

01. Progress in delivery of strategic outcomes

Our Vision: All children, young people, adults and families in Midlothian are supported to be the best they can be. This is achieved through a nurturing, respectful and collaborative approach that promotes wellbeing, equity and inclusion.

Within children's services Q3 has continued to be impacted by Covid and some restrictions, including the increase in number of staff who have had to self-isolate. Staff continue to work on a rota basis within Eskdail Court until such times that Scottish Government guidance allows for a return of all staff.

There has been a large increase in the number of referrals in Q3 in comparison to Q2 (3794 to 5791). Re-referrals made up 72% of these. Police referrals into the service accounted for 37% of all referrals which is a 6% reduction from last year at this time. 21% of the referrals were for financial assistance a 12% increase from last year. Further work on this area is being undertaken.

UNCRC

The Supreme Court on Wednesday 6th October 2021 [handed down judgment](#) that the United Nations Convention on the Rights of the Child (Incorporation) (Scotland) Bill was unlawfully made. The Supreme Court rules that the Scottish Parliament did not have the power to pass such legislation. The UNCRC Bill will now return to the Scottish Parliament so the Supreme Court's concerns can receive further consideration. Hopefully, we will see the revised bill make its way through the Scottish Parliament again soon so children's rights across Scotland can be upheld through the UNCRC

National Child Protection Guidance

The new National Child Protection Guidance has been published. There is a national implementation group which Midlothian are part of and we have between 18-24 months to fully implement all the actions. Across the Lothian's and with Scottish Borders we are commissioning a person to write local procedures.

Equity and Inclusion

The Equity and Inclusion GIRFEC subgroup is well established and a plan has been approved with key areas of work identified: ASN review, attendance and engagement in education; nurture; poverty and attainment and family learning.

Reducing Poverty

The income maximisation project has demonstrated that this was a successful pilot which shall continue to be a part of children's services work going forward. This early intervention approach of supporting families to ensure they access the benefits they are entitled to, is a key support in helping families get out of the poverty trap. Covid-19 has impacted hugely on families financial position and therefore the need to ensure that we continue to offer this service is required to try and reduce the impact of poverty. The child poverty working group led by CLLE is revising their action plan.

CLLE

As part of the Community Learning and Development Partnership Strategy increasing our engagement with local people to pre pandemic levels was a key priority. Our target for 2021/22 was 4000 engagements, by the end of Q3 we have exceeded this by 612. 1,817 of the 4,612 engagement were with people and families living in the 40% areas of deprivation. It is important to keep this momentum and building local people's confidence to engage with us both online, in person and blended going forward over the next two years our target is 7,000 plus engagements. We as a service have also exceeded our target of providing one to one employability or positive destination support to 685 individuals exceeding our target by 185. The communities team have supported 66 groups mainly with operational support and also an asset transfer request progress to panel decision.

Supporting Midlothian's Communities to improve outcomes through 3 Year Grant Funding (2022-2055)

CLLE staff in partnership with elected members have successfully assessed 61 applications (worth £4,455,709) and provided support to 28 organisation to reduce carbon emissions, increase learning and health outcomes, whilst improving economic circumstances and thereby reducing poverty. A transition fund was also created to support 4 specific groups. Robust support and monitoring arrangements are in place to be able to assess the impact the funding has to improve outcomes with communities.

Supporting local people to secure employment or learning opportunities – Improving skills, for learning, life and work.

Our employability programmes for all ages have experienced an increase in numbers of local people accessing them. There is also a slow but steady increase in the number of employers accessing the employment recruitment incentive which we operate as part of our youth guarantee support. Third sector employers have embraced the opportunity to support young people through the Kickstart Gateway programme which CLLE manages and operates for them. In addition the service has offered Kickstart employment to 3 young people. The completion rate for modern apprenticeships operated through CLLE and the uptake of foundation apprenticeship is a positive picture especially with the challenges faced by young people and employers. We have also supported four third sector organisations including RUTS for example to expand their employability offer through youth guarantee funding. We have also supported 863 adults or families to engage with one or more of our 115 learning opportunities offered across our first steps to certificated programmes. In partnership with city deal we operate a dedicated parental employability support programme the numbers for this programme have doubled over the last two quarters. We are currently planning a consultation with local people to give them a voice to influence the new offers for adult learning and employability going forward.

