

Northamptonshire Children's Trust

Performance update



**Northamptonshire
Children's Trust**



**North
Northamptonshire
Council**



**West
Northamptonshire
Council**



North Northamptonshire Council

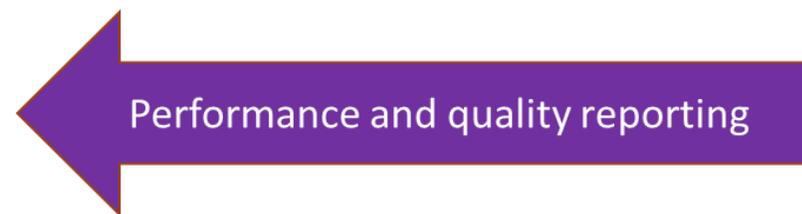


West Northamptonshire Council

- Lead Members
- Corporate Parenting Board
- Council Chief Execs
- Statutory Director of Children’s Services (DCS)
- Corporate Parenting

Operational responsibility for Education and SEND.

The commissioning of Northamptonshire Children’s Trust



Northamptonshire Children’s Trust

Not for profit Teckal Company owned by West and North Northamptonshire Councils

- Trust Board
- Trust Chief Executive
- Trust Senior Leadership Team
- Awesome workforce

Operational responsibility for the delivery of Children’s Social Care, Early help and Youth Offending Service on behalf of NNC and WNC



Strategic Framework

Vision

Children, Young People and Families at the heart of all we do
- in every action we take and every decision we make.

Our Commitment

(co-produced with children and young people)

What we do today affects your tomorrow, we promise to walk side by side with you

Outcomes Framework



Live safe,
be safe



Fulfil
potential



Develop
resilience



Enjoy good
health and
wellbeing

Conditions for Success



Processes

Communication

Environment

Culture

Partnerships

Empowerment

People

Tools

Our Priorities



Ofsted Inspections over the last 12 months

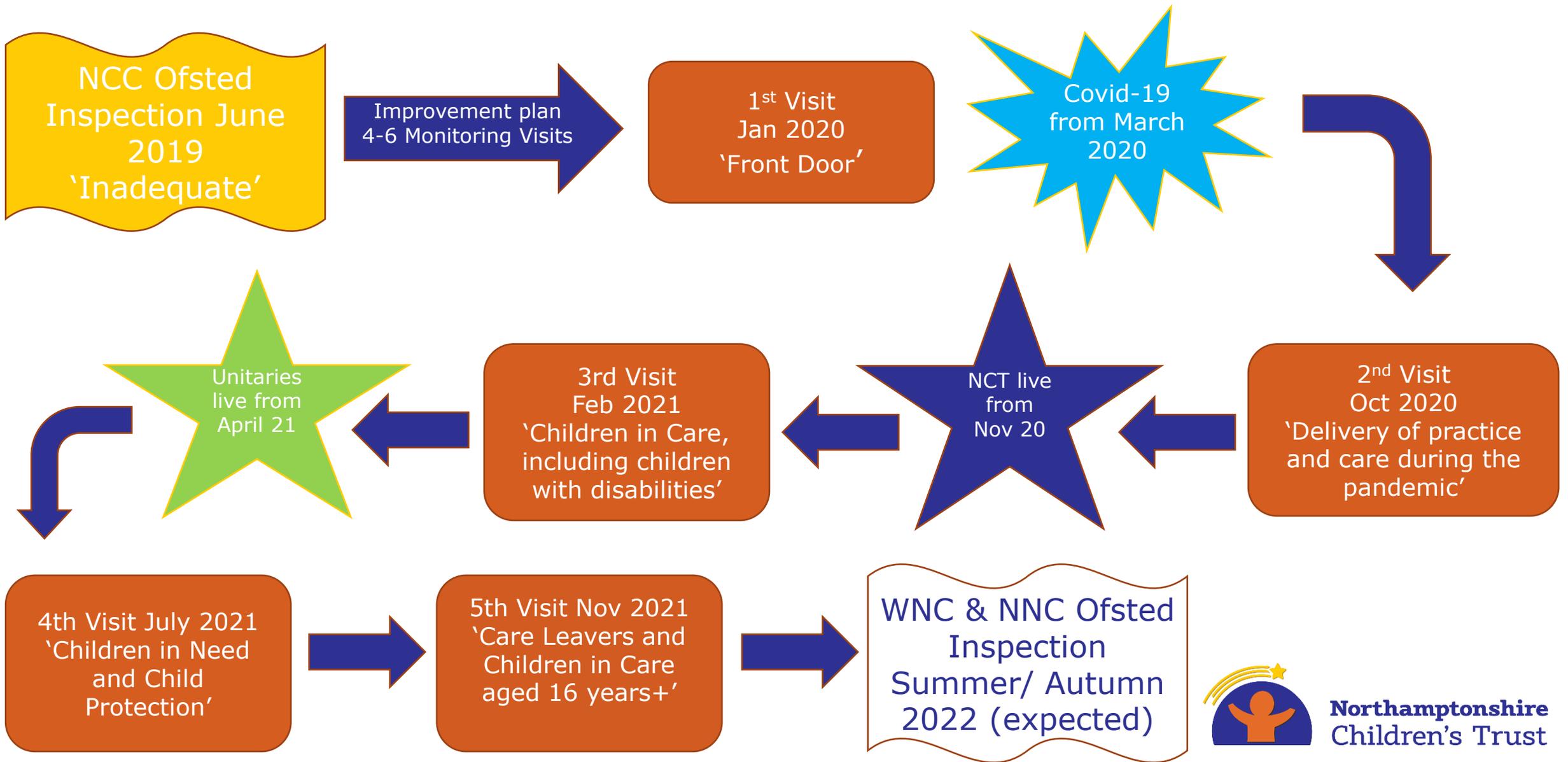
- February 2021, Children in Care, Placement Matching and Decision Making and Children with Disabilities who are looked after
- July 2021, Child Protection and Child in Need
- November 2021, Children in Care who are 16+, particularly planning for leaving care and Care Leavers

