



Date: Wednesday, 10 July 2024

Time: 10.00 am

Venue: Shrewsbury/Oswestry Room, Shirehall, Abbey Foregate, Shrewsbury, Shropshire, SY2 6ND

Contact: Shelley Davies, Committee Officer  
Tel: 01743 257718  
Email: [shelley.davies@shropshire.gov.uk](mailto:shelley.davies@shropshire.gov.uk)

## PEOPLE OVERVIEW AND SCRUTINY COMMITTEE

### TO FOLLOW REPORT (S)

#### **3 Minutes (Pages 1 - 6)**

To confirm the minutes of the meeting held on 10th April and 9th May 2024.  
[Minutes To Follow]

Contact: Shelley Davies

#### **6 Recruitment and Retention of Social Workers (Pages 7 - 20)**

To consider the development of the Council's approach to the recruitment and retention of Social Workers. [Report To Follow]

Contact: Sam Williams, Assistant Director-Workforce

#### **7 Performance Monitoring Report Quarter 4 (Pages 21 - 98)**

To scrutinise performance at Quarter 4 and identify areas that may require further investigation by an Overview and Scrutiny Committee. [Report To Follow]

Contact: Tanya Miles, Executive Director for People.

#### **8 Work Programme (Pages 99 - 100)**

To receive a verbal update on the work programme of the Committee. [Report To Follow]

Contact: Sophie Foster, Overview and Scrutiny Officer.



## Committee and Date

People Overview and Scrutiny  
Committee

10<sup>th</sup> July 2024

## PEOPLE OVERVIEW AND SCRUTINY COMMITTEE

**Minutes of the meeting held on 10 April 2024**

**In the Shrewsbury/Oswestry Room, Shirehall, Abbey Foregate, Shrewsbury,  
Shropshire, SY2 6ND**

**10.00 am - 12.14 pm**

**Responsible Officer:** Shelley Davies

Email: shelley.davies@shropshire.gov.uk      Tel: 01743 257718

### **Present**

Councillor Peggy Mullock (Chairman)

Councillors Roy Aldcroft, Jeff Anderson, Peter Broomhall, Nat Green, Ruth Houghton, Hilary Luff, , Vivienne Parry, Claire Wild (Vice-Chairman), Caroline Bagnall (Substitute for Kevin Pardy) and Julian Dean (Substitute for Duncan Kerr)

### 32 **Apologies for Absence**

Apologies were received from Councillor Duncan Kerr (Substitute: Councillor Julian Dean), Councillor Kevin Pardy (Substitute: Councillor Caroline Bagnall) and Sian Lines, Diocesan Board of Education.

### 33 **Disclosable Interests**

Councillor Ruth Houghton declared an interest as a trustee at Bethphage, a learning disability charity and noted that her Grandson attended Severdale Academy.

### 34 **Minutes**

#### **RESOLVED:**

That the minutes of the meeting held on 24<sup>th</sup> January 2024 be confirmed as an accurate record and be signed by the Chairman.

### 35 **Public Questions**

There were no public questions.

### 36 **Member Question Time**

There were no members' questions.

### 37 Performance Monitoring Report - Quarter 3

Tanya Miles, Executive Director for People introduced the Performance Monitoring Report Quarter 3 which gave an update on areas of demand activity and performance by exception across the People Directorate.

Laura Tyler, Assistant Director Joint Commissioning and Cezar Sarbu, Operations Service Manager highlighted the key points of the report in relation to Adult Social Care and outlined the current demand and pressures across the service. It was also reported that the service now had a full suite of performance indicator dashboards with multiple areas of focus to measure performance.

In response to questions members were advised that:

- There had been an increase in under 70s being diagnosed with dementia and it was confirmed that the service needed to link in with Health colleagues and the voluntary sector in regard to this issue.
- The Shropshire Council sensory impairment team conducted specialised assessments and information would be provided in relation to the waiting list for this service.
- All individuals identified as carers were offered an assessment which they had the option to complete in a hub or at home with a Social Worker.
- The service continued to reach out to carers to ensure they received the relevant advice and information and it was noted that individuals do not always see themselves as carers and were therefore unaware of the support available.
- There was no set criteria to how carers were identified and the assessment for care involved a discussion with individuals and their family to assess their needs.
- Information in regard to the support available for carers was provided to all partner organisations such as GP surgeries.
- In the first instance care was based on a need rather than financial basis and it was stressed that an assessment was carried out as soon as possible to enable support to be put in place for the family before it reached a crisis point.

David Shaw, Assistant Director Education & Achievement noted the key points in relation to education and referred to the significant increase in demand for Education, Health and Care (EHC) Needs Assessment and significant increases in the number of EHC plans issued.

In response to questions members were advised that:

- 70% of speech and language assessments were undertaken within 18 weeks and the average timescale was 11 weeks.
- The service would consider reports from external providers in regard to EHC plans and also used external providers to meet capacity.
- There was currently a high level of parental requests for EHC plans and the service was looking at how best to work with parents and carers in regard to this issue.
- Although a burden on settings the collection of speech and language data was very important and had therefore been an area of focus for the service.
- Capital funding was available to establish SEND hubs which would provide specialised provision connected to a mainstream school and it was added that there had been 27 expressions of interest noted.

Donessa Gray, Assistant Director, Services to Children & Families provided information in relation to Children's Social Care noting in particular the current refocus on early help which can divert an escalation into children social care.

In response to questions members were advised that:

- There was a challenge in regard to capacity issues and information would be provided in relation to the query regarding Social Worker caseloads.
- The service was not currently capturing data in regard to re-referrals, but it was hoped that this data would be available in future.
- Early help was having a positive impact on caseloads by reducing the numbers stepping up to social care.
- The dashboards for members would be reviewed and refreshed ahead of the July meeting.

Officers were thanked for their report.

### **RECOMMENDED:**

That members be provided with briefings on Early Help and the Transformation Programme and the following areas be noted as potential future agenda items:

- 'Front Door'
- Preparing Young People for Adulthood
- Learning Disability & Support
- Recruitment and Retention
- Multi Agency Working
- Commissioning

**38 Care Quality Commission Self-Assessment**

Laura Tyler, Assistant Director - Joint Commissioning, provided a verbal update in relation to the Care Quality Commission Self-Assessment process.

The background to the self-assessment process was noted and it was reported that the self-assessment framework document (including 230 documents) had been submitted on 8<sup>th</sup> March 2024. Laura Tyler thanked the Team for their hard work and added that the service was now waiting for the call in relation to the onsite inspection and would undertake a mock inspection in May 2024.

**39 Work Programme**

Tanya Miles, Executive Director for People, noted that all member briefings had been agreed in relation to Early Help, the Transformation Programme and Dementia (joint with health) and the following areas had been proposed for further consideration:

- Retention and Recruitment
- Multi Agency Working
- Commissioning
- Learning disability
- Transformation Programme & Savings
- Demand (Front Door)
- Children in care
- Fostering
- SEND and Alternative Provision Improvement Plan

Tom Dodds, Scrutiny Officer advised that this was a solid list of topics and reminded the Committee of the 3 mains areas of Scrutiny: Holding to account, pre-decision and policy review and development. He added that members need to keep their work programme manageable and bear in mind officer capacity.

**40 Date of next meeting**

Members noted that the next meeting of the People Overview and Scrutiny Meeting will be taking place on at 10.00 a.m. on Wednesday 10<sup>th</sup> July 2024.

Signed ..... (Chairman)

Date: .....



<p><b><u>Committee and Date</u></b></p> <p>People Overview and Scrutiny Committee</p> <p>10<sup>th</sup> July 2024</p>
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**PEOPLE OVERVIEW AND SCRUTINY COMMITTEE**

**Minutes of the meeting held on 9 May 2024  
In the Council Chamber, Shirehall, Abbey Foregate, Shrewsbury, SY2 6ND  
11.00 - 11.10 am**

**Responsible Officer:** Shelley Davies  
Email: shelley.davies@shropshire.gov.uk      Tel: 01743 257718

**Present**

Councillors Roy Aldcroft, Jeff Anderson, Peter Broomhall, Nat Green, Ruth Houghton, Duncan Kerr, Hilary Luff, Peggy Mullock, Kevin Parry, Claire Wild and Mark Williams (Substitute for Vivienne Parry)

**1 Election of Chairman**

Nominations were received for Councillors Ruth Houghton and Peggy Mullock.

Following a vote it was **RESOLVED:**

That Councillor Peggy Mullock be elected Chair of the People Overview and Scrutiny Committee for the forthcoming municipal year

**2 Apologies for Absence**

An apology for absence had been received from Councillor Viv Parry.

Councillor Mark Williams substituted for Councillor Parry

**3 Appointment of Vice-Chairman**

Nominations had been received for Councillors Ruth Houghton and Claire Wild.

Following a vote it was **RESOLVED:**

That Councillor Claire Wild be appointed Vice-Chair of the People Overview and Scrutiny Committee for the forthcoming municipal year

Signed ..... (Chairman)

Date: .....

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**Committee and Date**

**People Overview Committee**

**10<sup>th</sup> July 2024**

Item

Public



## Social Worker Recruitment & Retention

<b>Responsible Officer:</b>	Sam Williams Assistant Director Workforce & Improvement		
email:	<a href="mailto:sam.williams@shropshire.gov.uk">sam.williams@shropshire.gov.uk</a>	Tel:	01743 252817
<b>Cabinet Member (Portfolio Holder):</b>	Cllr Gwilym Butler, Finance & Corporate Support		

### 1. Synopsis

The recruitment and retention of social workers is challenging due to high turnover and reliance on agency workers. Initiatives like payments, campaigns, & apprenticeships aim to stabilise the workforce. Recent success has been seen in targeted children's services recruitment, but challenges remain.

### 2. Executive Summary

- 2.1. The report provides an overview of the challenges and actions taken to address the recruitment and retention of social workers as part of our commitment to a Healthy Organisation within the Shropshire Plan. The latest national research into children's social worker workforce shows investment by councils in recruiting social workers, but this remains very challenging as all local authorities compete for the best talent.
- 2.2. High turnover and reliance on agency workers affect the stability and continuity of care for children and vulnerable adults and increases costs and caseloads. Over the last 5 years the council has implemented several pro-active initiatives including welcome, retention and agency conversion payments, market supplements, targeted recruitment campaigns and the apprenticeship programme to address the

workforce challenges. Regular benchmarking with other local authorities in the region takes place to ensure that the offer is competitive and has recently been reviewed.

- 2.3. Council wide improvements such as enhancing the employer brand, improving the recruitment system and processes, clarifying and supporting the role of the manager, improving the induction and exit process and the use of artificial intelligence have also been implemented or are making good progress.
- 2.4. The recent targeted recruitment campaign for social work roles within children's services has been largely successful, although some of the vacancies have had to be advertised more than once and some vacancies remain. Successful conversion of agency to permanent roles has also assisted with the challenges. The use of social media campaigns is a key tool in attracting candidates to apply for our vacancies. There is a national shortage of social workers and in the West Midlands Region. In particular experienced child protection social workers.
- 2.5. Workforce Planning is key to addressing the recruitment and retention challenges, encouraging a younger and more diverse workforce into local government as a whole, supported by apprenticeships and clear career pathways. Work is ongoing with all service areas to create plans for the future and a council wide strategic approach.
- 2.6. Currently, in children's high caseloads contribute to the cycle of agency social worker turn over, as highlighted in the recent OFSTED report. Some teams have workers with caseloads that are considered acceptable, others carry high caseloads and this impacts on retention of workers, both permanent and agency.
- 2.7. There is a requirement for children's social care to undertake an annual health check of the workforce, this is currently out for completion. The outcomes inform the workforce strategy review for next year.

### 3. Recommendations

- 3.1. That the People Overview Committee note the contents of the report and support the ongoing work to address the challenges around recruitment and retention of Social Workers.

## Report

### 4. Risk Assessment and Opportunities Appraisal

- 4.1. Failure to have a stable workforce and an over reliance on agency social workers results in less stability and continuity for our vulnerable clients and increased caseloads. These concerns were raised by Ofsted as part of their focussed visit in November 2023.
- 4.2. With an ageing workforce, failure to have robust workforce and succession plans in place will result in further reliance on expensive agency workers.

Risk table

<i>Risk</i>	<i>Mitigation</i>
Failure to recruit permanent social workers results in increased costs and high levels of turnover which impacts on children and vulnerable adults.	Enhanced package including welcome payments, agency conversion payments, retention payments available. Targeted recruitment campaigns for both children's and hard to fill areas of adults. Additional capacity within children's social care agreed and recruitment underway/partially completed. Workforce & Succession Plans in place to grow the future workforce of Social Workers, via apprenticeships. Children's Improvement Board in place to oversee actions relating to children's services. Promotion of employer brand and the Shropshire offer, including emphasis on apprenticeships and career progression.

## 5. Financial Implications

- 5.1. The use of agency staff to fill permanent Social Worker roles places considerable budget pressures on staffing budgets, with each agency worker costing between 25 and 30% more than recruiting permanently.

## 6. Climate Change Appraisal

- 6.1. Shropshire's rurality, and therefore the significant amount of travel that Social Workers must undertake to fulfil their duties, results in increased carbon emissions. The Council has a fleet of pool cars available, where appropriate for staff to use for work related travel and many of these are electric vehicles. The Council also offers staff a salary sacrifice car purchase scheme, which includes electric vehicles.
- 6.2. Where possible and appropriate, the use of online meetings is encouraged to reduce travel and therefore impact on the environment.

## 7. Background

- 7.1. The crisis in the recruitment and retention of social workers is a well-documented national issue with all local authorities across the country competing in the same pool of experienced professionals.
- 7.2. High stress, high demand and high burnout are reported as being the main causes of the crisis as social workers struggle to cope with more challenging caseloads following the pandemic and cost of living crisis. This has resulted in many social workers also leaving the profession altogether or leaving permanent roles to work on an interim basis with agencies, giving them added flexibility of being able to move from authority to authority when they wish. In most cases the additional cost of a social worker who is agency rather than permanent is the agency fee which equates to between 18% and 30% additional cost.

- 7.3. Recent national workforce statistics<sup>1</sup> report an increase of 4.7% (1,485) of the number of FTE children's social workers in post since 2022 (total workforce of 33,119). This was the highest level and largest year on year increase. There was also an increase in the use of agency social workers by 6.1%, a record high. The number of leavers fell from a record high of 5,421 in 21/22 to 5,254 in 22/23. Despite the increased recruitment, vacancies only reduced slightly (2.4%) to 7,700 FTE.
- 7.4. These figures are largely positive with an increase in the number of social workers being recruited to however, the sector remains under significant pressure as demand continues to increase alongside increasing complexity of caseloads.
- 7.5. Children's social care have a workforce Strategy that has been implemented over the past 4 years. It focuses on 'growing our own' through a successful apprenticeship programme, qualifying as social workers and then completing their first year in practice (ASYE). There is also a linked scale programme in place to enable social workers to progress to a senior social worker level when they have the right experience and skills, so that they can achieve promotion without having to leave the authority.
- 7.6. Over the past 2 years work to reduce reliance on agency social workers has taken place. There was a peak of 48 agency workers several years ago, whereas we are currently at 31, a reduction of 17. For other vacancies we recruit newly qualified (ASYE's) to where possible, but they have to have a protected caseload for the full year.
- 7.7. The linked salary scale, aimed at enabling social workers to progress in their careers when they have the necessary skills and experience has been key in retaining experienced social workers and contributing to stabilising of the turnover rates.
- 7.8. Benchmarking with regional Local Authorities and a Children's Trust was undertaken and is regularly updated to compare our offer for children's and adult social worker roles. The salary and additional payments payable are broadly comparable however, are less favourable in some cases. Further detail can be found at Appendix A. It is important to note that whilst an important factor, pay is only one element of the overall employment offer.
- 7.9. A Memorandum of Understanding (MoU) for the West Midlands relating to caps on the amount paid to children's social workers has been in existence for some time and last updated in 2022. However, many of the Local Authorities who signed up to this have had exemptions granted whereas Shropshire remains within the MoU. An MoU for adult social worker roles is currently in development for the region. Local Authorities across the region have contributed to a report by providing data on salary information, vacancy, number of agency and hourly rates applied.
- 7.10. To respond to the challenges, in 2019 the council implemented a Recruitment & Retention package for children's social workers which consisted of a Welcome Payment of £5,000 and a Retention Payment to permanent workers of £5,000

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<sup>1</sup> [Children's social work workforce, Reporting year 2023 – Explore education statistics – GOV.UK \(explore-education-statistics.service.gov.uk\)](https://explore-education-statistics.service.gov.uk)

after 2 years' service (repaid if individual leaves within the 2 years). Initially it was targeted at hard to recruit teams but in 2022 it was offered more widely to qualified social work posts that were case holding / front line.

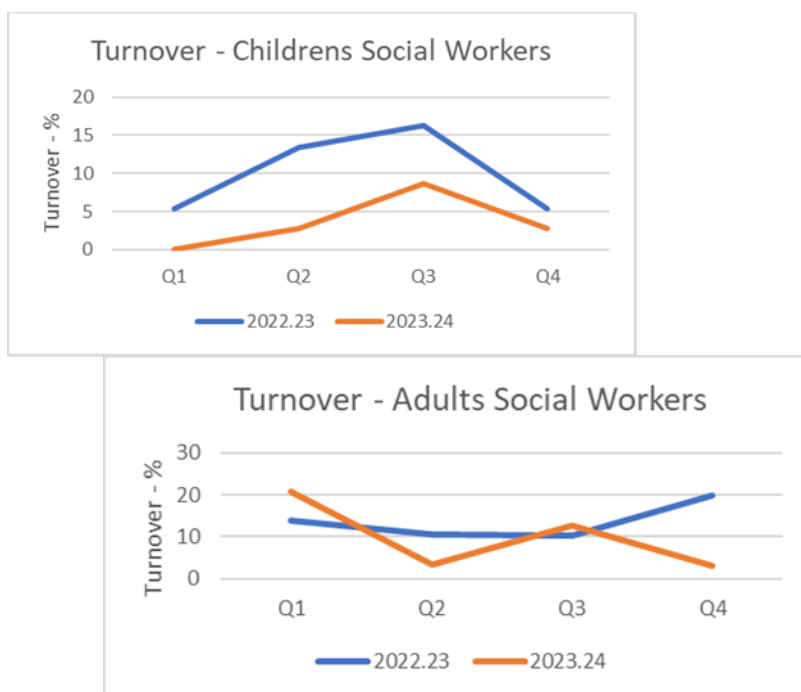
- 7.11. These payments have recently been reviewed and extended until 31 March 2025 whilst we undertake a further review of the overall offer but have also been applied to social workers within adults where recruitment and retention issues are also beginning to pose similar challenges in specific, hard to fill areas.
- 7.12. Given the particular challenges in recruiting social workers for child protection (case management and court teams) in April 2024 an increase to the recruitment and retention payment was approved by the Executive Management Team to pay £7,500 per year for 2 years. This applies to 39 posts
- 7.13. The amount of travel that social workers undertake, particularly given Shropshire's rurality can be significant. A review is underway on work-bases and the future use of designated hubs around the county. This should therefore reduce the amount of travel time and cost of travel in undertaking duties. Employees have told us that this is a significant factor when leaving, especially for agency staff who often live at a distance from the county.
- 7.14. During the last year regular conversations have taken place with agency workers to convert into permanent roles and this includes the payment of the welcome payment detailed above. In addition to this payment, Shropshire Council service in the agency role will also count towards annual leave entitlement which is seen as an enhanced benefit.
- 7.15. A total of 17 successful conversions from agency to permanent roles has been achieved, including some managers. However some still remain on agency, preferring to continue with the flexibility of such a contract. Conversion conversations continue on a regular basis.
- 7.16. From October 2024 the council is moving to a new agency framework provider; Opus People Solutions (West Midlands Temps). Opus are one of the largest recruitment agencies working with local authorities across the country to support management of the temporary workforce. They are working with a number of LAs in the region as part of WM Temps and are looking to reduce costs, move temporary to permanent and support workforce planning across the sector.
- 7.17. The independent review of children's social care, published in May 2022, described the case to reduce overreliance on agency social workers in order to provide more stable relationships for children and families and reduce costs. The Department for Education consulted on national rules on local authority use of agency child and family social workers.
- 7.18. The government response to that consultation, published in October 2023, set out the agency rules and confirmed a commitment to introducing statutory guidance. A further consultation took place in January and February of this year on the technical detail of the agency rules that will become statutory guidance for local authorities and we await the outcome of that consultation and timelines for such guidance to be in place.

- 7.19. Over the last 5 years there has been several targeted recruitment campaigns to help attract social workers to Shropshire – these include videos and blogs of the Director and members of the teams talking about how it feels to work at Shropshire and the supportive teams that individuals would be working with, as well as more recently, targeted social media campaigns. Proactive and personal, values-based attraction strategies help to attract passive job seekers and those who wish to change careers and move into social work in future.
- 7.20. The recent targeted recruitment campaign within children’s services included 20 FTE roles including Team Managers, specialist Child Protection Social Workers (a pilot), Trainees and Independent Reviewing Officers and the majority of these have now been appointed to with many having started in post. The additional capacity child protection social worker roles have not attracted applicants with experience, and some have been filled with newly qualified social workers.
- 7.21. There are 3 active adverts, 2 of which are open ended and the remaining 1 due to close at the end of July.
- 7.22. ‘Growing our Own’ is key to establishing a future talent pipeline and stable workforce. To date, Shropshire Council has recruited 23 apprentices to the Social Worker Level 6 Degree Apprenticeship programme over 4 years. Retention rates are high with the majority moving into permanent roles once qualified.
- 7.23. Workforce planning is key to addressing the challenges longer term, attracting a younger, diverse workforce, creating career progression pathways so that employees want to stay with the council. By 2030 there will be a 25% increase in the number of 18-year-olds potentially entering the jobs market and it will take a decade for this to fall again<sup>2</sup>. This presents a real opportunity to engage with school and college students over the next few years to encourage them to take up a career within social care, and indeed wider local government.
- 7.24. Wider council improvements are part of the ‘Shop Window’ Project and include:
- Enhancements to the recruitment pages on the council website to promote the employer brand including a standardised recruitment pack;
  - Enhanced candidate attraction i.e. social media campaigns;
  - Creation and pilot of shortened application form, use of CVs;
  - Revised and streamlined Job Description and Person Specification templates;
  - Enhanced Induction/new starter checklist/online induction modules including videos of CX and Leader;
  - Streamlined and improved exit process including exit interview;
  - A review of terms and conditions of employment for all council employees;
  - Clarity on the Role of the Manager in future, aligned to the TOM;
  - Additional support to services in recruitment through centralisation of admin activities to the recruitment team and changes to responsibilities within systems/self-serve;
  - Requirement for Workforce Planning/Succession Planning to take place in service areas;
  - Utilise Artificial Intelligence (AI) via Microsoft Copilot to undertake initial shortlisting of applications and bespoke candidate interview questions.

<sup>2</sup> West Midlands Employers Recruitment Insights Report 2024

-Attendance at careers fairs in schools, colleges and skills shows.

7.15. The below charts show how turnover has changed and overall improved during 2023/24 when compared to 2022/23. This reinforces the above efforts to retain social workers within Shropshire is working by the reduction in turnover per quarter.



7.16 In addition, annual figures for turnover shows an improvement as follows:

	<b>2022/23</b>	<b>2023/24</b>
Children's Social Workers	10.06%	3.44%
Adults Social Workers	13.73%	9.83%
	<b>Pre Covid 2018/19</b>	
Children's Social Workers	13.3%	
Adults Social Workers	9.5%	

## 8. Additional Information

8.1. The recruitment landscape has changed significantly over the last 5 years compounded further by the pandemic in 2020. We have an ageing workforce, post Covid many employees left the sector, and we are competing against other councils for the same pool of talent. Deep cuts to local government funding and increasing demand for services has affected our ability to compete with other sectors on pay and conditions. We are seeing more and more challenges in recruitment, with many areas across the council, not just social care, having roles which are extremely hard to recruit and retain.

8.2. Across the council, for all services, this means that the approaches to recruitment need to adapt and evolve to meet these challenges from several perspectives: The employment offer, systems and processes, roles, responsibilities and cultural issues all need to be reviewed. It should be acknowledged that good practice does

exist, and progress has been made to address these challenges but there is more to be done.

- 8.3. **The Employment Offer** - It is no longer adequate to place an advert on the council website, for the shortest amount of time and expect to attract quality candidates. Marketing of the council, leadership, culture and its offer is key. Work continues to develop in this area, particularly utilising social media channels.
- 8.4. The employment offer has to be attractive and promoted, not just in pay terms but non-pay elements such as flexible working, development and opportunities to experience different things and career progression.
- 8.5. As part of the work to move to a new operating model for the council, a review will be undertaken to benchmark all terms and conditions against other Local Authorities to determine what this needs to look like for the future to attract and retain a talented workforce, balanced against available resources.
- 8.6. Recruiting managers will have to be much more engaged in attracting and recruiting their future team members. Aligning the values of the organisation to those of future employees, particularly the younger generations (Z and Alpha) through in-person events/meetings, keeping in regular contact before start date and engaging induction programmes for new starters will lead to successful recruitment and retention, a more stable workforce and increased employer brand. These events have been tried in some areas which learning being that support in an 'event management' approach is needed to ensure they have the desired impact.
- 8.7. **System & Process** - The 'time to hire' is measured from the date of advert until the offer is made (not taking account of notice period). The average time is estimated at 12 weeks, but this is dependent upon external factors i.e. DBS checks and references and is on a par with the regional average.
- 8.8. Current application processes have flexibility with application route with use of CV and a soon to be rolled out shortened application form. The recruitment system is intuitive, provides all the information a recruiting manager requires and therefore can progress quickly through the recruitment stages.
- 8.9. **Roles/Responsibilities and cultural issues** - The recruitment landscape has changed significantly since the current systems and processes were introduced and needs to be revisited so that line managers are owning the parts of the process that they should be, with support services undertaking the administration as efficiently as possible. Additional support is provided to children's services from the central recruitment team to assist with the administration tasks that are required to recruit employees.
- 8.10. Workforce Planning is key to plan for future workforce needs, reviewing roles and career development pathways / succession plans to ensure that we have a more stable workforce in future.
- 8.11. Surveys of our new starters are undertaken regularly to gain valuable insight into the processes and experiences from the candidate/new employee perspective. Keeping in regular contact with candidates and proactive communications in the lead up to starting and a robust, supportive induction results in high retention rates.



## 9. Conclusion

- 9.1. There remain significant challenges in the recruitment and retention of social workers and this is recognised as a national issue. High turnover and reliance on agency workers impact the stability, quality and continuity of care for our most vulnerable.
- 9.2. Adults and children's social care are subject to inspection frameworks and the workforce is a key element that forms part of the inspection.
- 9.3. In response to these challenges, the council has implemented various proactive initiatives to address the workforce issues, including welcome, retention, and agency conversion payments, market supplements, targeted recruitment campaigns, and apprenticeships.
- 9.4. This has resulted in some success in the recent targeted recruitment campaign for social work roles within children's services, but further work is required to reduce the reliance on agency workers, reduce turnover and have a more stable, permanent workforce. Turnover rates for both children's and adults have reduced which is encouraging.
- 9.5. Council wide improvements to recruitment should also ensure that Shropshire Council is an employer of choice and can attract and retain a talented workforce for the future.

**List of Background Papers (This MUST be completed for all reports, but does not include items containing exempt or confidential information)**

**Local Member:** N/A

**Appendices :**

Appendix A – Social Worker (Children's) Benchmarking Data

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**Appendix A Children's  
Benchmarking**

LA/Trust	NQSW / ASYE	Comparable to Shropshire	Social Worker	Comparable to Shropshire	Senior Social Worker	Comparable to Shropshire
<b>Shropshire Council</b>	£31,099 - £32,020	-	£33,820 - £39,493	-	£40,478 - £44,539	-
<b>Birmingham Children's Trust</b>	£32,076 to £37,261, start at bottom subject to any prior experience. Subject to service area a £5,000 pa market premium	More	£32,076 to £39,186 depending on experience. Subject to service area a £5,000 pa market premium	Less	£40,221 to £48,474 depending on experience. Subject to service area a £5,000 pa market premium	More
<b>City of Wolverhampton Council</b>	£33,945 - £38,223 (Grade 6)	More	£41,418 - £46,464 (Grade 7)	More	£49,498 - £53,630 (Grade 8)	More
<b>Coventry City Council</b>	NQSW - starting £32,020 and then up to £35,411 as progress through scale / after 1 year finishing ASYE	More	£34,723 - £41,496 (depending on experience. Currently £3000 retention payment payable after 12 months service - until March 24)	More	-	-
<b>Dudley MBC</b>	£33,024 - £35,745 (Grade 8)	More	£36,648 - £39,186 (Grade 9) plus market forces supplement of £7000 for specific teams/demand of work. MFS to be reviewed in June 2024	More	£40,221 - £43,421 plus market forces supplement of £7000 for specific teams/demand of work. MFS to be reviewed in June 2024	Less
<b>Herefordshire Council</b>	£27,852 – £32,020 (NQSW)	Same	Social Worker starting salary of £37,020- £41,298 (including £5,000 market rate supplement per year).	More	N/A	-

<b>Sandwell Childrens Trust</b>	£34,634 to £39,186	More	£34,634 to £39,186 plus a £2500 market supplement for SW's in a statutory role. Plus a £10k retention payment paid over 3 years (£2k, £3K and £5k)	Less	£40,221 to £45,441 plus a £2500 market supplement for SW's in a statutory role. Plus a £10k retention payment paid over 3 years (£2k, £3K and £5k)	Less
<b>Solihull MBC</b>	£33,820 - appointed on a FTC until have completed ASYE. Then move to next point on Band E £34723	More	Band E £33,820 to £43,516 ( includes 4 market forces payments)	More	Band F £40,478 to £46,549	Comparable
<b>Staffordshire Council</b>	No response	-	No response	-	No response	-
<b>Stoke-on Trent City Council</b>	£34,723	More	£34,723 - £37,261 plus market supplement of £3000 per annum (until 31.3.2024) for roles within Children in Care/Safeguarding	Less	£37,261- £40,478	Less
<b>Telford &amp; Wrekin Council</b>	£32,909 – £34,723	More	Qualified SW: £34,723 – £37,261 + £3.5k market factor Experienced SW: £35,411 - £38,296 + £7.5k market factor	Less	£41,496 - £44,539 plus £4k market factor	More
<b>Walsall Council</b>	Grade 8 £34,834 - £39,186 plus retention payment of between 10% and 15% of annual basic salary in specific teams	More	Grade 9 £38,223 - £43,421 plus retention payment of between 10% and 15% of annual basic salary in specific teams	More	"Grade 10 £42,403 - £47,420 plus retention payment of between 10% and 15% of annual basic salary in specific teams"	More

<b>Warwickshire Council</b>	£33,945 - £36,648 (Grade J 1st year post qualifying till successful ASYE portfolio sign off)	More	£36,648 - £39,186 (Grade K, 2nd year post qualifying)	More	£39,186 - £41,418 (Grade L, 3rd year post qualifying)	Less
<b>Worcestershire Children First</b>	£31,364 rising to £33,024 at the end of the ASYE	Less	£33,945 - £39,186 plus a market forces payment of £4,000 (Our teams in CWD, Fostering and Kinship receive the same salaries however they do not receive the market forces element.)	Less	N/A SW's are on one continuous grade	-

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## People Overview and Scrutiny Committee

10<sup>th</sup> July 2024

Item

7

Public



### Performance Monitoring Report Quarter 4

<b>Responsible Officer:</b>	Tanya Miles, Executive Director for People		
email:	<a href="mailto:Tanya.miles@shropshire.gov.uk">Tanya.miles@shropshire.gov.uk</a>	Tel:	01743 255811
<b>Cabinet Member (Portfolio Holder):</b>	Cecilia Motley, Portfolio Holder Adult Social Care and Public Health; Kirstie Hurst-Knight, Portfolio Holder Children's Services		

## 1. Synopsis

- 1.1 This report provides an update to Scrutiny committee members on key areas of performance across Adult Social Care, Children's Social Care and Education services under the People's Directorate including the directorates work on prevention and early intervention.

## 2. Executive Summary

- 2.1 The report will show data on key performance areas across the People's Directorate. In Adult Social Care the report will specifically highlight areas reported during the CQC inspection for Committee members to have full oversight.

## 3. Recommendations

- 3.1 The committee considers the report and identifies specific areas of focus that it may want to explore in more detail to be included in their work programme.

## Report

### 4. Risk Assessment and Opportunities Appraisal

#### 4.1 Risk table

<i>Risk</i>	<i>Mitigation</i>
Increase in demand across social care	Continued focus on prevention and early intervention
Capacity meeting demand to support people at home	Increase use of technology to support people at home; annual fee reviews to support recruitment and retention.
Waiting lists and delays to issuing new and amended EHC plans	Action plans in place to mitigate

### 5. Financial Implications

#### 5.1 Savings: The People Directorate over delivered against the saving plans

Directorate	Delivered £'000	Savings not delivered £'000	Total £'000
Health & Wellbeing	653	0	653
People	22,005	(700)*	21,304
Place	12,391	4,551	16,942
Resources	4,070	1,957	6,027
Strategic Management Board	0	0	0
Corporate Budgets	2,700	3,764	6,464
<b>Total</b>	<b>41,818</b>	<b>9,572</b>	<b>51,390</b>

#### 5.2 People directorate budget outturn as detailed in the cabinet report in June 2024:

	Outturn Variance (Controllable) £000	Savings Pressure in 2023/24 £000	Ongoing Monitoring Pressures Identified £000	Ongoing Monitoring Savings Identified £000	One Off Monitoring Pressures Identified £000	One Off Monitoring Savings Identified £000
<b>People</b>						
Adult Social Care Business Support and Development	(316)	0	83	0	14	(413)
Adult Social Care Management	(369)	0	24	0	0	(393)
Adult Social Care Provider Services	207	0	0	0	396	(189)
Adult Social Care Operations	2,367	(1,081)	12,517	0	775	(9,843)
Children's Social Care and Safeguarding	3,343	0	8,165	0	9,678	(14,500)
Children's Early Help, Partnerships and Commissioning	(416)	0	0	0	70	(487)
Learning and Skills	1,039	0	0	0	1,229	(190)
People Directorate Management	2,524	381	0	0	2,186	(43)
	<b>8,379</b>	<b>(700)</b>	<b>20,789</b>	<b>0</b>	<b>14,348</b>	<b>(26,058)</b>



## 6 Climate Change Appraisal

- 6.1 The People's directorate is working to support people within their communities to reduce the need to travel and therefore reduce carbon emissions.
- 6.2 Climate consideration is embedded in all commissioning reviews

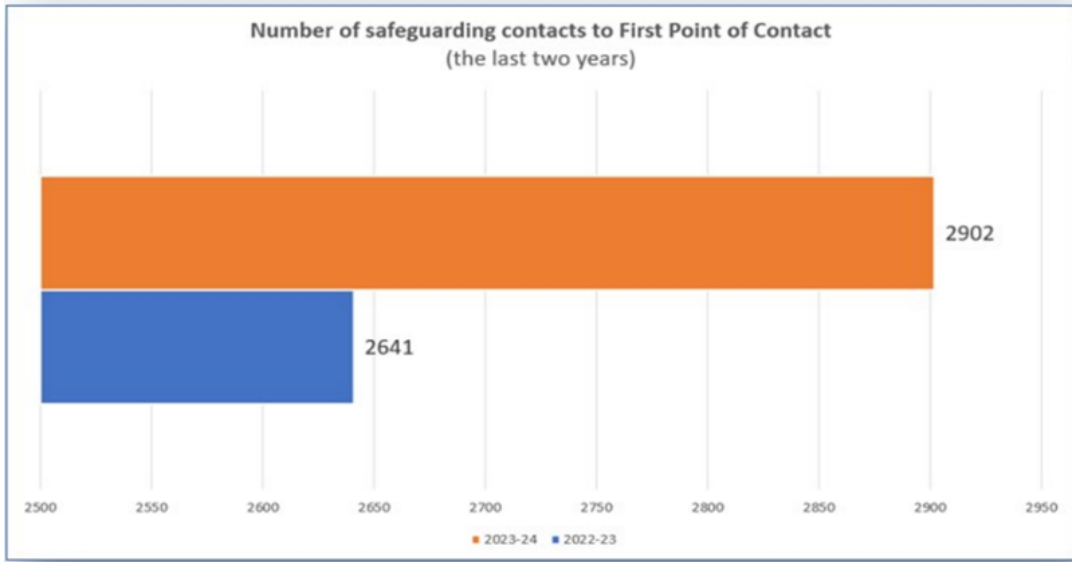
## 7 Background

### Adult Social Care:

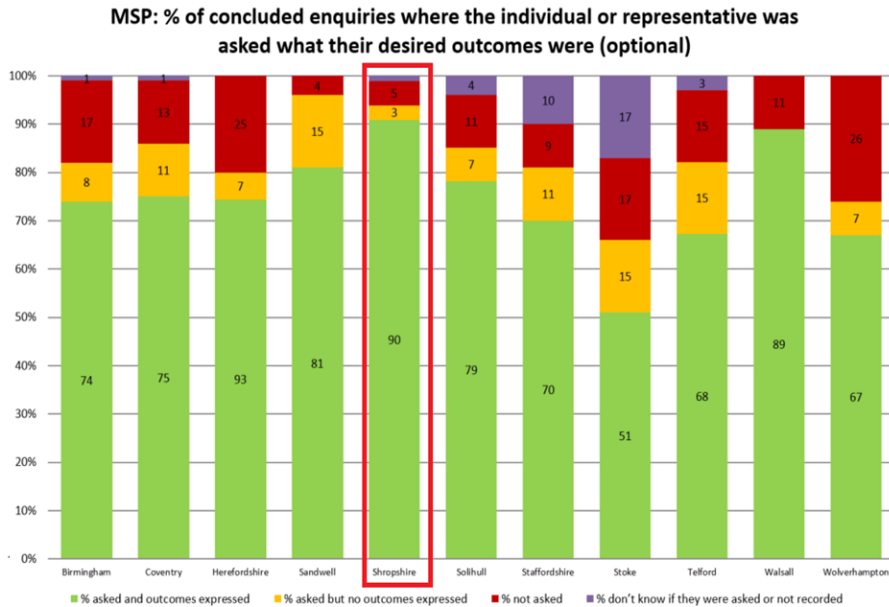
- 7.1 Adult Social Care services are committed to supporting people in a preventative way, delivering statutory duties under the Care Act 2014, focussing on early intervention and prevention.
- 7.2 We currently have over 5700 individuals open to the service. On average around 11,500 people contact us to make a referral each year. Our performance is comparable with our neighbours, and we rank highly across many of the ASCOF indicators including how we support people to live independently and those with a learning disability in employment.
- 7.3 The directorate is continuing to look at early help and prevention as part of our transformation work; ensuring the right information, advice and support is in the right place at the right time.
- 7.4 In this report we will highlight the areas reported through our CQC inspection.