Supporting Young People through youth work and wider learning opportunities

We have supported the youth platform to engage with over 1,700 young people through their recent young people's consultation and ran the youth elections for the Scottish Youth Parliament. Our Youth work and Duke of Edinburgh groups have increased their offer, and street work is now on a rotation therefore reaching increased number of geographical communities. The youth work service has provided opportunities for 2641 young people. Our young people's positive destination project at Croft Street Hub has successfully recruited for the Dec 2022 intake.

Instrumental Music Service

Staff have returned to face to face delivery and substantially increased number of pupils being taught. Organising staff into clusters has reduced travelling time and made the service more efficient and provided better continuity to pupils who have the same instructor at both primary and secondary school.

02. Challenges and Risks

Q3 21/22:

National Care Service Consultation. This is taking up a significant amount of time to ensure that everyone has the information they require to make an informed decision.

Impact of Covid-19

Additional kinship placement and without additional support a risk some placements may break down. The need to prioritise earlier intervention by including families at the earliest point of contact. Family Group Decision Making service requires additional workers to make a difference and improve outcomes that are aligned to the Promise, by ensure all children and young people remain Midlothian with their family and local community. We are currently pursuing external funding to support this.

Additional issues around children and young people having access to early mental health support is an area of work being prioritised.

Over the course of quarter 3 referrals into Children's Services have risen from 1107 to 1578. The largest increase in referral reason was financial requests rising from 177 to 517 over the three month period. Again, we are reviewing this area to establish what actions are required to divert and/or sign post to other services

Whilst we continue to analyse this data in further detail via audit activity and strengthen current working processes we are acutely aware of the increasing demand that the rise in referrals has on workers and resources. We recently applied for external funding to employ an income maximisation worker however this was unsuccessful. With a predicted continued rise in families who are subject to low incomes and resulting poverty we now need to be able to secure funding to support the development of targeted resources in this area.

Staffing

As with other parts of the Council the impact of the pandemic has had a significant impact on our staffing rations. Thanks to the flexibility and commitment of our staff we have been able to manage this. This should ease as the national Covid position changes.

Residential Care Homes

Currently, there is a national shortage within the residential children's workforce children's services. This is particularly so for children who have complex care needs such as autism and ASN. Recently we have had to place 2 children within our own care homes because of lack of provision across Scotland, both from external placement breakdowns. Building local capacity was not without issue and required a great deal of staff commitment, intensive

autism training and support for staff. Although these placements are at an early stage both children are settled and doing extremely well. Given the circumstances the Care Inspectorate were very supportive and viewed the care planning as creative, inclusive and a good example of overcoming bureaucratic barriers to put the needs of the children first.

However, this is a growing area of need and we need to consider the longer term impact on our resources. We still need to ensure children are placed within their communities wherever possible. At the same time we need to ensure we meet our Continuing Care obligations by making sure young people remain within their care placements for longer.

There is an increasing need to deliver a more sustainable option locally for children and young people with ASN and complex care needs. An area we are exploring.

Foster Care

As with the residential sector there is a national and UK shortage of foster carers. There are similar issues in relation to young people remaining in their care for longer, something we aspire to, whilst trying to find capacity to place newly accommodated children or children who are at risk. Midlothian is similar to other local authorities' in that its existing foster carers are becoming an aging population who are seeking to end their fostering career. There are many challenges with attracting a young foster care cohort some of which we have identified. Midlothian Council's recruitment statistics compared with other local authorities remains encouraging. Nonetheless, we recently recruited an experienced foster carer to support us connect with Midlothian's growing population. Interestingly, our numbers of potential adopters has more than doubled though the numbers of children awaiting adoption in Scotland has significantly reduced. These potential adopters may be another area to explore.

