

**Agenda Item No: 5**

**CHILDREN'S SOCIAL CARE CASELOADS QUARTLEY UPDATE**

*To:* **Audits and Accounts Committee**

*Meeting Date:*

*From:* **Lou Williams Service Director Children and Safeguarding**

*Electoral division(s):* **All**

*Purpose:* **Arrangements for Safeguarding Vulnerable Children and Adults- to report on social care caseloads**

*Recommendation:* **a) To note and comment on the report.**

**b) To note the continued monitoring of caseloads held by the Children's Social Work Teams by the senior leadership team.**

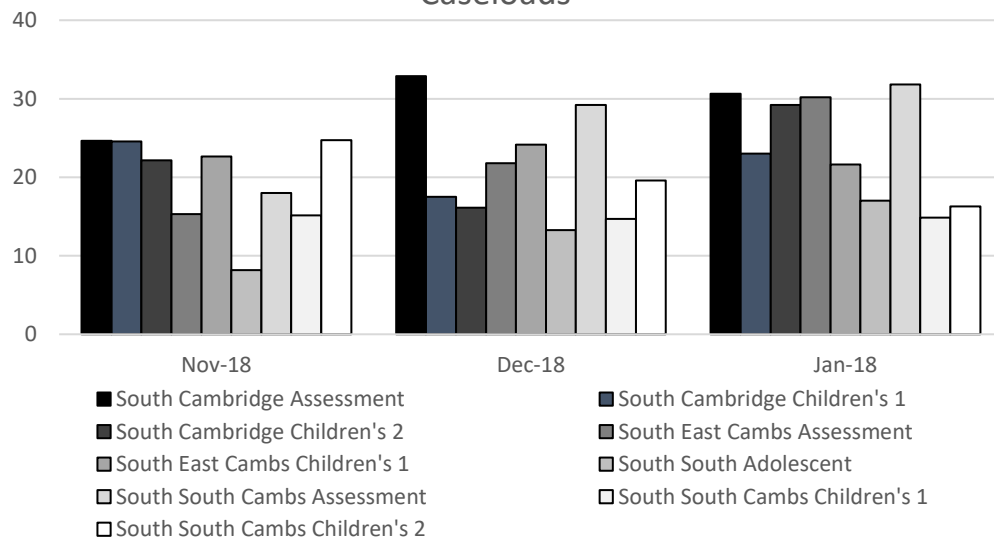
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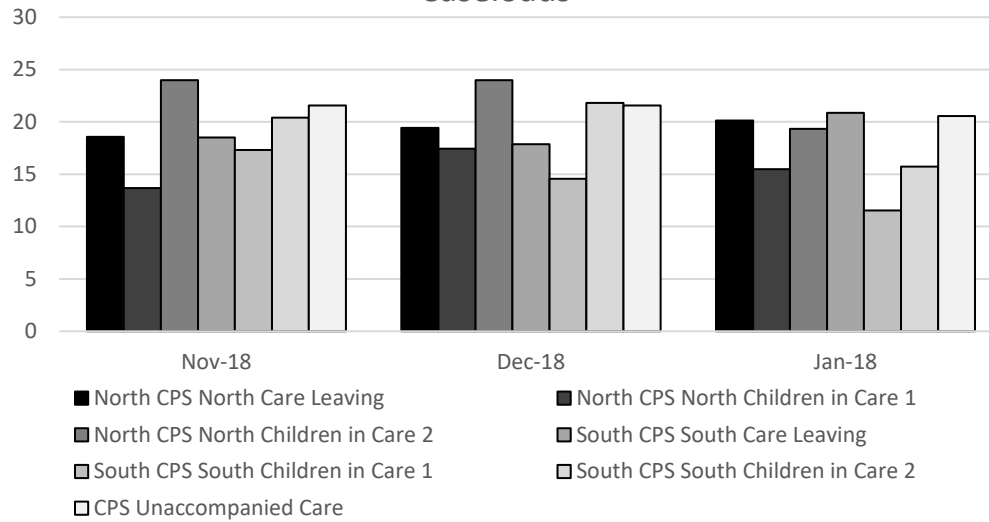
<b>1.</b>	<b>BACKGROUND</b>
<b>1.1</b>	<p>Following a period of consultation, Children's Social Care teams restructured to a new model as part of the Change for Children Programme. The new model includes social work teams, compromised of a non-case holding team managers, senior practitioners, social workers and alternatively qualified practitioners. The following teams are located across the five Districts and hold the following specialist functions;</p> <ul style="list-style-type: none"><li>• Assessment teams - hold cases for up to 8 weeks and undertake an initial assessment.</li><li>• Children's Teams - work with children who are subject to a child protection plan, in public law proceedings and eleven years old and under with a child in need plan.</li></ul> <p>The following teams are comprised of the same workforce but work across the North and South of the County;</p> <ul style="list-style-type: none"><li>• Adolescent Teams - support all young people aged 11 to 18 with a child in need plan.</li><li>• Children in Care Teams - support all young people in the care of the Local Authority following the completion of care proceedings or once a permanency decision is made for them.</li></ul>