### Safeguarding:

- 7.5 The Adult Safeguarding Team is a specialist multi-disciplinary team comprising of 11 staff that provide a countywide service for safeguarding adults. The team offers a same-day response service with residents, their representative and referrer being contacted at referral point. During the initial contact, our team determines the risk level and the next appropriate steps and establishes a communication plan with the person. Following this, people are allocated on the day they are referred and held by a named worker that would support the individual. By utilizing this approach, the team does not have a waiting list.
- 7.6 Shropshire has seen a 10% increase in the number of safeguarding contacts to First Point of Contact Team.

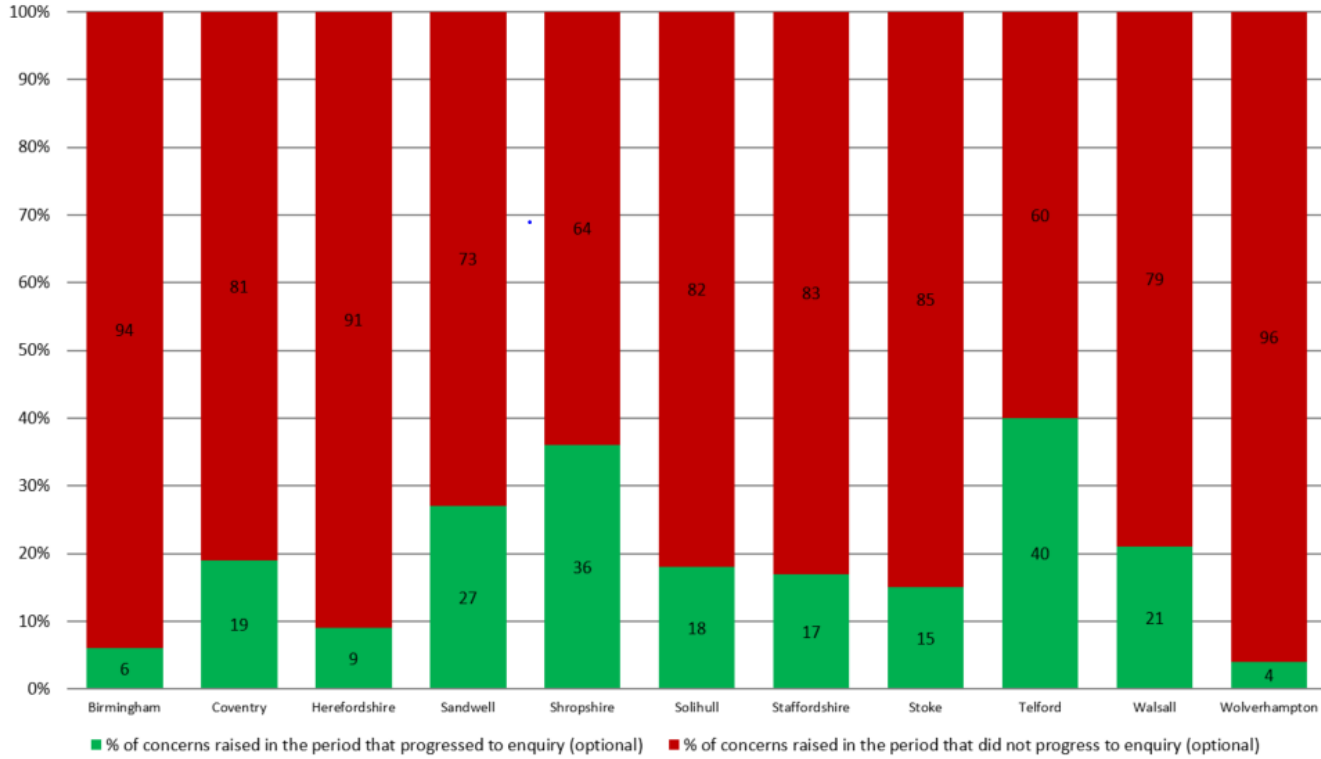


- 7.7 Despite an increase in the number of safeguarding contacts, the conversion rate to safeguarding concerns has been reduced by 12.2%. This indicates that work completed by our First Point of Contact with support from the safeguarding team ensures that people receive the appropriate help from the best placed service, meaning contacts are dealt with accurately and proportionately.
- 7.8 The above contacts translated into 684 safeguarding concerns dealt by the safeguarding team with 227 safeguarding enquiries completed. This is a 31% increase for concluded enquiries on the previous year.
- 7.9 It is worth acknowledging Shropshire’s good performance around Making Safeguarding Personal which includes seeking the person’s (or their representative’s) views with data showing 216 (93%) people (or their representative) were asked what outcomes they wanted to achieve by the enquiry. Further the number of people who said what outcomes they wanted to achieve, 200 (96%) were identified as having those outcomes achieved.



7.10 Overall, the team has good performance with effective working relationships with our FPOC team that has enabled Shropshire to efficiently manage the increase in demand that has been observed. Shropshire demand and performance continues to follow that of our regional partners.

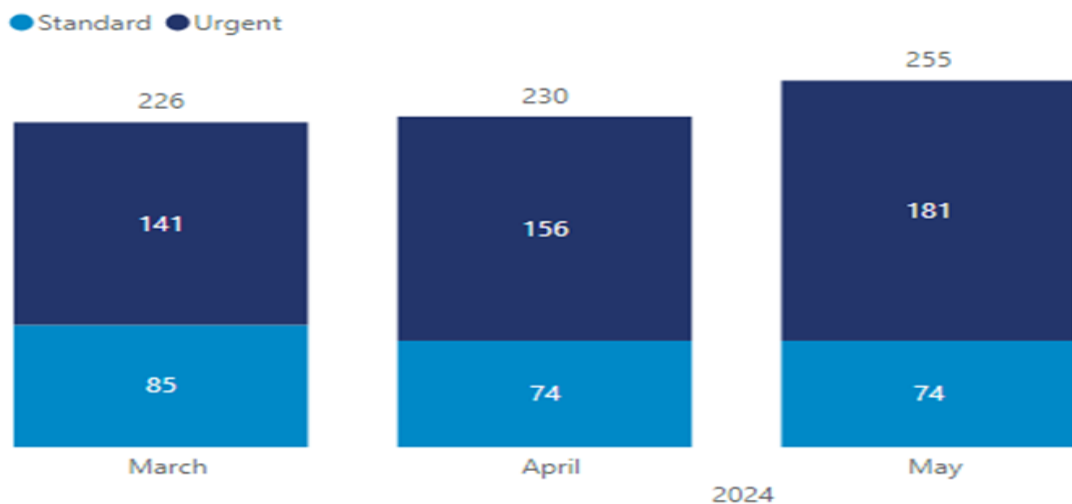
**Conversion rate: % of concerns raised in the period that progressed to enquiry (optional)**



**DoLS (Deprivation of Liberty Safeguarding)**

7.11 In 22-23 Shropshire had a 17% higher rate of referrals and completed 11% more applications than National average trend that has continued with overall numbers of first referrals in DoLS continuing to increase.

**DoLs Applications Received**



7.12 The first stage of our DoLS action plan has been successful addressing the 2021 waiting list as well as showing a reduction of 83 in our 2022 position. Work is underway to address the next 2 stages of our action plan which focus on 2022 and 2023 cohorts.

7.13 The table below shows progress made by comparing the waiting list at 21/02/24 (first table) to the teams current waiting list (second table).

Table 1

	High risk (Red)	Medium (amber)	Low (green)	Total number
2021	33	4	4	41
2022	155	21	53	229
2023	267	68	151	486
2024	110	20	37	167
<b>Total</b>	<b>565</b>	<b>113</b>	<b>245</b>	<b>923</b>

Data collected on 21/02/2024

Table 2

No. DoLS referrals (Form1) by ADASS RAG system

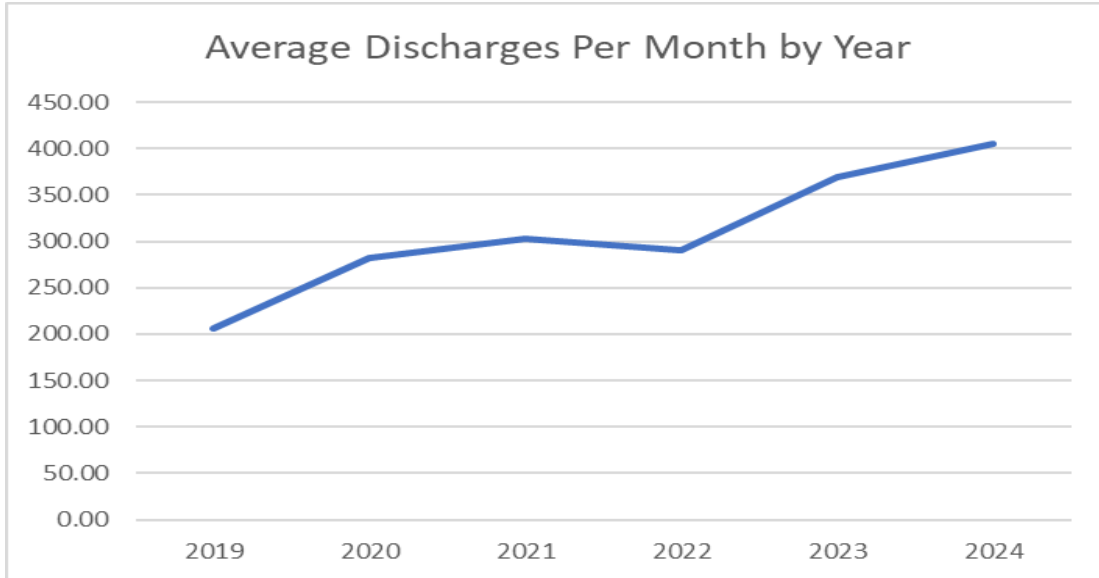
	High risk (Red)	Medium (amber)	Low (green)	Total number
2022	95	14	37	146
2023	203	56	124	383
2024	250	37	113	400
<b>Total</b>	<b>549</b>	<b>107</b>	<b>274</b>	<b>930</b>

Data collected on 12/06/2024

7.14 Overall Shropshire continues to have a higher referral rate compared with the national average. Having a waiting list in this area is on par with other local authorities however our action plan has seen a reduction in 21/22 backlog with work continuing to further reduce this.

**Hospital Discharge**

7.15 The level of demand to support complex hospital discharge continues to increase. The level of discharges Shropshire supported for all providers in 2023 increased by 26% above 2022 and a further 11% so far in 2024 over 2023.



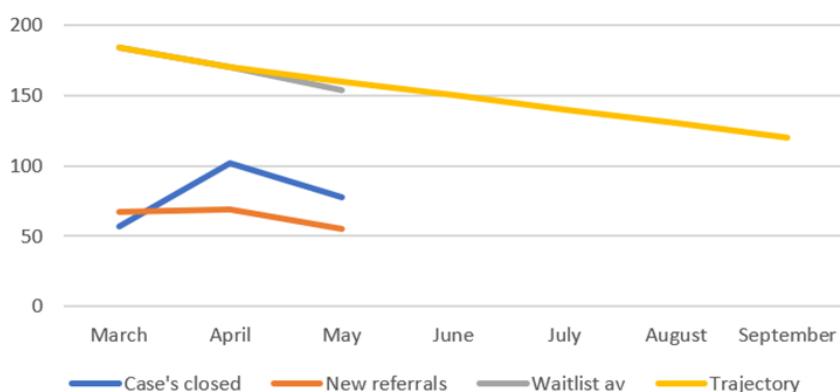
7.16 Shropshire’s referral to discharge time has been an improving trend which is now on average 1.26 days in 2024.

7.17 Shropshire Council is committed to providing a ‘Home First’ discharge from hospital. Using reablement, strengths-based practice, local community resources and the voluntary sector services we have continued to improve the number of people going to their original place of residence over and above the level we achieved in 22/23.

**Sensory:**

7.18 The Sensory team have a wait list with the longest wait for an assessment having been at 458 days in March 2024. The team set an action plan and have achieved a reduction in the longest wait to 300 days in May 2024. The action plan has a target to reduce the waiting list to 120 and for the service to deliver a response time of no more than 28 days by the end of September 2024.

### Waiting list action plan



- 7.19 In 23/24 Q4 the team received 258 referrals, this is the highest number of referrals received per quarter since 2021 quarter 4 at 295. However, the service is now routinely closing more cases than the level of referrals received which is having the desired impact on the wait list.
- 7.20 The trajectory above demonstrates a positive progression towards the timescale target.

#### Independent Living Service & Occupational Therapy:

- 7.21 The Independent Living Service (ILS) were operated via an external contract run by the Independent Living Partnership (ILP). ILP handed this back to the council in December 2022 and the staff TUPED across at this point to sit as part of the wider Occupational Therapy (OT) service. The ILS team comprises of 5 members of staff including a Moving and Handling Assessor. The team's primary function is managing the low-level referrals that come through the service via telephone assessments. The cases are triaged at the 'front door' and passed to either ILS or OT service for further assessment. If during that assessment the case is determined as being more complex the individual will be referred through to the OT service.
- 7.22 The Occupational Therapy (OT) team comprises of 3 Senior Occupational Therapists (who hold caseloads), 8 Occupational Therapists and 6 Occupational Therapy Assistants. The OT role is focussed around helping individuals to live their best life at home, at work – and everywhere else. It's about assisting people to be able to do the things they want and must do. That could mean helping them to overcome challenges at school, going to work, playing sport or simply doing the dishes. Everything is focused on wellbeing and ability to participate in activities. It is also a science-based, health and social care profession that's regulated by the Health and Care Professions Council. ([What is Occupational Therapy and How Does it Help? - RCOT](#)).
- 7.23 There are also 2 Second Point of Contact (SPOC) officers and an Admin assistant that work across the 2 teams.

- 7.24 Across the service we have several vacancies including 1 Trusted Assessor within the ILS service and 4 Occupational Therapy roles (2 in children, 1 in Central and a Principal OT role).
- 7.25 The ILS/OT service waiting lists are listed below. These are RAG rated weekly to ensure new cases are accurately placed but also that change in circumstances are considered and RAG updated.

	<b>Waiting List total</b>
<b>Independent Living Service (front door)</b>	281
<b>Children’s Team</b>	113
<b>Adults Teams</b>	814

- 7.26 The service recognises the need to reduce wait times for an assessment. To this end we have developed and set an action plan with key tasks being undertaken to look at reducing the wait for an assessment. These are listed below:

<b>ACTION</b>	<b>UPDATE/OUTCOME</b>
Develop robust demand management at front door.	<ul style="list-style-type: none"> <li>• Explore programmes such as Ask Sara</li> <li>• Discuss options with other LA’s</li> <li>• Develop ‘virtual house’ so people can explore what equipment / tech may support them in their own homes,</li> <li>• Increase OT senior support at front door</li> <li>• Increase OTA support at front door</li> </ul>
Centralise waiting list and RAG rating function.	<ul style="list-style-type: none"> <li>• Business case to centralise team developed – on hold until outcome of independent review (due July 2024)</li> </ul>
Regularly review risk attached to the referrals.	<ul style="list-style-type: none"> <li>• Contact is made with clients every 3 months to update them on their position on the waiting list and to</li> </ul>

	<p>ensure circumstances have not changed.</p> <ul style="list-style-type: none"> <li>• Reviews of waiting lists are undertaken twice a week to ensure up to date ratings and release capacity within service to carry out assessments on those most in need.</li> </ul>
Develop OT team at the front door to triage referrals.	<ul style="list-style-type: none"> <li>• To initiate and develop a self-help guide for people to use prior to requesting an Occupational Therapy assessment.</li> <li>• Discuss options with other LA's</li> <li>• Develop 'virtual house' similar to TWBC</li> <li>• Increase OT senior support at front door</li> <li>• Increase OTA support at front door</li> </ul>
Identify capacity in the team to complete historic reassessments of bed levers as per MRHA safety.	<ul style="list-style-type: none"> <li>• Teams reviewing bed lever and OT assessments to ensure equal completion of both.</li> </ul>
Signpost / Divert referrals to the OT team received in regard to property suitability.	<ul style="list-style-type: none"> <li>• Housing processes reviewed – new pathway in place to divert 'suitability' requests away from OT team.</li> </ul>
Review admin support	<ul style="list-style-type: none"> <li>• Wider ASC review being undertaken.</li> </ul>

7.27 Further to this, the Medicines Health Regulatory Association (MHRA) issued a safety alert regarding bed levers and bed rails in August 2023. These includes all historical bed levers installed by the service. The teams have completed 2024 to date, and all of 2023 and are now working their way through 2022 and 2021. Currently 187 bed lever assessments have been completed across the county. The assessment of bed levers is necessary due to the high risk of serious harm or death, but this is affecting the number of Occupational Therapy assessments being able to be completed by the service and therefore the wait time for these assessments. The teams have ensured they meet the statutory requirements for bed lever assessments as well as continuing to regularly assess people off the waiting lists.

7.28 We recognise more needs to be done regarding improving the wait times for an Occupational Therapy assessment and so have requested an independent review of the



Independent Living Service and Occupational Therapy Service to support with identifying areas for improvement and opportunity. This was completed by ADASS in May 2024, and we are awaiting the recommendations. This along with any outcomes from the recent CQC inspection will enable us to develop a robust management plan going forward in addition to the tasks already completed/in completion above.

- 7.29 To support with changes required across the OT service the decision has also been made to move the ILS/OT service into the People directorate. This is being worked through currently and teams are being kept sighted on these changes.

### Assistive Technology and Telecare:

- 7.30 Assistive Technology are pieces of equipment that help assist and aid individuals complete daily activities which may otherwise be difficult.

This includes:

- **Falls/Pendant Alarms** – To alert NOKs or emergency services in the event of an accident around the home.
- **Pivotell** – To support service users/families/carers with the taking of medication.
- **Epilepsy Monitoring Equipment**
- **Care Assists** – To support carers when there has been an accident or when the service user has got up during the night.
- **Door Sensors** – To alert live in carers or family members when service users (specifically those with a lack of capacity or cognitive issues such as dementia) to advise someone has exited a room or the home.

- 7.31 At Shropshire Council we primarily work with either Tunstall or WATCH. Referrals are triaged and sent to the respective supplier who is then responsible for ongoing monitoring.

- 7.32 The Assistive Technology team (which consists of 1 member of staff) supports and enables complex hospital discharges, works with Social Workers to prevent care cost or care home admissions and empowers service users to be safe and independent within their own homes.

- 7.33 Assistive Technology is facing an increasing demand on the service from internal and external stakeholders within the Council. Since the beginning of May 2024 we have received 101 referrals into the service. A significant number of these are urgent to support care plans and hospital discharge.

- 7.34 Further to this, the UK is currently undergoing a digital switchover from analogue to digital due to be completed in 2027 (it was moved from 2025). As it stands, we have over 2000 service users within the community who are being transited from digital to analogue. The workload for this is on top of usual 'business as usual'. Actions on this include:

- Letters to be sent to all monitored people starting 10th July. This will mean 130 letters are sent out per week regarding the transition. 10 days after the letters are

sent FPOC will contact the person concerned to ensure no problems or concerns and discuss any worries.

- Digital transformation information is on the Shropshire Council TEC website giving guidance and where to get support.
- All current new installations of telecare equipment and repairs are being upgraded to digital lifelines. There are still a vast number that will need to be upgraded and the plan for this will be completed after the new telecare contract later in the year. Commissioning and procurement team are currently working on this to ensure the new provider will be able to proactively work within the transformation plan.

7.35 Finally, the current Tunstall contract has been in place for 4 years and is unable to be extended further. We are therefore in the process of going out to tender for this.

7.36 The assistive technology team has a number of developments planned for the future, which includes:

- Training of all Social Workers and other professionals submitting TA Referrals.
- Training and development materials for internal and external stakeholders.
- Clear and concise pathway for internal and external stakeholders.
- Development of our Epilepsy pathway.
- Development of analysis profiles capturing justifications and explanations as to why referrals are required.
- Drop-in sessions with Age UK.

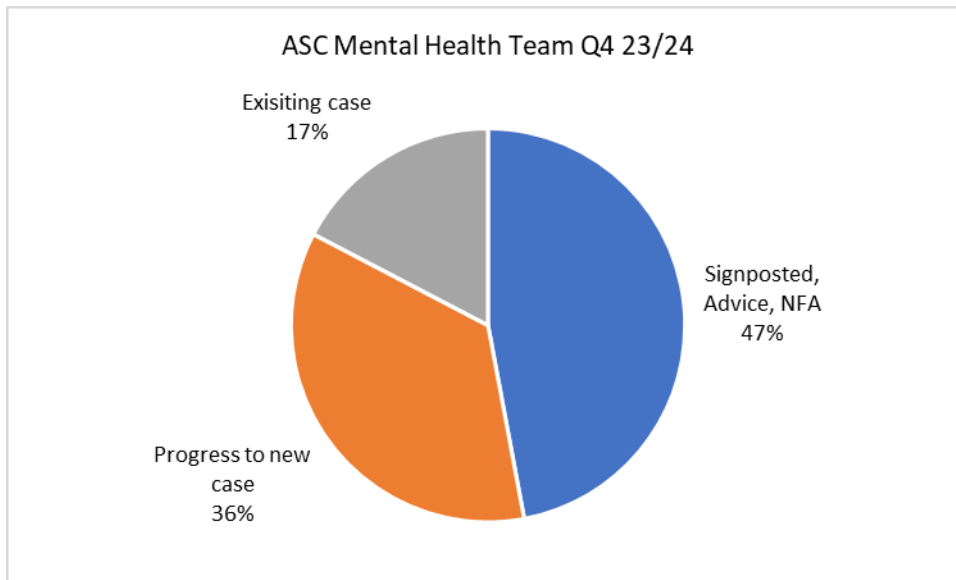
### Virtual Care:

7.37 We have recently gone live for the year 2 cohort for the virtual care project, this is focussing on supported living clients to support increasing independence and autonomy. We currently have 71 individuals using virtual care across the county, with 55 situations where care has been reduced with Genie replacing the support. A high proportion are supporting with isolation and wellbeing.

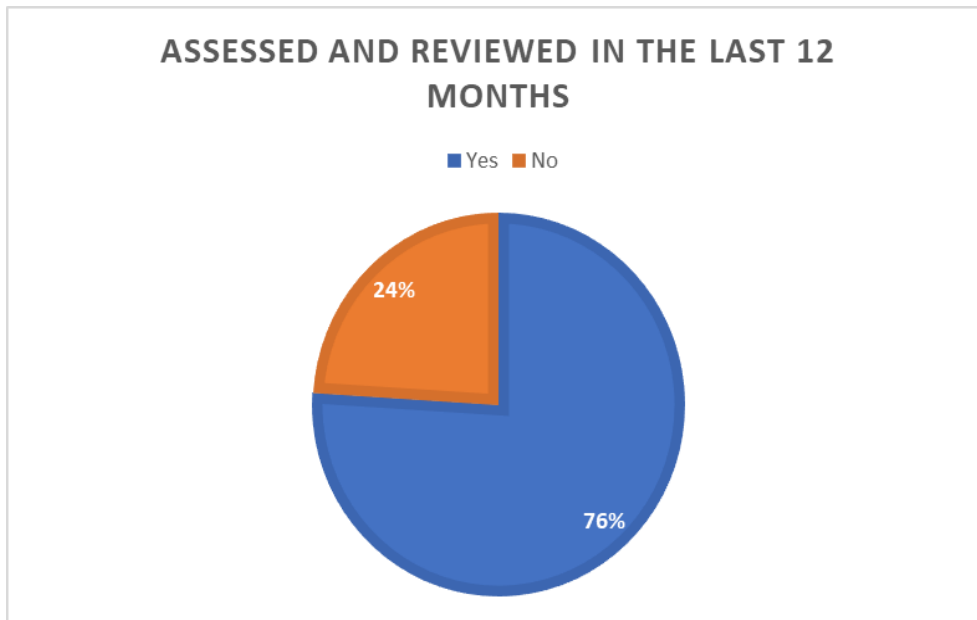
### Mental Health:

7.38 We do not have a waiting list in the Mental Health team, a sustained position when we reported last in Autumn 2023.

7.39 By May this year, 47% of contacts to the Mental Health team have needs met through signposting to local support and services, advice and requiring no further action. The work of the team from initial contact to long term intervention is strengths based and outcome focussed.



7.40 The Mental Health Team have Assessed and Reviewed 76% of people who received a service in the last 12 months.



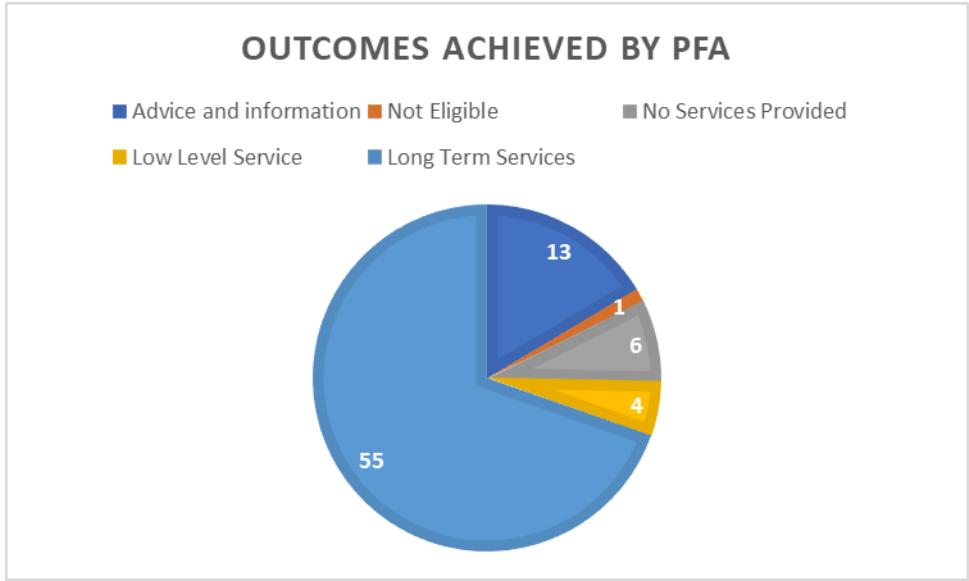
**Preparation for Adulthood:**

7.41 The Preparing for Adulthood (PfA) team continue to reduce the wait list. In adult social care we assess need under the Care Act from the age of 18 years old. It is however good practice to become involved to build the relationship and understand the young person's needs prior to their 18<sup>th</sup> birthday to ensure a seamless transition to adulthood. We have incrementally brought the age of involvement down and young people are now allocated at the age of 17, if the team have received a referral.

7.42 We are working closely with Children’s Services and system partners to ensure that the PfA team receive referrals at a lower age. We work with children's colleagues prior to the adult team allocation for children aged 16 to 17, particularly those with the most complex needs who may require support under the Care Act. The target is to further reduce the formal allocation to 16 years old.

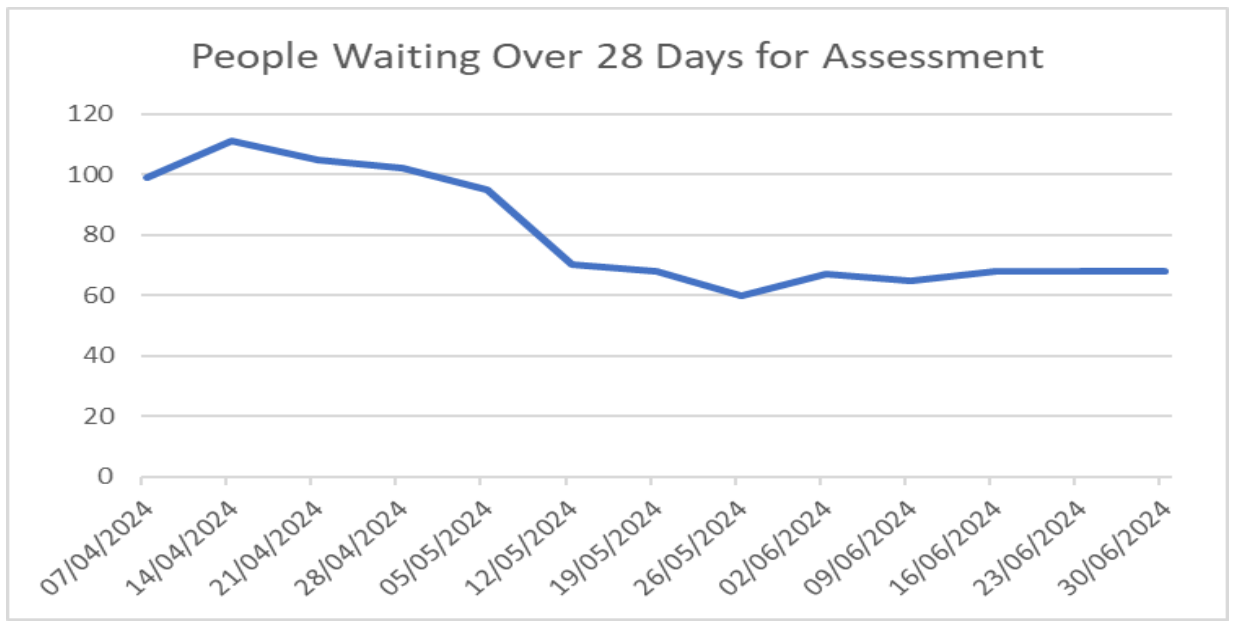
7.43 PfA engages individuals to take a strengths-based approach to their care and support needs. There will be young people that have long-term care needs, but we are also supporting 43% of young people to meet their needs at the initial contact stage.

7.44 For those young people having commissioned service from us 55% are supported with community based services.



**Community Teams**

7.45 The community teams have seen continuous improvement in the reduction of waiting lists by 71% since October 2023, assessing 97% within 28 days. This impacts on the teams ability to support earlier intervention, ensuring we are seeing individuals at the right time. We continue to see high numbers of people in our Let's Talk Local hubs, with some contacts ending at the conversation stage and not needing to progress to a full Care Act assessment.



### Reviews:

- 7.46 We have a statutory duty to ensure all those in receipt of a funded service are reviewed on an annual basis. We have seen an improvement by achieving 69% of reviews completed in 23/24, this is an improvement from 49% completed in 22/23. We have increased the target to 75% by having dedicated resource aligned to support this work. No one has waited more than 2 years for a review and there are clear targets in place to reduce this wait.
- 7.47 We have ensured a focus on our Out of County reviews - those placed in care homes or supported living outside of Shropshire. We have assessed 93% in the last 12 months.

### Carers

- 7.48 The carers register is increasing month by month and currently stands at 1772 carers. We use this to signpost people to support and information and provide updates. The team has become an All-Age Carers team as the young carers team and resources have transferred from Children's services. There has been some increase in support for young carers as we have seen an increase in referrals.
- 7.49 The team are looking at providing basic training for carers so they can move and handle relatives safely and provide basic first aid in times of crisis. Carers week took place 9-16 June and included activities and competitions for carers.

### Commissioning

- 7.50 Our Joint Commissioning Delivery Group (JCDG) ensures that strategic objectives align with national and local agendas driving our commissioning intentions. This gives us clear governance and oversight over all our commissioning practice and intentions and supports us to effectively deliver against our market position statement.
- 7.51 We have restructured the commissioning team in line with the PWC review which assessed the arrangements for Commissioning against a functional model, whereby key capabilities were assessed, and RAG rated. This highlighted the need for development across all strategic commissioning activities including for children and adults' services, contract management.
- 7.52 The purpose of the Commissioning & Governance model and restructure is to align the Social Care commissioning and contracts teams where needed and provide sufficient resources to meet future demand. The new structure is now in place and final posts for recruitment are in the process of being filled.
- 7.53 We are further developing our digital inclusion and assistive technology offer; working with providers to engage and embrace tech solutions for care; we are one of only 4 LA's awarded £1.2m technology funding to upscale the VCD model. 101 individuals to date have been supported through the VCD model.
- 7.54 This has added to choice and capacity within the market, therefore ensuring capacity is available for those who need it.

- 7.55 We currently have good capacity across the market with swift pick up for those who need either care at home or a care home placement. This has also been supported with a reduction in the need for short term placements into care homes as described above.
- 7.56 We have a robust transformation plan for 24/25 for ASC which has key projects and workstreams e.g., Care at Home, Technology led care, Learning Disability & Autism (LD&A) programme. We have undertaken consultation on rates with all our LD (Learning Disability) providers and there is continued work to deliver the Learning from Deaths and Reviews (LeDeR) action plan, working with our health colleagues, supporting both with internal services and external providers.
- 7.57 We have a good working relationship with Safe Aging No Discrimination (a local charity) and have signed up to the SAND covenant and encourage our Provider market to do the same by sharing information and inviting them to our forums with the market.

### Contracts and quality Assurance

- 7.58 Our two in-house CQC registered services are both rated 'Good' and 83% of the services we commission in regulated locations have an overall rating of Good or Outstanding (7.3%) - highest for outstanding in the West Midlands (the region's average 79.0%).
- 7.59 The Contracts Team moved to the Commissioning structure in September 2023 and a transformation project is underway to improve our quality assurance processes and contract management oversight.
- 7.60 In line with our People directorate market quality assurance plan we are refreshing and developing new commissioning strategies in 2024; e.g. for mental health and Autism; our new strategy and planning manager starts in post to oversee this work from the 1st of July.
- 7.61 We have monthly Market Quality assurance meetings where we maintain an overview of the market quality issues, themes and areas for development.

### Business support

- 7.62 We have no wait times for financial assessments and our new financial assessment portal was launched in May. We have already had 20 new applications through this process, and we are working with our web team to understand how many people have visited the site and used the calculator.
- 7.63 The Bed hub team integration into Brokerage team has reduced pressure on social care teams by doing negotiation and sourcing placements so they can focus on assessment and reviews. We are sourcing placements for health for fast track and looking at other areas we may be able to support commissioning practice in partnership with health.

### Securing Access to Education Provision

- 7.64 Encouraging and enabling access to Early Years education provision remains a key priority for the partnership to support positive social interaction, encourage communication and language skills and wider developmental milestones at such a

crucial age. We also recognise that accessing education provision is a protective factor for children and young people of any age, but particularly those with the greatest vulnerabilities.

- 7.65 We are proud to have sustained our high levels of Free Early Years education for 2-year-olds around 83% throughout the year, which is above the national average. We have also sustained our high levels of education for 3 and 4 year-olds consistently around 96%, again above the national average. As we look towards the expansion of Early Years provision to younger ages of children in the new 24/25 financial year, we look forward to enabling even more children to experience high quality early years education.
- 7.66 In addition to recognising high levels of access to Early Years education, we can also celebrate the high quality of provision in Shropshire, where over 98% of providers registered on the Early Years Register are graded 'good' or 'outstanding' by Ofsted.
- 7.67 Strong access to Early Years provision encourages strong attendance at school. We can certainly see improving attendance across our school age population, with both primary and secondary age attendance showing significant improvement to be above national averages during the 2022/23 academic year. Similarly, we have seen a significant reduction in absence, both persistent and severe, across primary and secondary phases during the 2022/23 academic year with indicators showing lower absence rates than national. These improvements are recognised across all groups of pupils, including those with the greatest vulnerabilities.
- 7.68 Work continues as a multi-agency partnership to support children and young people who are struggling to access education for various reasons, including anxiety, wider emotional, mental, or physical health needs or special educational needs or disabilities.
- 7.69 Suspension and permanent exclusion rates for children (all children and those most vulnerable) at primary school age are lower than the national average during the 2022/23 academic year, with 95% of all primary schools having zero exclusions during the Autumn and Spring term 2023/24.
- 7.70 However, suspension and permanent exclusion rates for children and young people at secondary age range are higher than the national average during the 2022/23 academic year.
- 7.71 Through focussed work with school leaders and multi-agency partners, we have recently started to see an overall stabilising and decrease of permanent exclusion numbers during the Autumn and Spring term 2023/24 across the county. This also includes a reduction in exclusions for children and young people at SEND Support. We remain fully committed to working together with school leaders to reduce the suspension and exclusion rates at all phases, particularly secondary.