Kinship Care

Another growing area as discussed at the beginning of the report. In essence, our resources and kinship services are inextricably linked and rely on each other to rise to the pressure and demands of keeping our children and young in the local community.

Instrumental Music Service

Securing suitable rooms for music within schools remains an issue, particularly with Covid restrictions in place but staff have secured alternative venues to deliver e.g. Kings Park Church

A service review will begin in January 2022 to re-design a service that meets the needs of the increasing number of children who wish to access this service and look at the wider creative arts delivery across schools

Childrens Services, Partnerships and Communities



Successes and Challenges

Corporate Performance Indicators (latest)

Pls ● 1 ✔ 11 ? 0 📄 8

Service Plan Pls (latest)

Pls ● 4 ✔ 14 ? 0 📄 15

Corporate Pls Off Target

Pls ● 1

% of Service Pls that are on target/ have reached their target. (does not include Corporate Pls)

Service Plan Pls Off Target

Pls ● 4

Participant satisfaction with CLL services

Number of families who attend supper club

Foundation Apprenticeships completed through CLL

Number of CHs deferred

Service High Risks (latest)

▲ 1

Workforce capacity

All Risks - CSPC

Risks ▲ 13 ✔ 14

Key Pls

- Off Target
- ✔ On Target
- 📄 Data Only
- ? Data Not Yet Available

Key Pls

- Off Target
- ✔ On Target
- 📄 Data Only
- ? Data Not Yet Available

Key Risks

- ▲ High Risk/Medium Risk
- ✔ Low Risk

Childrens Services, Partnership and Communities PI summary

01. Manage budget effectively

| Priorities | Indicator | 2020/21 | Q3 2020/21 | Q1 2021/22 | Q2 2021/22 | Q3 2021/22 | | | | Annual Target 2021/22 | Feeder Data | Value |
|-------------------------------|------------------------------------|----------|------------|------------|------------|------------|--------|--|-------------|-----------------------|-------------|-------|
| | | Value | Value | Value | Value | Value | Status | Note | Short Trend | | | |
| 01. Manage budget effectively | Performance against revenue budget | £19.773m | £19.527m | £20.615m | £21.066m | £21.231m | | Q3 21/22: On Target Underspend of £527,000. | | £21.758m | | |

02. Manage stress and absence

| Priorities | Indicator | 2020/21 | Q3 2020/21 | Q1 2021/22 | Q2 2021/22 | Q3 2021/22 | | | | Annual Target 2021/22 | Feeder Data | Value |
|-------------------------------|--|---------|------------|------------|------------|------------|--------|---------------------|-------------|-----------------------|--------------------------|----------|
| | | Value | Value | Value | Value | Value | Status | Note | Short Trend | | | |
| 02. Manage stress and absence | Average number of working days lost due to sickness absence (cumulative) | 6.11 | 5.15 | 2.73 | 5.82 | 7.95 | | Q3 21/22: On Target | | 9.00 | Number of days lost | 1,692.65 |
| | | | | | | | | | | | Number of FTE in service | 212.96 |



03. Process invoices efficiently

| Priorities | Indicator | 2020/21 | Q3 2020/21 | Q1 2021/22 | Q2 2021/22 | Q3 2021/22 | | | | Annual Target 2021/22 | Feeder Data | Value |
|----------------------------------|---|---------|------------|------------|------------|------------|--------|---------------------|-------------|-----------------------|---|--------|
| | | Value | Value | Value | Value | Value | Status | Note | Short Trend | | | |
| 03. Process invoices efficiently | % of invoices paid within 30 days of invoice receipt (cumulative) | 98% | 98% | 97% | 98% | 97% | | Q3 21/22: On Target | | 95% | Number received (cumulative) | 11,366 |
| | | | | | | | | | | | Number paid within 30 days (cumulative) | 11,028 |



