and existing EHE families at an early stage to offer advice and guidance, and to promote a return to school where EHE arrangements are unsuitable. We also have 1 Admin person for 1 day per week. There is close liaison between the Lead Officer for EHE and individual EHCP Co-ordinators in respect of EHE children with EHCPs (Total 13 out of the live total of 284 as at the end of March 2022: 5 are primary and 8 secondary with only 1 new EHE case with an EHCP in Q4) as the LA continues to be responsible to monitor the educational arrangements as part of the Annual Review. The main reason cited by parents for removing their child from school to Electively Home Educate during Q4 was mental health and EHE was seen as a way of getting their child in a more stable position before possibly returning back to a school. Since 1/9/21, 29 primary aged children and 26 secondary aged children have returned to school from EHE.

Wirral Attendance Service (WAS) is working hard to create a culture where all professionals and schools work together to advise parents to choose EHE when it benefits the needs of the child and not to be the solution for poor school attendance.

A business case has been sent to the Assistant Director of Education to consider extending covid funding beyond July 2022 as EHE numbers continue to rise.

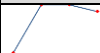
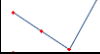
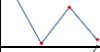
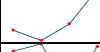




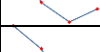
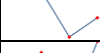

Part Time Timetables (PTTT) shows a clear area of growth (year on year). The trend identifies a growing need for PTTT to be constantly reviewed and monitored to ensure CYP can access their right to a full time education (See White Paper). The risk may be mitigated by 2 existing vulnerable children's panels that meet to discuss school attendance.

Overall Attendance. The data indicates that in 19/20 we have a drop in overall but in 20/21 we had a recovery period following on from Covid-19 interventions. Wirral Authority attendance rates are in line with national average so far this year.

Unauthorised Absence. Illness was identified as the main reason for absence when the Attendance Service was formed in Autumn 2019. The three year trend shows, the schools are tackling this area through a combination of whole school approach and enforcement measures. The evidence for this can be seen in our 360 degree reviews carried out in partnership with the schools. We will continue to work with and coach our schools to challenge absence.

Persistent Absence (PA) 90% and below. P.A. has been affected by Covid-19 absence. WAS is analysing data to discover the true impact of Covid.

**Workforce**

	2021/22				Year-End				National	North West	Statistical Neighbourhoods	Trend
	Q1	Q2	Q3	Q4	2018/19	2019/20	2020/21	2021/22				
Vacancy rate – number of posts currently vacant / total no of posts <b>Social Workers</b>	24%	28%	29%	30%	24%	31%	31%	30%	-	-	-	
Agency rate – positions filled by agency staff <b>Social Workers</b>	15%	23%	19%	22%	19%	15%	11%	22%	-	-	-	
New starters - <b>Social Workers</b>	11	8	1	0	33	19	29	20	-	-	-	
Retention of staff – number of leavers - <b>Social Workers</b>	13	10	8	2	13	8	16	33	-	-	-	
Average FTE days lost to sickness absence - <b>Social Workers</b>	3.57	4.69	4.36	3.84	15.89	16.75	10.88	16.46	-	-	-	
Average caseload for social worker	15.1	14.9	16.7		15.2	14.6	14.2	15.5	16.3	17.9	17	
Vacancy rate – number of posts currently vacant / total no of posts <b>Children's Services Directorate</b>	21%	21%	18%	17%	26%	25%	17%	20%	-	-	-	
Agency rate – positions filled by agency staff <b>Children's Services Directorate</b>	4.20%	6.90%	7%	7%	10.60%	6.80%	5.30%	6.29%	-	-	-	
New starters - <b>Children's Services Directorate</b>	23	29	14	32	124	112	88	98	-	-	-	
Retention of staff – number of leavers - <b>Children's Services Directorate</b>	11	6	5	16	85.5	95	57.5	102	-	-	-	
Average FTE days lost to sickness absence <b>Children's Services Directorate</b>	3.02	3.04	3.45	3.04	14.25	14.54	10.92	12.55	-	-	-	

**Supporting narrative**

If you compare the final outturn of 21/22 with previous years, the agency rate has increased from last year, and in one respect that is not what is wanted, however if you also look at the leavers vs starters (turnover) in the last couple of years for social work, we are starting to see the turnover rate moving in the wrong direction, therefore we need the agency rate to rise with it in order to maintain a stability of case holding. If you look at the Covid years in respect of social work turnover, we were quite stable, however this was true of a regional picture linked to the uncertainty of Covid, which made for a more stable workforce. As the turnover has increased we see a potential direct correlation of days lost per fte increase for social work sickness. The workforce strategy implemented initially by the previous interim Assistant Director for Social care and fully embedded by the current incumbent, is looking to redress some of the issues seen in the stats here. There are a number of different strategies and working groups looking at recruitment, retention and wellbeing.

**Budget**
**Supporting narrative**

Under development - further work required to align performance and financial reporting.