- 7.72 Aligned to this approach is the work underway to support children and young people to successfully reintegrate back into mainstream education following permanent exclusion. The Fair Access Protocol (FAP) was updated during the Autumn term 2023 to bring all secondary leaders together from January 2024 so that all secondary Headteachers were involved in the decision-making process for placing children and young people via FAP and encourage a greater focus on early intervention/prevention to avoid exclusion. This work is still underway but is showing positive signs as school leaders are directly involved in developing different approaches together with LA partners, building on effective practice from other areas.
- 7.73 Whilst we continue to see higher numbers of families choosing to Electively Home Educate (EHE) their child or young person, Shropshire remains broadly in line with the comparative rates for EHE nationally and is lower than statistical neighbours. Robust monitoring and tracking arrangements are in place to ensure statutory duties are delivered to ensure children and young people who are EHE receive suitable education, this includes supporting and challenging families to re-access school-based education provision where appropriate.
- 7.74 We have strengthened our approach to monitoring children and young people whose education provision is less than full time. New reporting arrangements include the expectation that all education providers confirm their use of reduced timetables, including confirming where they have no children or young people placed on a reduced timetable.
- 7.75 We also continue to operate strong arrangements to monitor and intervene for Children Missing Education (CME) to ensure their safety and enable them to swiftly access education provision. Rates of CME in Shropshire are lower than national averages and in line with statistical neighbours.
- 7.76 We have also seen an improvement in the percentage of 16 and 17 year-old (Year 12 and 13) young people not in education or training (NEET) and those whose destinations are 'not known'. During 2023/24 we have seen both NEET and not known indicators reduce to their lowest levels for many years, with both NEET and not known indicators much better than national figures and statistical neighbours.
- 7.77 Shropshire Council continues to ride on the success for being one of the top councils for first preference and preferred school placements in the region.
- 7.78 Figures released during June 24 for primary and secondary applications and offers, from the Department for Education, places Shropshire at the top of the West Midlands league table.
- 7.79 The primary and secondary school applications and offers statistics provide the number of applications and offers made for secondary and primary school entry in September 2024, and the proportion which received preferred offers.



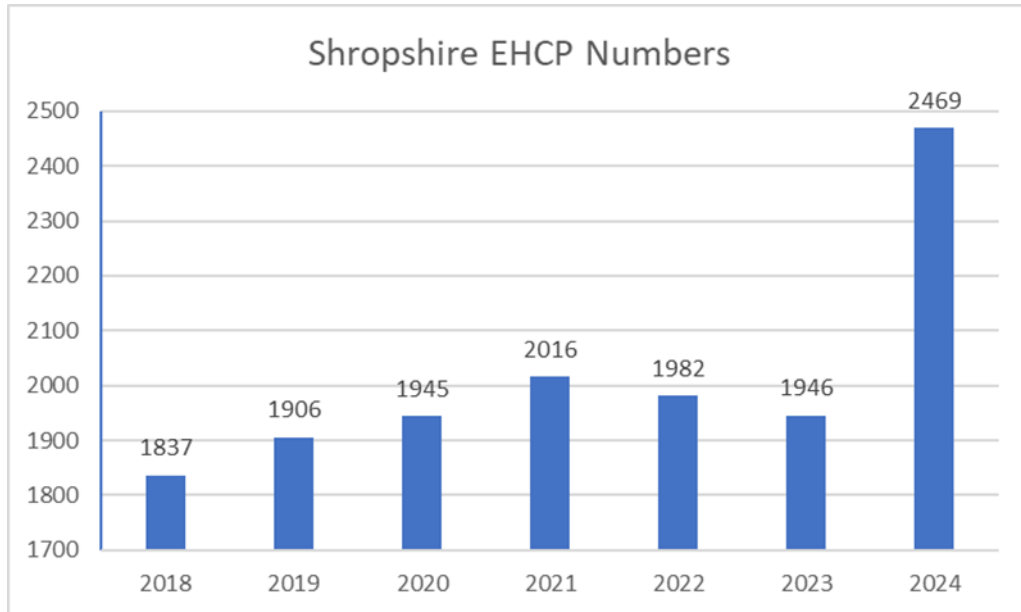
- 7.80 Ranking first in the West Midlands, Shropshire achieved 98.4% of offers for a preferred secondary school, with 89.7% securing their first preference. These figures compare, and are better than, the England averages of 96% and 82.9%, and the West Midlands averages of 95.2% and 80%, respectively.
- 7.81 Shropshire also took first place in the table for primary school placements, achieving 99.81% of offers for a preferred school, with 98.25% achieving first preference for their primary school. These better the England averages of 98.79% and 93.16%, and the West Midlands averages of 98.86% and 93.8%, respectively. Notably the percentage of on-time applicants who received their first preference is higher than it has been in any of the last ten years. Likewise, the percentage of pupils who received an offer of one of their preferred schools is higher than it has been over the last ten years.
- 7.82 We would also like to recognise the hard work, dedication and commitment to keep children safe and improve their outcomes demonstrated by education settings and schools across Shropshire.
- 7.83 We all remain committed to further enhancing our focus on early intervention/prevention activity to increase stability for every child or young person accessing education, particularly those with the greatest vulnerabilities, as we recognise the protective factor education provides.

### [Education, Health, and Care Plans \(EHCP\)](#)

- 7.84 Shropshire Council has a duty to consider requests for an EHC Needs Assessment where evidence is presented that a child or young person may have special education needs and/or disabilities that will have a significant and long- term impact on their education outcomes. All requests for EHC Needs Assessments are considered through a multi-agency panel. Where it is agreed that an EHC Needs Assessment is necessary, Shropshire Council have a legal duty to complete the process within 20 weeks, including determining whether the special educational needs of the child or young person require special educational provision to be made through an EHC plan. Where an EHC plan is not agreed following assessment, the education setting is expected to continue to meet the child or young person's special educational needs through SEND Support.
- 7.85 Mainstream schools receive additional funding through a Notional SEND budget to provide support above that which is required by all children and young people. Further information is available on this funding here [The notional SEN budget for mainstream schools: operational guidance - GOV.UK \(www.gov.uk\)](#)
- 7.86 In Shropshire the expectations around what should be available through high quality teaching for all children and young people, and what should be available through SEND Support, are outlined in the Shropshire Ordinarily Available Provision (SOAP) framework. The framework covers primary and secondary phases and was co-produced with the input of education settings during 2023. Further work is underway to develop the same framework covering the Early Years and Post 16 phases.

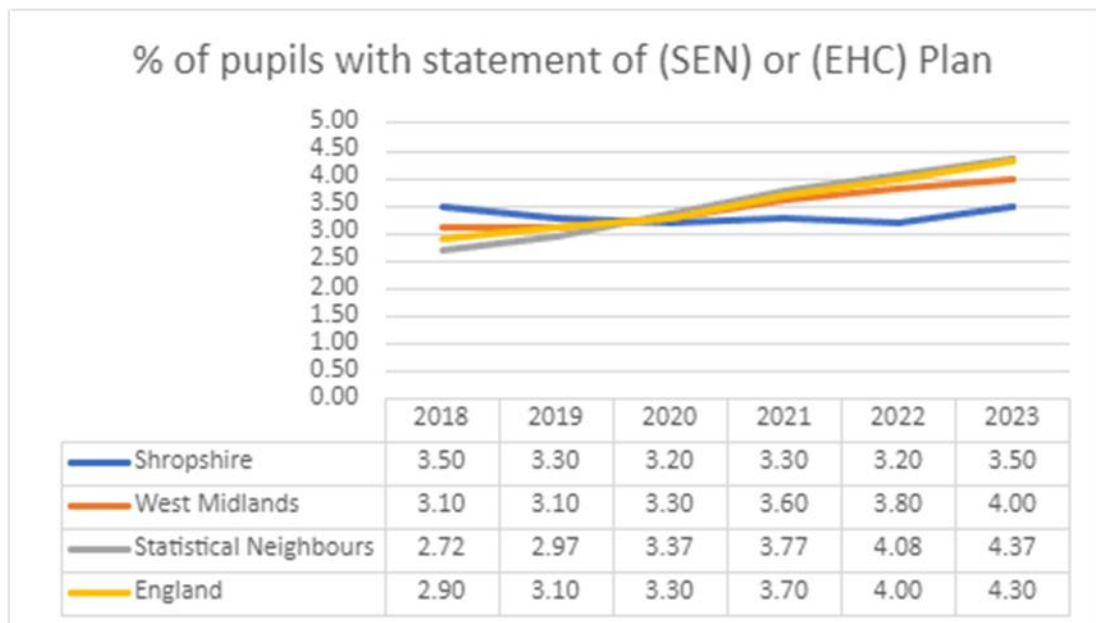
7.87 The SOAP framework is available on the Local Offer here [SEN support | Shropshire Council](#)

7.88 The following information is obtained from the annual national SEN2 data collection. This collection takes place in January and reflects the caseloads for the previous year.



\*NB January 2024 SEN2 is due for submission by 14 March 2024

Source: <https://explore-education-statistics.service.gov.uk/find-statistics/education-health-and-care-plans>



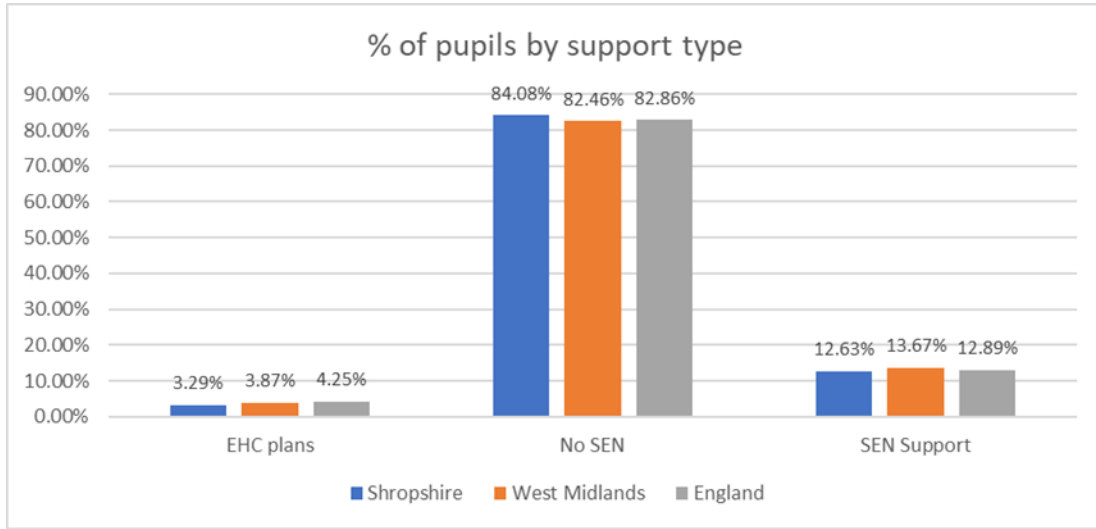
\*NB National comparison not available until July 2024

7.89 As work continues to support the effective identification and ability to meet the SEND needs of children and young people, Shropshire has seen a significant increase in the

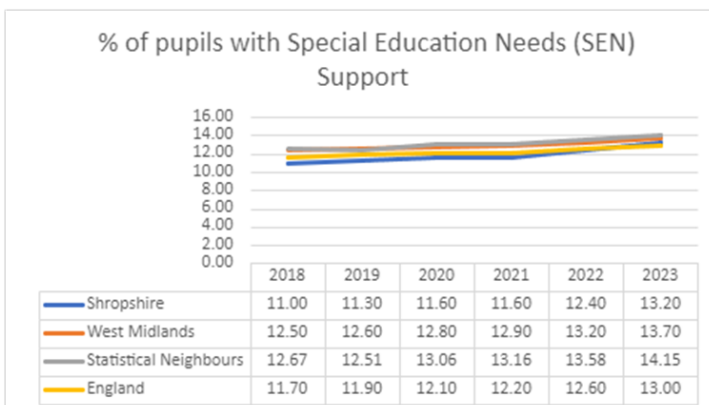
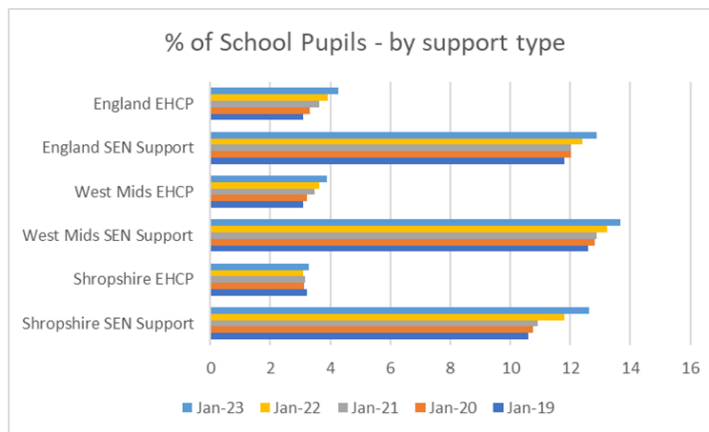
number of EHCP's. Between Jan 23 and Jan 24, the number of EHCPs increased by 26.9% from 1946 to 2469.

**Schools Census and Comparison with Statistical Neighbours**

7.90 The following information is derived from the school census. It does not include children in early years, young people in further education or those who are electively home educated not in education, employment, or training.

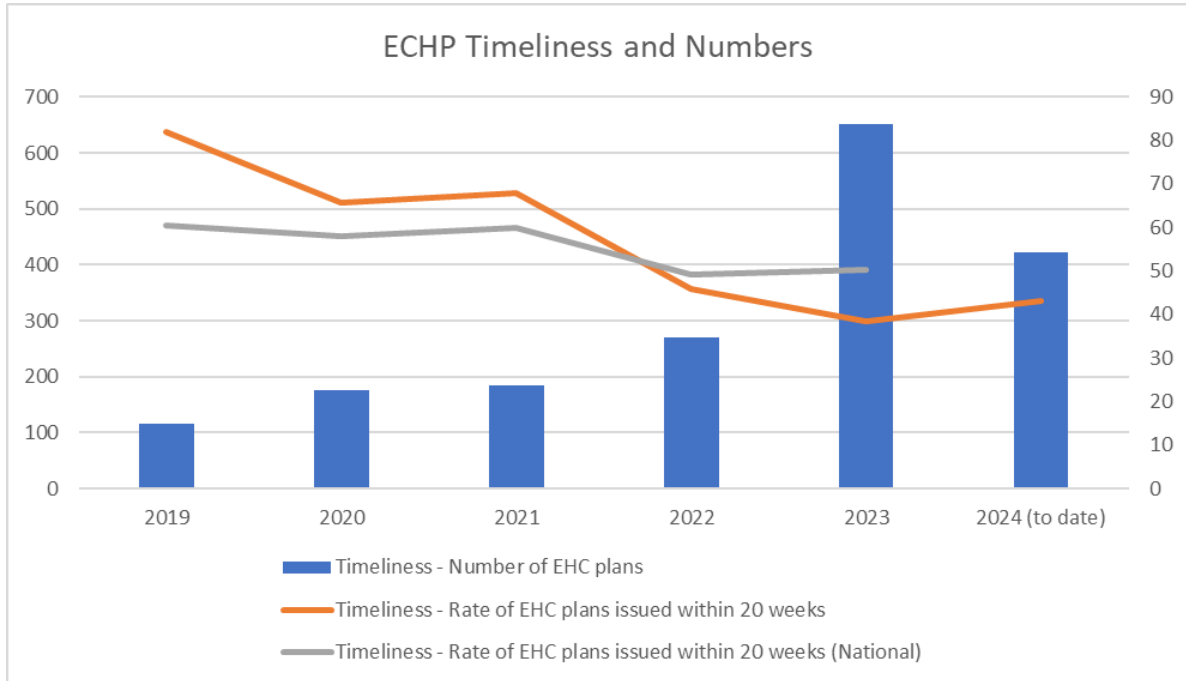


Source: <https://explore-education-statistics.service.gov.uk/find-statistics/special-educational-needs-in-england>



7.91 Whilst Shropshire continues to see an increase in SEND support provision that is slightly lower than our statistical neighbours, it shows a steady increase from 2018 of 2%, that has continued to show increase against West Midlands and England national averages. We are still in the processing window for Spring 2024 School Census collection, with DfE shutdown deadline 13 March 2024 to enable published updates expected in Summer Term.

7.92 In 2022 new requests increased by 46% (double the national rate), whilst 2023 increase in number of plans we maintain from 1946 to 2469 – 26.9% from Jan 23 to Jan 24.



7.93 The percentage of new plans issued within 20 weeks in Shropshire has declined since 2021 but was stabilised during 2022 to around the national average. However, following significant increases in the number of requests for EHC needs assessment as outlined in the graph above, timeliness has fallen during 2023 to a level considerably below the national average. The table below outlines the cumulative timeliness indicator covering the calendar year. The 2024 figure covers the period from the 1st of January 2024 up to the 30<sup>th</sup> June 2024.

	Shropshire	National
2021	66.0%	59.9%
2022	45.9%	49.2%
2023	33.74%	50.3%
2024 (to 30 <sup>th</sup> June)	36.0%	N/A

7.94 Ensuring a significant improvement has been identified as a key priority by the service and the SEND and AP Partnership Board. The Service Manager for SEND and Inclusion presented a paper in May 2024 outlining a suggested recovery plan and this was approved by the Partnership Board. The paper is included as appendix 1.

7.95 Since the implementation of the recovery plan in May 2024 the timeliness for issuing new EHC plans has already begun to improve and continues to be monitored weekly.

Month	% EHCPs issued within 20 weeks
Jan 24	7.94%
Feb 24	19.18%
March 24	15.94%
April 24	13.73%
May 24	18.42%
June 24	43%

7.96 Work is underway to manage these challenges and return timeliness for issuing new EHC plans to above the national level by 31 December 2024 through the recovery plan. This information has been included in the Accelerated Progress Plan (APP) monitored by the DfE and NHSE.

### [Annual Review](#)

7.97 To accompany the work to improve EHCP timeliness, following the significant increase in EHC plans maintained by Shropshire Council during 2023 and into 2024, Annual Reviews are also being reviewed to ensure a clear and consistent review process is implemented.

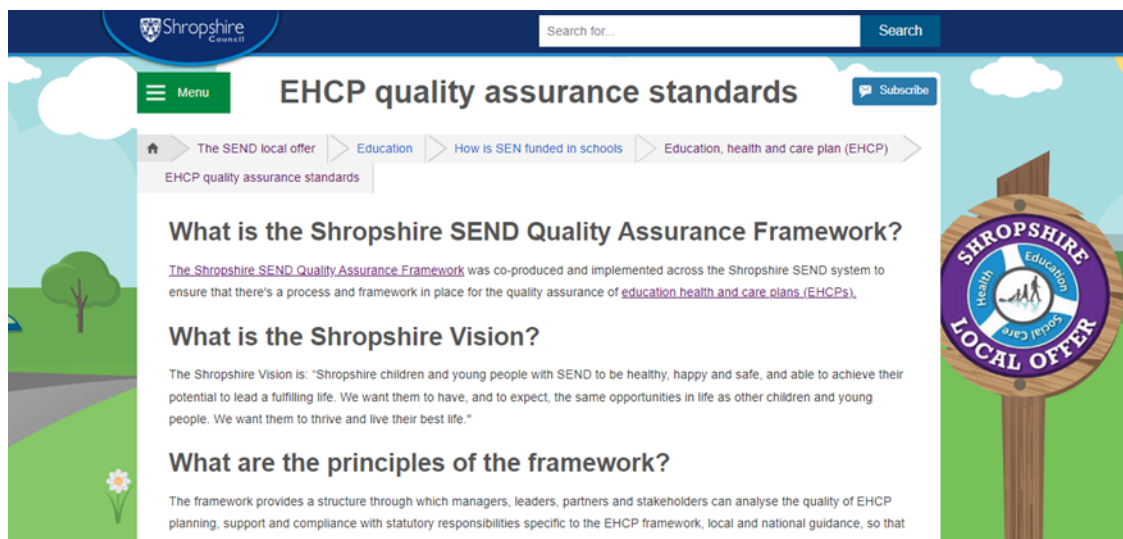
7.98 A report on the Annual Review recovery plan, including the anticipated timeline to ensure all EHC plans are reviewed annually and amended where necessary within the statutory timescales, will be presented to the SEND and AP Partnership Board in July 2024. This will set out the programme of work, prioritisation and additional resources required to implement the programme. Work completed to date has indicated that the recovery programme is anticipated to take around 18 months to complete. This aspect has also been included in the Accelerated Progress Plan (APP) monitored by the DfE and NHSE.

### [Quality of EHC plans](#)

7.99 Despite the challenges around the significant increase in EHC plans maintained by Shropshire Council, positive work has taken place as a partnership to improve the quality of advice and the overall quality of EHC plans.

7.100 The partnership developed and implemented a consistent EHCP Quality Assurance Framework in October 2023 for all new EHC plans and those amended through the Annual Review process. The framework is based on regional and national good practice, including peer review with a local authority consistently identified as delivering high quality EHC plans.

7.101 The framework is available on the public Local Offer site through the link [EHCP quality assurance standards | Shropshire Council](#)



7.102 The table below outlines the improvements and percentage of EHC plans rated good or better during the last four months.

EHCPs rated good or better	Feb-24	Mar-24	Apr-24	May-24
% Draft EHCPs	59%	92%	90%	86%
% Amended EHCPs	77%	95%	92%	98%

7.103 This improvement continues to be monitored and evaluated through the multi-agency panel and strategic quality assurance processes.

7.104 Whilst we recognise that the experience for children, young people and families is not yet consistently positive based on the feedback received from the APP survey and PACC (Parent Carer Council), we can see that the improvements are starting to be recognised in the direct feedback collected by the services. We remain committed to securing consistently positive experiences for children, young people, and families.

7.105 Some examples from parents and education settings are included below.

"I did not think that the process would be as easy as it was. All the people in the early years team were great" [Parent feedback Feb 2024](#)

"I was pleased that I was able to meet and ask questions. I felt listened to on C's behalf ." [Parent feedback Mar 2024](#)

"This was a completely new process for me.... Throughout the process the one constant and reassuring aspect was my case worker... (who) ALWAYS went above and beyond to keep me updated and informed.". [Parent feedback Feb 2024](#)

"I just wanted to send an email to say thank you for allowing me to sit on panel today. I found the whole experience extremely interesting and very useful for my own practice. The discussions held were all meaningful and showed the level of information needed to support panel in making the very difficult decisions. I will be sharing with other SENCOs how valuable it was and will recommend they contact you to book to attend." [Quote from SENCO](#)

"It was incredibly enlightening for me, especially seeing the quality of the submissions. It is reassuring to know also that things seem to have changed in recent times from what they were" [Feedback from SENCO attending Panel](#)

### **Demand in Children Social Care**

- 7.106 Appendix 3 attached to this report is the ChAT tool Performance Data set that is produced for Children's Social Care, Safeguarding & Early Help. The report demonstrates the trend data for each stage of the statutory process for children coming to the attention of Children's Social Care, Safeguarding and Early Help. It includes annualized comparator data for our Statistical Neighbours and England Averages.
- 7.107 The contents page of Appendix 1 sets out a summary of the data and where it is in range or not / above or below with Statistical Neighbours (SN).
- 7.108 The following commentary is by exception, where there is a point of note.
- 7.109 People Overview Committee is aware that in the last 12 months there has been a focus on Early Help, transforming the service to increase the numbers of families receive family help and support, as ensuring that the intervention / support is effective to reduce escalating needs.

- 7.110 This is not only in line with statutory guidance “Stable Homes Built on Love” [Independent review of children's social care: final report - GOV.UK \(www.gov.uk\)](#) but also aligns with the Shropshire Plan vision to deliver a healthy future for the people of Shropshire. We recognise that early intervention and support / family help is critical to reducing demand into Children’s Social Care and over time should reduce our children looked after population.
- 7.111 The transformation programme including a restructure concluded in May 2024 with the new Early Help Service launching on 1<sup>st</sup> June. Although the new structure is in its infancy we implemented the new single front door for Children’s Social Care and Early Help including the Early Help and Support Team (EHAST) on 6<sup>th</sup> September 2023.
- 7.112 The Council’s investment to £3.3 million in Early Help whilst it is very early days is evidencing a positive impact on demand into Children Services. We have seen in 2023 / 2024: -
- A 297% increase in contacts identified as Early Help.
  - Allocations increased by 83% in the same period.
  - A reduction in demand into Children’s Social Care with escalations dropping from 11% to 1%.
- 7.113 This means we are supporting more children and families within Early Help and the reduction in escalations into Children’s Social Care indicates that those interventions and support to families are effective in stopping the escalation of need and over time we can expect this to have an impact on Looked After numbers.
- 7.114 The above is also confirmed on page 3 of the report, Early Help Assessments started and completed, which demonstrates considerable progress in this area. The Early Help teams are progressing assessments and interventions and are completing more than is being opened to Children Social Care. We are now seeing more Early Help assessments opened and completed.
- 7.115 In relation to those children where there is an escalation in need to requiring a social work intervention: -
- 7.116 Page 5 of the report shows that our referral rates continue to remain lower than our Statistical Neighbours and the England average, a consistent trend. Our referrals leading to no further action and low re-referral rates both remain below our SN and England average, which suggests that our response to issues raised by referrers and our interventions are mostly effective.
- 7.117 Page 6 of the report relates to assessments completed within the statutory timescale of 45 days. Completion of assessments relates to all children open to Children Services and our performance is on par with SN’s and England average. Assessments completed within the Assessment Teams in relation to new referrals continue to be tracked weekly and performance remains at 90+% within timescale. For children subject to Child



Protection and Looked After Plans, assessments are updated prior to review meetings and the assessments out of timescales mainly relate to when the assessment was opened for a review which has or is waiting to take place.

7.118 Page 7 of the report demonstrates that the rate of S47 enquiries tracks on par with SN and England Averages. The data evidences a year-on-year decline in the number of referrals leading to S47 enquiries.

7.119 Page 8 looks at the number of children in need open to the Service, the two graphs on the right-hand side evidences that our children in need rates starting and ceasing are below our SN's and England Average per 10000 children that are open under Section 17 Children Act 1989, this is when there is a need for support identified and parents work with a plan to support them.

7.120 Page 9 the rate of all children open for any level of need shows that our "all children open" rate continues to track in line with SN's and the England average

### Children Looked After

7.121 Slide 12 looks at our Children Looked After starting and ceasing numbers. While children starting has remained higher than both our SN and England average. Our numbers ceasing has been increasing and is now above our SN's and is now in line with the England average.

7.122 The Stepping Stones project has two clear remits: -

- To provide intensive wrap around support to children on the edge of care to enable them to remain with their families and avoid becoming looked after when it is safe to do so.
- Intensive support to children in residential homes to enable them to step down into a family setting, either within their birth families, with connected carers or a foster home.

7.123 In 2022 the Council agreed to further invest by tripling the size of the project, the impact of that investment has resulted in: -

- Stabilizing the Children Looked After number (excluded UASC), numbers would be significantly higher than they currently are.
- £2.7 million saved in placement avoidance costs through: - 75 children remaining at home with their birth families or with connected carers; - they did not and have not become looked after.
- £1.555 million actual savings through: - 17 children stepped down from a residential children's home to their birth family, connected carer or foster home and 22 children have been reunified with their birth families from foster homes.
- Total savings and avoidance achieved in year of £4.321 million.

7.124 Stepping Stones is also now aligned to two of our Children's Homes to work intensively with children to step them back out of care within 4 – 6 months or move them into a foster home instead of a residential children's home.

7.125 One example of the impact of Stepping Stones: -  
PJ (not his real initials)

10-year-old PJ experienced parental alienation and severe neglect in the care of his mother. Stepping Stones became involved in trying to rebuild the relationship between PJ and his mother but unfortunately, she had clearly rejected him, he became looked after to safeguard his welfare. PJ was placed in a residential home because of negative things his mother had said about his behavior which resulted in no foster homes coming forward to care for him. Once looked after none of the behaviors expressed by his mother were displayed. When care proceedings were initiated, the local authority could contact his dad, but due to years of parental alienation, PJ wanted nothing to do with him. However, his dad wanted to build a relationship with PJ and wanted him to live with him and his family. Stepping Stones worked intensively with PJ at his pace and eventually the relationship began to grow. It has taken approximately 18 months and in early June 2024, PJ moved out of his residential children's home to live with his dad and his family. He is reported to be extremely happy and settled. Stepping Stones continue to be involved and will remain involved for as long as is appropriate for the family.

7.126 In summary, the performance reporting indicates that whilst it in its infancy the Councils investment to strengthen the Early Help offer to families is beginning to yield results with more children receiving family help than ever before and we are starting to see a reduction in the number of children with an escalation of need requiring intervention from Children Social Care and Safeguarding.

7.127 Also, the impact of the intensive wrap around support and direct work with children in residential children's homes provided through the Stepping Stones project has ensured that: -

1. We have not seen the potential significant increase in our looked after children's numbers that we would have seen if the project was not in place and working effectively.
2. More children would be placed in residential children's homes without support to the Social Work teams to enable a timely and robustly monitored step-down plan to be actioned.

## 8 Conclusions

- 8.1 Performance across the directorate is continually improving and action plans are in place where performance is challenging.
- 8.2 Capacity is widely available in the market supporting swift throughput supporting performance
- 8.3 Take up of Early Years entitlements for eligible 2-year-olds and 3- or 4-year-olds remains strong.

- 8.4 Positive indicators are evident for the percentages of families securing a preferred primary and secondary school, including those securing their first preference. All of these indicators place the performance of Shropshire above the national averages.
- 8.5 Positive improvements can be noted in attendance for all children and young people in Shropshire during the 2022/23 academic year.
- 8.6 Positive improvements in service delivery have resulted in a reduction of 16 – 17-year-old young people (Year 12 or 13) who are NEET or ‘not known’ to levels better than national and statistical neighbours.
- 8.7 Governance arrangements through the SEND and AP Partnership Board are leading to improvements in the quality of EHC plans and challenging delays in the EHCP assessment and review process. This work is also being monitored by the DfE and NHSE England through the Accelerated Progress Plan (APP).
- 8.8 Increased demand for EHC plans has increased pressure on services and education providers across Shropshire, however we should also see a corresponding increase in children and young people having their needs met and achieving positive outcomes.
- 8.9 Adult Social Care has been able to demonstrate improved performance in the CQC inspection, in particular actions plans targeting waiting lists.
- 8.10 Children Social Care has seen a positive trajectory of children exiting care.
- 8.11 Early Help has seen an increase in referrals of 297%.
- 8.12 Stepping Stones have achieved savings through avoiding children becoming after and stepping children down from residential into a family setting of £4.321 million.

**List of Background Papers (This MUST be completed for all reports, but does not include items containing exempt or confidential information)**

**Local Member:**

**Appendices**

Appendix 1 – EHCP Timeliness Report May 2024

Appendix 2 – Education Dashboard June 2024

Appendix 3 – ChAT report 17 June 2024



## Timeliness of Education, Health and Care Plans Report to the SEND & AP Partnership Board May 2024

### Introduction

There is a statutory requirement to complete Education, Health and Care needs assessments (EHCNAs) and to issue a plan where the need assessment indicates one is required, within 20 weeks from the request for an assessment, and this is referred to as timeliness. Current performance against this measure is low for several reasons and mirrors a trend in a significant number of other local authorities. However, timeliness in Shropshire has been declining and is now considerably lower than the national average (49.2%)

Data is collected by the Department for education (Dfe) each calendar year (SEN2 return). National data is published in the summer for the previous calendar year. Shropshire's timeliness for the previous 3 calendar years compared to national data is as follows

	Shropshire	National
2021	66.	59.9%
2022	45.9%	49.2%
2023	33.74%	N/A
2024 (to April)	14.45%	N/A

### Context / Demand

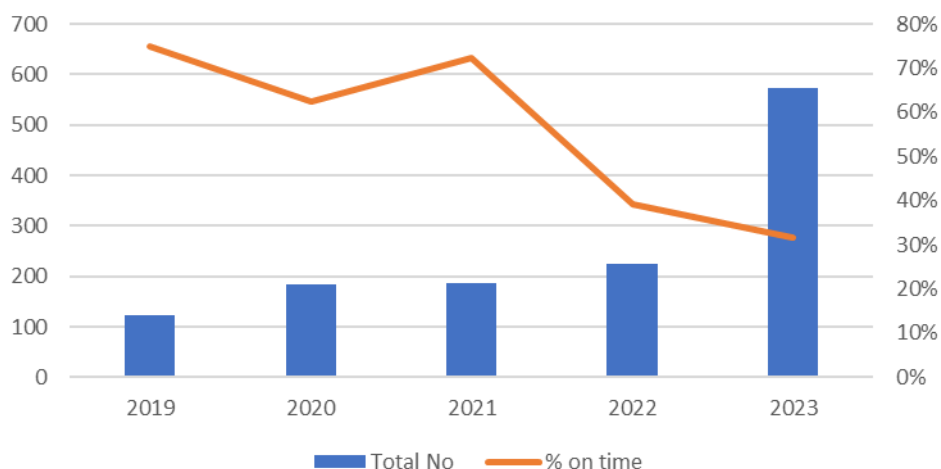
There is an increasing trend in the number of EHC Plans maintained for children and young people living in Shropshire which has now exceeded 2,500. The number of new EHCPs issued each year has shown a significant increase

2021	187
2022	225
2023	572

This represents a 154% increase in new EHCPs issued between 2022 and 2023.

The substantial increase in demand has placed extreme pressure on service resources and has resulted in delays in timeliness.

### EHCP Timeliness and Numbers



The number of requests for EHC Needs Assessments continue to increase with a total number received of 902 during the 2023 calendar year, compared with 513 in 2022 and 271 in 2021.

This represents a 76% increase in assessment requests between 2022 and 2023.

Although the number of EHC Needs Assessment Requests received in the first quarter of 2024 indicates that this trend may level off or decrease slightly and despite the launch of Shropshire’s Ordinarily Available Provision (SOAP), the overall predictions suggest that EHCNA requests in 2024 is likely to remain in excess of 900 overall.

Request for Assessment (From Case Monitoring Sheet)												
Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	2021 Total
20	22	28	16	33	29	21	6	25	22	26	23	271
Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	2022 Total
35	41	50	35	53	31	49	13	31	35	77	63	513
Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	2023 Total
93	88	118	49	105	80	98	19	45	71	70	66	902
Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	2024 To Date
74	60	32	39									205

The increased volume of EHCNA assessments received puts pressure on the SEND Team as well as the advice writing services who contribute to the assessment particularly the Educational Psychology service. Reliance on EP locums and associates for statutory work places considerable strain on the EPS budget. The increased EHCPs result in additional casework, mediations and tribunals which impacts on SEN case officers’ time and availability to complete the statutory process within the prescribed timescales. There has been a 75% increase in complaints this year compared to last year and MP enquires have risen by 170% during the same period.

Although the quality of Education Health and Care Plans has improved, the additionally of undertaking the quality assurance process has also resulted in an increase to case officers workload.

### Quality Assurance

#### Autumn Term 2024

59.2% of Draft EHC Plans were rated as Good.

76.7% of proposed Amended EHC Plans were rated as Good

#### Spring Term 2024

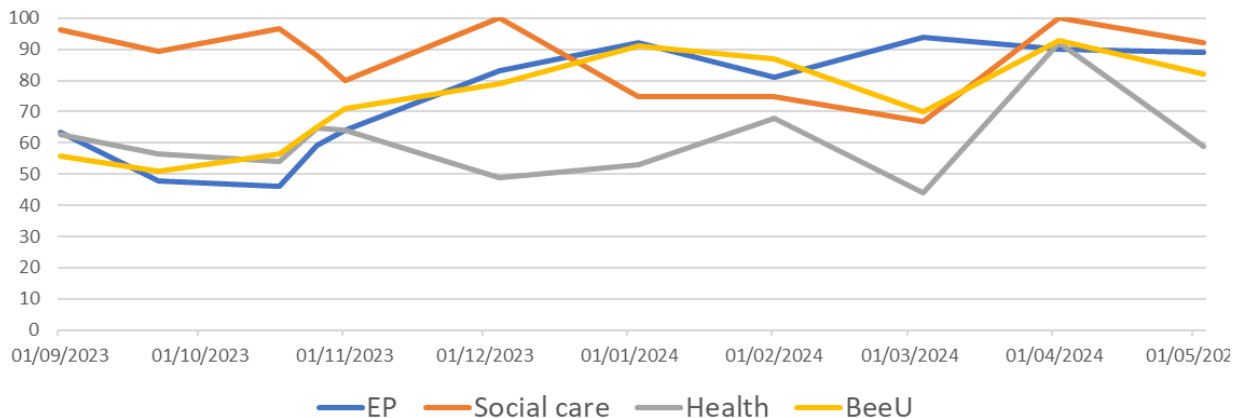
90% of Draft EHC Plans were rated as Good

92% of Proposed Amended EHC Plans were rated as Good

### Performance

#### EHCNA Advice (6 weeks)

Within the EHCNA process, there is a requirement for all agencies to produce advice reports within 6 weeks. As the graph shows, the majority of advice reports are received in a timely manner.



### Appendix C Child Health Advice

Whilst Child Health Advice received within 6 weeks has recently declined, we ensure that late Child Health advice does not significantly impact on either the decision to issue a Draft EHC Plan or writing the Draft Plan. In the majority of cases, where Child Health advice has not been received in 6 weeks, this has not impacted on the overall timeliness of the Final EHCP.