04. Improve PI performance

| Priorities | Indicator | 2020/21 | Q3 2020/21 | Q1 2021/22 | Q2 2021/22 | Q3 2021/22 | | | | Annual Target 2021/22 | Feeder Data | Value |
|----------------------------|--|---------|------------|------------|------------|------------|--------|--|-------------|-----------------------|-------------------------------------|-------|
| | | Value | Value | Value | Value | Value | Status | Note | Short Trend | | | |
| 04. Improve PI performance | % of Service PIs that are on target/ have reached their target. (does not include Corporate PIs) | 93.75% | N/A | 91.43% | 71.43% | 87.88% | | Q3 21/22: Off Target 29 of 33 PI targets have been reached. | | 90% | Number on tgt/complete or Data Only | 29 |
| | | | | | | | | | | | Total number of PI's | 33 |

05. Control Risk

| Priorities | Indicator | 2020/21 | Q3 2020/21 | Q1 2021/22 | Q2 2021/22 | Q3 2021/22 | | | | Annual Target 2021/22 | Feeder Data | Value |
|------------------|---|---------|------------|------------|------------|------------|---|------------------------------|---|-----------------------|---|----------------------|
| | | Value | Value | Value | Value | Value | Status | Note | Short Trend | | | |
| 05. Control Risk | % of high risks that have been reviewed in the last quarter | 100% | N/A | 100% | 100% | 100% |  | Q3 21/22: All risks reviewed |  | 100% | Number of high risks reviewed in the last quarter | 1 |
| | | | | | | | | | | | | Number of high risks |

06. Implement Improvement Plans

| Priorities | Indicator | 2020/21 | Q3 2020/21 | Q1 2021/22 | Q2 2021/22 | Q3 2021/22 | | | | Annual Target 2021/22 | Feeder Data | Value |
|---------------------------------|--|---------|------------|------------|------------|------------|---|--|---|-----------------------|---|---|
| | | Value | Value | Value | Value | Value | Status | Note | Short Trend | | | |
| 06. Implement Improvement Plans | % of internal/external audit actions progressing on target or complete this quarter. | 100% | N/A | 100% | 100% | 100% |  | Q3 21/22: No outstanding Audit actions |  | 90% | Number of internal/external audit actions on target or complete | 0 |
| | | | | | | | | | | | | Number of internal/external audit actions |

Children's Services, Partnership and Communities

Complaints Indicator Summary

Commitment to valuing Complaints

| Indicator | 2020/21 | Q3 2020/21 | Q1 2021/22 | Q2 2021/22 | Q3 2021/22 | | | | Annual Target 2021/22 |
|---|---------|------------|------------|------------|------------|--------|---------------------|-------------|-----------------------|
| | Value | Value | Value | Value | Value | Status | Note | Short Trend | |
| Number of complaints received (quarterly) | 22 | 7 | 6 | 7 | 5 | | Q3 21/22: Data Only | | |
| Number of complaints closed in the year | 22 | 6 | 5 | 7 | 5 | | Q3 21/22: Data Only | | |
| Number of complaints upheld (quarterly) | 4 | 1 | 1 | 1 | 0 | | Q3 21/22: Data Only | | |
| Number of complaints partially upheld (quarterly) | 3 | 0 | 2 | 2 | 2 | | Q3 21/22: Data Only | | |
| Number of complaints not upheld (quarterly) | 15 | 5 | 1 | 3 | 1 | | Q3 21/22: Data Only | | |
| Number of complaints Resolved (quarterly) | N/A | N/A | 1 | 1 | 2 | | Q3 21/22: Data Only | | |
| Average time in working days to respond to complaints at stage 1 | 7.25 | 3 | 0 | 4 | 4 | | Q3 21/22: On Target | | 5 |
| Average time in working days to respond to complaints at stage 2 | 20 | 21 | 20 | 16.33 | 15 | | Q3 21/22: On Target | | 20 |
| Average time in working days for a full response for escalated complaints | 19.75 | 16.33 | 18.75 | 0 | 15.5 | | Q3 21/22: On Target | | 20 |
| Percentage of complaints at stage 1 complete within 5 working days | 62.5% | 100% | 100% | 75% | 100% | | Q3 21/22: On Target | | 95% |
| Percentage of complaints at stage 2 complete within 20 working days | 83.33% | 50% | 100% | 100% | 100% | | Q3 21/22: On Target | | 95% |
| Percentage of complaints escalated and complete within 20 working days | 75% | 100% | 100% | 100% | 100% | | Q3 21/22: On Target | | 95% |
| Number of complaints where an extension to the 5 or 20 day target has been authorised (quarterly) | 3 | 1 | 0 | 1 | 0 | | Q3 21/22: Data Only | | |
| Number of Compliments | 0 | N/A | 1 | 0 | 0 | | Q3 21/22: Data Only | | |