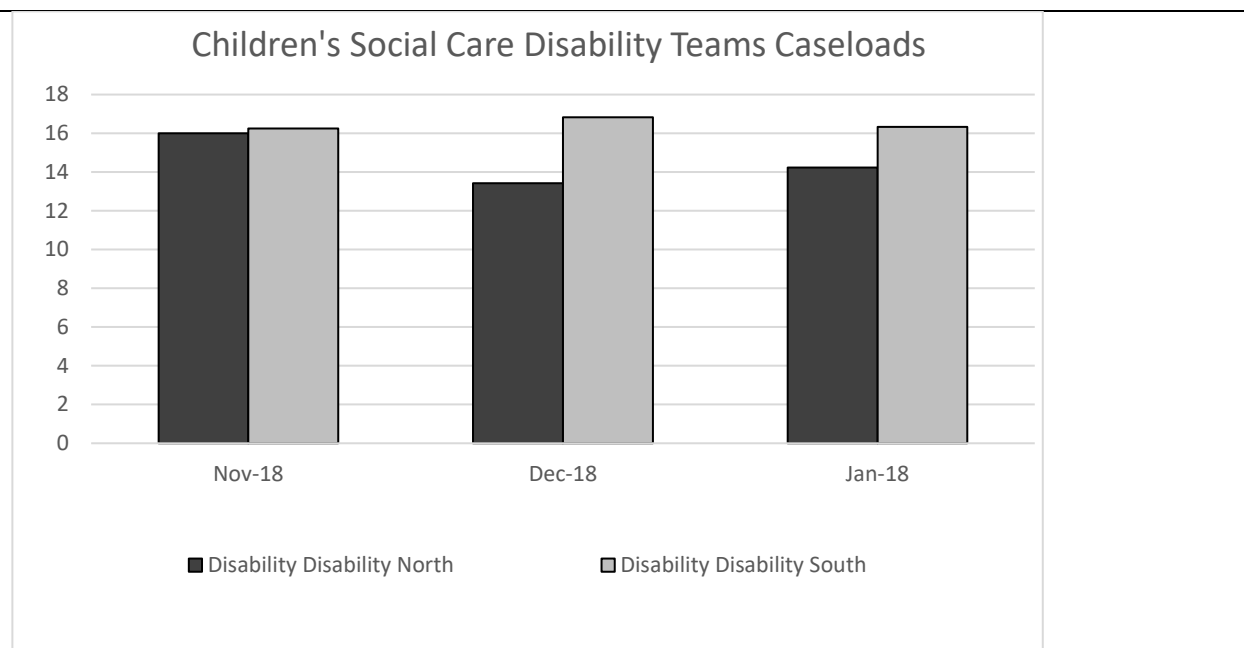
	<ul style="list-style-type: none"><li>• Care Leavers - support children and young people as they are planning to leave and have left care. These team work with children &amp; young people aged 17 - 25.</li><li>• Unaccompanied Care Team - supports all unaccompanied asylum seeking children and young people.</li><li>• Disabled Children's Teams - supports children and young people with disabilities.</li></ul>																																
1.2	The new structure commenced on 1 <sup>st</sup> November 2018.																																
2.	MAIN ISSUES																																
2.1	<p>The following graphs highlight the average number of cases held by the teams.</p> <div><p>Children's Social Care North Safeguarding Teams Caseloads</p><table><thead><tr><th>Month</th><th>North Fenland Assessment</th><th>North Fenland Children's 1</th><th>North Fenland Children's 2</th><th>North North Adolescent</th><th>North Hunts Assessment</th><th>North Hunts Children's 1</th><th>North Hunts Children's 2</th></tr></thead><tbody><tr><td>Nov-18</td><td>18</td><td>15</td><td>19</td><td>9</td><td>12</td><td>17</td><td>21</td></tr><tr><td>Dec-18</td><td>12</td><td>18</td><td>16</td><td>9</td><td>13</td><td>18</td><td>19</td></tr><tr><td>Jan-18</td><td>14</td><td>16</td><td>16</td><td>7</td><td>17</td><td>17</td><td>16</td></tr></tbody></table></div>	Month	North Fenland Assessment	North Fenland Children's 1	North Fenland Children's 2	North North Adolescent	North Hunts Assessment	North Hunts Children's 1	North Hunts Children's 2	Nov-18	18	15	19	9	12	17	21	Dec-18	12	18	16	9	13	18	19	Jan-18	14	16	16	7	17	17	16
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## Children's Social Care South Safeguarding Teams Caseloads