## Appendix B Education Advice.

This advice is not always completed by education settings and a proportion received is not of good enough quality to inform a good quality EHC Plan which then requires follow up. However, the revised Appendix B template which has been coproduced with SENCOs is now “live” and we are seeing the impact on the quantity and quality of advice received. In addition, “Guidance for writing good quality education advice” is now available to education settings via the Local Offer with a training/support session offer from the SEN Team also available. The quality of EHCNA requests and Appendix B Education Advice is now RAG rated at Statutory Assessment Panel to illustrate any improvements and to identify any education settings that could be offered a training/support session.

### Final EHCP performance (20 weeks) Current Academic Year

Number of EHCPs issued	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24
Late EHCPs issued	66	32	53	39	58	59	59	44
20 week EHCPs issued	7	4	7	4	5	14	10	7
Total issued	73	36	60	43	63	73	69	51
EHCP timeliness	9.59%	11.11%	11.67%	9.30%	7.94%	19.18%	14.49%	13.73%

An analysis of the reasons for late plans was undertaken to provide a snap shot of the start middle and end month within the current academic year as highlighted above.

In almost 50% of cases, the main reason for the delay was due to plan writer/ case officer capacity. Other reasons include late advice (37%) and placement delays (7%). The remaining 7% were due to a variety of other reasons.

### Current EHCNAs within the system

There are currently 278 EHCNAs in process where EHC Plans have not yet been issued. These are broken down as follows

Awaiting advice	98
Awaiting Decision to issue an EHCP	9
Awaiting Draft EHCP	80 ( 64 have exceed 20 weeks)
Draft EHCP issued	91

During April, there were 97 draft EHCPs issued, 69 of these have been waiting more than 15 days allowed for the consultation period

There are 64 Draft EHC Plans that are yet to be written where the 20-week deadline has passed. This will impact further on the 20-week performance in the second and third quarters of 2024.

Monthly monitoring reports show that there are a number of EHCPs that have been waiting over 30 weeks and 52 weeks to be finalised. Analysis of the reasons for the delay in finalising these plans shows that in all cases there has been difficulty in sourcing an appropriate placement. In many cases the SEN team are issuing a high number of



consultations which do not result in a placement. This adds to the delays within the statutory system.

	Jan 24	Feb 24	March 24	April 24
New requests received	74	63	80	94
Number of EHCPs issued (excluding exceptions)	5	14	10	7
Percentage of EHCPs issued within 20 weeks (excluding exceptions)	7.94	19.18	14.49	13.73
20-week EHC Needs Assessment completion rate cumulative for the year 2024	7.94	13.97	14.15	14.45
20-week EHC Needs Assessments overdue by 30 weeks	92	87	60	62
20-week needs assessments overdue by 52+ weeks	7	11	10	10

Although since 1st September 2023, staffing capacity was increased and caseloads were reduced to an average of 267 from well over 300, there have been a number of staffing challenges with 4 full time SEN Case Officers on long term sickness absence or phase return following sickness leave. Whilst temporary cover for these posts has been secured, induction and training takes on average 4 weeks which contributes to drift and delay with the EHCNA process and attendant casework.

There are 13.6 fte staff within the SEN Team that are directly responsible for the statutory SEN Processes, including EHCNA assessments, issuing and finalising EHCPs and completing annual reviews . The majority (70%) are employed via temporary agency contracts employed through agency contracts.

## **EHCP Recovery Plan**

Work is underway to manage the identified challenges with the intention to return timeliness for issuing new EHC plans to above the national level. This information is being included in the Accelerated Progress Plan (APP) monitored by the DfE and NHSE and will become a key focus of the EHC work stream.

In order to complete all outstanding EHCPs (backlog) and increase timeliness to be at least in line with national performance, the following recommendations are made

- Develop a recovery plan, identify actions and monitor progress and impact through the multi-agency EHC workstream. These actions will need to be fully aligned with the APP
- Improve data recording and reporting structure to ensure consistency and accuracy of information reported
- Weekly oversight from the Service Manager – SEND & Inclusion to address issues and cases causing concern and also support timely decision making
- Review the SEN team structure to become task orientated to support 20 week timeliness and delivery
- Identify a dedicated EHCP backlog team within the SEN Team and increase percentage of SEN team staff on permanent contracts to reduce staff turnover and bring stability to the SEN team
- Clear the backlog of late plans – particularly those waiting over 30 weeks and 52 weeks – this will likely result in a dip in 20 week performance initially due to issuing a high proportion of late plans.
- Further improve timeliness of 6 week advice and improve quality of Education Advice (Appendix B) through workforce training and SENCo networks
- Identify EHCPs that can be finalised within the prescribed 20 weeks by naming a type of provision rather than a specific placement
- Review the business processes to strengthen the decision – making pathways to ensure that placement decisions are made immediately following the 15 day consultation period.
- Review SEN Team capacity so that more EHCPs can be completed on time. This will counter the effects of issuing a large number of late plans each month.
- Improve communications with families and introduce a proactive communications protocol. Establish an SEN contact team which will fully adhere to the communications protocol and ensure that regular communications are consistently provided in a timely and helpful manner. Publish information regarding the recovery plan and progress on the Local Offer
- Progress to be monitored monthly by Quality Assurance Group with further updates to be provided to the SEND & AP Partnership Board



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# Education Dashboard 2023

## Outcomes

EYFSP - % achieving GLD	2018	2019	2022*	2023	Trend (2022-2023)
All Pupils	69.9	72.6	64.3	67.2	↗
National	71.5	71.8	63.4	65.6	↗
Free School Meals (FSM)	48.0	54.0	46.0	46.1	↗
Non Free School Meals (Non FSM)	72.0	75.0	67.0	71.1	↗
SEND (SEN Support & EHCP)	24.0	27.0	18.5	21.1	↗
EHCP	5.0	7.0	5.0	5.6	↗
SEN Support	33.0	31.0	22.8	26.3	↗
Non SEND	74.0	77.0	68.6	72.6	↗
CLA (Nexus 903 Data - no SFR published)	50.0	40.0	41.7	40.7	↘
CLA (all children)					

\* 2022 and 2023 data is non comparative to earlier years due to EYFS reforms introduced in Sept 21

EYFSP - % Com, Lang & Lit (new indicator)	2018	2019	2022*	2023*	Trend (2022-2023)
All Pupils			67.4	69.6	↗
National			67.1	68.8	↗
Free School Meals (FSM)			48.6	49.1	↗
Non Free School Meals (Non FSM)			70.1	73.3	↗
SEND (SEN Support & EHCP)			22.5	24.6	↗
EHCP			6.7	8.5	↗
SEN Support			27.5	30.0	↗
Non SEND			71.6	74.9	↗
CLA (Nexus 903 Data - not published)			not in nexus but coming soon		•
CLA (all children)					

\* 2022 and 2023 data is non comparative to earlier years due to EYFS reforms introduced in Sept 21

## Latest Benchmark 2023

Shropshire	National	Statistical Neighbour	West Midlands
67.2	65.6	66.9	64.4
46.1	49.7	47.1	51.7
71.1	69.9	70.6	68.9
21.1	18.7	22.2	19.1
5.6	3.5	3.3	1.7
26.3	23.0	26.9	23.3
72.6	72.4	73.2	71.8
40.7	41.0	not available	39.0
No published comparators			

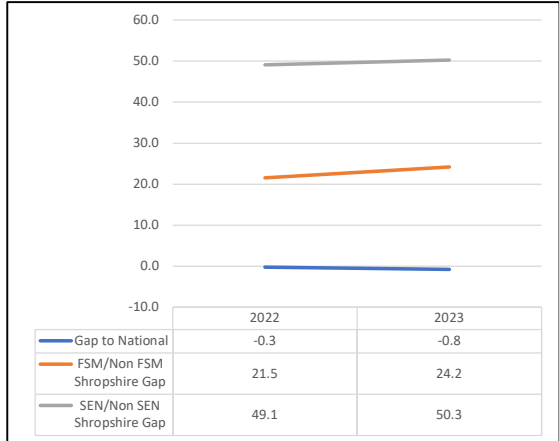
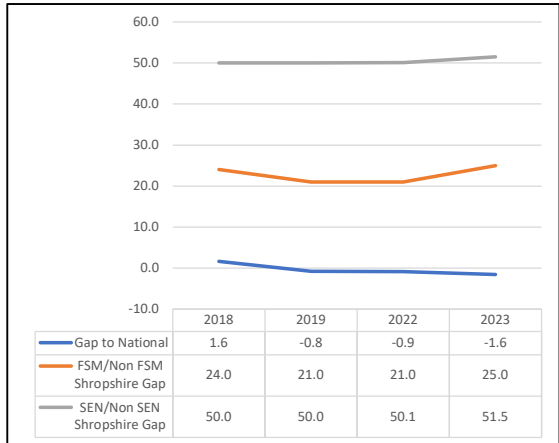
Shropshire	National	Statistical Neighbour	West Midlands
69.6	68.8	70.2	67.4
49.1	53.1	50.7	54.8
73.3	71.4	73.7	71.8
24.6	22.2	25.7	22.1
8.5	4.9	5.0	2.5
30.0	27.1	30.7	26.8
74.9	75.5	76.4	74.7
No published comparators			
No published comparators			

## National Ranking (1 being highest, 152 lowest)

2019	2022	2023
59	62	54
92	91	119
52	88	56
48	60	34
34	29	28
53	68	42
77	90	71
No published comparators		
No published comparators		

2019	2022	2023
No published comparators	69	61
	111	121
	101	77
	58	42
	32	18
	57	49
104	90	
No published comparators		
No published comparators		

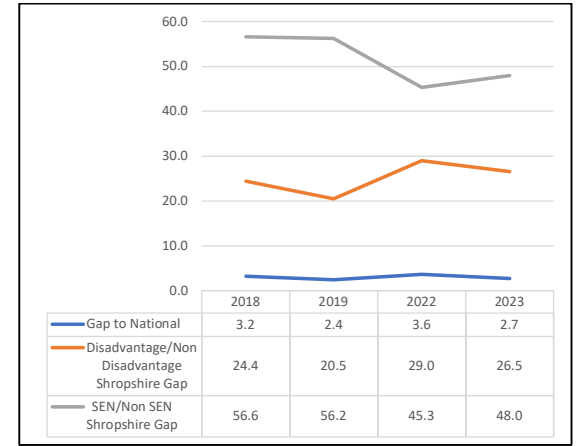
## Gaps



<b>KS1 Reading, Writing and Maths EXS+</b>	2018	2019	2022	2023	Trend
All Pupils	62.1	62.5	49.8	53.3	
National (Nexus)	65.3	64.9	53.4	56.0	
Disadvantage	41.5	45.2	25.9	31.8	
Non Disadvantage	65.9	65.7	54.9	58.3	
SEND (SEN Support & EHCP)	12.7	14.6	11.1	12.5	
EHCP	4.2	1.3	5.4	5.3	
SEN Support	14.9	17.5	12.6	13.9	
Non SEND	69.3	70.8	56.4	60.5	
CLA ( <i>Nexus 903 Data - not published</i> )	45.5	0.0	26.7	37.0	
CLA (all children)					

Shropshire	National (Nexus)	Statistical Neighbour	West Midlands
53.3	56.0	N/A	55.9
31.8	Not available		
58.3			
12.5			
5.3			
13.9			
60.5	No published comparators		
37.0	32.0	not available	37.0

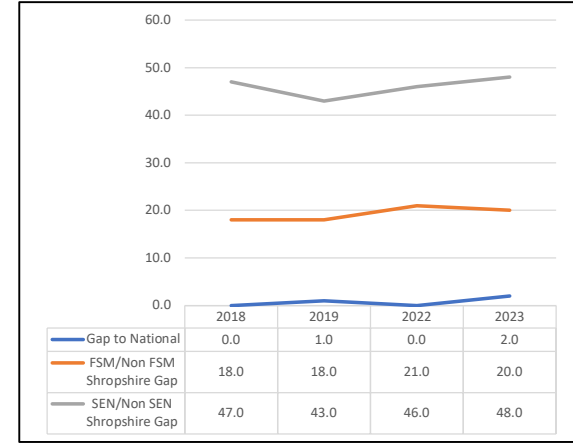
2019	2022	2023
RWM EXS+ not published by DfE, so data from other authorities is not available for comparison		



<b>KS1 - Year 1 Phonics</b>	2018	2019	2022	2023	Trend
All Pupils	82.0	81.0	75.0	77.0	
National	82.0	82.0	75.0	79.0	
Free School Meals (FSM)	65.0	65.0	58.0	60.0	
Non Free School Meals (Non FSM)	83.0	83.0	79.0	80.0	
SEND (SEN Support & EHCP)	40.0	43.0	35.0	36.0	
EHCP	10.0	22.0	15.0	14.0	
SEN Support	49.0	49.0	39.0	41.0	
Non SEND	87.0	86.0	81.0	84.0	
CLA ( <i>Nexus 903 Data - not published</i> )	66.7	87.5	58.8	50.0	
CLA (all children)					

Shropshire	National	Statistical Neighbour	West Midlands
77.0	79.0	79.0	78.0
60.0	66.0	63.0	69.0
80.0	82.0	82.0	82.0
36.0	42.0	42.0	41.0
14.0	20.0	20.0	14.0
41.0	48.0	47.0	47.0
84.0	86.0	86.0	86.0
50.0	61.0	not available	65.0
No published comparators			

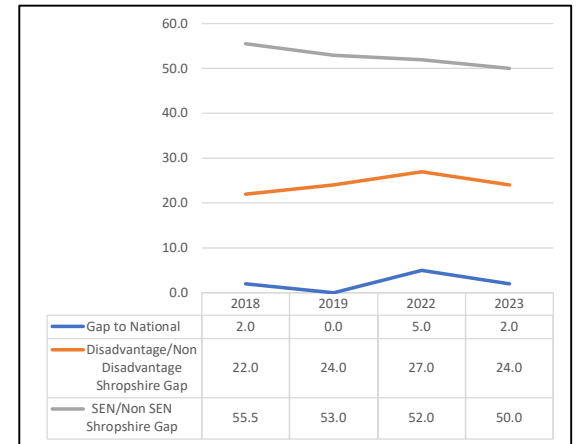
2019	2022	2023
91	78	108
123	110	137
98	78	119
73	106	137
52	99	114
59	115	143
124	92	112
No published comparators		
No published comparators		



<b>KS2 - RWM EXS+</b>	2018	2019	2022	2023	Trend
All Pupils	63.0	65.0	54.0	58.0	
National	65.0	65.0	59.0	60.0	
Disadvantage	46.0	47.0	34.0	39.0	
Non Disadvantage	68.0	71.0	61.0	63.0	
SEND (SEN Support & EHCP)	17.5	22.0	13.0	18.0	
EHCP	9.7	14.0	7.0	8.0	
SEN Support	19.5	23.0	14.0	20.0	
Non SEND	73.0	75.0	65.0	68.0	
CLA ( <i>Nexus 903 Data - not published</i> )	40.0	25.0	42.0	39.1	
CLA (all children)					

Shropshire	National	Statistical Neighbour	West Midlands
58.0	60.0	57.0	59.0
39.0	44.0	38.0	46.0
63.0	67.0	63.0	66.0
18.0	20.0	17.0	18.0
8.0	8.0	7.0	5.0
20.0	24.0	20.0	21.0
68.0	70.0	69.0	68.0
39.1	36.0	tbc	35.0
No published comparators			

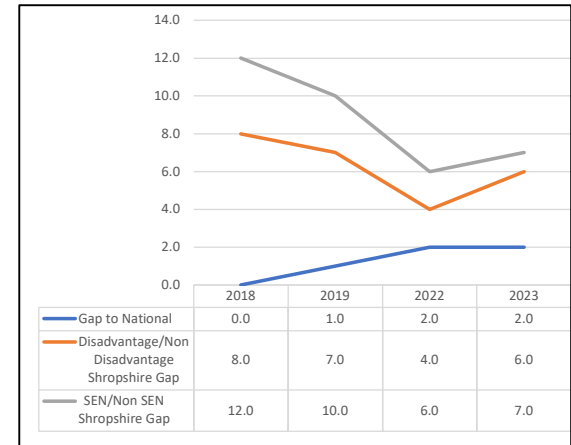
2019	2022	2023
78	134	95
106	141	113
79	135	120
73	138	102
18	62	64
91	144	111
72	129	104
-	9	tbc
No published comparators		



KS2 - RWM GDS+	2018	2019	2022	2023	Trend
All Pupils	10.0	10.0	5.0	6.0	
National	10.0	11.0	7.0	8.0	
Disadvantage	4.0	5.0	2.0	2.0	
Non Disadvantage	12.0	12.0	6.0	8.0	
SEND (SEN Support & EHCP)	0.0	2.0	0.0	1.0	
EHCP	0.0	3.0	0.0	0.0	
SEN Support	0.0	1.0	0.0	1.0	
Non SEND	12.0	12.0	6.0	8.0	
CLA (Nexus 903 Data - not published)	10.0	0.0	6.7	0.0	
CLA (all children)					

Shropshire	National	Statistical Neighbour	West Midlands
6.0	8.0	7.0	7.0
2.0	3.0	3.0	3.0
8.0	10.0	9.0	9.0
1.0	1.0	1.0	1.0
0.0	1.0	1.0	-
1.0	2.0	1.0	1.0
8.0	10.0	9.0	9.0
0.0	tbc	tbc	tbc
No published comparators			

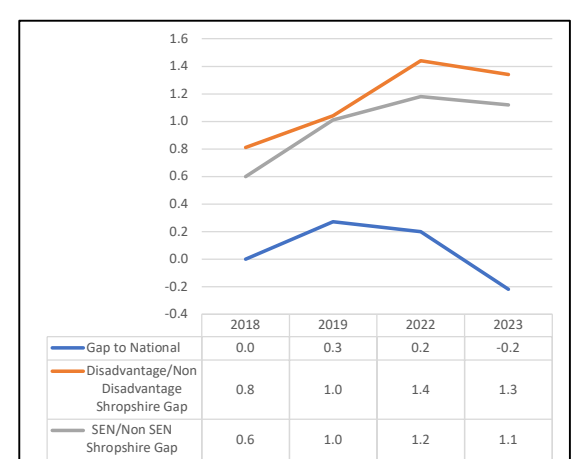
2019	2022	2023
72	111	104
42	70	95
87	125	102
127	-	55
2	-	-
81	-	72
73	114	94
-	-	-
No published comparators		



KS2 - Average Progress Reading	2018	2019	2022	2023	Trend
All Pupils	0.00	-0.24	-0.16	0.26	
National	0.00	0.03	0.04	0.04	
Disadvantage	-0.63	-1.03	-1.27	-0.77	
Non Disadvantage	0.18	0.01	0.17	0.57	
SEND (SEN Support & EHCP)	-0.50	-1.07	-1.11	-0.64	
EHCP	-0.88	-0.34	-4.81	-2.05	
SEN Support	-0.41	-1.22	-0.51	-0.49	
Non SEND	0.10	-0.06	0.07	0.48	
CLA (Nexus 903 Data - not published)	3.23	0.85	-2.30	0.04	
CLA (all children)					

Shropshire	National	Statistical Neighbour	West Midlands
0.26	0.04	-0.01	-0.10
-0.77	-0.85	-1.13	-0.71
0.57	0.43	0.35	0.23
-0.64	-1.42	-1.53	-1.35
-2.05	-4.36	-4.22	-4.45
-0.49	-0.58	-0.83	-0.58
0.48	0.42	0.40	0.22
0.04	tbc	tbc	-0.54
No published comparators			

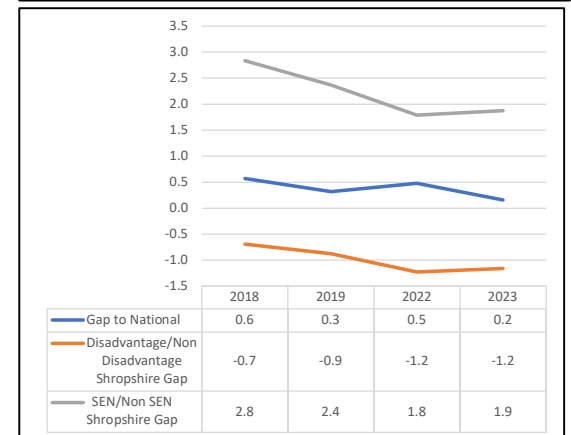
2019	2022	2023
111	104	59
105	102	75
113	107	67
57	42	36
8	95	8
95	55	80
120	120	73
tbc	tbc	tbc
No published comparators		



KS2 - Average Progress Writing	2018	2019	2022	2023	Trend
All Pupils	-0.57	-0.29	-0.43	-0.12	
National	0.00	0.03	0.05	0.04	
Disadvantage	-1.10	-0.96	-1.37	-1.02	
Non Disadvantage	-0.41	-0.08	-0.14	0.14	
SEND (SEN Support & EHCP)	-2.93	-2.24	-1.87	-1.63	
EHCP	-2.27	0.27	-3.95	-5.00	
SEN Support	-3.08	-2.77	-1.53	-1.25	
Non SEND	-0.09	0.13	-0.08	0.25	
CLA (Nexus 903 Data - not published)	0.80	0.72	-1.18	0.70	
CLA (all children)					

Shropshire	National	Statistical Neighbour	West Midlands
-0.12	0.04	-0.27	-0.01
-1.02	-0.69	-1.39	-0.56
0.14	0.36	0.09	0.29
-1.63	-2.18	-2.59	-2.05
-5.00	-4.41	-4.91	-4.46
-1.25	-1.53	-1.45	-2.00
0.25	0.62	0.36	0.52
0.70	tbc	tbc	-0.74
No published comparators			

2019	2022	2023
109	120	99
103	110	101
111	123	106
78	70	53
1	74	109
136	80	65
114	129	116
tbc	tbc	tbc
No published comparators		

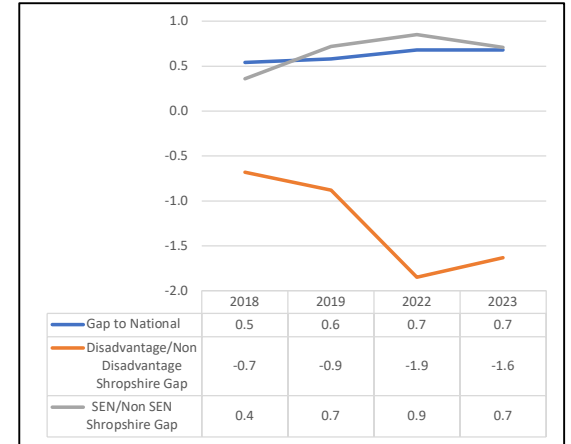


Data Source: published DfE statistics and NCER Nexus. N.B. There is no data for 2020 and 2021 due to the impact of Covid 19 and the cancellation of all end of year key stage assessments

KS2 - Average Progress Maths	2018	2019	2022	2023	Trend
All Pupils	-0.54	-0.55	-0.64	-0.64	
National	0.00	0.03	0.04	0.04	
Disadvantage	-1.07	-1.21	-2.06	-1.90	
Non Disadvantage	-0.39	-0.33	-0.21	-0.27	
SEND (SEN Support & EHCP)	-0.84	-1.13	-1.32	-1.21	
EHCP	-1.97	-0.73	-4.76	-4.00	
SEN Support	-0.59	-1.21	-0.76	-0.90	
Non SEND	-0.48	-0.41	-0.47	-0.50	
CLA (Nexus 903 Data - not published)	0.78	-2.66	-1.63	-1.73	
CLA (all children)					

Shropshire	National	Statistical Neighbour	West Midlands
-0.64	0.04	-0.72	-0.03
-1.90	-1.04	-2.01	-0.89
-0.27	0.51	-0.31	0.43
-1.21	-1.57	-2.06	-1.47
-4.00	-4.12	-4.55	-4.36
-0.90	-0.84	-0.75	-1.44
-0.50	0.45	-0.36	0.34
-1.73	tbc	tbc	-1.00
No published comparators			

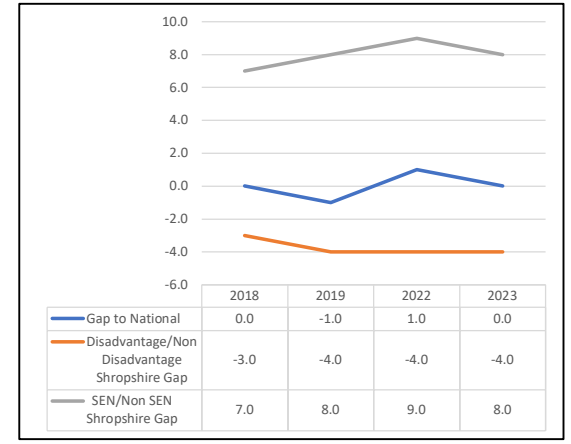
2019	2022	2023
123	127	129
99	124	126
128	129	132
60	74	65
6	115	82
94	71	90
132	136	138
tbc	tbc	tbc
No published comparators		



KS2 - Average Scaled Score in Reading	2018	2019	2022	2023	Trend
All Pupils	105	105	104	105	
National	105	104	105	105	
Disadvantage	103	102	101	102	
Non Disadvantage	106	106	105	106	
SEND (SEN Support & EHCP)	100	98	97	99	
EHCP	98	98	96	99	
SEN Support	99	98	97	99	
Non SEND	107	106	106	107	
CLA (Nexus 903 Data - not published)	104	99	101	99	
CLA (all children)					

Shropshire	National	Statistical Neighbour	West Midlands
105	105	105	105
102	102	102	103
106	106	106	106
99	99	99	98
99	98	98	97
99	99	99	99
107	106	107	106
99	tbc	tbc	102
No published comparators			

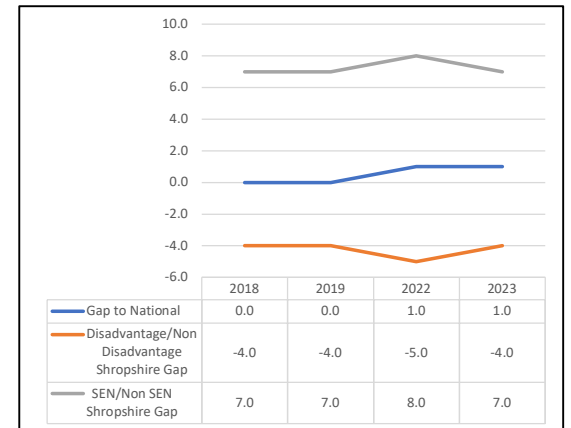
2019	2022	2023
28	99	52
45	113	70
22	105	56
37	105	68
17	49	16
46	114	75
35	58	22
tbc	tbc	tbc
No published comparators		



KS2 - Average Scaled Score in Maths	2018	2019	2022	2023	Trend
All Pupils	104	105	103	103	
National	104	105	104	104	
Disadvantage	101	102	99	100	
Non Disadvantage	105	106	104	104	
SEND (SEN Support & EHCP)	98	99	96	97	
EHCP	96	98	96	97	
SEN Support	98	99	96	97	
Non SEND	105	106	104	105	
CLA (Nexus 903 Data - not published)	97	97	101	97	
CLA (all children)					

Shropshire	National	Statistical Neighbour	West Midlands
103	104	103	104
100	101	100	102
104	105	104	105
97	98	97	97
97	96	95	95
97	98	98	97
105	106	105	105
97	tbc	tbc	100
No published comparators			

2019	2022	2023
47	94	118
74	138	108
56	111	131
31	119	90
24	43	31
41	128	101
67	118	78
tbc	tbc	tbc
No published comparators		

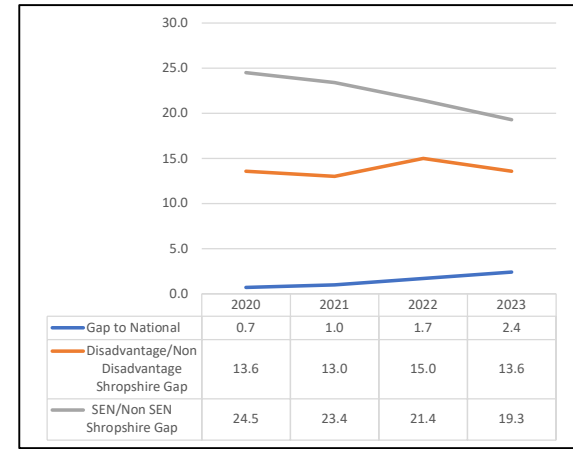




KS4 - Attainment 8	2020	2021	2022	2023	Trend
All Pupils	49.5	49.9	47.2	44.0	
National	50.2	50.9	48.9	46.4	
Disadvantage	38.5	39.6	35.1	33.0	
Non Disadvantage	52.1	52.6	50.1	46.6	
SEND (SEN Support & EHCP)	27.7	29.5	28.6	27.4	
EHCP	20.2	22.9	19.2	18.3	
SEN Support	33.1	33.4	32.6	30.6	
Non SEND	52.2	52.9	50.0	46.7	
CLA (based on published 903 - Nexus where published statistics are suppressed)	25.0	28.9	24.1	18.9	
CLA (all children)					

Shropshire	National	Statistical Neighbour	West Midlands
44.0	46.4	45.3	44.9
33.0	35.1	32.2	35.6
46.6	50.4	48.5	49.1
27.4	28.1	27.3	27.7
18.3	14.0	13.6	13.0
30.6	33.3	32.0	32.6
46.7	50.2	49.1	48.5
18.9	19.8	tbc	21.0
No published comparators			

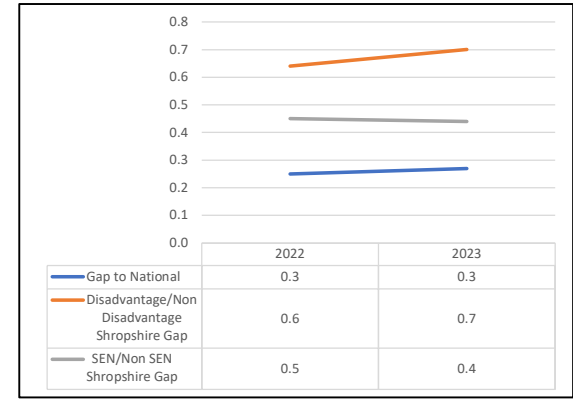
2021	2022	2023
89	97	114
63	108	97
115	116	138
99	85	80
6	17	18
123	107	114
102	115	128
17	28	tbc
No published comparators		



KS4 - Progress 8	2020*	2021*	2022	2023	Trend
All Pupils	No progress data available for 2020 and 2021		-0.28	-0.30	
National			-0.03	-0.03	
Disadvantage			-0.80	-0.87	
Non Disadvantage			-0.16	-0.17	
SEND (SEN Support & EHCP)			-0.67	-0.68	
EHCP			-1.04	-0.92	
SEN Support			-0.53	-0.61	
Non SEND			-0.22	-0.24	
CLA (based on published 903)			-1.09	-1.42	

Shropshire	National	Statistical Neighbour	West Midlands
-0.30	-0.03	-0.08	-0.09
-0.87	-0.57	-0.71	-0.52
-0.17	0.17	0.08	0.10
-0.68	-0.62	-0.63	-0.56
-0.92	-1.12	-1.16	-1.03
-0.61	-0.45	-0.47	-0.42
-0.24	0.10	0.04	0.01
-1.42	-1.24	tbc	-1.10

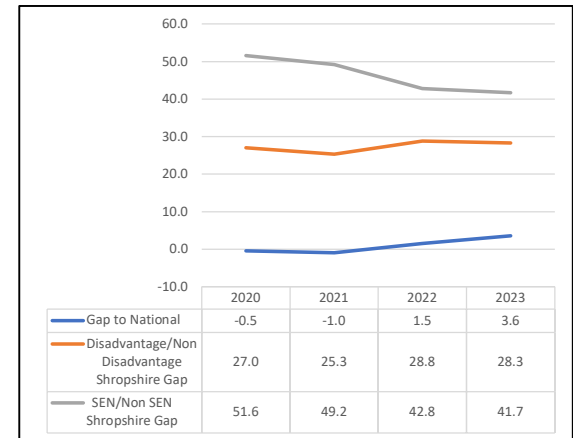
2021*	2022	2023
No progress data available	134	137
	126	128
	142	143
	72	92
	32	35
	82	114
	144	13
	41	tbc



KS4 (9 to 4) in English and Maths	2020	2021	2022	2023	Trend
All Pupils	71.7	73.2	67.5	61.8	
National	71.2	72.2	69.0	65.4	
Disadvantage	49.8	53.1	44.3	38.9	
Non Disadvantage	76.8	78.4	73.1	67.2	
SEND (SEN Support & EHCP)	25.7	30.2	30.3	25.9	
EHCP	17.2	28.1	18.0	16.0	
SEN Support	31.9	31.4	35.5	29.3	
Non SEND	77.3	79.4	73.1	67.6	
CLA (based on published 903)	25.8	42.3	29.4	16.7	
CLA (all children)					

Shropshire	National	Statistical Neighbour	West Midlands
61.8	65.4	64.4	62.1
38.9	43.7	38.9	43.4
67.2	73.1	70.9	70.4
25.9	30.5	28.5	28.1
16.0	13.0	11.1	11.0
29.3	36.9	34.3	33.7
67.6	72.4	72.2	69.1
16.7	tbc	tbc	tbc
No published comparators			

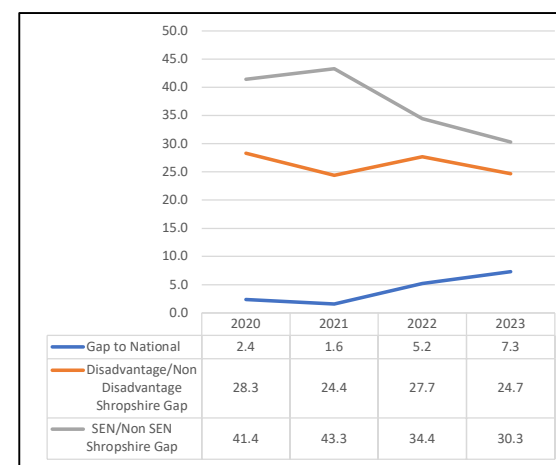
2021	2022	2023
61	87	109
58	98	105
86	115	137
113	86	113
3	34	39
138	100	125
70	108	120
12	20	tbc
No published comparators		



<b>KS4 (9 to 5) in English and Maths</b>	2020	2021	2022	2023	Trend
All Pupils	47.5	50.3	44.8	38.2	
National	49.9	51.9	50.0	45.5	
Disadvantage	24.6	31.0	22.4	18.2	
Non Disadvantage	52.9	55.4	50.1	42.9	
SEND (SEN Support & EHCP)	10.7	12.4	14.9	12.1	
EHCP	7.5	14.4	9.9	5.7	
SEN Support	13.0	11.3	17.0	14.3	
Non SEND	52.1	55.7	49.3	42.4	
CLA (based on published 903 - Nexus where published statistics are suppressed)	10.5	16.7	11.8	4.2	
CLA (all children)					

Shropshire	National	Statistical Neighbour	West Midlands
38.2	45.5	43.0	41.9
18.2	25.4	19.9	24.9
42.9	52.6	48.8	49.4
12.1	17.0	14.9	15.4
5.7	6.9	6.5	5.5
14.3	20.7	17.8	18.7
42.4	51.3	49.1	47.3
4.2	10.0	tbc	9.0
No published comparators			

2021	2022	2023
86	118	128
61	134	136
107	133	144
132	99	130
6	27	81
145	119	130
95	128	136
Unable to provide rank as suppressed figures in DfE publication		
No published comparators		



Data Source; published DfE statistics

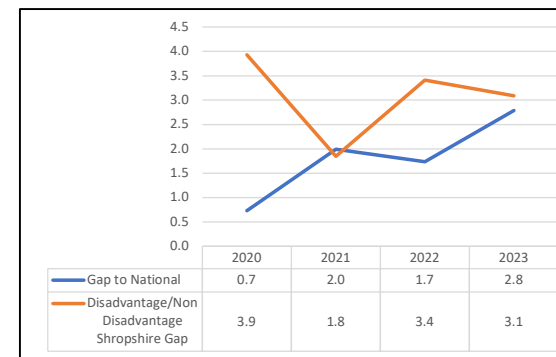
In 2020 and 2021, all GCSEs in England have been reformed and use the new 9 to 1 grading system (rather than A\*-G). Year on year comparisons will be limited until these qualifications are consistently included from 2020 onwards. However, results for 2020 and 2021 are not comparable with earlier years due to the cancellation of exams (due to COVID-19) and the changes to the way GCSE grades were awarded and results for 2022 are not comparable with previous years due to the changes relating to grading assessments

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<b>KS5 APS per A-Level Entry</b> (State-Funded Schools and Colleges)	2020	2021	2022	2023	Trend
All Pupils	37.82	38.47	36.12	31.37	
National	38.55	40.46	37.86	34.16	
Disadvantage	34.21	36.81	32.78	28.72	
Non Disadvantage	38.14	38.66	36.19	31.81	
SEND (SEN Support & EHCP)					
EHCP	39.13	36.07	31.94	33.89	
SEN Support	35.70	36.61	34.46	27.86	
Non SEND	37.79	38.61	35.92	31.52	

Shropshire	National	Statistical Neighbour	West Midlands
31.37	34.16	33.79	32.93
28.72	29.91	29.11	29.16
31.81	34.82	34.20	33.65
33.89	32.38	29.35	30.67
27.86	32.08	30.74	31.33
31.52	34.21	33.90	33.01

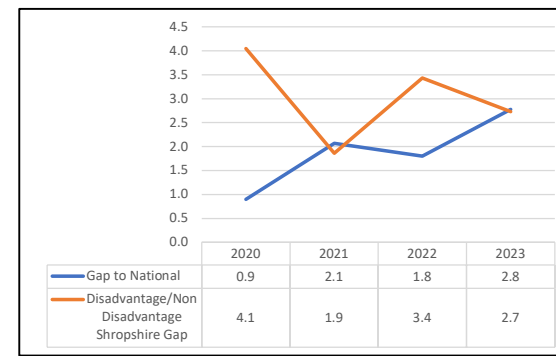
2021	2022	2023
123	105	122
52	84	93
129	119	123
92	103	63
101	89	122
121	113	120



