

Single Inspection Framework Self Evaluation (Extract)

Children in need of help and protection



Overall Strengths

- Consistent and **committed** political and professional leadership
- Strong and shared ambitions and values across Children's Trust/MSCB
- A tradition of partnership working: schools, NHS commissioners and providers; police; community and voluntary sector
- Focus on continuous improvement – a learning culture - using evidence based practice; learning from SCRs and LIRs and good and best practice – making improvements
- Longstanding C&YP Voice approach and commitment
- Focus on building the prerequisites of good SW practice: SW recruitment and retention, appropriate and fit for purpose structures; manageable caseloads; provision of good quality professional development and support within a clear framework of practice standards including managing performance.
- Developed and delivering innovative initiatives: MST; CAMH SPA; FNP; SoS, MI, multiagency EHC teams, Health visitors in Childrens centres.

Challenges

- Responding to increased demand associated to significant demographic challenges
- Maintaining effective strategic and operational partnership in time of change and financial contraction
- Delivering our ambitious continuous improvement agenda – including rapid improvement where necessary.
- Maintaining momentum in effective recruitment, retention and developing social workers in expanded workforce
- Continue to review the impact of our QA framework and adopt any changes needed to increase the effectiveness of single and multi-agency QA processes.
- Continue to implement changes arising from the Children and Families Act 2014 relating to education, health and care planning for children with SEN and disabilities. With engagement of partners, CCG etc.
- Considering MSCB governance following the Wood review.
- Preparing for the implementation of our new CSF-wide casework system

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Performance improvements

- Improved **statutory assessment timeliness** from 61% of Core Assessments completed within time 2012/13 to 92% of Single Assessments within time 2015/16, better than National (81%) and London (80%)
- Improved **Child Protection Reviews timescales** to 98% improvement on 93% in 2011/2012 better than National 94% and London 96%.
- 100% of Merton's **Troubled Families** 'turned around' in phase one, one of 51 local authorities in the country chosen as a pilot (or 'early starter') for phase two
- 24% of our **Children in Need** are achieving 5+ A* - C in GCSE (including English and maths), an improvement from 2012 (15%) better than our statistical neighbour average 15% and National 15%.
- We have reduced First Time entrants from 88 (2013/14) to 60 (2014/15) and only 47 in 2015/16, demonstrating a positive reduction of 59% from 2013/14.

- 91% of our **Schools are graded good or outstanding** by Ofsted an improvement from 2012/13 (85%) better than National (84%) and London (88%) . (Behaviour and Safety 90% Primary and 100% Secondary)
- 92% of **Pupils in schools graded good or outstanding** better than London (88%) and National (81%)
- **100% of Children's Centres** Good or better (Aug 2016) better than London and National
- **Key Stage 2: 82% Level 4 and above in Reading Writing Maths (2015)** - above national, All expected progress measures above national (reading, writing and maths)
- **Key Stage 4: 60% 5+ A* to C inc. English and Maths GCSE (2015)** – above national and inline with London. All expected progress measures above national (English, Maths) with good provisional 2016 outturns also.
- **NEETs** Performance has improved from 5.3% in July 2013 to 4.3% in 2015 and 3.9% in 2016 for NEETs. Unknown figures have improved from 11.8% in July 2013 to 2.8% in July 2016.

Children in need of help and protection - Strengths

- Safeguarding and Looked After Children inspection Jan 2012; Fostering inspection Nov 2012; Adoption inspection Jan 2013 – Good
- Home Office Peer review of serious gang and youth violence March 2013 – good outcome
- Merton Youth Justice “has made important changes to practice.. (which). had led to improved delivery” (HMIP ‘13)
- Long established C&YP Wellbeing Model. Moved from Initial and Core assessments to Single assessments and CAF to CASA with wide partner engagement
- CYPP – focused on prevention and key vulnerable groups – refreshed Jan 2016
- Invested in CSC capacity and enhanced services to maintain caseloads
- Troubled Families - programme embedded in CSC & YI
- Strengthening oversight and planning VAWG and DV
- Delivered and built on MASH
- Delivered Single Point of Access CAMHS
- Improved information sharing within Multi-Agency Risk Assessment Committee and established VAWG in 2015 to oversee its work
- CSE – linked to missing from home, care and education. Peer review Nov 2014. Refreshed and relaunched strategy, protocol and tools Mar 2015. CSE champions in secondary schools and health. Extensive awareness raising.
- Children Missing Education: Improved robustness of tracking and intervention; Chronic Absence Project learning mainstreamed
- Children’s workforce induction and comprehensive MSCB training offer sustained and embedded
- Increased LADO capacity and developed CSF wider casework QA framework

