



Total number of measures with a RAG (shown in chart above):
Measures where data currently unavailable:

► Key areas of good performance

Measure	Target	Current position	RAG	Benchmarking	Commentary
1 % ICPC (Initial Child Protection Conference) held within 15 working days of the strategy discussion	100% (18% tolerance)	95%	Green	Statistical Neighbours (82%), South East (72%) and England (77%). Note: There is a 18% tolerance against the target of 100% to align with Statistical Neighbour performance (82%-100% = Green, less than 82% = Amber, less than 73.8% = Red).	<p>When a child protection investigation starts, an initial child protection conference is required to be held within 15 days of the start of this investigation if the threshold is met. 95% of ICPCs were held within 15 days in Q3, meaning we are currently performing well against our tolerance target and Statistical Neighbours. Performance has been consistently better than the tolerance target since July '17.</p> <p>Process changes and management actions introduced in July have improved performance in this area. The main reasons for conferences not being held in time relate to availability of interpreters, the availability of other agencies to attend and parents asking for a different date so that they are able to attend. When it is known that conferences will take place later than 15 days, the Social Work team put in place an interim safety plan where appropriate.</p>
2 % Children Looked After (CLA) seen in the last 6 weeks	% Children Looked After (CLA) seen in the last 6 weeks	95%	Green	<p>Benchmarking information is not available.</p> <p>Note: There is a 5% tolerance against the target of 100% to allow for exceptions for this indicator where a child cannot be seen for legitimate reasons (95-100% = Green, less than 95% = Amber, less than 85.5% = Red).</p>	<p>This indicator relates to the requirement for children in care to be seen by a Social Worker every 6 weeks (unless they are in a long term and matched foster placement in which case they are seen every 12 weeks).</p> <p>The % of looked after children seen in the last 6 weeks has improved from 92% in Q2 to 95% in Q3 (exactly in line with the tolerance target). This improvement has been achieved despite an overall increase in the number of looked after children during this period (from 452 to 471). This good performance is due to regular management oversight, and proactive monitoring of timescales.</p>

<p>3 % of children subject to a Child Protection (CP) Plan seen in the last 4 weeks</p>	<p>100% (5% tolerance)</p>	<p>96%</p>	<p>Green</p>	<p>The % of children on a CP plan seen in the last 4 weeks is above the tolerance target of 95%. Benchmarking information is not available. Note: There is a 5% tolerance against the target of 100% to allow for exceptions for this indicator where a child cannot be seen for legitimate reasons (95-100% = Green, less than 95% = Amber, less than 85.5% = Red).</p>	<p>Children who are at risk of harm are made subject to a Child Protection Plan and current local practice standards require them to be seen by a Social Worker every 10 days. The percentage of children on a CP plan seen in the last 4 weeks is 96% and above the tolerance target of 95%. Performance by the Social Work teams has remained at or above the tolerance target since April 2017.</p> <p>Team Managers receive twice weekly reports on visits that are due for children on Child Protection Plans. Heads of Service check performance weekly with the Team Managers. When it is identified that individual workers may struggle to visit children on time, contingencies are put in place with support being provided by other teams from across Children’s Social Care. This effective and timely management oversight will continue to ensure performance is maintained.</p>
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► All areas of lower than expected performance (Red or Amber)

<p>1 % repeat referrals</p>	<p>20%</p>	<p>28%</p>	<p>Red</p>	<p>Statistical Neighbours (21%) and England (22%), South East (26%).</p>	<p>This measure looks at the number of referrals that come into Children’s Social Care for a second or subsequent time after their previous involvement ended. There has been an improvement in the repeat referral rate from 35% in Q2 to 28% in Q3, which brings us closer to the SE average of 26%. This remains above the 20% target and is higher than the Council’s Statistical Neighbours (21%) and England (22%).</p> <p>The audit work being undertaken by the Assessment Teams has had a positive impact on the repeat referral rate. The audits identify actions to improve practice of Social Workers and management oversight in the teams. Action being taken to improve further focuses on additional auditing by Managers on repeat referrals, tackling domestic abuse (a key driver of repeat referrals) and ensuring support identified when closing assessments is delivered. As a result of this audit work, the quality of assessments and plans for children will improve which ensures children and families get the right support at the right time so problems do not escalate and result in subsequent referrals to social care. This will improve the percentage of repeat referrals and well as outcomes for children and families.</p>
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<p>² % assessments completed in 45 working days</p>	<p>100% (14% tolerance)</p>	<p>69%</p>	<p>Red</p>	<p>Statistical Neighbours (86%), South East (83%), England (83%). Note: There is a 14% tolerance against the target of 100% to align with Statistical Neighbour performance (86%-100% = Green, less than 86% = Amber, less than 77.4% = Red).</p>	<p>After a referral has been received by Children’s Social Care, a Child and Family Assessment is required to be completed ideally within 20 days and at the most within 45 days.</p> <p>The percentage of assessments completed within the 45 day statutory timescale was 69% in Q3, 17% below the tolerance target of 86%. Current performance is below our Statistical Neighbours (86%), the South East (83%) and England (83%).</p> <p>A key issue driving this performance has been an increase in demand for Child and Family Assessments beyond the capacity available in the service. Additional agency Social Worker positions have recently been filled. The recruitment of suitably skilled social workers has been challenging in some teams.</p> <p>Other improvement actions focus on strengthened performance management at team and individual level, and additional management oversight focused on quality and standards from January to March to ensure consistency of practice.</p>
<p>³ % of Children in Need (not including CP, CLA) seen in the last 6 weeks</p>	<p>100% (5% tolerance)</p>	<p>88%</p>	<p>Amber</p>	<p>Benchmarking information is not available.</p> <p>Note: There is a 5% tolerance against the target of 100% to allow for exceptions for this indicator where a child cannot be seen for legitimate reasons (95-100% = Green, less than 95% = Amber, less than 85.5% = Red).</p>	<p>This indicator relates to the requirement for children who are being supported through a Child in Need plan to be seen by a Social Worker every 6 weeks.</p> <p>88% of Children in Need were seen in the last 6 weeks, this is 7% below the tolerance target of 95% (and the same as performance in Q2). Benchmarking information is not available.</p> <p>The increasing number of children in need has led to Social Workers carrying higher caseloads, in some teams, which has affected their ability to see all children in time. The main action being taken at present is an audit programme of all children in need cases to ascertain the most appropriate way to meet their needs. In addition, the service is determined to improve management oversight so that when new cases come through the front door all alternative options are considered before a decision is made to progress to an assessment by Children’s Services.</p>