<b>KS5 APS per Academic Entry</b> (State-Funded Schools and Colleges)	2020	2021	2022	2023	Trend
All Pupils	37.68	38.43	36.12	31.48	
National	38.58	40.50	37.92	34.26	
Disadvantage	33.96	36.77	32.76	29.16	
Non Disadvantage	38.01	38.63	36.19	31.89	
SEND (SEN Support & EHCP)					
EHCP	39.41	36.07	31.94	33.83	
SEN Support	35.69	36.13	34.53	28.73	
Non SEND	37.63	38.59	35.91	31.62	

Shropshire	National	Statistical Neighbour	West Midlands
31.48	34.26	33.89	33.01
29.16	29.96	29.21	29.23
31.89	34.92	34.30	33.74
0.00			
33.83	32.31	29.46	30.56
28.73	32.13	30.90	31.43
31.62	34.32	34.00	33.09

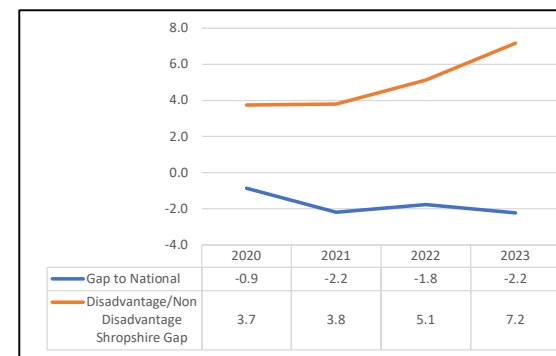
2021	2022	2023
124	107	123
52	87	86
131	119	123
91	103	61
110	89	114
124	113	120



<b>KS5 APS per Applied General</b> (State-Funded Schools and Colleges)	2020	2021	2022	2023	Trend
All Pupils	32.08	34.83	33.68	31.74	
National	31.22	32.63	31.91	29.52	
Disadvantage	29.12	31.63	29.07	25.89	
Non Disadvantage	32.86	35.42	34.20	33.06	
SEND (SEN Support & EHCP)					
EHCP	15.00	25.00	26.18	32.86	
SEN Support	42.50	35.00	35.87	30.64	
Non SEND	32.33	34.97	33.89	31.86	

Shropshire	National	Statistical Neighbour	West Midlands
31.74	29.52	29.68	30.15
25.89	27.70	27.13	28.44
33.06	30.10	30.08	30.83
0.00			
32.86	26.88	24.46	28.39
30.64	26.90	26.65	27.86
31.86	29.80	29.96	30.39

2021	2022	2023
27	40	27
56	90	113
30	43	16
97	100	23
16	2	15
31	43	27

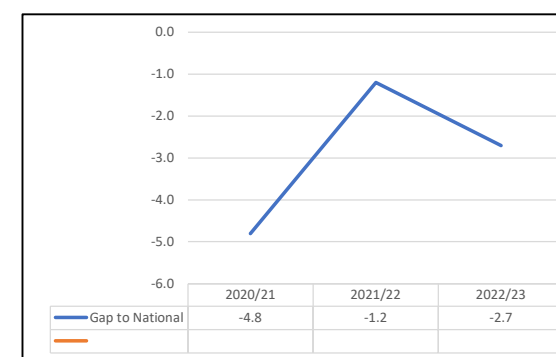


Data Source: published DfE statistics

<b>% NEET (inc not known 16-17 year olds)</b>	2020/21	2021/22	2022/23	2023/24	Trend
All Pupils	10.3	5.9	7.9		
National	5.5	4.7	5.2		
Disadvantage	No published data				•
Non Disadvantage	No published data				•
SEND (SEN Support & EHCP)					
EHCP	16.2	9.4	13.8		
SEN Support	19.1	9.5	18.5		
Non SEND	9.3	5.4	7.1		
CLA (based on published 903 - Nexus where published statistics are suppressed)					
CLA (all children)			12.0		

Shropshire	National	Statistical Neighbour	West Midlands
7.9	5.2	5.4	5.2
No published comparators			
No published comparators			
0.0			
13.8	10.1	11.5	9.7
18.5	9.3	9.7	11.3
7.1	4.6	4.5	4.5
No published comparators			

2020/21	2021/22	2022/23
149	122	140
No published comparators		
No published comparators		
145	96	128
137	96	135
147	126	135
No published comparators		



Data Source: published DfE statistics NEET and activity not known 16-17 year olds at end 2022 (average of December, January and February) (published July 2023)

**Attendance**

**Latest Benchmark 2023**

**National Ranking (1 being highest, 152 lowest)**

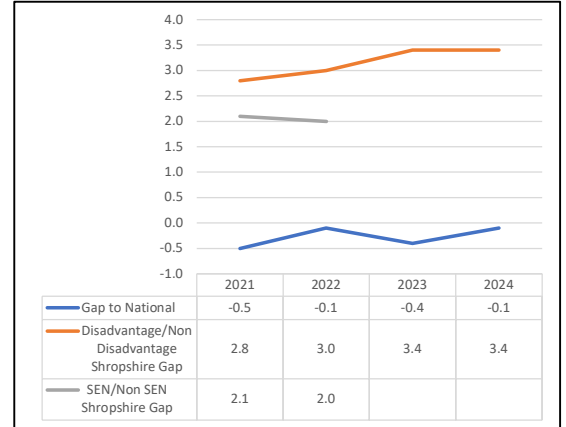
**Gaps**

\* DfE Portal

Primary School Attendance (Full Academic Year)	2021	2022	2023	* current 2023-2024 to date	Trend
All Pupils	96.9	93.8	94.5	94.7	
National	96.4	93.7	94.1	94.6	
Free School Meals (eligible in the last 6 years (FSM6))	94.6	91.4	91.8	91.9	
Non Free School Meals (not eligible in the last 6 years (FSM6))	97.4	94.4	95.2	95.3	
SEND (SEN Support & EHCP)	95.1	92.1	92.5		
EHCP	90.9	90.2	90.2	89.8	
SEN Support	95.6	92.3	92.8	93.2	
Non SEND	97.2	94.1	94.9	95.0	
CLA (based on published 903)	94.5	95.2			
CLA (all children)			95.4		

Shropshire	National	Statistical Neighbour	West Midlands
94.5	94.1	94.2	93.8
91.8	91.6	91.4	91.6
95.2	95.1	95.0	94.9
92.5	91.9	91.9	91.7
90.2	90.1	89.6	89.5
92.8	92.2	92.3	91.9
94.9	94.6	94.8	94.3
0.0			
No published comparators			

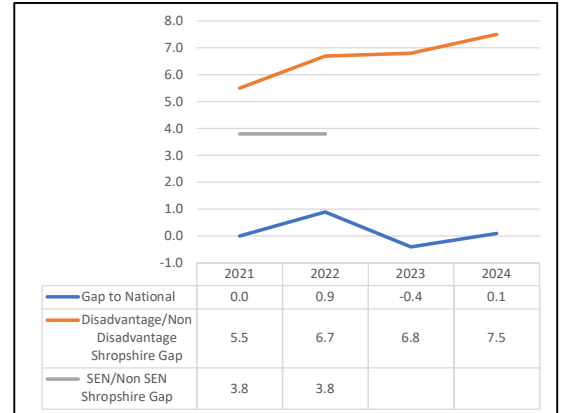
2021	2022	2023
24	79	29
34	93	74
37	115	53
14	66	33
60	93	91
16	64	29
31	86	35
104	104	
No published comparators		



Secondary School Attendance (Full Academic Year)	2021	2022	2023	* current 2023-2024 to date	Trend
All Pupils	94.5	90.1	91.1	91.0	
National	94.5	91.0	90.7	91.1	
Free School Meals (eligible in the last 6 years (FSM6))	90.1	84.8	85.7	85.0	
Non Free School Meals (not eligible in the last 6 years (FSM6))	95.6	91.5	92.5	92.5	
SEND (SEN Support & EHCP)	91.2	86.9	87.8		
EHCP	86.1	86.2	87.3	80.7	
SEN Support	92.4	87.0	87.9	87.5	
Non SEND	95.0	90.7	91.7	92.0	
CLA (based on published 903)	88.7	90.7			
CLA (all children)			89.0		

Shropshire	National	Statistical Neighbour	West Midlands
91.1	91.0	90.6	90.9
85.7	86.0	84.6	86.8
92.5	92.9	92.3	92.9
87.8	86.4	86.2	86.7
87.3	85.3	84.4	85.4
87.9	86.6	86.4	86.9
91.7	91.9	91.6	91.8
0.0			
No published comparators			

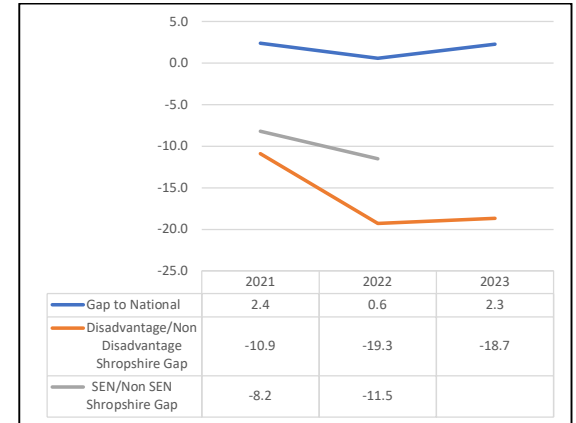
2021	2022	2023
78	121	72
108	126	72
113	144	120
73	89	42
71	84	52
50	93	43
92	132	89
77	77	
No published comparators		



Primary School Persistently Absent (10% or more missed) (Full Academic Year)	2021	2022	2023	* current 2023-2024 to date	Trend
All Pupils	6.4	17.1	13.9	14.0	
National	8.8	17.7	16.2	16.3	
Free School Meals (eligible in the last 6 years (FSM6))	14.9	32.3	28.6	28.5	
Non Free School Meals (not eligible in the last 6 years (FSM6))	4.0	13.0	9.9	10.7	
SEND (SEN Support & EHCP)	13.2	26.6	22.7		
EHCP	30.0	35.7	29.8	32.4	
SEN Support	11.0	25.4	21.8	21.0	
Non SEND	5.0	15.1	12.0	12.9	
CLA (based on published 903)	18.6	10.1			
CLA (all children)					

Shropshire	National	Statistical Neighbour	West Midlands
13.9	16.2	15.1	17.7
28.6	29.3	29.8	29.3
9.9	10.9	10.7	11.7
22.7	25.7	24.9	26.8
29.8	31.0	31.9	33.0
21.8	24.8	23.5	26.0
12.0	13.9	12.7	15.4
0.0			
No published comparators			

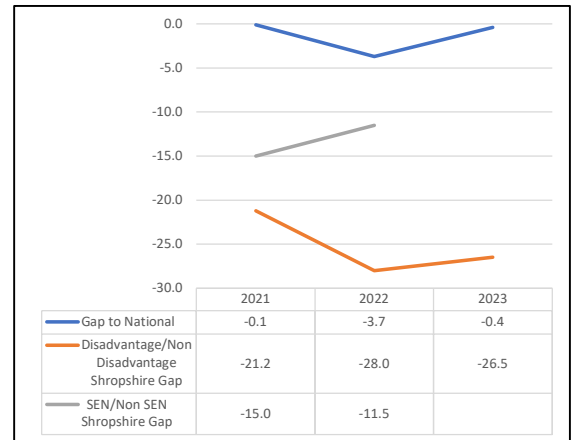
2021	2022	2023
11	69	28
22	107	68
26	92	47
13	80	24
61	129	71
15	68	25
17	66	34
57	47	
No published comparators		



Secondary School Persistently Absent (10% or more missed) (Full Academic Year)	2021	2022*	2023	* current 2023-2024 to date	Trend
All Pupils	14.9	31.4	26.9	27.8	
National	14.8	27.7	26.5	25.5	
Free School Meals (eligible in the last 6 years (FSM6))	31.6	53.5	47.6	49.1	
Non Free School Meals (not eligible in the last 6 years (FSM6))	10.4	25.5	21.1	22.7	
SEND (SEN Support & EHCP)	27.8	41.1	37.6		
EHCP	46.7	41.4	38.6	45.0	
SEN Support	23.3	41.1	37.5	37.7	
Non SEND	12.8	29.6	24.6	25.1	
CLA (based on published 903)	41.3	28.3			
CLA (all children)					

Shropshire	National	Statistical Neighbour	West Midlands
26.9	26.5	27.7	27.4
47.6	43.8	48.4	42.7
21.1	19.5	21.4	19.7
37.6	39.1	39.5	39.2
38.6	39.1	41.0	39.8
37.5	39.0	39.4	39.1
24.6	23.8	24.7	24.7
0.0			
No published comparators			

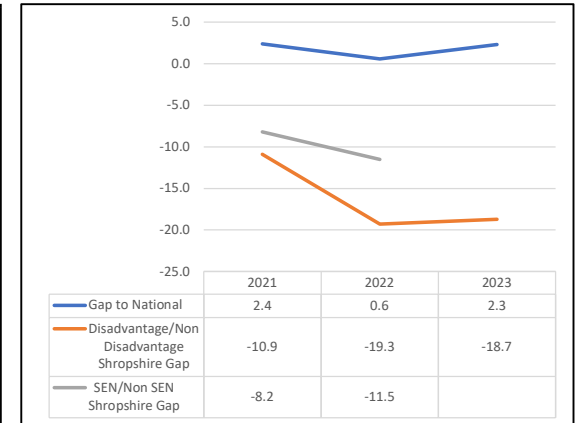
2021	2022	2023
83	126	87
114	145	104
111	143	121
90	102	59
91	105	79
63	102	58
91	131	91
83	109	
No published comparators		



Primary School Severely Absent (50% or more missed) (Full Academic Year)	2021	2022	2023	* current 2023-2024 to date	Trend
All Pupils	0.5	0.5	0.4	0.5	
National	0.7	0.6	0.7		
Free School Meals (eligible in the last 6 years (FSM6))	1.0	1.0	0.9	1.2	
Non Free School Meals (not eligible in the last 6 years (FSM6))	0.1	0.2	0.2	0.4	
SEND (SEN Support & EHCP)	0.8	0.9	1.1		
EHCP	1.9	2.1	2.7	3.8	
SEN Support	0.7	0.7	0.9	1.0	
Non SEND	0.2	0.2	0.1	0.2	
CLA (based on published 903)					
CLA (all children)					

Shropshire	National	Statistical Neighbour	West Midlands
0.4	0.7	0.6	0.8
0.9	1.3	1.4	1.3
0.2	0.3	0.3	0.4
1.1	1.5	1.7	1.6
2.7	3.2	4.0	3.9
0.9	1.2	1.3	1.3
0.1	0.3	0.2	0.4
0.0			
No published comparators			

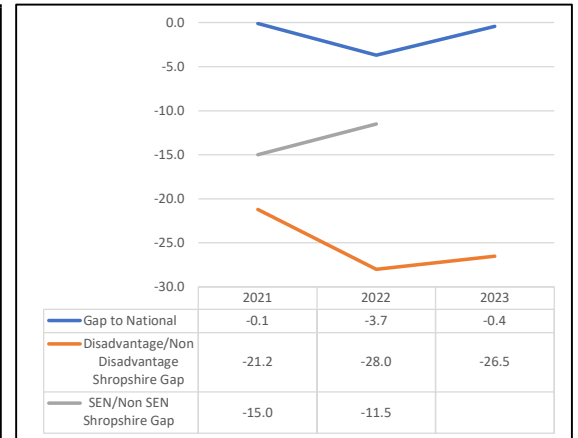
2021	2022	2023
21	33	6
76	71	32
16	37	26
50	49	56
59	73	73
60	59	54
36	65	6
No published comparators		



Secondary School Severely Absent (50% or more missed) (Full Academic Year)	2021	2022*	2023	* current 2023-2024 to date	Trend
All Pupils	1.4	3.1	3.1	3.3	
National	1.5	2.7	3.4		
Free School Meals (eligible in the last 6 years (FSM6))	2.9	6.2	6.2	8.0	
Non Free School Meals (not eligible in the last 6 years (FSM6))	0.8	1.8	1.8	2.2	
SEND (SEN Support & EHCP)	2.7	6.4	6.2		
EHCP	4.3	7.8	6.1	16.1	
SEN Support	2.3	6.1	6.2	6.3	
Non SEND	1.0	2.3	2.2	2.1	
CLA (based on published 903)					
CLA (all children)					

Shropshire	National	Statistical Neighbour	West Midlands
3.1	3.4	3.6	3.4
6.2	6.7	7.8	6.0
1.8	1.7	2.0	1.7
6.2	7.6	7.8	7.1
6.1	9.6	10.5	9.7
6.2	7.2	7.4	6.8
2.2	2.2	2.3	2.3
0.0			
No published comparators			

2021	2022	2023
72	107	67
77	97	64
112	133	98
56	98	52
55	83	39
44	100	59
106	121	80
No published comparators		



Data Source; published DfE statistics - Pupil absence statistics. N.B. due to time pressures during the Covid pandemic, DfE did not publish pupil absence in schools for academic year 2019 to 2020

A pupil is classified as a persistent absentee if they miss 10% or more of their own possible sessions

\* Figures derived from the DfE Attendance Portal are published as experimental official statistics to give an indicative figure for the absence rate during the 2023/24 academic year to date.

**Exclusions**

<u>Primary School Suspension Rate (Full Academic Year)</u>	2019	2020*	2021*	2022	Trend
All Pupils	1.12	1.03	0.86	1.38	
National	1.41	1.00	0.99	1.42	
Free School Meals (FSM)	4.34	2.98	2.23	4.42	
Non Free School Meals (Non FSM)	0.73	0.75	0.60	0.75	
SEND (SEN Support & EHCP)	6.43	6.35	5.03	6.82	
EHCP	9.47	10.72	6.15	11.40	
SEN Support	6.04	5.79	4.88	6.20	
Non SEND	0.30	0.21	0.22	0.48	

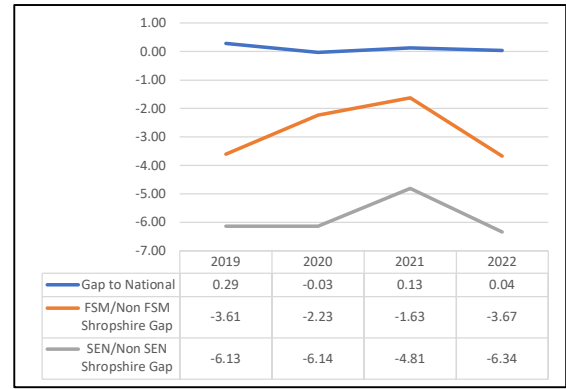
**Latest Benchmark 2022**

Shropshire	National	Statistical Neighbour	West Midlands
1.38	1.42	1.85	1.51
4.42	3.53	5.21	3.28
0.75	0.79	1.10	0.84
6.82	7.38	9.47	7.41
11.40	13.75	19.33	15.87
6.20	6.27	7.63	6.36
0.48	0.35	0.40	0.43

**National Ranking (1 being highest, 152 lowest)**

2020	2021	2022
93	71	92
93	77	111
114	96	86
108	86	85
92	49	76
118	106	88
76	76	131

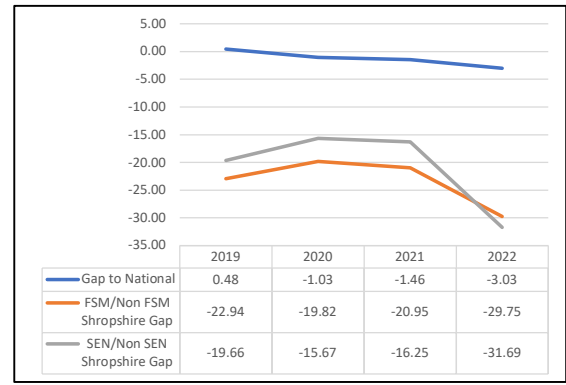
**Gaps**



<u>Secondary School Suspension Rate (Full Academic Year)</u>	2019	2020*	2021*	2022	Trend
All Pupils	10.27	8.46	9.94	16.99	
National	10.75	7.43	8.48	13.96	
Free School Meals (FSM)	31.16	26.08	28.00	42.21	
Non Free School Meals (Non FSM)	8.22	6.26	7.05	12.46	
SEND (SEN Support & EHCP)	27.59	22.26	24.15	44.41	
EHCP	27.17	24.56	26.07	46.24	
SEN Support	27.72	21.67	23.69	44.04	
Non SEND	7.93	6.59	7.90	12.72	

Shropshire	National	Statistical Neighbour	West Midlands
16.99	13.96	13.99	13.42
42.21	34.20	38.12	28.74
12.46	8.60	9.31	8.45
44.41	36.47	38.17	32.79
46.24	38.03	45.27	33.98
44.04	36.19	36.79	32.63
12.72	10.28	9.52	10.11

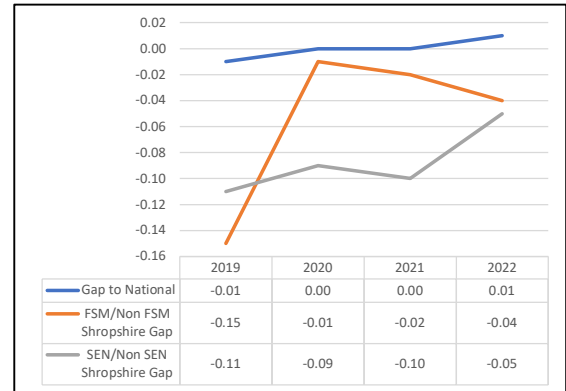
2020	2021	2022
111	105	112
123	118	115
116	116	129
97	94	110
98	83	112
97	91	110
115	117	115



<u>Primary School Permanent Exclusion Rate (Full Academic Year)</u>	2019	2020*	2021*	2022	Trend
All Pupils	0.03	0.02	0.01	0.01	
National	0.02	0.02	0.01	0.02	
Free School Meals (FSM)	0.16	0.03	0.03	0.05	
Non Free School Meals (Non FSM)	0.01	0.02	0.01	0.01	
SEND (SEN Support & EHCP)	0.13	0.10	0.10	0.06	
EHCP	0.30	0.00	0.00	0.00	
SEN Support	0.11	0.11	0.11	0.07	
Non SEND	0.02	0.01	0.00	0.01	

Shropshire	National	Statistical Neighbour	West Midlands
0.01	0.02	0.02	0.03
0.05	0.05	0.07	0.08
0.01	0.01	0.01	0.01
0.06	0.09	0.12	0.16
0.00	0.13	0.26	0.27
0.07	0.08	0.10	0.15
0.01	0.00	0.00	0.01

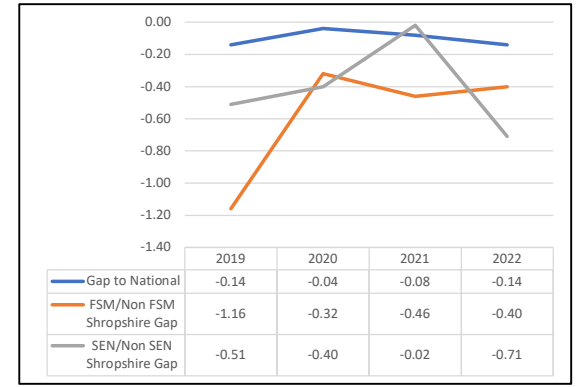
2020	2021	2022
102	119	86
83	108	101
121	135	82
102	129	78
1	1	1
112	134	87
127	1	115



<u>Secondary School Permanent Exclusion Rate (Full Academic Year)</u>	2019	2020*	2021*	2022	Trend
All Pupils	0.34	0.17	0.18	0.30	
National	0.20	0.13	0.10	0.16	
Free School Meals (FSM)	1.40	0.45	0.58	0.64	
Non Free School Meals (Non FSM)	0.24	0.13	0.12	0.24	
SEND (SEN Support & EHCP)	0.79	0.52	0.20	0.91	
EHCP	0.46	0.25	0.00	0.54	
SEN Support	0.89	0.59	0.24	0.98	
Non SEND	0.28	0.12	0.18	0.20	

Shropshire	National	Statistical Neighbour	West Midlands
0.30	0.16	0.20	0.22
0.64	0.44	0.62	0.52
0.24	0.08	0.12	0.12
0.91	0.46	0.60	0.58
0.54	0.27	0.34	0.43
0.98	0.50	0.65	0.60
0.20	0.11	0.13	0.15

2020	2021	2022
105	128	131
97	134	114
118	133	150
113	51	137
104	1	122
116	61	138
98	146	133



**2022-23 full year statistics will be published in July 2024**

1. For 2019/20 and 2020/21, while suspensions and permanent exclusions were possible throughout the academic year, pandemic restrictions will have had an impact on the numbers presented and caution should be taken when comparing across years.

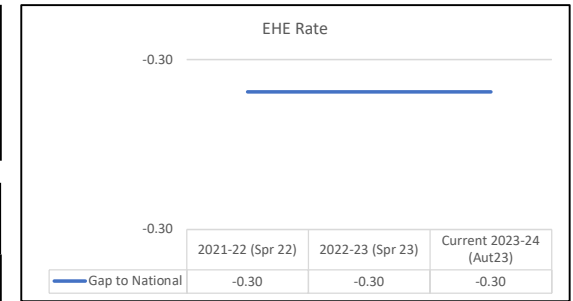


Latest Term Benchmark Autumn 23

Number of EHE children at any point during a full year and latest term available	N/A	2021-22	2022-23	Current 2023-24 (Aut23)	Trend
All Pupils		630	760	550	
National		116,300	126,100	92,000	

Shropshire	National	Statistical Neighbour	West Midlands
550	92,000	1,016	10,150

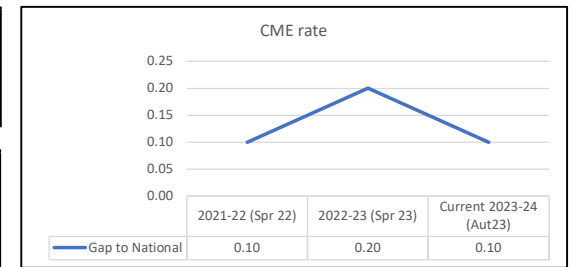
2021-22	2022-23	2023-24
-	-	-



EHE Termly rate - mid year point (Spring Term)	N/A	(Aut 22)	(Spr 23)	(Aut23)	Trend
All Pupils		1.3	1.4	1.4	
National		1.0	1.1	1.1	

Shropshire	National	Statistical Neighbour	West Midlands
1.4	1.1	1.6	1.1

(Aut 22)	(Spr 23)	(Aut23)
-	-	-



Number of CME children at any point during a full year and latest term available	N/A	2021-22	2022-23	Current 2023-24 (Aut23)	Trend
All Pupils		180	270	130	
National		94,900	117,100	33,000	

Shropshire	National	Statistical Neighbour	West Midlands
130	33,000	216	3,480

2021-22	2022-23	2023-24
-	-	-

CME Termly rate - mid year point (Spring Term)	N/A	(Aut 22)	(Spr 23)	(Aut23)	Trend
All Pupils		0.2	0.1	0.3	
National		0.3	0.3	0.4	

Shropshire	National	Statistical Neighbour	West Midlands
0.3	0.4	0.3	0.4

(Aut 22)	(Spr 23)	(Aut23)
-	-	-

DfE figures are published as official statistics in development (first collection was in autumn 22)

Data is presented for both the number of children at a point in time on the autumn term 2023 census day, and the number of children who were EHE at any point during the 2022/23 academic year

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# Children's services Analysis Tool (ChAT)

Based on Ofsted's ILACS Annex A dataset / Inspection Report

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## Shropshire

17 June 2024

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## Headline figures

**Contacts**

Contacts in the last 6 months	5,641
-------------------------------	-------

**Early Help / Common / Targeted Assessments**

Early Help in the last 6 months	1,523
---------------------------------	-------

**Referrals**

Referrals in the last 6 months	788
--------------------------------	-----

**Social Care Assessments**

Total assessments in the last 6 months	1,060
--	-------

Assessments completed in the last 6 months	730
--	-----

Ongoing assessments	330
---------------------	-----

**Section 47 enquiries and Initial Child Protection Conferences (ICPCS)**

Section 47 enquiries in the last 6 months	481
---	-----

ICPCs that started from an S47 in the last 6 months	119
---	-----

**Children in Need (CIN)**

Total CIN in the last 6 months	2,200
--------------------------------	-------

CIN started in the last 6 months	706
----------------------------------	-----

CIN ceased in the last 6 months	541
---------------------------------	-----

Current children in need (snapshot)	1,659
-------------------------------------	-------

**Child Protection Plans (CPP)**

Total CPP in the last 6 months	355
--------------------------------	-----

CPP started in the last 6 months	144
----------------------------------	-----

CPP ceased in the last 6 months	150
---------------------------------	-----

Current children subject of a child protection plan (snapshot)	205
--	-----

**Children Looked After (CLA)**

Total CLA in the last 6 months	819
--------------------------------	-----

CLA started in the last 6 months	98
----------------------------------	----

CLA ceased in the last 6 months	82
---------------------------------	----

Current children looked after (snapshot)	737
--	-----

**Care leavers**

Care leavers who have reached the threshold for receiving leaving care services	277
---	-----

**Adoptions**

Children adopted, waiting to be adopted, or had an adoption decision reversed in the last 12 months	148
---	-----

Children adopted in the last 12 months	24
--	----

Children waiting to be adopted (snapshot)	60
---	----

Children with decision reversed in the last 12 months	2
---	---

**Adopters**

Prospective adopters in the last 12 months	176
--	-----

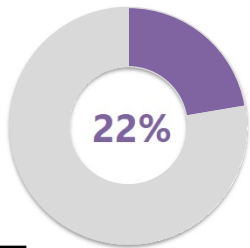
Contacts in the last 6 months

from 18/12/2023  
to 17/06/2024

5641 contacts

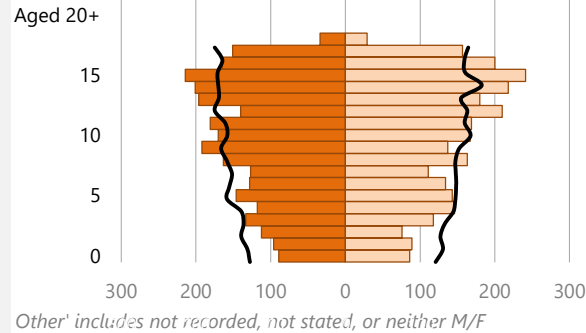
Contacts for children who also appear on Referrals

Yes No



Age and gender

2756 Males (49%) 111 Other (not shown) (2%)  
2774 Females (49%) 0-17 population estimate



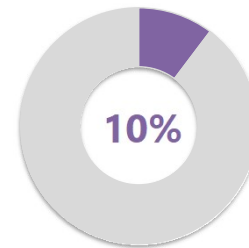
Early Help in the last 6 months

from 18/12/2023  
to 17/06/2024

1523 Early Help / Common / Targeted Assessments

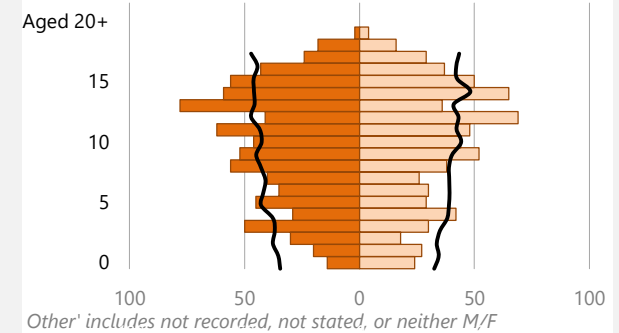
Early Help cases that also appear on the Referrals list

Yes No



Age and gender

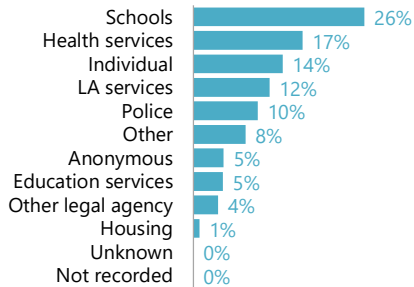
800 Males (53%) 9 Other (not shown) (1%)  
714 Females (47%) 0-17 population estimate



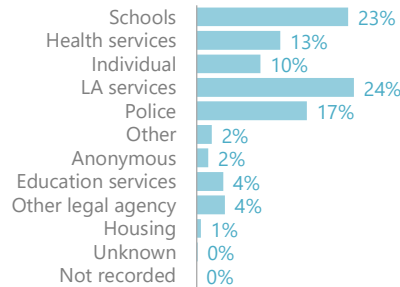
Page 76

Source of contacts compared to source of referrals

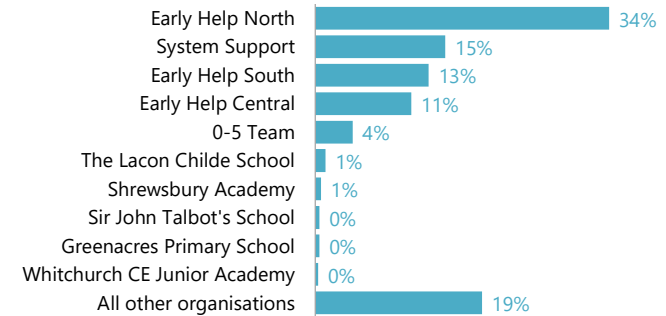
Contact source



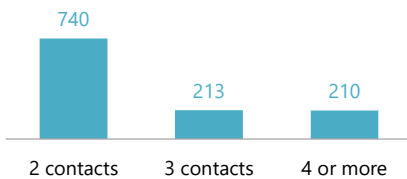
Referral source comparison



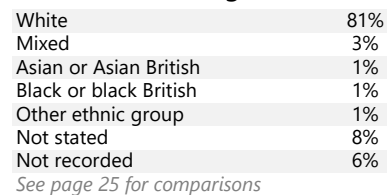
Organisation completing assessment



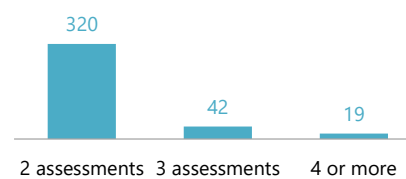
Children with multiple contacts in period



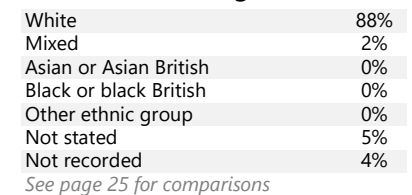
Ethnic backgrounds



Children with multiple records in period



Ethnic backgrounds



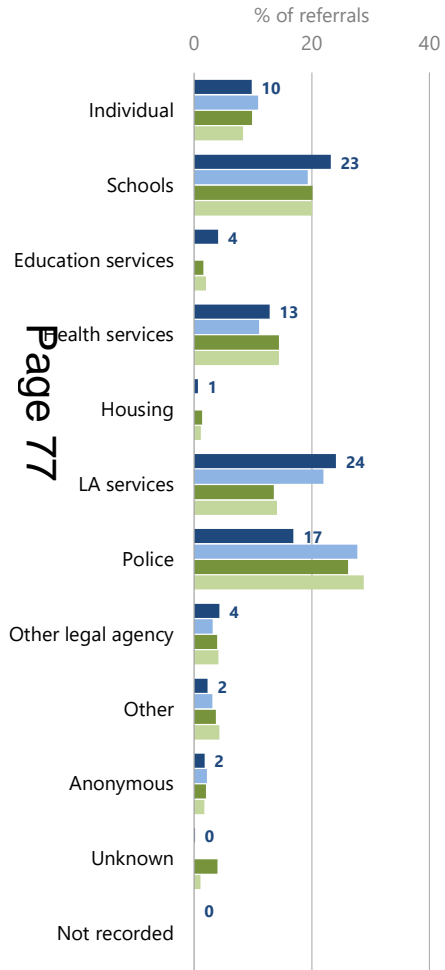
Referrals in the last 6 months

from 18/12/2023  
to 17/06/2024

788 referrals

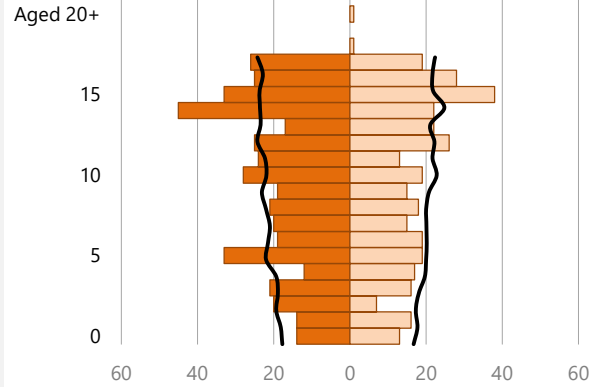
Source of referral

■ Last 6 months ■ LA 22-23 ■ SNs 22-23 ■ Eng 22-23



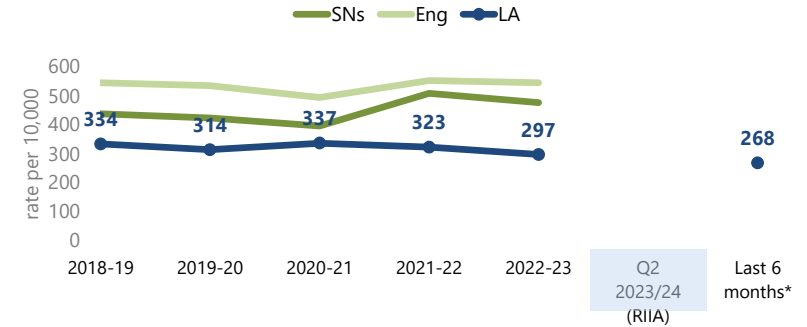
Age and gender

■ 416 Males (53%) ■ 344 Females (44%) ■ 28 Other (not shown) (4%)  
— 0-17 population estimate