Children in need of help and protection - Areas for focus

- Implementing single agency and partnership improvement plans following recent MASH Review.
- Strengthen MASH Strategic Board to provide stronger leadership and partnership quality assurance of the MASH
- Implementing strengthened quality assurance across all case work practice
 - Accelerating impact of learning from audits
 - Ensuring robust management challenge as well as oversight
 - Working with partners to embed QA/MA learning.
- Taking forward learning from CPP 2nd time audits including: strengthening CP conference chairing and CP planning and our repertoire and offer in relation to domestic violence
- Review our adolescent offer and recommission or redesign services and support
- Maintaining our social work recruitment and retention activity to minimise use of agency staff – focussing on harder to recruit areas.
- Ensuring workers at all stages of their career, including newly qualified social workers, are inducted, developed supported and supervised appropriately: improving skills, competencies and confidence, whilst developing and embedding specific tools and approaches for our population
- Continue to engage staff and partners in practice development to embed ethos and procedures for integrated, multi-disciplinary assessment and planning
- Further develop and embed Signs of Safety
- Ensuring the new casework system is used beyond children's social care to enable increased integration across services and a single electronic case record for children and young people
- Through and with the MSCB Partnership focussing on; Think Family; our Adolescent offer and Early help through our CYPWB Model refresh

CSE, Missing, Missing Education, Prevent Strengths

- Strong partnership focus – increasing identification and intervention
- CSE: maintained commissioned service; refreshed strategy; developed CSE champions in schools and health; undertaken extensive awareness training, new health screening tool
- Continued focus on gangs including Girls worker
- Missing: revised policies, procedures & commissioned service in place, monthly overview panel, training for Foster Cares
- CME: revised procedures & protocols; MASH navigator screens & brags referrals, CME panel reviews, tracks and returns to education; designated teachers active involvement
- Developing datasets to support Officer risk triangulation across all three panels
- Prevent: Guidance produced for schools and parents and extensive training and briefings both MA and single agency. Support for schools in place
- Ongoing commitment of School Police Officers and proactive prevention programme

Areas for Focus

- Maintain partnership focus on continuous improvement including practitioner competence and confidence in risk assessment tools and intervention repertoire
- CSE: embed use of risk tool and practitioner confidence and capability; work with Police on further strengthening approach to perpetrators
- Missing: embed weekly review of cases across missing criteria, ensure shared risk assessment across partners; strengthen process re return interviews at a distance
- CME: maintaining strong focus on implementing actions from 2015 QA review

Merton Safeguarding Children Board self-evaluation

MSCB- Strengths

- Senior representation and engagement from agencies
- Lay members and improving linkage with the Children in Care Council
- Annual Report contributions from all agencies and Business Plan.
- A strong performance focus driven by the BIG and including the annual Multi-Agency Challenge & Section 11 Review as part of our QA process
- Production of local policies on Neglect, FGM and Prevent
- Annual conference and comprehensive training programme
- Financial contributions from all relevant partners

MSCB – Priorities 2016/17

- **Think Family** – Supporting vulnerable families to address issues such as neglect, domestic abuse, substance misuse, adult mental health etc. that can impact on parenting, child development and the family and environment.
- **Supporting adolescents** – Adolescence is a time of transition for all young people; however, for some young people it can increase vulnerability and risks including going missing from home/school/care, CSE, exploitation through gangs and serious youth violence, exploitation through radicalisation for the purpose of violent extremism as well as other forms of abuse.
- **Early Help** – The Board wants to ensure that families and children receive effective help early so that their problems do not escalate and are addressed through universal services (school, GP, etc.) and targeted early help.

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