4	% of Children in Need (CIN) reviewed in time (not including Child Protection, Children Looked After)	100% (15% tolerance)	77%	Amber Benchmarking information is not currently available. Note: There is a 15% tolerance against the target of 100% to allow for exceptions (85-100% = Green, less than 85% = Amber, less than 76.5% = Red).	Children and their families who are subject to a Child In Need plan are required to have a first review of this plan one month after it has been agreed, and subsequently the plan should be reviewed every 3 months. In Q3 77% of Children in Need were reviewed within the timescale, this is 8% below the tolerance target of 85%. Actions being taken to improve performance focus around improved management oversight and strengthened performance management at team and individual level – supported by monthly trend and analysis reports.
5	% of children who became the subject of a child protection plan for a second or subsequent time	18%	33%	Red Statistical Neighbours (23%), the South East (22%) and England (19%).	<p>This indicator relates to children who are placed on a child protection plan again after previously being on a child protection plan. In Q3 33% of children became the subject of a child protection plan for a second or subsequent time, compared to 23% in Q2. This relates to 24 children in Q3 compared to 17 in Q2. This is over the target of 18% (good to be low), and higher than our Statistical Neighbours (23%), the South East (22%) and England (19%).</p> <p>The strategy put together to deal with neglect in the County sets out how the local authority will identify and engage families at the earliest opportunity with preventative services, including effective assessment and development of a clear action plan in order to prevent children becoming subject to a child protection plan for the second time. Other improvement actions focus on staff development and oversight to improve the management of risk, the quality and delivery of Child Protection Plans.</p>

6 % of CLA living within 20 miles of home	56%	51%	Amber	Statistical Neighbours (62%), South East (63%), England (74%).	As a corporate parent it is our statutory duty to place children within the council boundary where possible and we aim to place as many children as possible within 20 miles of their home address. In Q3 51% of children were placed within 20 miles of their home address, 5% below our target of 56%. This is below our Statistical Neighbours (62%), the South East (63%) and England (74%). Note that this is based on uncleaned data at Q3. We are reviewing all services that identify and provide placements for Buckinghamshire children so children can be placed closer to home when we become their corporate parent. This includes focus on developing a robust evidence base to underpin our placement sufficiency strategy which will inform the increased provision of residential care home and foster care places across Buckinghamshire.
7 % of children in care placed with own provision (in-house foster care and Buckinghamshire Children's home)	24%	15%	Red	CIPFA neighbours (44%) - Source: Children Looked After CIPFA report 2016.	In Q3 15% of looked after children were placed with an in-house foster carer; 9% below the target of 24% and 29% below our comparative CIPFA neighbours (44%). We are seeking to increase the proportion of children placed with an in-house foster carer or in a Buckinghamshire Children's Home through a range of actions - including a review of Fostering and Adoption services. Other improvement actions focus on developing a robust evidence base to underpin our placement sufficiency strategy which will inform the increased provision of residential care home and foster care places across Buckinghamshire.
8 % of Children Looked After (CLA) in residential care	10%	13%	Red	Comparative CIPFA neighbours (9%) - Source: CLA CIPFA report 2016.	In Q3 13% of looked after children were placed in residential care; above our target of 10% and our comparative CIPFA neighbours (9%). The rise of 1% in Q3 (compared to Q2) related to 5 additional children in residential care. We are reviewing all services that identify and provide placements for Buckinghamshire children so children can be placed closer to home when we become their corporate parent. Other improvement actions focus on developing a robust evidence base to underpin our placement sufficiency strategy which will inform the increased provision of residential care home places across Buckinghamshire.

<p>9 % of children waiting <14 months between entering care and moving in with their adoptive family</p>	<p>100%</p>	<p>55%</p>	<p>Red</p>	<p>Statistical Neighbours (43%), England (47%).</p>	<p>This indicator measures the length of time children who are placed for adoption wait before they move into an adoptive family. In Q3 55% of children waited under 14 months between entering care and moving in with their adoptive family, and increase of 5% compared to Q2. Although below our local target of 100%, this measure is performing better than our Statistical Neighbours (43%) and England (47%).</p> <p>The adoption team continues to work with a significant number of children with complex needs who will often take longer to place. Actions being taken to improve performance focus on recruiting more adopters (particularly those able to care for children with more complex needs), and the 'Foster to Adopt' scheme aiming reduce delay and minimise placement moves for children in our care.</p>
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