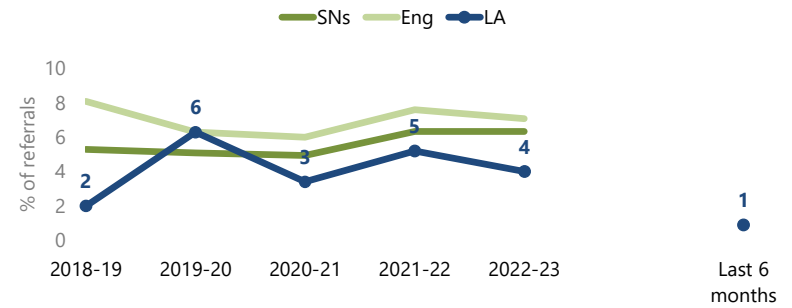
Other\* includes not recorded, not stated, or neither M/F

Rate of referrals per 10,000 children aged 0-17



\*Annualised rate for comparison purposes

Referrals with No Further Action (NFA)



Ethnic backgrounds

White	79%
Mixed	4%
Asian or Asian British	2%
Black or black British	2%
Other ethnic group	2%
Not stated	11%
Not recorded	0%

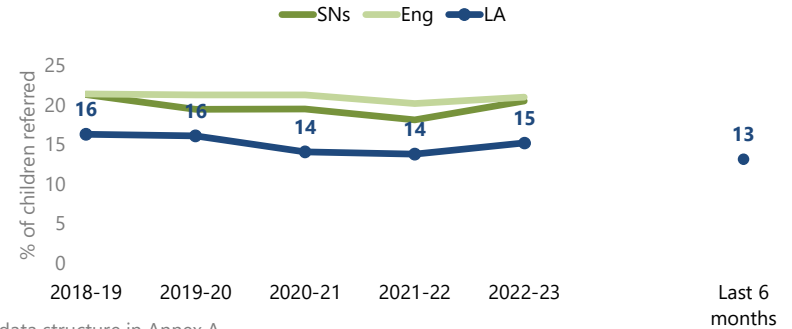
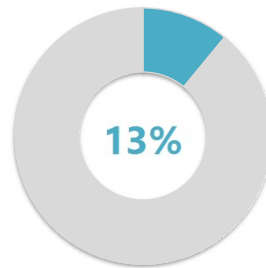
See page 25 for comparisons

Re-referrals: children with a previous referral within 12 months of their latest referral

100 children with previous referrals within 12 months of latest referral

■ Re-referral ■ First referral ■ Not recorded

First referral	661
1 prev referral	89
2 prev referrals	9
3 prev referrals	2
4+ prev referrals	0
Not recorded	0



\*\*"Last 6 months" calculation differs slightly from national statistics, due to data structure in Annex A

Assessments in the last 6 months

from 18/12/2023  
to 17/06/2024

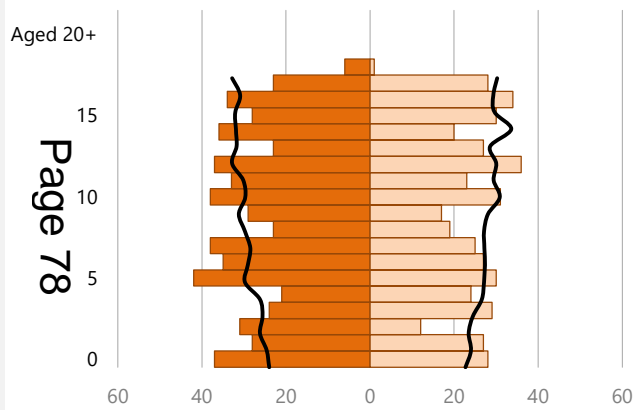
1060 total assessments

330 open assessments

**730 completed assessments**

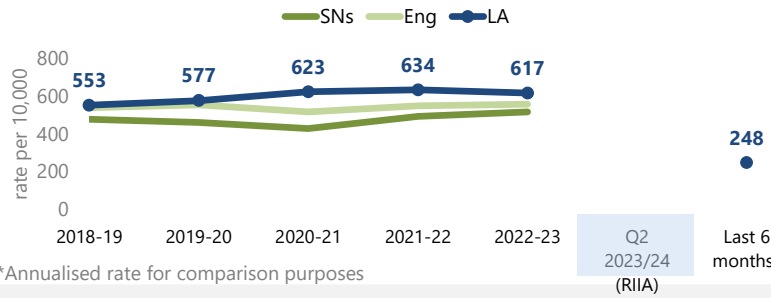
Age and gender of all assessments

566 Males (53%)  
468 Females (44%)  
26 Other (not shown) (2%)  
0-17 population estimate



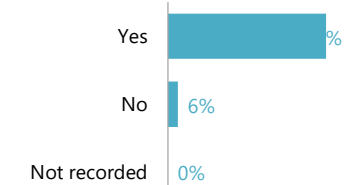
Other\* includes not recorded, not stated, or neither M/F

Rate of completed assessments per 10,000 children aged 0-17

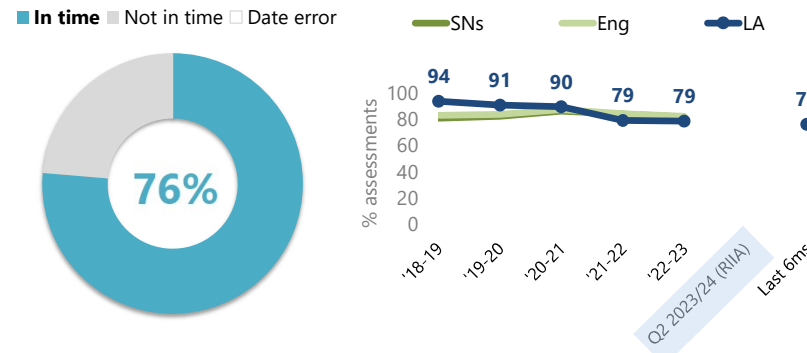


\*Annualised rate for comparison purposes

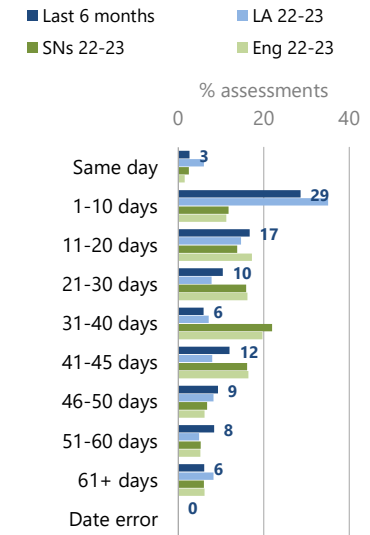
Child assessed as requiring LA children's social care support



Assessments completed in 45 working days

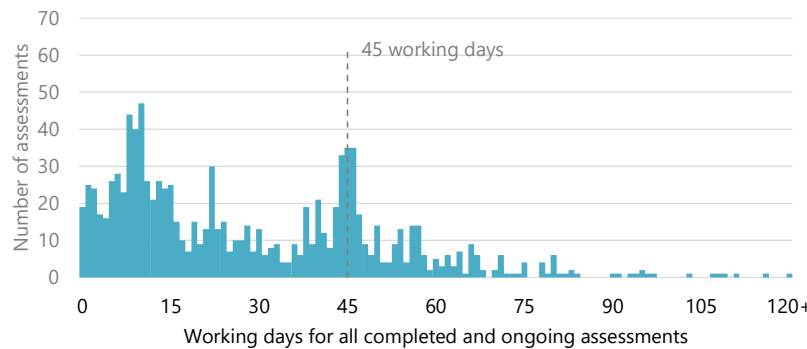


Comparing timeliness

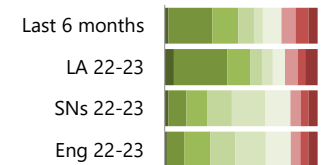


Durations for all completed and open assessments

Average duration of completed assessments was 28 working days

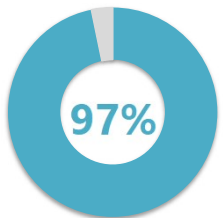


Duration categories as above



Assessments completed where child

Child seen (97%)  
Not seen (3%)  
Unknown (0%)



Ethnic background

White 89%  
Mixed 4%  
Asian or Asian British 1%  
Black or black British 1%  
Other ethnic group 1%  
Not stated 3%  
Not recorded 0%  
See page 25 for comparisons

100 assessments (9%)  
for children with a  
disability



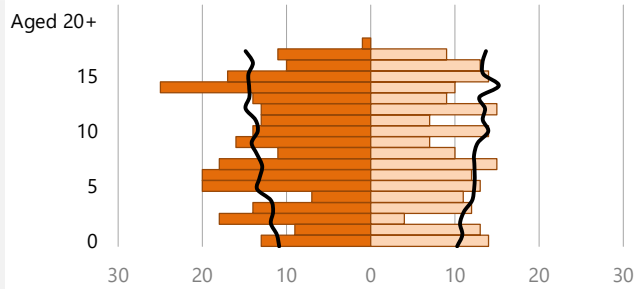
Section 47 enquiries in the last 6 months

from 18/12/2023  
to 17/06/2024

481 Section 47 enquiries

Age and gender

264 Males (55%)  
202 Females (42%)  
15 Other (not shown) (3%)  
— 0-17 population estimate



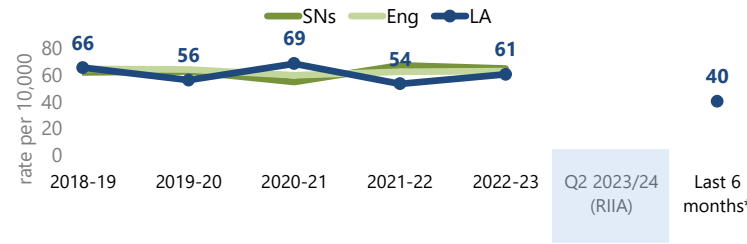
Other' includes not recorded, not stated, or neither M/F

119 Initial Child Protection Conferences (from S47 in period)

67% of completed S47s did not require an ICPC

ICPC not required may include S47s for open CPP where ICPC was not required, and may exclude children where an ICPC was required but has not yet occurred

Rate of ICPCs per 10,000 children aged 0-17



\*Annualised rate for comparison purposes

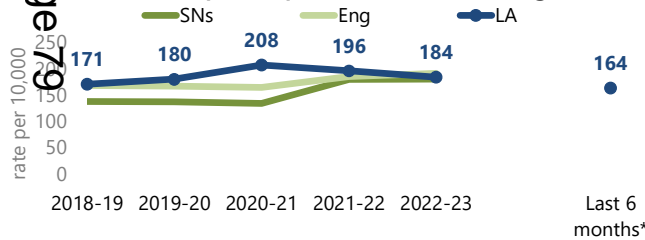
51 child(ren) with an ICPC in the 12 months preceding the latest S47\*

\*Including where latest S47 did not result in ICPC

96%

of ICPCs resulted in a child protection plan

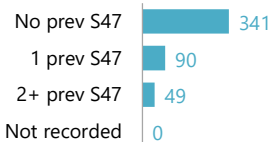
Rate of S47 enquiries per 10,000 children aged 0-17



\*Annualised rate for comparison purposes

27 S47s (6%) for children with a disability

Children with a S47 in the 12 months preceding the latest

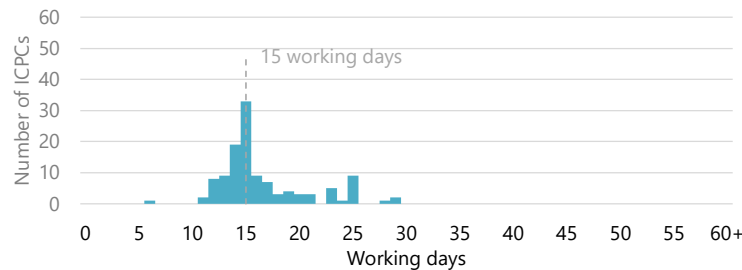


Ethnic background

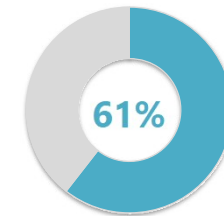
White	83%
Mixed	5%
Asian or Asian British	1%
Black or black British	1%
Other ethnic group	2%
Not stated	8%
Not recorded	0%

See page 25 for comparisons

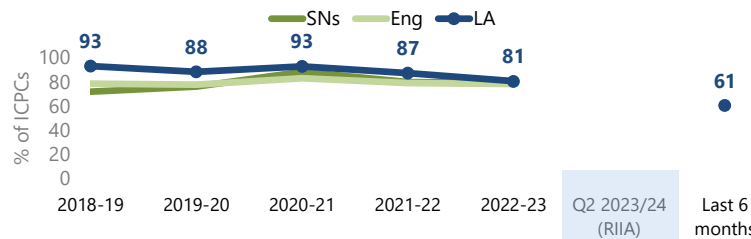
ICPCs occurred within 15 working days of the strategy discussion date



In time  
Not in time  
Date error

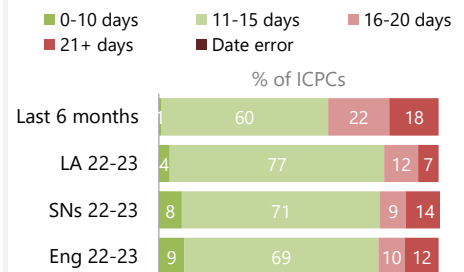


Trend of ICPC timeliness (within 15 days of S47 start)



\* Published comparator data includes transfer-in conferences

Comparing ICPC durations



Children in Need (CIN) - total, started, and ceased in the last 6 months

from 18/12/2023  
to 17/06/2024

## 2200 total CIN in 6 months\*

\*Note: the numbers of children in need reported in ChAT are not directly comparable to published CIN census statistics due to an undercount of referrals and care leavers.

The children in need census includes any child referred to children's social care services in the year as well as any open case for whom the local authority was providing services. Ofsted's Annex A List 6 largely covers this cohort, with the exception of those with only an open referral and those accessing leaving care services.

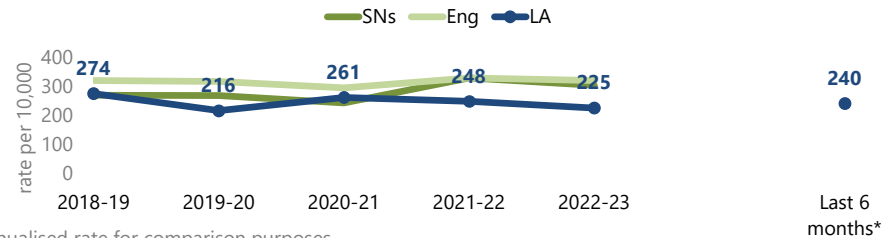
For this reason the published children in need census statistics are not directly comparable to ChAT, however there is considerable overlap with ChAT undercounting the true value as it excludes open referrals and care leavers.

### Cases included in Annex A / ChAT

Case status of children on CIN list	Number	Percentage
Looked after child	732	33%
Child protection plan	205	9%
Child in need plan	507	23%
Open assessment	215	10%
Closed episode	541	25%
Case status not recorded	0	0%
<b>Total (excluding case status unknown)</b>	<b>2,200</b>	<b>100%</b>

## 706 CIN started in 6 months

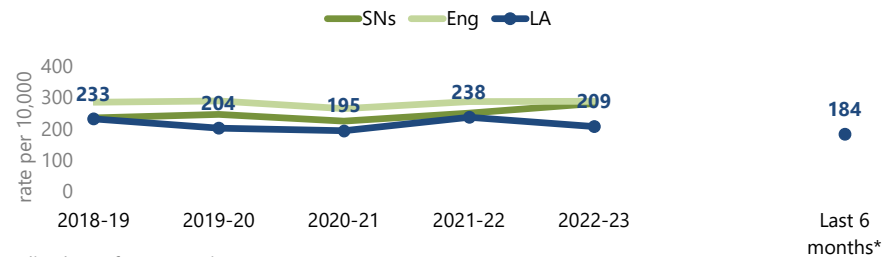
Rate of children who started an episode of need per 10,000 children aged 0-17



\*Annualised rate for comparison purposes

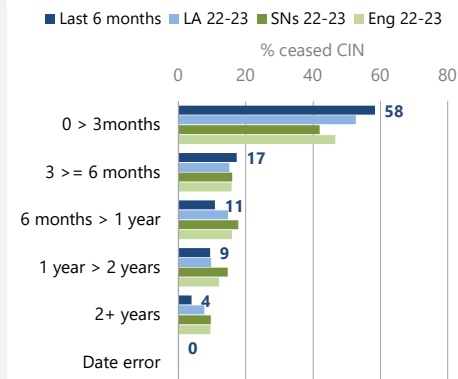
## 541 CIN ceased in 6 months

Rate of children who ended an episode of need per 10,000 children aged 0-17

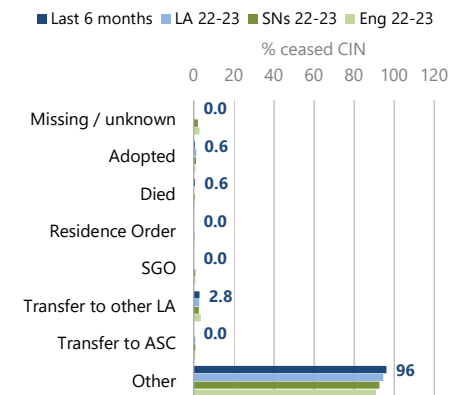


\*Annualised rate for comparison purposes

### Comparing CIN ceased durations



### Comparing CIN ceased reasons



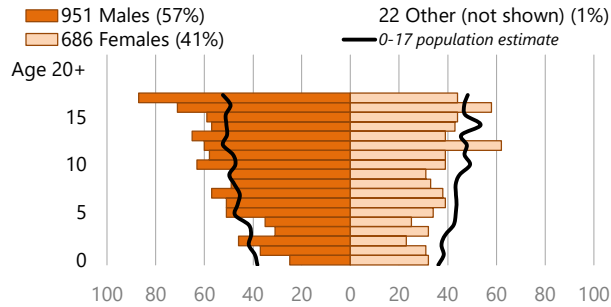
Children in Need (CIN) with an open episode of need

Snapshot 17/06/2024

# 1659 Children in Need with an open episode of need\*

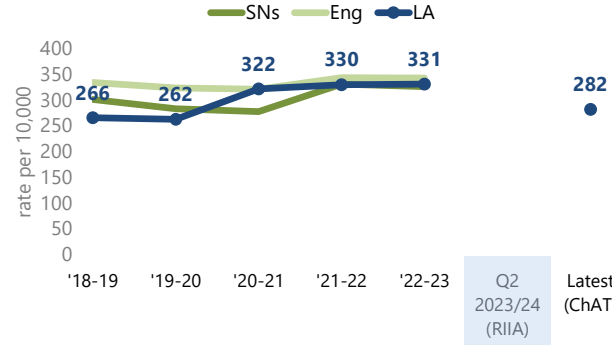
\*Note: Annex A figures in this section are not directly comparable to the published Children in need census statistics (see note on page 8)

## Age and gender

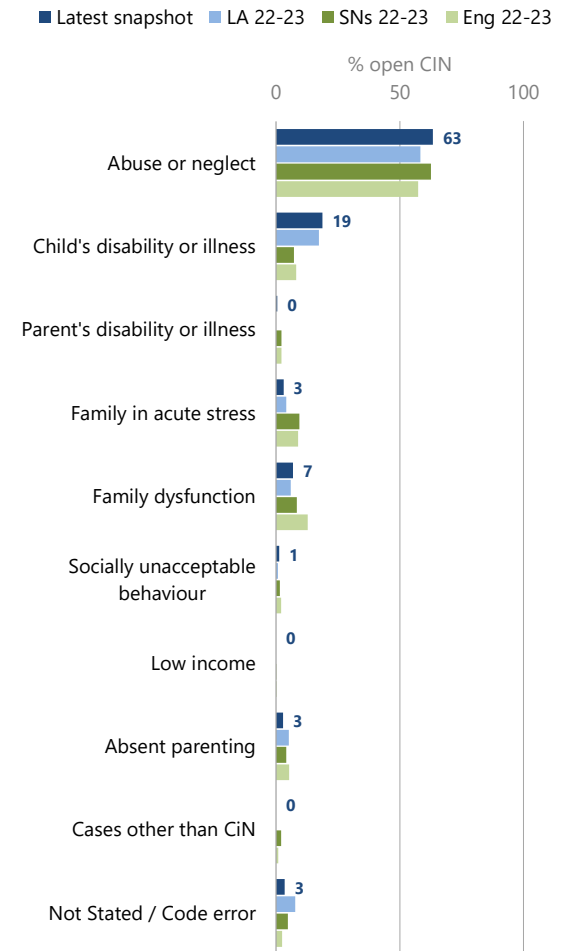


'Other' includes not recorded, not stated, or neither M/F

## Rate of open CIN per 10,000 children aged 0-17\*



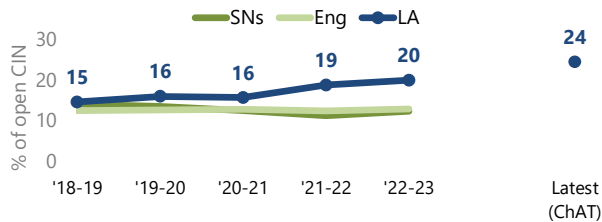
## Comparing primary need of open CIN



Page 81

## 405 children (24%) with a disability

### CIN with an open episode of need with a disability

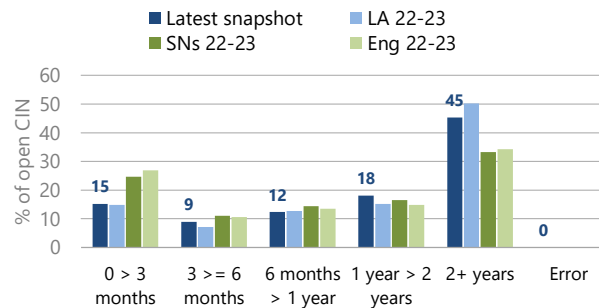


## Ethnic background

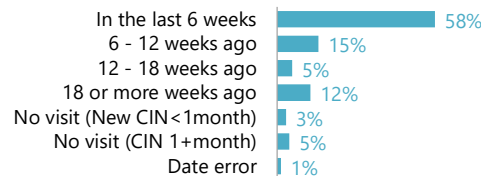
White	88%
Mixed	5%
Asian or Asian British	1%
Black or black British	1%
Other ethnic group	2%
Not stated	2%
Not recorded	0%

See page 25 for comparisons

## Comparing episode duration of open CIN



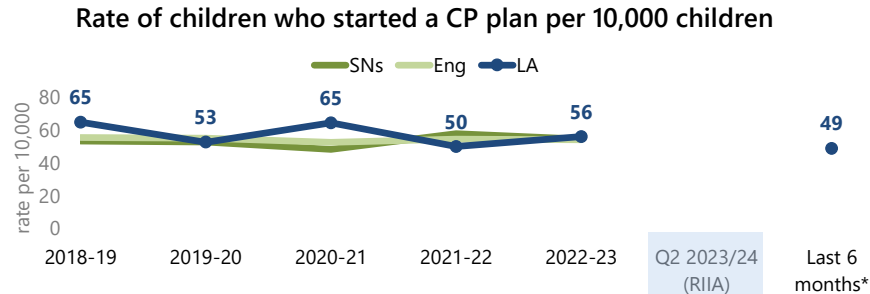
## Time since the child was last seen by social worker



Child Protection Plans (CPP) started and ceased in the last 6 months

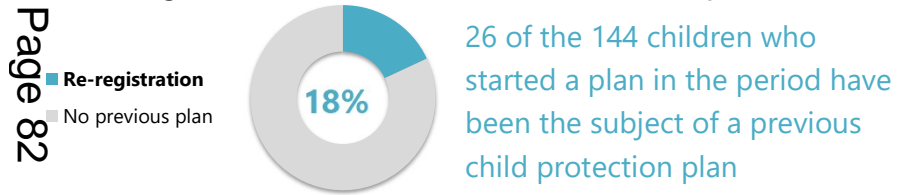
from 18/12/2023  
to 17/06/2024

### 144 CPP started in 6 months

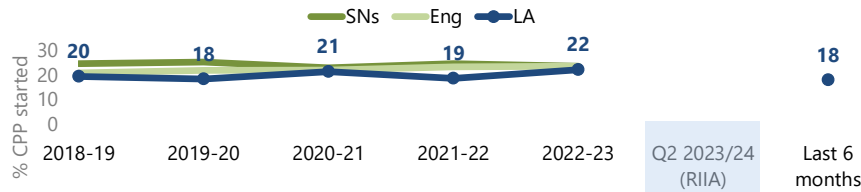


\*Annualised rate for comparison purposes

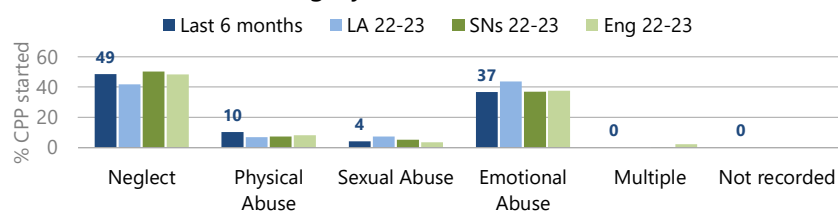
#### "Re-registrations" for children who started on a CP plan (ever)



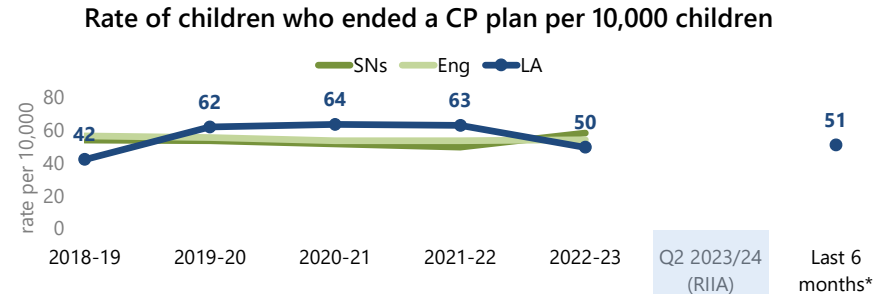
#### Comparing "re-registrations" for CPP started



#### Initial category of abuse for CPP started

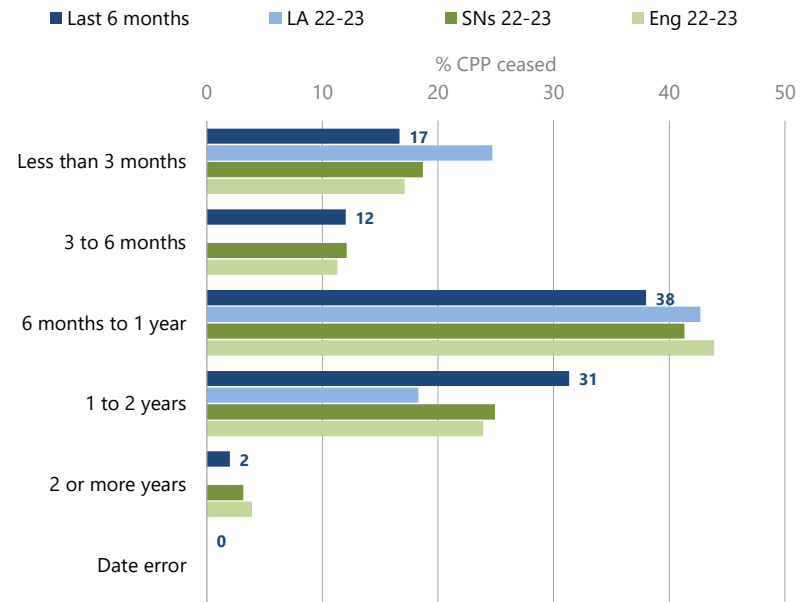


### 150 CPP ended in 6 months



\*Annualised rate for comparison purposes

#### Comparing plan durations for CPP ended



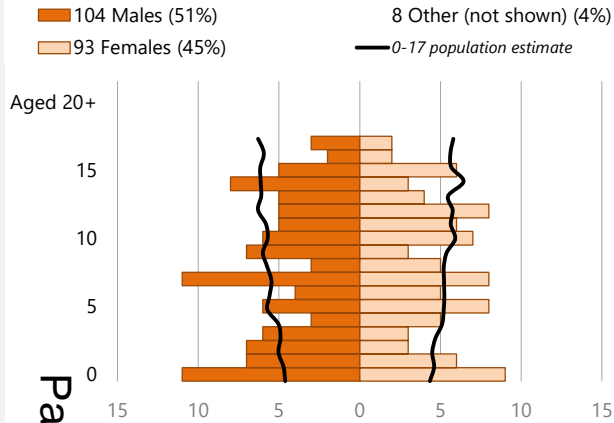
3 of 150 children ended a CP plan after 2 years or more

Child Protection Plans (CPP) currently open

Snapshot 17/06/2024

205 children currently subject of a Child Protection Plan (CPP)

Age and gender



Other includes not recorded, not stated, or neither M/F

**Ethnic background**

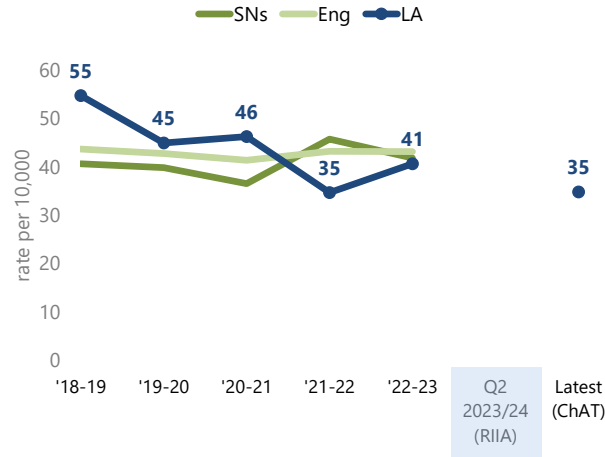
White	89%
Mixed	5%
Asian or Asian British	2%
Black or black British	0%
Other ethnic group	0%
Not stated	3%
Not recorded	0%

See page 20 for comparisons

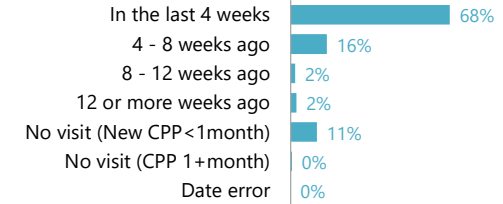
**5 children (2%) with a disability**

0 open CP subject to Emergency Protection Order or Protected Under Police Powers in last 6 months

Rate of CPP per 10,000 children aged 0-17

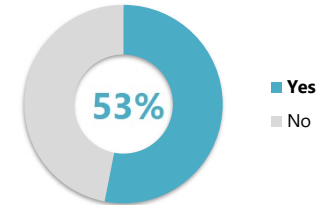


Time since the child was last seen

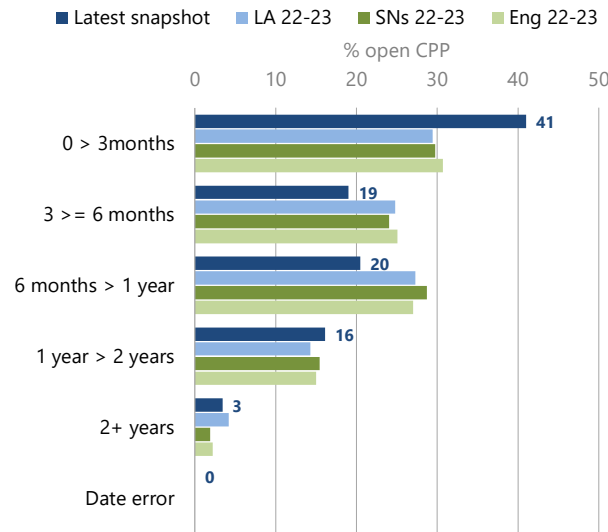


Open CPP **seen alone** at their last social work visit

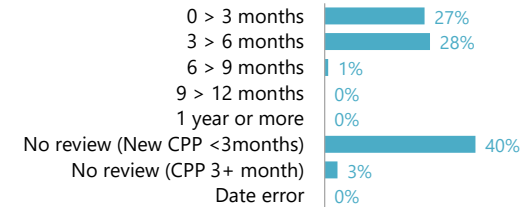
(excludes Not recorded or N/A)



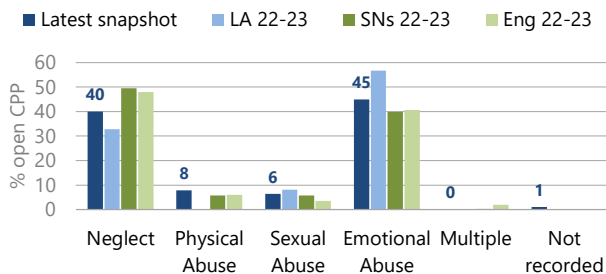
Comparing duration of open CP plans



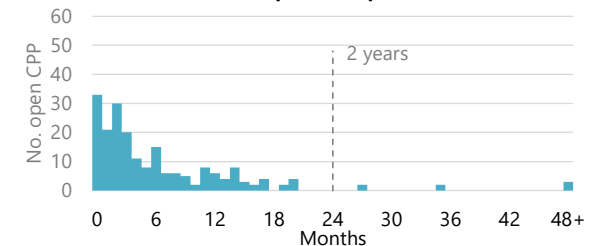
Time since the child's latest review



Latest category of abuse for current CP plans



Duration of current open CP plans (in months)

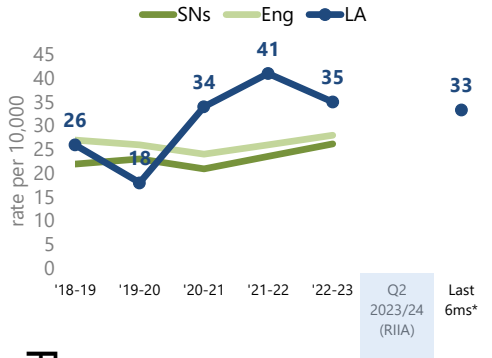


Children Looked After (CLA) started and ceased in the last 6 months

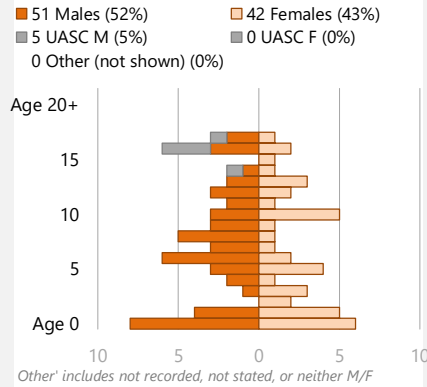
from 18/12/2023  
to 17/06/2024

### 98 CLA started in the last 6 months

Rate of CLA started per 10,000 children

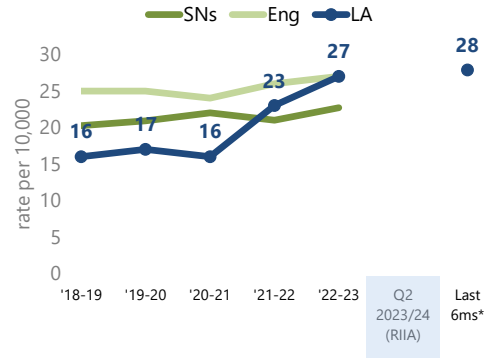


Age and gender

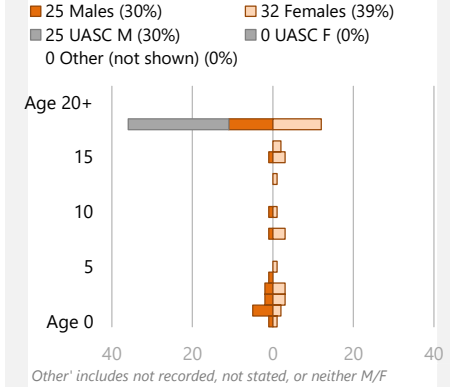


### 82 CLA ceased in the last 6 months

Rate of CLA ceased per 10,000 children



Age and gender



\*Annualised rate for comparison purposes

\*Annualised rate for comparison purposes

Page 84  
5%

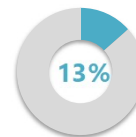
5 of the 98 CLA starters were unaccompanied asylum seeking children (UASC)