Our Independent Fostering Agency **judged requires improvement to be good in November 2021** our Voluntary Adoption Agency **judged good in Jan/Feb 2022**



**Northamptonshire
Children's Trust**

Where are we on the journey?



At this time on our journey

We have achieved good levels of performance and we work on ensuring consistent quality practice

Our Improvement Plan, reviewed monthly, provides our focus. We continue to embed our strengths based, child focused practice model to achieve sustained outcomes for children

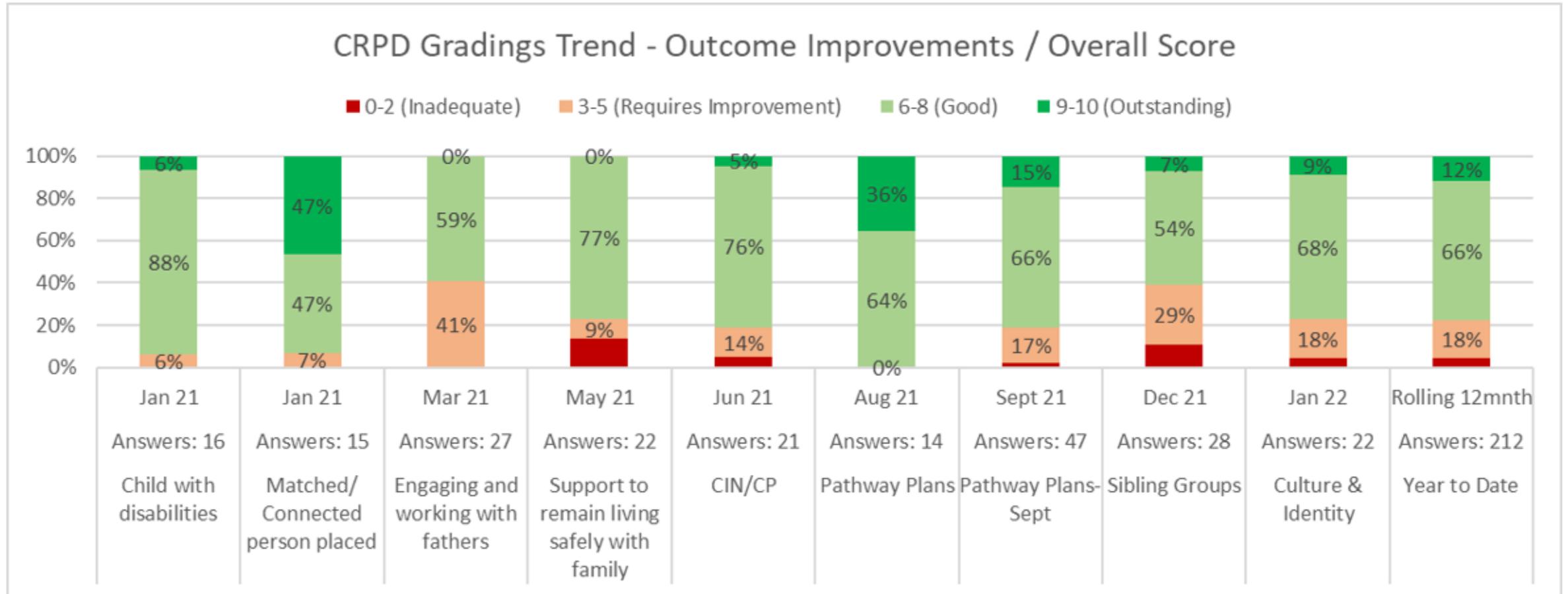
Stable leadership and increased stability in the workforce- we have improved our recruitment and retention offer and are delivering on our conditions for success.