## Children's Social Care Corporate Parenting Teams Caseloads





<b>2.2</b>	<p>The structure was built to ensure social workers held the following caseloads;</p> <ul style="list-style-type: none"> <li>• In the assessment teams caseloads of 22 children</li> <li>• In the Children's Teams caseloads between 18 and 20 children</li> <li>• In the Adolescent teams caseloads of 18 children</li> <li>• In the Children in Care and Unaccompanied Care Teams caseloads of 18 children</li> <li>• In the Leaving Care Teams caseloads of 20 to 22 young people</li> <li>• In the Disabled Children's Teams caseloads of 18 children</li> </ul>
<b>2.3</b>	<p>The graphs account for caseloads held within the teams over a three month period commencing at the start of the new structure. Whilst as much preparation as possible</p>

	was undertaken before the structure commenced, during the month of November and the first few weeks in December, children's cases were transitioning between the teams and this is reflected within the caseloads.
<b>2.4</b>	Existing staff were appointed to their roles in the new structure prior to November 2018 and received induction days to support their work in the new teams. For posts which remain vacant, recruitment still continues.
<b>2.5</b>	We have been successful in recruiting the Children's Practitioner posts and anticipate all of these post will be filled by April 2019, allowing a more even spread of cases within the children teams and adolescent teams.
<b>2.6</b>	Recruitment of social workers, especially in South Cambridgeshire and Cambridge City continues to be challenging. We are working with the transformation team, following a successful recruitment campaign for adult's services, on a recruitment campaign for Children's in Cambridgeshire. This is being overseen by the Assistant Director for Children and Safeguarding. This is a priority for all Children's Services managers.
<b>2.7</b>	City and South teams are supported with vacancies by agency workers when they are available. When vacancies cannot be recruited to or whilst new recruits are awaited the caseloads are shared amongst the teams, creating higher caseloads than required.
<b>2.8</b>	We have been successfully recruiting to posts in the North of Cambridgeshire, meaning teams are mainly fully staffed and caseloads are manageable.
<b>2.9</b>	Caseloads have gradually increased in the assessment teams. This is kept under close review as the teams are receiving contacts from the contact centre and MASH, which is a new process following the restructure.
<b>2.10</b>	The teams with manageable caseloads have really focused on the quality of practice and performance indicators to ensure children's plans are progressed in a timely manner and most importantly children are seen regularly.

<b>2.11</b>	For teams where caseloads remain higher due to recruitment issues, the practitioners are ensuring children are safe and plans are made for them, but their time is more limited and the quality of the direct work they undertake with children is impacted.
<b>2.12</b>	Children and young people are saying they like the new structure, especially within the Corporate Parenting Teams and already they feel they are spending more time with their social workers.
<b>2.13</b>	Successful recruitment to all posts will ensure manageable caseloads for social workers and the best possible outcomes for the children and families we support.
<b>3.</b>	<b>FUTURE PLANS</b>
<b>3.1</b>	Following a successful international recruitment campaign with Peterborough City Council, we have recruited a total of 12 social workers, with three workers still to start with us over the next few months
<b>3.2</b>	Our recruitment campaign 'We love Social Workers' will launch in May 2019 and be targeted to attract social workers to City and South teams. The adult campaign has been successful and already by joining some of their campaign materials, social workers have been enquiring about posts in Children's Services.
<b>3.3</b>	Caseloads are monitored by the Senior Leadership Team on a weekly basis, with an action plan to oversee the transitioning of cases and support to teams with caseload pressures for vacancies.

<b>Source Documents</b>	<b>Location</b>
	None