01. Reduce the number of CEYP going into homeless accommodation Priorities

1.1 Develop a pathway with alternative models of care for those CEYP who are entitled to aftercare

In July 2020, Children Services made a successful bid to Life Changes Trust and were awarded £200,000 to develop a National Housing Model in Midlothian.

The academically evaluated model has proved to be successful in providing wraparound services and care to our most vulnerable care leavers. The model offers a holistic, high level support so that young people can manage and sustain a permanent tenancy. This evidence-based model had demonstrated that not only has it allowed young people to secure a permanent home, improvements were also seen in other areas such as health, education and employment. Following the creation of a project plan, steering group and the appointment of a project lead with a dedicated team, we now have an alternative pathways for care experienced young people known as the Midlothian Housing Project.

Our Continuing Care policy has shown the age of young people leaving foster care and our care homes has increased to 18 years which is commendable given the national position. Children's services often work with young people until the age of 26. Some care experienced young people, often those looked after at home, refused to engage with services or may already be involved with other services, such as criminal justice. We continue to work closely with these other agencies and our housing colleagues to provide these young people with a support packages. However, we do recognise the limited availability of housing stock can prove to be a challenge.

1.2 Implement National House Project and identify 8-10 young people who shall work towards independent living via this resource

As discussed previously we now our local pathway known as the Midlothian Housing Project and with a dedicated staff team. The following includes some of the actions we have already achieved:

- Recruitment of Staff – Project lead and 2 facilitators recruited,
- Extensive PR exercise- Including press release and info sessions with Children Services staff,
- Referral/selection process established – Using National House Project to devise an effective referral/selection process,
- Steering Group in place- Multi disciplinary steering group has been established with tangible actions identified for stakeholders to complete,
- Project Hub - Young people can now access a dedicated central Hub for support and advice as required.

We prefer not to use the term 'independent living'. This is not a term we would use to describe our own transition into adulthood as we all need to the reliance of others to meet our needs and help us navigate the complex journey into adulthood, 10 young people were selected for the 1st cohort of the project and 9 successfully engaged in the project. These include:

- young people in residential houses including 1 in an out of authority placement,
- young parents in temporary accommodation,
- 1 care leaver living with a grandparent.

A further 10 young people were identified for Cohort 2 and this group commenced on the project in November 2021. This cohort of young people includes 3 young people who are currently in kinship care placements.

Following the figures provided for Q1 reporting we agreed there was a need to review how we improve our methodology for capturing the data for young people, especially for those over the age of 21. Housing and Children's Services colleagues have agreed to review the current process with a view to streamlining.







As stated, the definition of 'homeless' is very 'fixed' and does not take account of other packages of support which may be in place. An example of this is that 1 young person is involved with the Midlothian Housing Project and is on track to secure this property as his own. Again, 6 other young people are living in temporary tenancies with very high levels of support packages. This level of aftercare, coupled with Housing input has enabled Housing Officers to confidently begin to transfer these properties directly to the young people. Another local initiative that we cannot reflect due to the manner in which data is being collected.