0%

0 of the 98 CLA starters have previously been looked after

#### Reason episode of care ceased

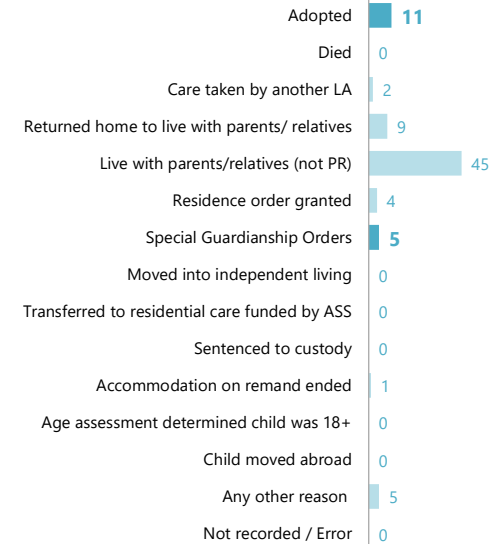
##### Adopted



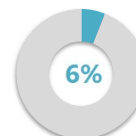
Last 6 months  
13%

2022-23 (published)	LA	SNs	Eng
	16%	14%	9%

##### Number of CLA ceased by reason in the period



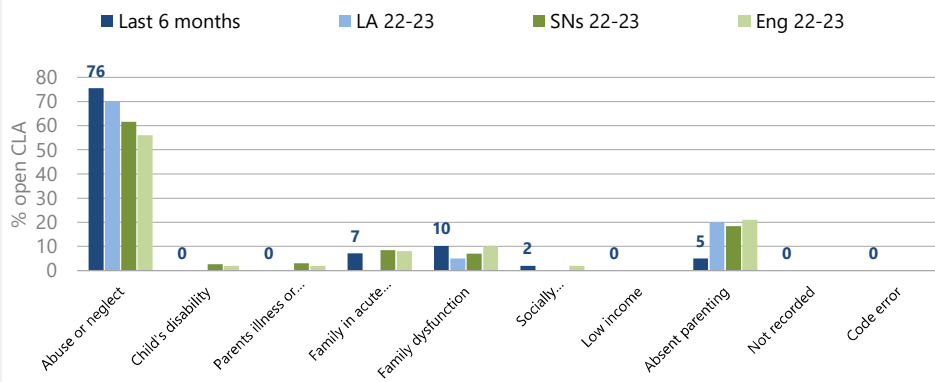
##### Special Guardianship Order



Last 6 months  
6%

2022-23 (published)	LA	SNs	Eng
	-	10%	12%

#### Comparing the primary need of CLA starters

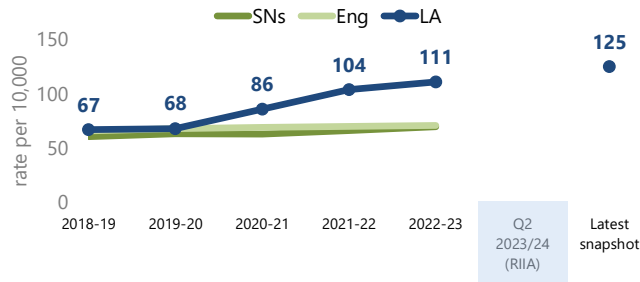


Children Looked After (CLA) with an open episode of care

Snapshot 17/06/2024

## 737 Children Looked After (CLA) with an open episode of care

Rate of CLA per 10,000 children (snapshot)



Ethnic background

	All CLA	Not UASC	UASC
White	87%	91%	0%
Mixed	6%	6%	0%
Asian or Asian British	1%	1%	11%
Black or black British	2%	1%	13%
Other ethnic group	4%	1%	74%
Not stated	0%	0%	3%
Not recorded	0%	0%	0%

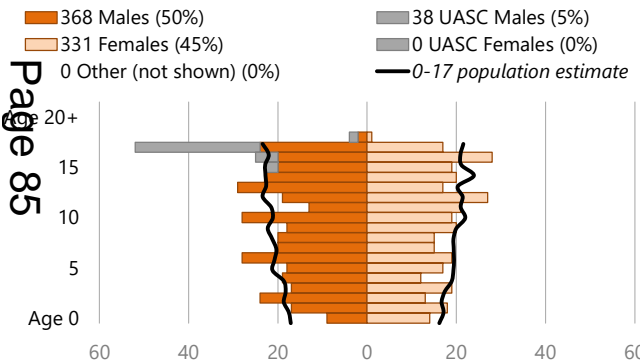
80 children (11%) with a disability

See page 25 for comparisons

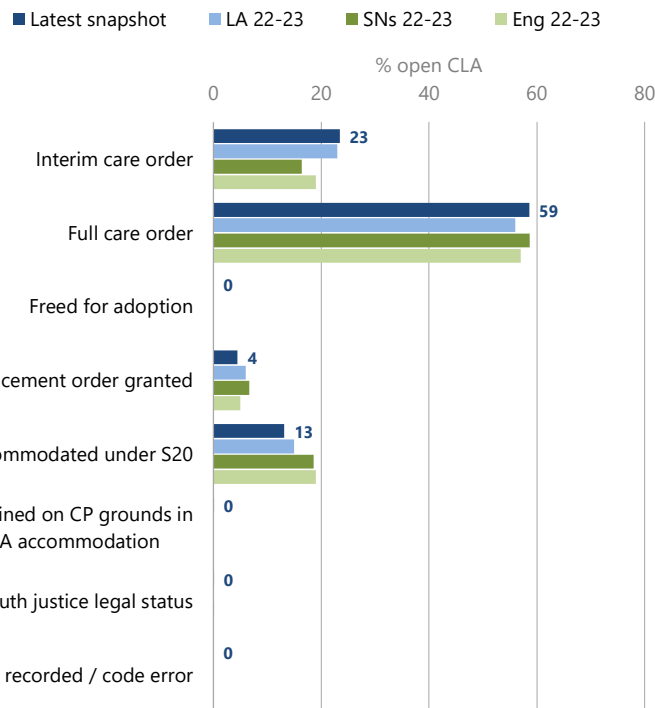
Permanence plan

	Number	%
Return to family	149	20%
Adoption	34	5%
SGO/CAO	34	5%
Supported living	39	5%
L/T residential	46	6%
L/T fostering	326	44%
Other	89	12%
Not recorded	20	3%

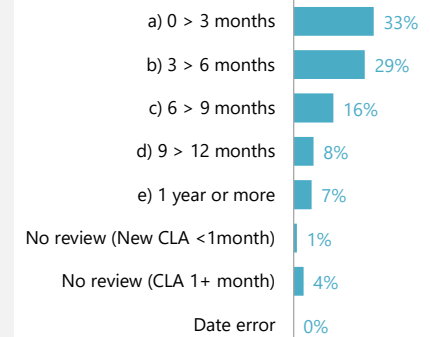
Age and gender



Comparing legal status of open CLA (snapshot)

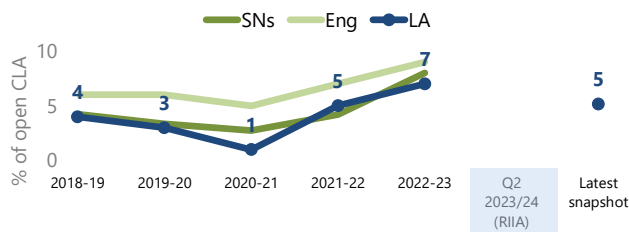


Time since latest review

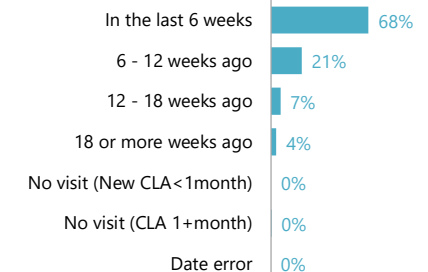


38 open unaccompanied asylum seeking children (UASC)

UASC as a percentage of CLA (snapshot)



Time since the child was last seen

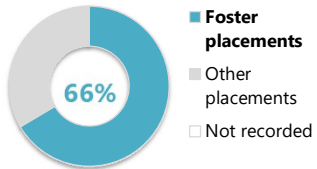


Children Looked After (CLA) placements

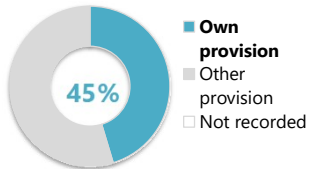
Snapshot 17/06/2024

CLA placements by type and provision

Foster placements



Own provision

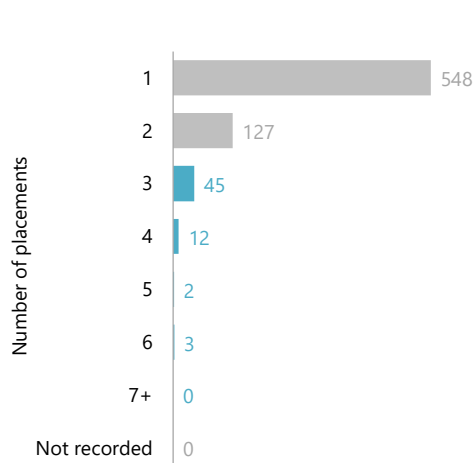


LA 2022-23 66%  
SNs 2022-23 69%  
Eng 2022-23 68%

LA 2022-23 48%  
SNs 2022-23 51%  
Eng 2022-23 44%

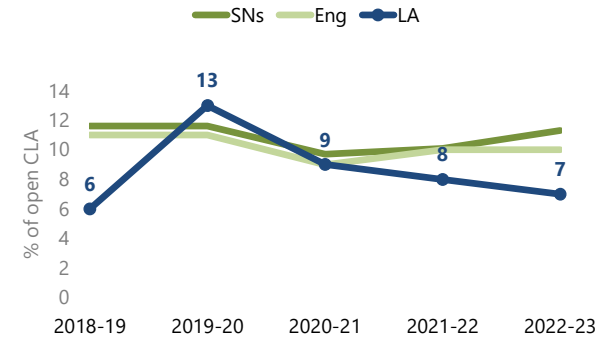
Placement type (open CLA)	Own LA	Private	Other	Total
Foster placement	311	158	21	490
Placed for adoption	6	0	1	7
Placed with parents	0	0	86	86
Independent living	2	0	0	2
Residential employment	0	0	0	0
Residential accommodation	3	45	0	48
Secure Children's Homes	0	0	0	0
Children's Homes	12	84	3	99
Residential Care Home	0	0	0	0
MHS/Health Trust	0	1	0	1
Family Centre	0	3	0	3
Young Offender Institution	0	0	1	1
Residential school	0	0	0	0
Other placements	0	0	0	0
Temporary placement	0	0	0	0
<b>Total placements</b>	<b>334</b>	<b>291</b>	<b>112</b>	<b>737</b>

Number of placements in the last 12 months



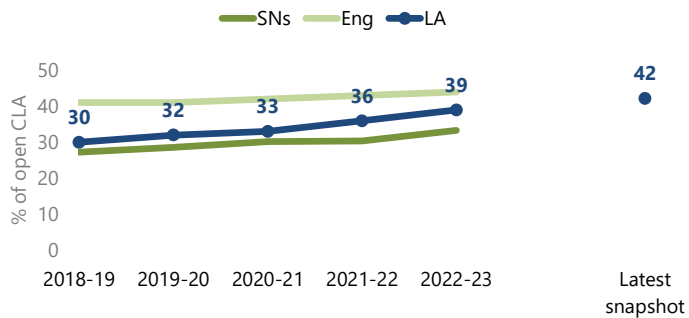
May include "status" changes as well as placements

Comparing short term placement stability



Due to limited data in the Annex A dataset, ChAT does not present short-term stability alongside published statistics

CLA placements out of borough



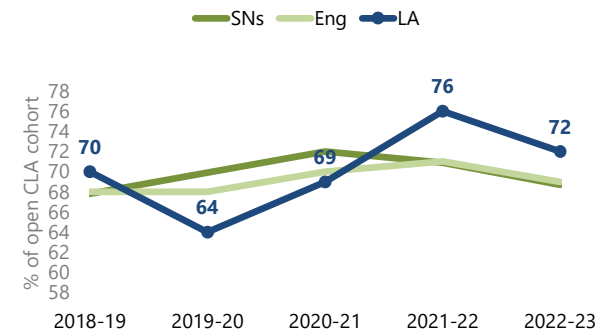
Duration of placements

Duration of latest placement for each current CLA aged under 16 who have been looked after for 2½ years or more



May include "status" changes as well as placements

Comparing long term placement stability



Due to limited data in the Annex A dataset, ChAT does not present long-term stability alongside published statistics



Children Looked After (CLA) health and missing/absent from placement

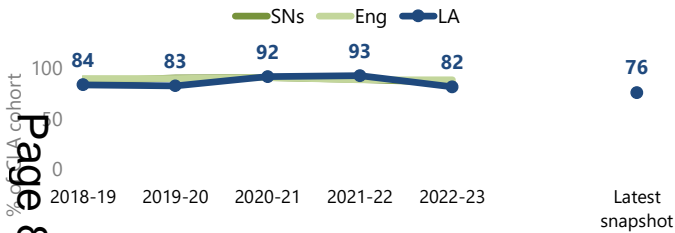
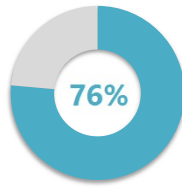
Snapshot 17/06/2024

### Health

534 current open CLA looked after for at least 12 months

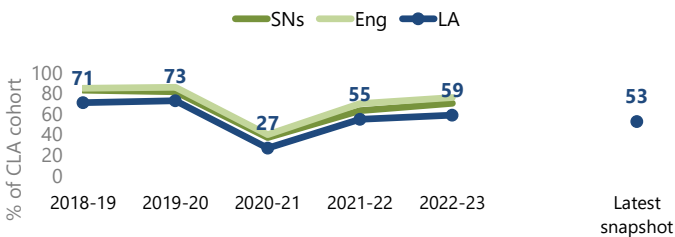
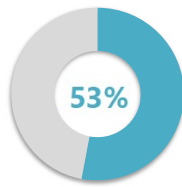
#### Health assessments

Current open CLA who have been looked after for at least 12 months with an up to date health assessment (in the last 6 months for CLA aged under 5, and in the last 12 months for CLA aged 5-plus)



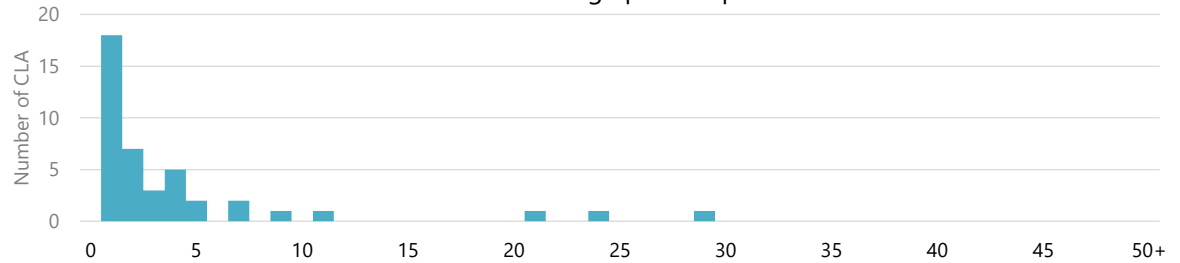
#### Dental checks

Current open CLA who have been looked after for at least 12 months who have had a dental check in the last 12 months.



### Missing from placement

Number of missing episodes per CLA

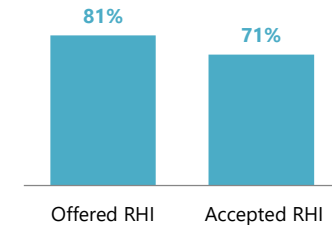


42 of 819 looked after children had a missing incident in the last 12 months

	Latest data	LA 22-23	SNs 22-23	Eng 22-23
Number of all CLA with a missing incident	42 of 819	37		
Percentage of all CLA with a missing incident	5%	5%	11%	11%
Total number of missing incidents for all CLA	179	221		
Average number of incidents per CLA who went missing	4.3	6.0	5.5	6.4

#### Missing incidents - return home interviews

	Latest data	
Missing children offered return interview	34 of 42	81%
Missing children not offered return interview	0 of 42	0%
Missing children return interview offer not recorded	8 of 42	19%
Missing children where return interview was n/a	0 of 42	0%



	Latest data	
Missing children accepted return interview	24 of 34	71%
Missing children not accepted return interview	8 of 34	24%
Missing children return interview acceptance not recorded	2 of 34	6%

### Absent from placement

1 of 819 looked after children had an absent incident in the last 12 months

	Latest data	LA 22-23	SNs 22-23	Eng 22-23
Number of all CLA with an absent incident	1 of 819	0		
Percentage of all CLA with an absent incident	0%	0%	1%	2%
Total number of absent incidents for all CLA	1	0		
Average number of incidents per CLA who were absent	1.0	0.0	0.8	4.0

Care leavers eligibility, PA allocation and pathway plans

Snapshot 17/06/2024

## 277 care leavers who have reached the threshold for receiving leaving care services

### Care leavers by age and eligibility

(where highlighted, please check eligibility/age criteria)

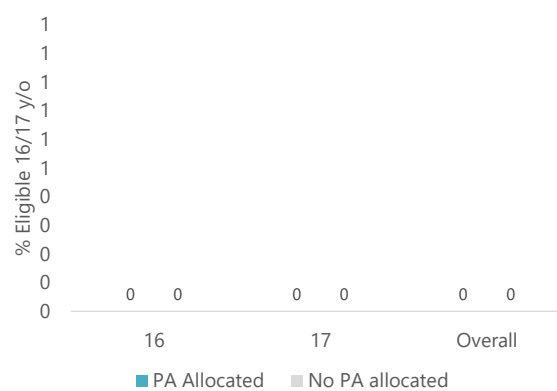
	Eligible	Relevant	Former Relevant	Qualifying	Other	Total
16	0	0	0	1	0	1
17	0	1	0	0	0	1
18	0	0	86	0	0	86
19	0	0	80	1	0	81
20	0	0	58	2	0	60
21	0	0	23	0	0	23
22	0	1	9	0	0	10
23	0	0	10	0	0	10
24	0	0	5	0	0	5
Other	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>2</b>	<b>271</b>	<b>4</b>	<b>0</b>	<b>277</b>

### Care leaver eligibility summary (please refer to DfE guidance for full eligibility criteria)

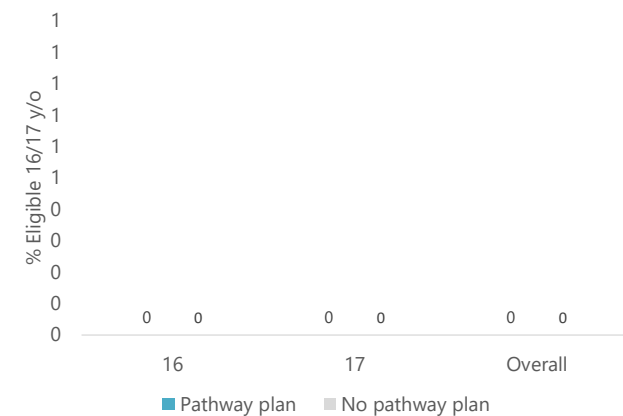
Age	Eligible
16-17	<ul style="list-style-type: none"> <li>~ Age 16 or 17</li> <li>~ Has been looked after for at least 13 weeks since age 14 (can be multiple periods)</li> <li>~ Currently looked after</li> </ul>
18-25	<ul style="list-style-type: none"> <li>~ Age 16 or 17</li> <li>~ Has been looked after for at least 13 weeks since age 14 (can be multiple periods)</li> <li>~ Looked after on or after their 16th birthday</li> <li>~ No longer looked after</li> </ul>
Former Relevant	<ul style="list-style-type: none"> <li>~ Aged between 18 and 25</li> <li>~ Previously an eligible or relevant child (see above definitions)</li> </ul>
Qualifying (Annex A requires only those requesting and receiving a service)	<ul style="list-style-type: none"> <li>~ Aged between 16 and 21 (or 25 if in education)</li> <li>~ Looked after on or after their 16th birthday</li> <li>~ <b>Not</b> looked after for at least 13 weeks since age 14 or</li> <li>~ privately fostered after the age of 16 but before the age of 18 or</li> <li>~ were looked after prior to becoming subject to a SGO</li> </ul>

### Eligible Children (16/17 year olds) - comparing personal advisor allocation and pathway plans

Eligible 16/17 year olds by personal advisor allocation



Eligible 16/17 year olds by pathway plan

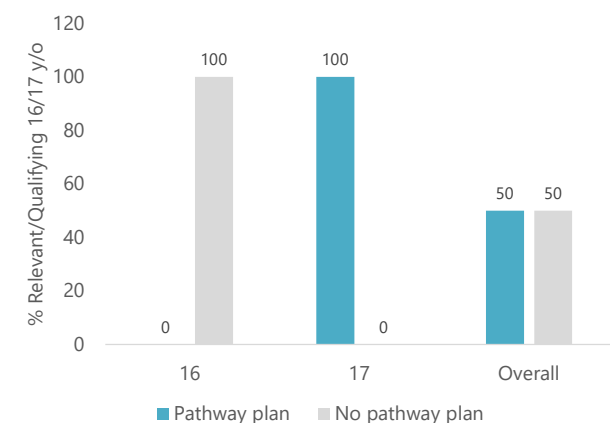


### Relevant and Qualifying Children (16/17 year olds) - comparing personal advisor allocation and pathway plans

Relevant/Qualifying 16/17 year olds by personal advisor allocation



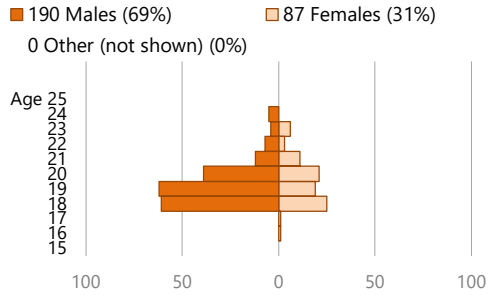
Relevant/Qualifying 16/17 year olds by pathway plan



Care leavers demographics and UASC

Snapshot 17/06/2024

Age and gender



Ethnic background

White	58%
Mixed	6%
Asian or Asian British	4%
Black or black British	8%
Other ethnic group	25%
Not stated	0%
Not recorded	0%

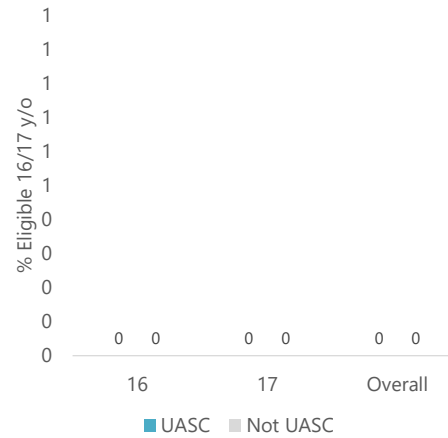
See page 25 for comparisons

19 (7%) care leavers with a disability

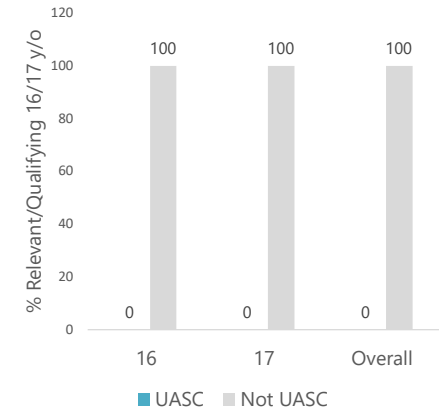
Other\* includes not recorded, not stated, or neither M/F

Care leavers - UASC/Former UASC (16/17 year olds)

Eligible 16/17 year olds by UASC Status



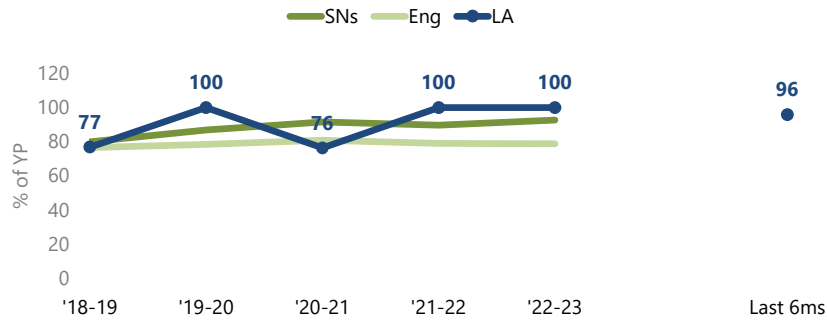
Relevant/qualifying 16/17 year olds by UASC Status



Remained in care until aged 18

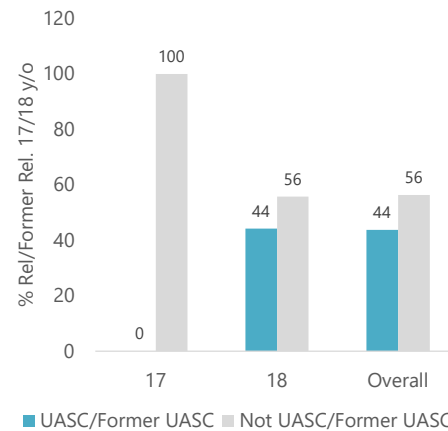
YP who ceased to be looked after aged 16-plus who were looked after until their 18th birthday

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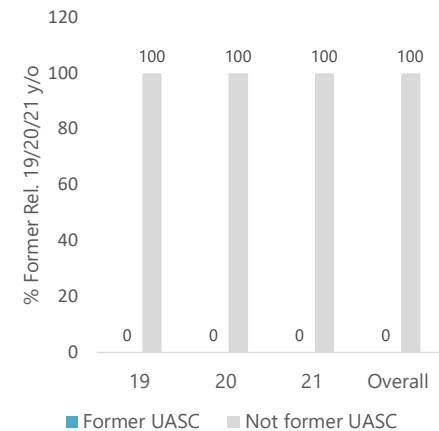


Care leavers - UASC/Former UASC (17/18 & 19/20/21 year olds)

Relevant/former relevant 17/18 year olds by UASC Status

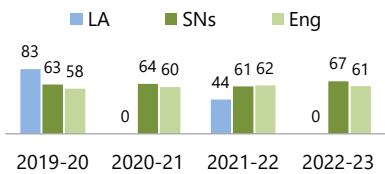


Former relevant 19/20/21 year olds by UASC Status

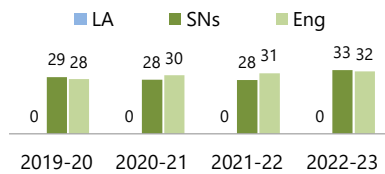


Remain with former foster carer

Aged 18



Aged 19-20

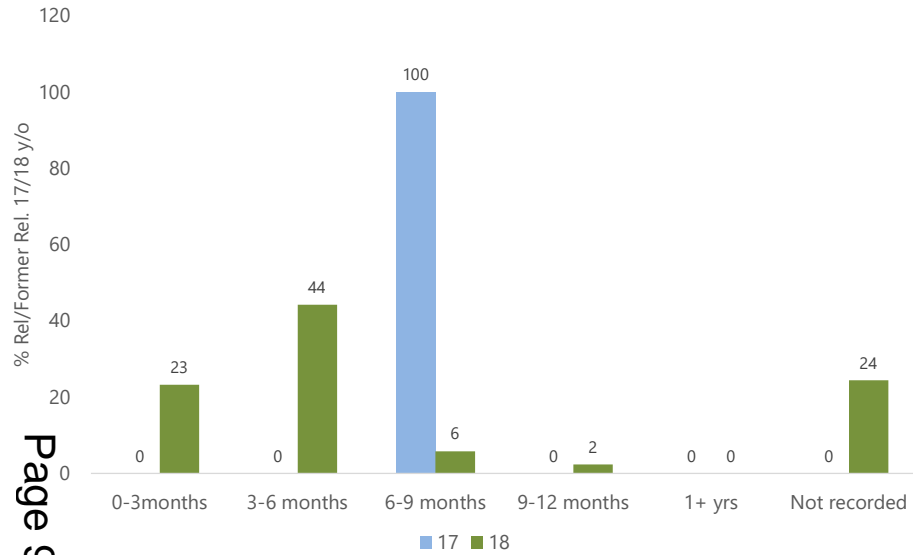


Care leavers pathway plan and contact timescales

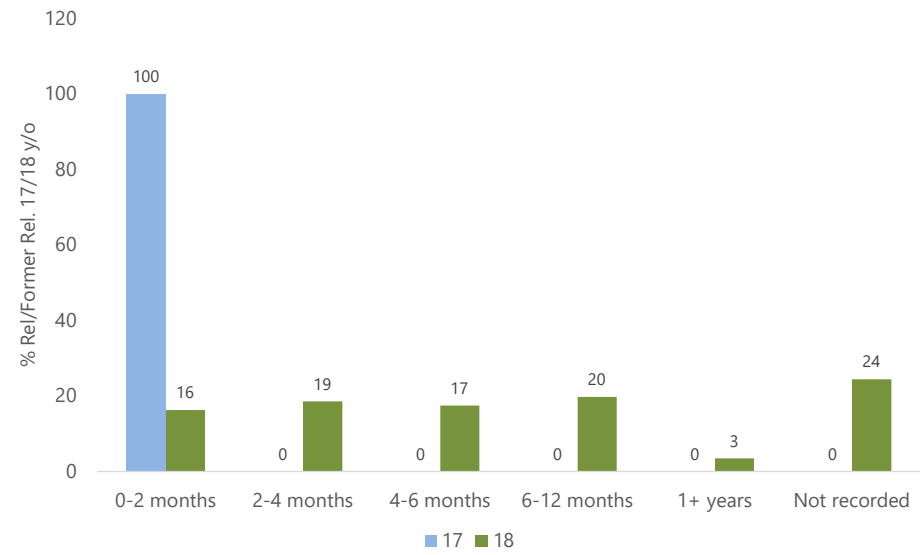
Snapshot 17/06/2024

Page 90

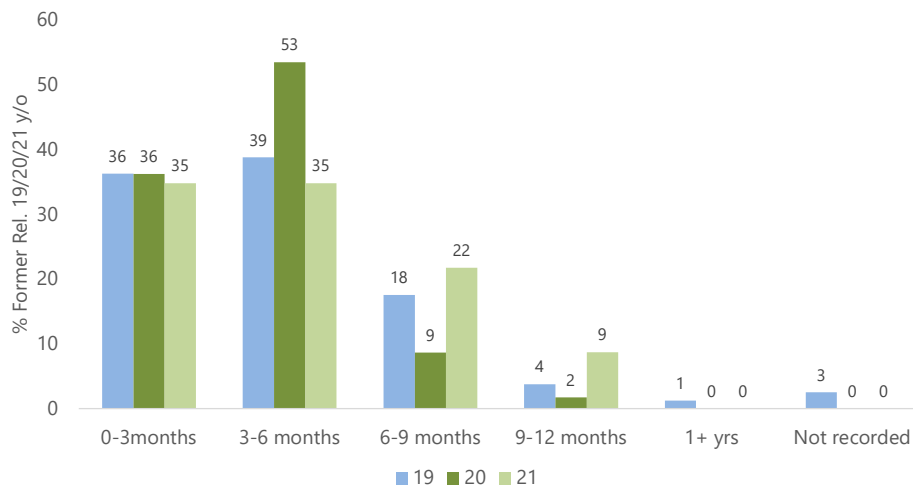
Pathway Plan last updated - 17/18 year olds (relevant/former relevant)



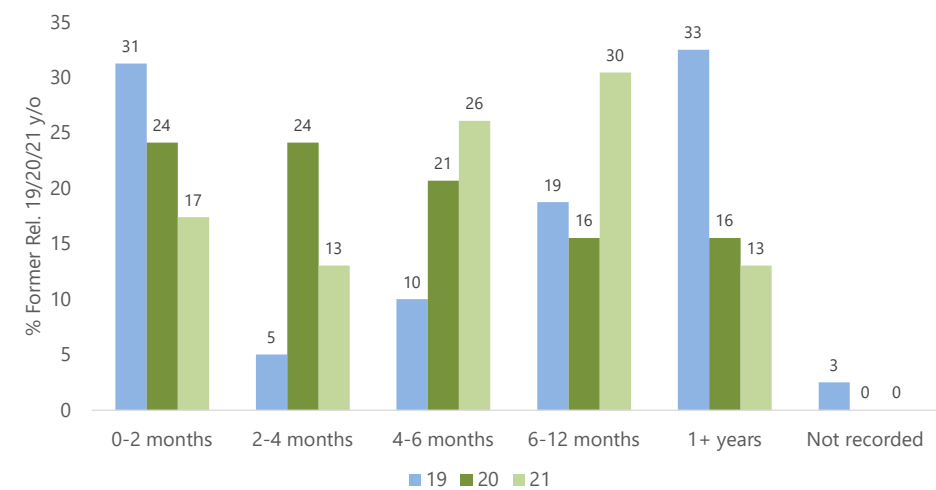
Time since last contact - 17/18 year olds (relevant/former relevant)



Pathway Plan last updated 19/20/21 year olds (former relevant)



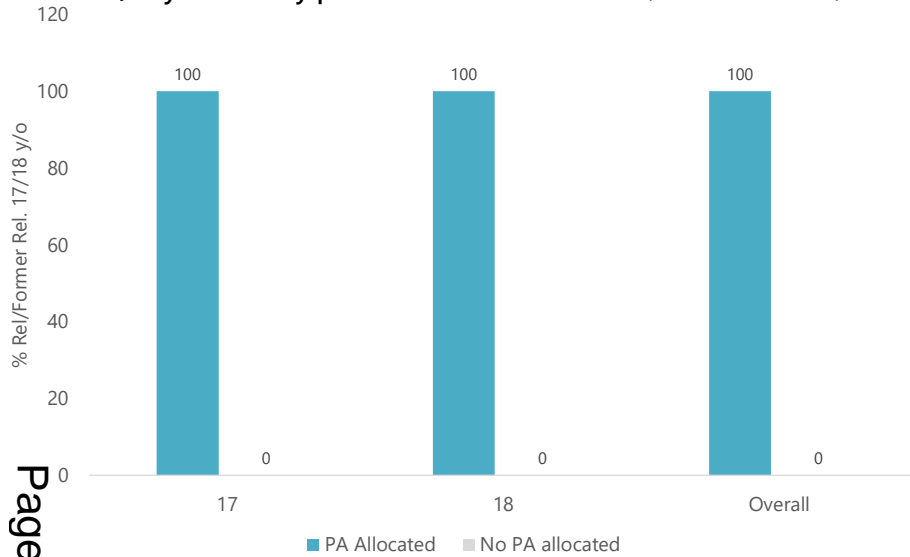
Time since last contact - 19/20/21 year olds (former relevant)



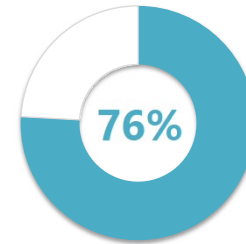
Care leavers PA allocation and in touch

Snapshot 17/06/2024

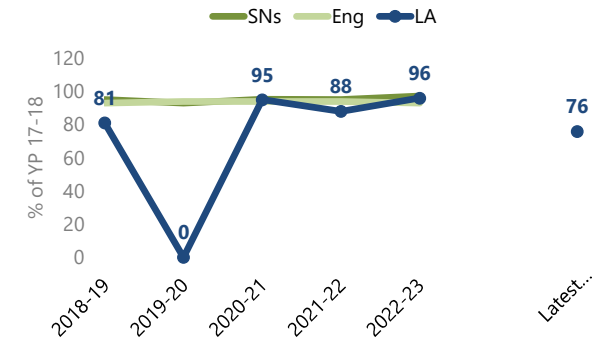
17/18 year olds by personal advisor allocation (relevant/former relevant)



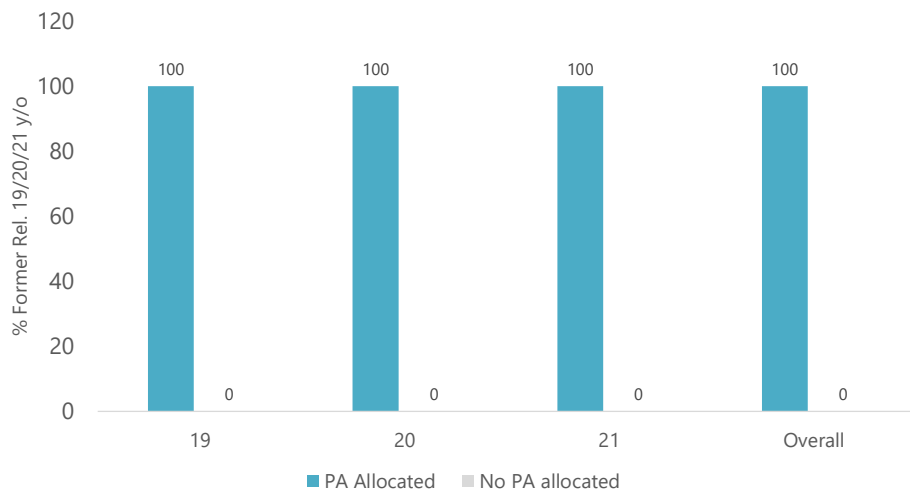
LA in touch with 17-18 year olds (relevant/former relevant)



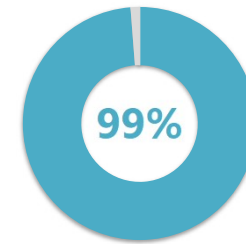
ChAT	Aged 17	Aged 18	Total
Numbers in cohort	1	86	87
LA in touch with YP	100%	76%	76%



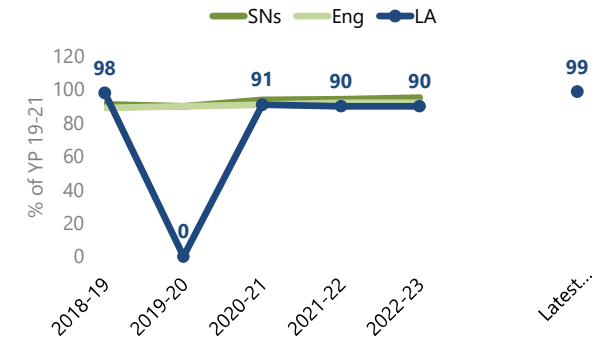
19/20/21 year olds by personal advisor allocation (former relevant)