We enable our managers to undertake training, coaching and mentoring to support them in uplifting practice

Our **Ofsted Monitoring Visit** (November 2021):

Senior leaders demonstrate in their recently updated self-assessment that they know their services well and are committed to improving the lives of children and young people. Improvement plans are realistic and continue to be implemented, with success, despite the ongoing challenges of the pandemic.

NCT Quality Assurance Board – Quantifying the Qualitative



CRPDs: Collaborative, Reflective Practice Discussions

The comprehensive quality assurance framework provides senior leaders with a clear understanding of children’s and young people’s experiences, practice strengths and areas for improvement - **Ofsted monitoring visit November 21**



**Northamptonshire
Children’s Trust**

Contacts

43,393 initial contacts were received in children's social care across 21/22, 2,020 more than 20/21.

Referrals

12,959 of these contacts were progressed to referrals, 1,602 more than 20/21.

Assessments

9,110 section 17 assessments were completed, with 98% completed within 45 days.

Children in Care

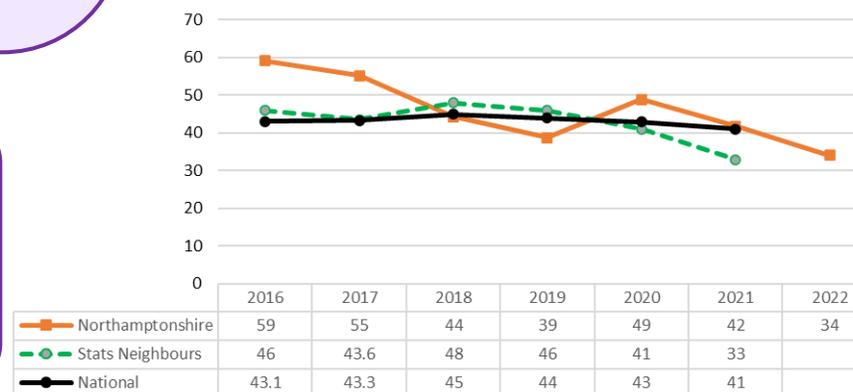
- 47% of CiC had initial health assessments within 28 days of entering care.
- 53% of children in foster placements are in in-house placements. 12% of CiC are in residential placements
- 12.7% have had 3 or more placements over the year (8.8% in 20/21)
- 73% of children are in stable long term placements (63% last year)
- 38 children were adopted