We are actively working with our performance team and homeless colleagues to seek a solution.

1.3 Implement and evaluate the effectiveness of the revised Continuing Care policy and approach

We continue to embed our Continuing Care policy and guidance across children's service. The policy continues to prove to be effective and the fact that young people are staying on in their care placements longer is testament to this. We do now the Care Inspectorate has asked permission to share our policy and guidance with other local authorities. As with all policies we will review and revise the document as we go forward.

01. Reduce the number of CEYP going into homeless accommodation Measures

| PI Code | PI | Q1 2021/22 | Q2 2021/22 | Q3 2021/22 | | | Annual Target 2021/22 | |
|-------------|---|------------|------------|------------|---|---|---|------|
| | | Value | Value | Value | Status | Short Trend | | Note |
| CSPC.P.1.1a | Number of CEYP who enter homeless accommodation vs other suitable accommodation | 31 | 1 | 1 |  |  | Q3 21/22: Data Only 1 young person in the age group 16-21 is in supported accommodation. | |
| CSPC.P.1.2a | 9 Young people are currently in the NHP. | N/A | 10 | 19 |  |  | Q3 21/22: On Target There have been 19 children accessing the NHP so far this year. | 9 |
| CSPC.P.1.3a | Average age of young people in foster care / care homes moving into after care | 17 | 18 | 17 |  |  | Q3 21/22: On Target The revised continuing care policy is proving to be effective and the fact that young people are staying on in their care placements longer is testament to this. As with all policies we will review and revise the document as we go forward. | |



02. Early intervention will be effective and maintain children within Universal Services Priorities

2.1 Regular audit of repeat referrals into early intervention and prevention to ascertain effectiveness of previous intervention for future learning

An audit of repeat referrals is currently underway. The outcome of this will be used to review how referrals are being responded to and where the current gaps and associated risks are in resource allocation.

A funding bid was submitted to secure funding for a further income maximisation worker with a focus on earlier intervention and prevention. Unfortunately this was unsuccessful. We are currently scoping out other funding opportunities and also what current income maximisation interventions are in place across Midlothian.

02. Early intervention will be effective and maintain children within Universal Services Measures

| PI Code | PI | Q1 2021/22 | Q2 2021/22 | Q3 2021/22 | | | |
|-------------|--|---------------|---------------|------------|---|---|--|
| | | Value | Value | Value | Status | Short Trend | Note |
| CSPC.P.2.1a | Reduce number of repeat referrals into the service | 1,343 | 2,712 | 4,290 |  |  | Q3 21/22: Data Only 4290 out of 5971 referrals were repeat referrals within 12 months (72%). |

03. Expand existing pathway to support families impacted by poverty at an earlier stage Priorities

3.1 Increase capacity of the income maximisation workers

3.2 Introduce supper club at Hawthorn Family Learning Centre

3.3 Provide food hampers

3.4 Provide lunch packs during school holidays

3.5 Provide food vouchers to families in need

The priority actions are creating a range of options to support families impacted by poverty. The income maximisation work remains focused on families who are on the CPR or LAAC however there is a plan to increase capacity to expand this work. The need to provide food hampers, meals and vouchers remains prevalent. The structures in place are allowing allocated workers in Children' services and partner organisations to provide this support in a stigma free environment.

Supper club remains on the agenda for HFLC but has not been possible due to ongoing covid restrictions.