LA in touch with 19-21 year olds (former relevant)



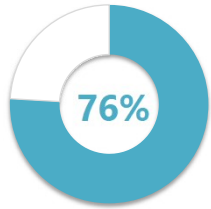
ChAT	Aged 19	Aged 20	Aged 21	Total
Numbers in cohort	80	58	23	161
LA in touch with YP	98%	100%	100%	99%



Care leavers accommodation suitability and type

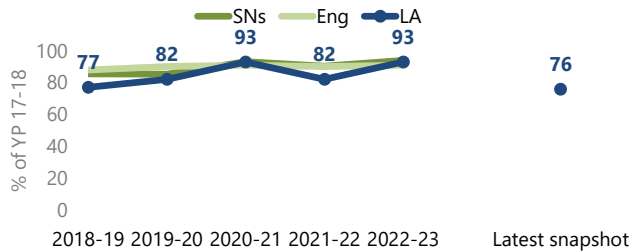
Snapshot 17/06/2024

Accommodation suitability of 17-18 year olds (relevant/former relevant)

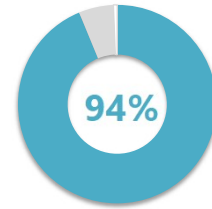


■ Suitable accom  
■ Not suitable  
□ No information

ChAT	Aged 17	Aged 18	Total
Numbers in cohort	1	86	87
In suitable accommodation	100%	76%	76%

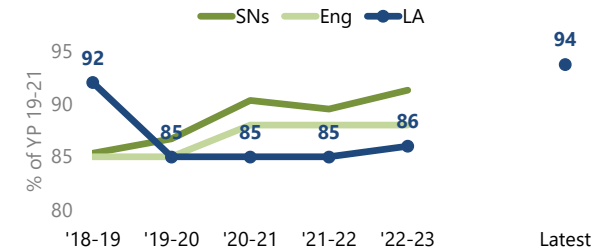


Accommodation suitability of 19-21 year olds (former relevant)



■ Suitable accom  
■ Not suitable  
□ No information

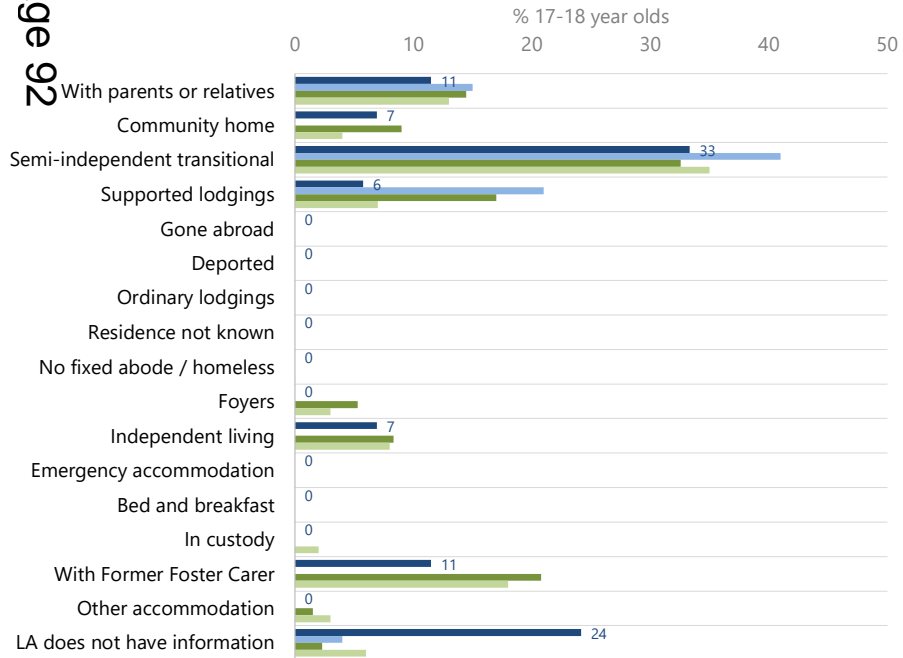
ChAT	Aged 19	Aged 20	Aged 21	Total
Numbers in cohort	79	57	23	159
In suitable accommodation	94%	93%	96%	94%



Accommodation types of 17-18 year olds

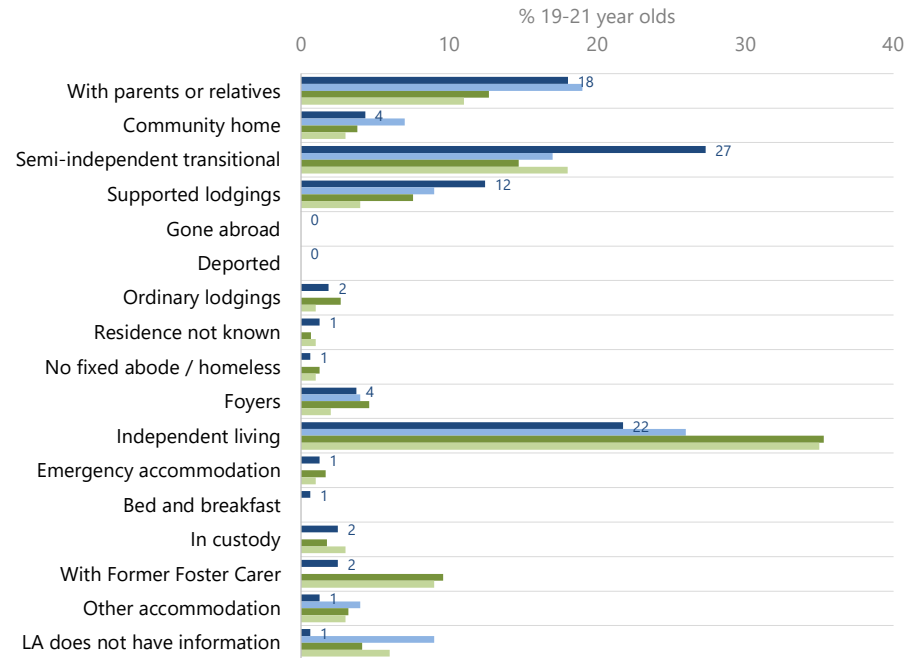
■ Latest snapshot ■ LA 22-23 ■ SNs 22-23 ■ Eng 22-23

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Accommodation types of 19-21 year olds

■ Latest snapshot ■ LA 22-23 ■ SNs 22-23 ■ Eng 22-23

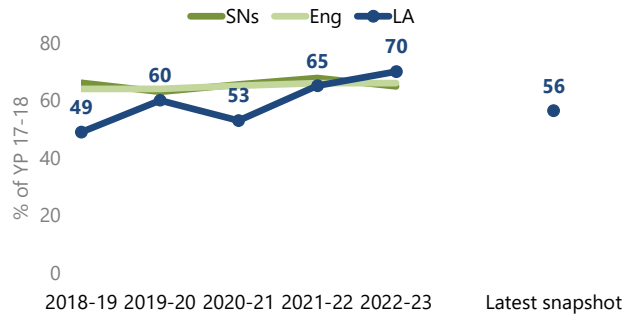
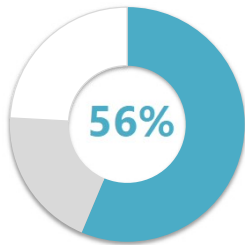


Care leavers activity (Education, Employment, or Training)

Snapshot 17/06/2024

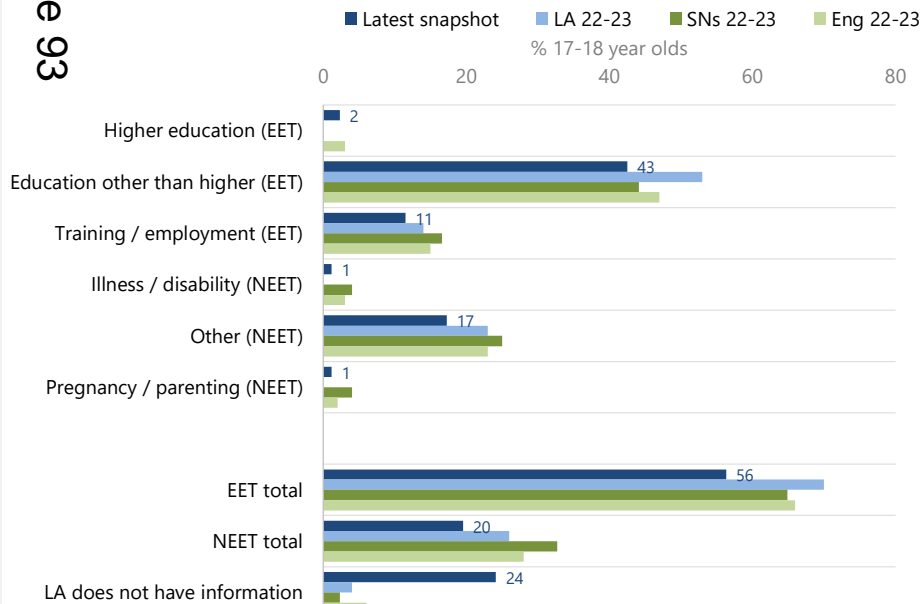
Education, Employment, or Training (EET) of 17-18 year olds (relevant/former relevant)

ChAT	Aged 17	Aged 18	Total
Numbers in cohort	1	86	87
In EET	100%	56%	56%



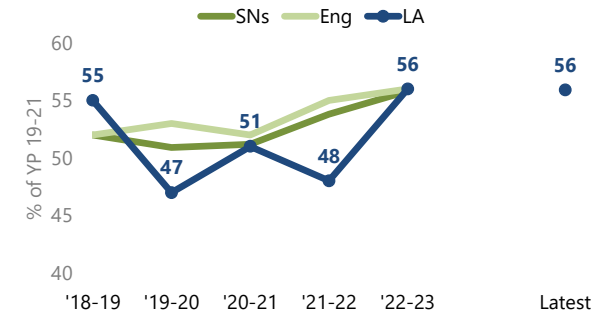
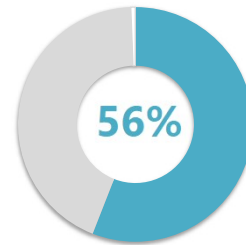
Page 93

Activity types of 17-18 year olds (relevant/former relevant)

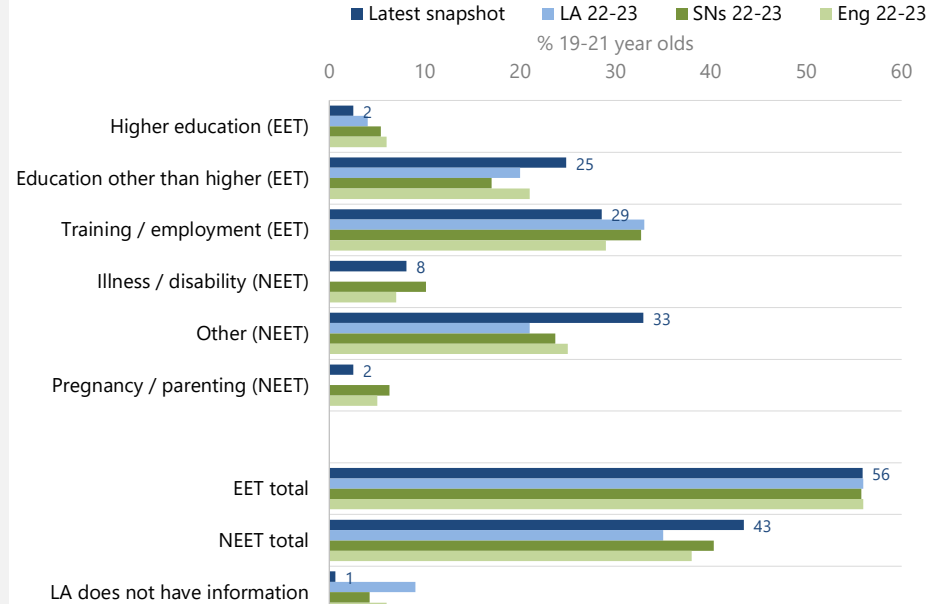


Education, Employment, or Training (EET) of 19-21 year olds (former relevant)

ChAT	Aged 19	Aged 20	Aged 21	Total
Numbers in cohort	80	58	23	161
In EET	56%	55%	57%	56%



Activity types of 19-21 year olds (former relevant)



Children adopted, waiting to be adopted, or had an adoption decision reversed in the last 12 month from 18/06/2023 to 17/06/2024

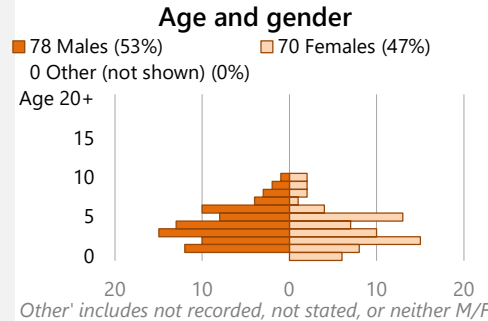
### 148 children

- 24 Child/ren adopted last 12 months
- 60 Child/ren waiting to be adopted
- (29 Child/ren waiting with placement order)
- 2 Child/ren with decision reversed

#### Ethnic background

White	94%
Mixed	6%
Asian or Asian British	0%
Black or black British	0%
Other ethnic group	0%
Not stated	0%
Not recorded	0%

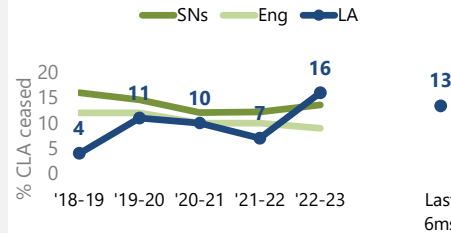
See page 25 for comparisons



4 children (3%) with a disability

### Of the 82 children who ceased to be looked after in the last 6 months, 11 was/were adopted (13%)

#### Children ceased who were adopted



#### Children aged 5-plus who were adopted

3.2%

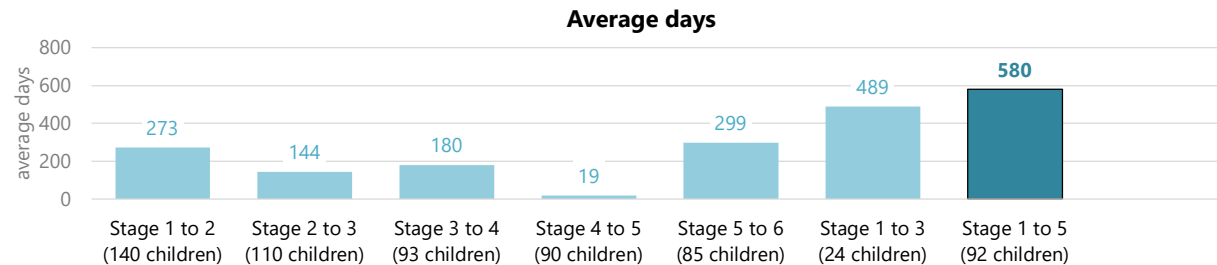
2 of the 62 children aged 5-plus who ceased to be looked after in the last 6 months were adopted

#### Comparing 5-plus adoptions

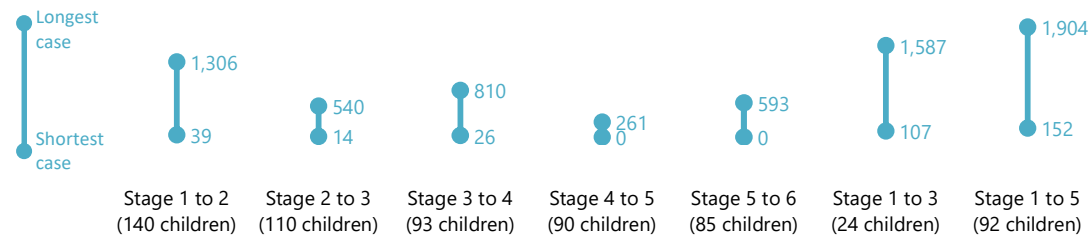
LA last 6 months	3.2%
LA 2015-18 (3 yr average)	3.0%
SNs 2015-18 (3 yr average)	5.0%
Eng 2015-18 (3 yr average)	6.4%

### Timeliness of each stage of the adoption process

Average duration of each stage (number of days)



Range in days between shortest and longest cases at each stage



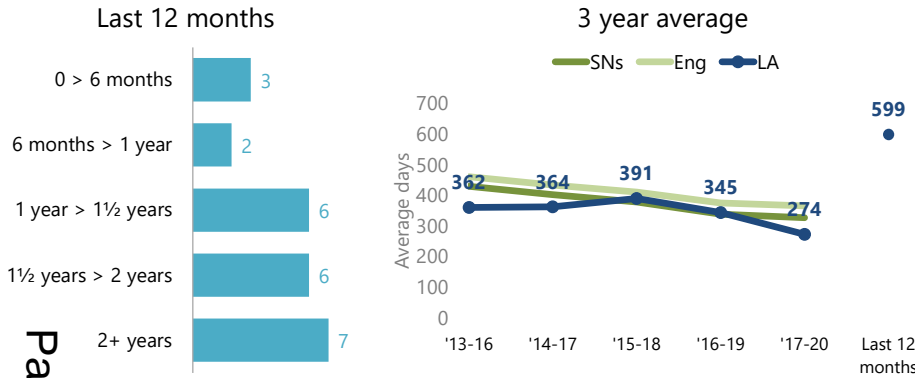


Adoption benchmarking

from 18/06/2023  
to 17/06/2024

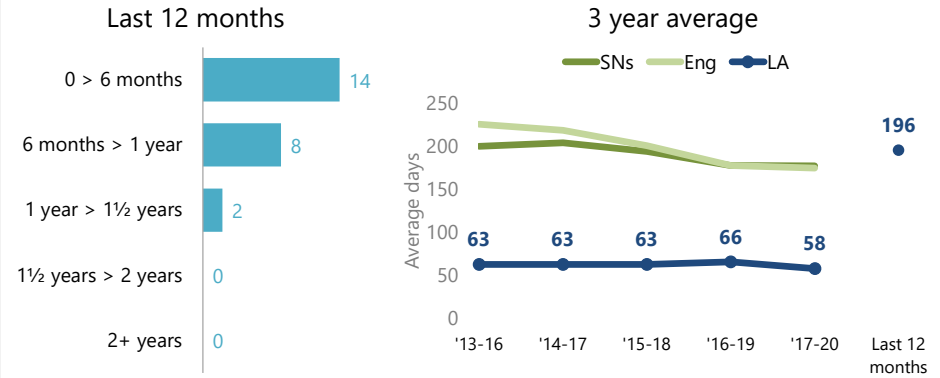
(A10) Time between entering care and placed with family for adopted children

**599 days** Average number of days between entering care and moving in with adoptive family for adopted children (adjusted for foster carer adoptions)  
24 children



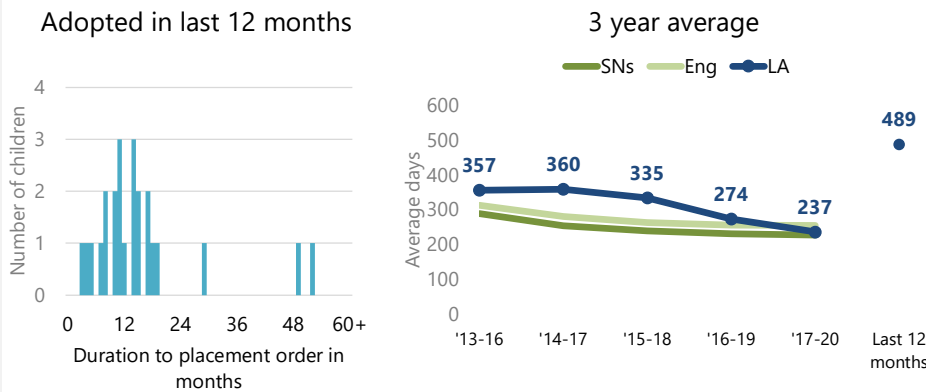
(A2) Time between placement order and deciding on a match

**196 days** The average number of days from the date of the placement order to the date the child was matched to prospective adopters  
24 children



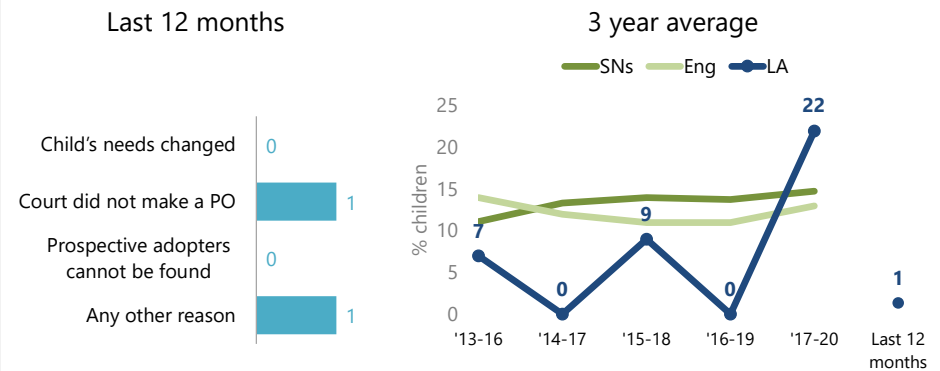
(A20) Time between entering care and placement order

**489 days** Average time between a child entering care and a local authority receiving court authority to place a child, for children who have been adopted (days)  
24 children



(A5) Permanence decision changed away from adoption

**1%** Children where there was a decision that the child should no longer be placed for adoption  
2/140 children



Prospective adopters in the last 12 months

from 01/06/2023  
to 31/05/2024

## 176 prospective adopters (92 families)

### Prospective adopter current status

	Adults	Families
Child adopted	0	0
Child placed	0	0
Child matched	0	0
Application	0	0
Enquiry	0	0
Withdrawn	176	92

### Ethnic breakdown

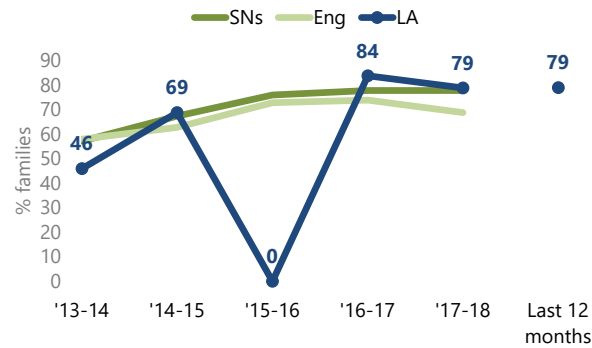
	Adults %	Children %
White	96%	94%
Mixed	0%	6%
Asian or Asian British	3%	0%
Black or black British	1%	0%
Other ethnic group	0%	0%
Not stated	0%	0%
Not recorded	0%	0%

### New two-stage adoption process

- Stage 1 start** Registration of interest
- Stage 1 end** Decision of suitability to adopt
- Stage 2 start** Adopter's wish to proceed
- Stage 2 end** Agency Decision-Maker (ADM decision)
- Matched** Family matched with child(ren)
- Placed** Child(ren) placed with family
- Adopted** Adoption order granted

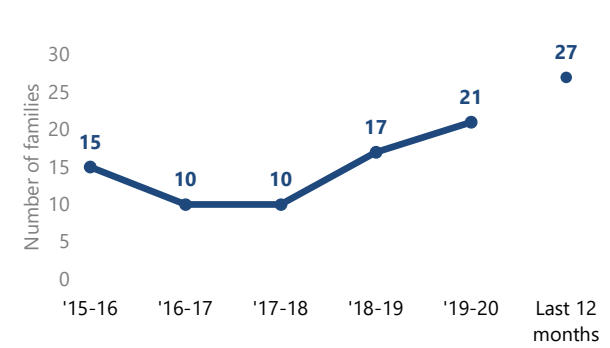
### Adoption Scorecard A12 - wait to be matched

Percentage of adoptive families matched to a child who waited more than three months between approval and matching (discontinued)



### Adoption Scorecard A15 - new ADM decisions

Number of new ADM decisions for children in the year (ADM = Agency Decision-Maker)

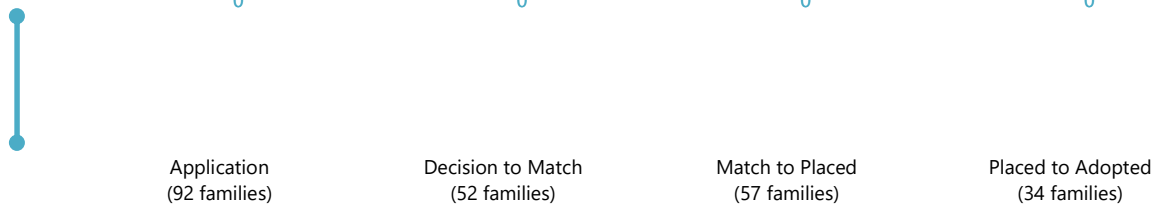


### Duration of each stage of the adoption process

Average duration of each stage (number of days)



Range in days between shortest and longest cases at each stage



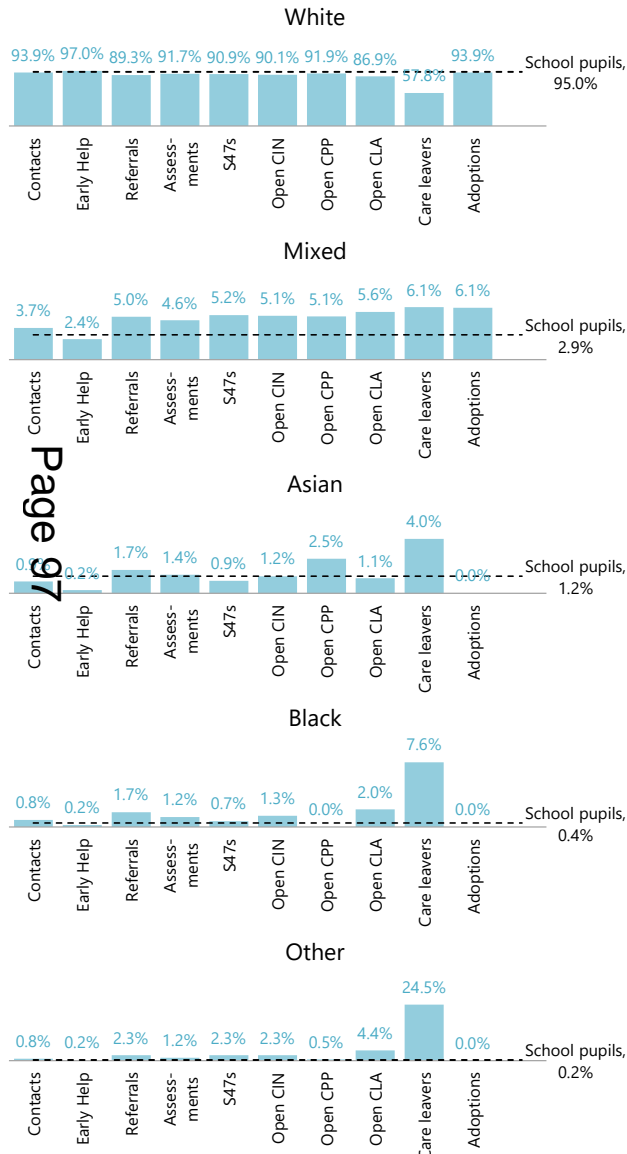
Demographics of children across all areas of children's social care

Snapshot 17/06/2024

**Ethnicity**

ChAT\* compared to pupils in the LA schools (Jan-22)

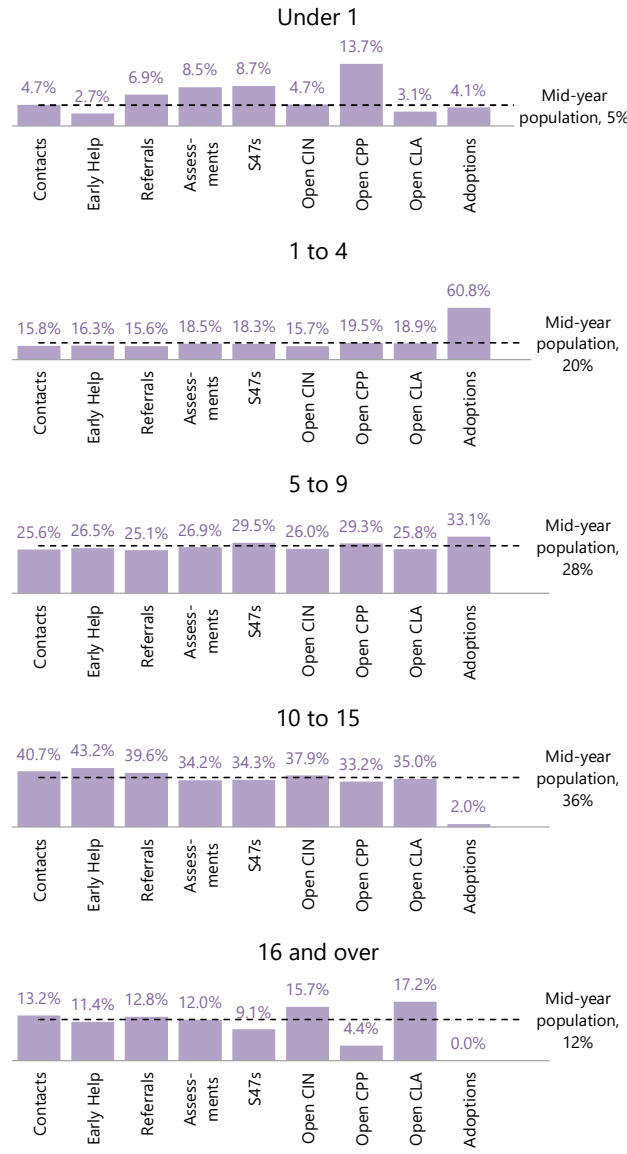
\*percentage of known ethnicity only



**Age**

ChAT\* compared to mid-year (2022) population estimates (ONS)

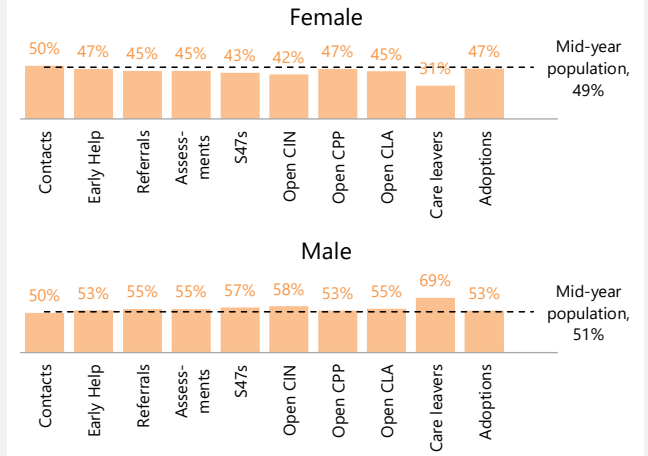
\*percentage of known age only



**Gender**

ChAT\* compared to mid-year (2022) population estimates (ONS)

\*percentage of Male / Female genders only, excludes Other



**Comparing CLA demographics**

CLA figures compared to published population statistics

	LA Latest snapshot			LA 2023			Eng 2023		
	CLA	Pop	% difference	CLA	Pop	% difference	CLA	Pop	% difference
White	87	95	lower -9%	86	95	lower -9%	71	73	lower -2%
Mixed	6	3	higher 92%	7	3	higher 141%	10	7	higher 48%
Asian	1	1	lower -13%	1	1	lower -13%	5	12	lower -58%
Black	2	0	higher 353%	1	0	higher 122%	7	6	higher 19%
Other	4	0	higher 1820%	6	0	higher 2554%	5	2	higher 123%




	LA Latest snapshot			LA 2023			Eng 2023		
	CLA	Pop	% difference	CLA	Pop	% difference	CLA	Pop	% difference
Under 1	3	5	lower -31%	4	5	lower -12%	5	5	no dif 0%
1 to 4	19	20	lower -4%	20	20	lower -4%	13	21	lower -37%
5 to 9	26	28	lower -7%	23	28	lower -17%	18	28	lower -36%
10 to 15	35	36	lower -3%	35	36	lower -3%	38	35	higher 8%
16-plus	17	12	higher 43%	18	12	higher 50%	26	11	higher 136%




  

	LA Latest snapshot			LA 2023			Eng 2023		
	CLA	Pop	% difference	CLA	Pop	% difference	CLA	Pop	% difference
Male	55	51	higher 7%	54	51	higher 5%	57	51	higher 11%
Female	45	49	lower -8%	46	49	lower -5%	43	49	lower -12%

Comparisons of headline figures and performance data to published statistics

The table below shows the Local Authority's latest data for each indicator as calculated in ChAT, and the direction of travel since the latest published statistics (where available).

Decreasing, low is good   
 Increasing, high is good   
 No change, not RAG rated 

Lowest 25% quartile, low is good   
 Highest 25% quartile, high is good   
 Mid 50% range, not RAG-rated 

Indicator	Latest data (ChAT)			Latest published statistics for all local authorities					
	LA	Direction of travel		LA	SNs	Eng	LA compared to mid-50% range of all LAs		Date
Referrals received (annual rate per 10,000 of children)	268	Decrease	◀	297	476	545	Lower	○	2022-23
Referrals to social care that were within 12 months of a previous referral (%)	13	Decrease	◀	15	21	21	Lower	○	2022-23
Assessments completed (annual rate per 10,000 of children)	248	Decrease	◀	617	516	557	In range	○	2022-23
Assessments completed within 45 working days (%)	76	Decrease	◀	79	82	82	In range	○	2022-23
Children subject to section 47 enquiries (annual rate per 10,000 of children)	164	Decrease	◀	184	180	192	In range	○	2022-23
Children subject of an initial child protection conference (annual rate per 10,000 of children)	40	Decrease	◀	61	65	63	In range	○	2022-23
Initial Child Protection Conferences held within 15 working days of the start of the section 47 enquiry (%)	61	Decrease	◀	81	79	78	In range	○	2022-23
Children in need (snapshot rate per 10,000 children)	282	Decrease	◀	331	326	343	In range	○	2022-23
Children who are the subject of a child protection plan (snapshot rate per 10,000 children)	35	Decrease	◀	41	42	43	In range	○	2022-23
Children who became the subject of a CP plan for a second or subsequent time (%)	18	Decrease	◀	22	24	24	In range	○	2022-23
Children who ceased to be on a CP plan whose plan lasted 2 years or more (%)	2	-	↑ ↑	c	3	4	Higher	○	2022-23
Children who are looked after (snapshot rate per 10,000 children)	125	Increase	➤	111	70	71	Higher	○	2022-23
Children looked after who had a missing incident in the period (%)	5	Increase	➤	5	11	11	Lower	○	2022-23
Children looked after who were away without authorisation in the period (%)	0	Increase	➤	0	1	2	In range	○	2022-23
Children looked after who had their teeth checked by a dentist in the last 12 months (%)	53	Decrease	◀	59	71	76	Lower	○	2022-23
Children looked after who had their annual health assessment (%)	76	Decrease	◀	82	86	89	Lower	○	2022-23
Children who ceased to be looked after in the period who were adopted (%)	13	Decrease	◀	16	14	9	Higher	○	2022-23
Children who ceased to be looked after in the period due to a Special Guardianship Order (%)	6	-	↑ ↑	-	10	12	Higher	○	2022-23
Children leaving care over the age of 16 who remained looked after until their 18th birthday (%)	96	Decrease	◀	100	93	79	In range	○	2022-23
Care leavers aged 19-21 in suitable accommodation (%)	94	Increase	➤	86	91	88	In range	○	2022-23
Care leavers aged 19-21 in education, employment, or training (%)	56	Decrease	◀	56	56	56	In range	○	2022-23
A1 - Average time between entering care and moving in with family for children who were adopted (days)	701	Increase	➤	403	455	486	Lower	○	2015-18
A2 - Average time between LA receiving placement order and LA deciding on a match with family (days)	-	-		63	194	201	Lower	○	2015-18

# Agenda Item 8

Date	Item	Responsible Officer	Briefing	Briefing and decision by Members to go to committee	Straight to committee
July-September	Children's front door Early help Best Start in Life	DG		✓	
July-September	Fostering	DG	✓		
July-September	SEND Accelerated Progress Plan (APP) Monitoring Update	DS		✓	
27 <sup>th</sup> November	Learning disability and Autism development including supported Living	NMC/LT			✓
27 <sup>th</sup> November	2024 Education Outcomes	DS			✓
27 <sup>th</sup> November	Commissioning Update	LT			✓
27 <sup>th</sup> November	Q2 Performance Report				✓
December-January	SEND and AP Change Programme (review of Year 1 impact)	DS	✓		
28 <sup>th</sup> February	Multi Agency Working (Relationship with ICB for Adults/Children) i.e., CAMHS and Discharge				✓
28 <sup>th</sup> February	Safeguarding annual report				✓
2 <sup>nd</sup> April	Review of the People Transformation Programme				✓
2 <sup>nd</sup> April	Successful savings and Forward Plan (Evolved Commissioning Plan)				✓

Other identified areas of interest from Committee discussions:

- Sensory Impairment
- Demand
- Dementia
- Ofsted/CQC action plans
- Mental health being carried out with HOSC
- Integration Programme (family hub support)
- Prevention strategy
- All age approach to technology
- Adults 'front door' transformation work