Children's Safeguarding

Children in Care at Year End - Rates per 10,000



Child Protection Plans at Year End - Rates per 10,000



Child Protection

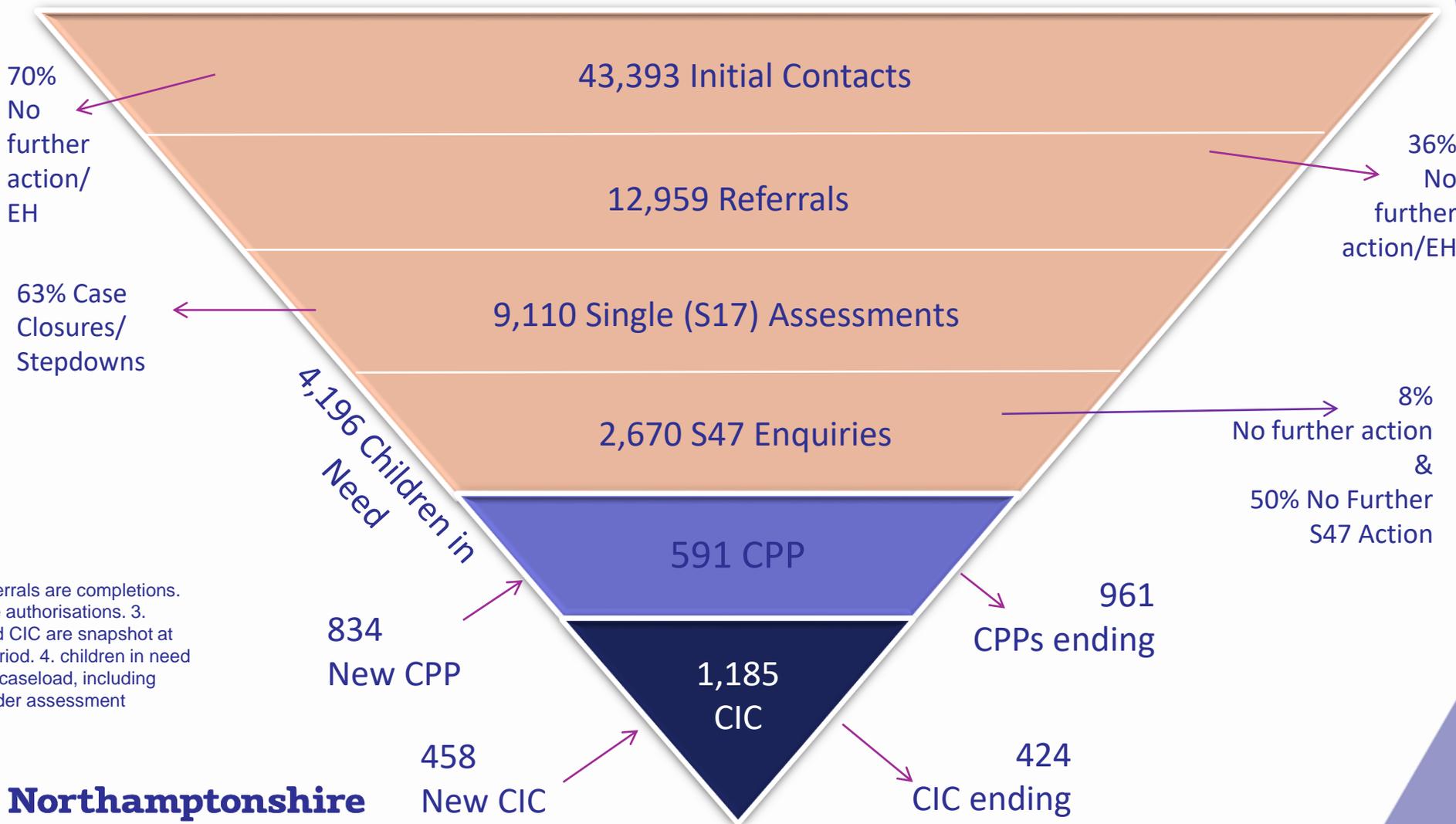
- There were 2670 child protection enquiries (S47) up from 2436 last year.
- 82% of child protection conferences were completed within 15 days.
- 28% of children were on a second or subsequent plan compared to 23% in 20/21.

Care Leavers

63% of care leavers were in education, employment or training compared to 59% last year.

Social Care Workforce

18% of social workers posts are filled by agency staff and 17% vacant. In Nov 2020 agency rate was 21.7%



Notes:

1. Initial Contacts and Referrals are completions.
2. Single Assessments are authorisations.
3. Children in Need, CPP and CIC are snapshot at the end of the reporting period.
4. children in need includes all children in the caseload, including care leavers and those under assessment



What difference have we made for children, young people and families in the last 12 months?

- Improving outcomes for our children, young people and families, driven by stable, committed leadership focused on improving practice, organisational culture and workforce stability.
- Strengthening our Early Help offer, partnership and response at the front door to help children, young people and their families early and reduce escalation of needs.
- More families achieving positive and sustained outcomes as evidenced in vastly improved Supporting Families results
- Improving outcomes through a focus on quality and timeliness of assessments and planning, using Signs of Safety practice model to strengthen and empower families.
- Children are better protected from risks with improved multi-disciplinary relationships.



What are we proud of?

- Driven and consistent leadership achieving a positive cultural shift by empowering the workforce.
- Adapting our ways of working to ensure children and families continued to be supported effectively throughout the pandemic.
- Strong recruitment and retention campaign and offer, with a particular focus on achieving stability within our social work teams and increasing recruitment reach through increased use of social media and overseas recruitment
- Strengthening management oversight and scrutiny to improve consistency of good social work practice including application of thresholds, improving quality assessments, plans and reviews, decision making and improved timeliness.
- Increasing examples of excellent practice and compliments from children, families, partners and colleagues
- Strengthening multi-disciplinary team meetings and partnership working to ensure vulnerable children and young people are safe and receiving the help and support they needed.
- Embedding of an effective quality assurance framework, with robust senior leadership oversight and learning from quality assurance
- Ensuring children and young people's voices are not only heard and but that their views are used to shape and improve our services
- Our workforce led Equalities Forum driving change and increasing awareness to improve our understanding and support for colleagues' and children's and families' individual needs.



What do we want to do next?

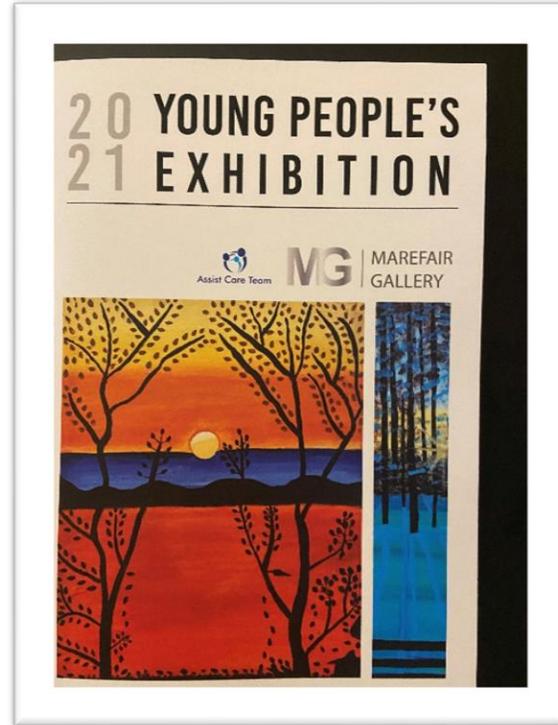
- Further improve the consistency of good quality practice and management oversight to achieve positive and sustained outcomes from more children and families
- Continue to place the children at the heart of our work and use Signs of Safety consistently across all teams
- Develop the Early Help offer through Family hubs, bringing partners together to make all services easy to access.
- Further extend the reach of our recruitment campaigns through social media and further developing our pathways into social work posts, including Front Line and recruiting the best workers from overseas.
- Improve retention of our workforce by continuing to deliver on our conditions for success
- Support our workforce with a return to office working, incorporating a mix of agile working and a mix of home and office-based locations.
- Find more creative solutions to sufficiency pressures to ensure that we can find the best possible placements to meet every child and young person's needs.
- Complete a research project with University of Northampton on the impact of using Signs of Safety with children, young people and their families within Northamptonshire Children's Trust (NCT)



Awesome Young People

Marefair Gallery, Gold Street, Northampton art exhibition.

Showcasing the talent and art of our Young People and Care Leavers!



“Thank you for the meeting, it’s been lovely you’ve been such a help you changed my life in many ways I just wanted to thank you personally for everything you do for my family. I wish you all the best, I’ll keep in contact don’t worry”

Care Leaver about their IRO following their last children in care review at 18yrs old

“Everything I have achieved so far in my life, is down to the support that I have from my PA.” **Care Leaver**

Feedback from young people and their families

“I can’t believe how much I have turned my life around in the last year. I am not getting into trouble anymore and not staying out late. I finally feel I have a purpose in life”

young person, aged 16

“Your service has worked wonders for my family and I cannot be grateful enough for how you have turned my daughter’s life around” **parent of young person aged 15**

“I just wanted to send you a quick positive email about how absolutely amazing Social Worker has been! She’s gone above and beyond for us. She’s brilliant! From explaining things perfectly so we all understand, to having such a lovely relationship with XX (who completely trusts her) she checks in, she rings when she says she will ring, she does everything she says she will do without any hesitation at all. I just wanted to let you know.” **(Feedback from a sister about a Safeguarding Social Worker)**