03. Expand existing pathway to support families impacted by poverty at an earlier stage Measures

| PI Code | PI | 2020/21 | Q3 2020/21 | Q1 2021/22 | Q2 2021/22 | Q3 2021/22 | | | Annual Target 2021/22 | |
|-------------|--|---------|------------|------------|------------|------------|--------|-------------|---|------|
| | | Value | Value | Value | Value | Value | Status | Short Trend | | Note |
| CSPC.P.3.1a | Increase number of families offered an income assessment | 0 | N/A | 17 | 32 | 54 | | | Q3 21/22: Data Only There were 22 income assessments offered from 45 meetings in Q3. | |
| CSPC.P.3.1b | Increase worker capacity to provide income maximisation assessment | N/A | N/A | N/A | 1 | 1 | | | Q3 21/22: Data Only A funding bid was submitted to increase the number of workers available but was unsuccessful. | |
| CSPC.P.3.2a | Number of families who attend supper club | N/A | N/A | N/A | N/A | 0 | | | Q3 21/22: Due to ongoing restrictions it has not been possible to run the supper club. | 100 |
| CSPC.P.3.3a | Percentage of requests for food hampers provided | N/A | N/A | 100% | 100% | 100% | | | Q3 21/22: On Target | 90% |
| CSPC.P.3.4a | Percentage of requests for pre-made meals | N/A | N/A | 100% | 100% | 100% | | | Q3 21/22: On Target | |
| CSPC.P.3.5a | Percentage of requests for food vouchers provided | N/A | N/A | 100% | 100% | 100% | | | Q3 21/22: On Target | 90% |

04. Provide a clear pathway for kinship support Priorities

4.1 Consult with kinship carers to develop clear pathway




We continue to realign kinship care with Family Group Decision Making and that this would be overseen by a dedicated team leader who will also support the work in relation to the policy review. A circular has been shared with all Kinship Carers to begin to expand the regular communication and opportunities for them to be engaged in support and training. The work around Kinship is an area we continue to develop to ensure we are offering appropriate support to carers. This area of work has an increased risk of placement breakdown due to the emotional impact of having to care for a child or young person who is related to a family member. The team requires additional resources to carry out more assessments and to be able to offer ongoing support to carers. Covid-19 has seen an increase in kinship placements during both lockdowns. We have made an application to the 'Good Childhood' fund to increase our FGDM capacity and ability to offer assessment and support at an earlier stage. FGDM and kinship supports continue to require a degree of independence from the social worker to further empower families to develop their own plan

4.2 Review and update policy and create pathway for support

The review and revision of the Children's Services Permanence policy for children who are accommodated away from their own families is well underway. As stated in Q2 because a kinship placement is an alternative permanence living arrangements so have agreed to review and revise our existing kinship policy and systems with a view to being more family friendly and to meet the aspirations of The Promise. We continue to use the interim kinship guidance note to ensure kinship carers are not disadvantaged while this work is to be concluded. Please refer to 4.1 regards the interim pathway planning.

Notwithstanding the Covid challenges we hope to deliver a final draft of these revised policies and processes by Q4. We will devise a programme that includes workforce/carer training and development for 22/23.

04. Provide a clear pathway for kinship support Measures



| PI Code | PI | Q1 2021/22 | Q2 2021/22 | Q3 2021/22 | | | |
|-------------|---|---------------|---------------|------------|---|---|--|
| | | Value | Value | Value | Status | Short Trend | Note |
| CSPC.P.4.1a | Feedback from Kinship Carers about support | N/A | N/A | 75% |  | | Q3 21/22: On Target A feedback exercise was undertaken in Q3 with Kinship carers, results are being analysed and informing policy. |
| CSPC.P.4.2a | Percentage of staff who attend the launch of the new policy and pathway for Kinship Support | 100% | 100% | 100% |  |  | Q3 21/22: On Target |





05. Develop and embed Family Group Decision Making service Priorities

5.1 Embed a Family Group Decision Making approach in early intervention and prevention

5.2 Families with children under the age of 5 on CPR are considered for referral to Family Group Decision Making by the point of de-registration

05. Develop and embed Family Group Decision Making service Measures





| PI Code | PI | Q1 2021/22 | Q2 2021/22 | Q3 2021/22 | | | |
|-------------|--|---------------|---------------|------------|---|---|---|
| | | Value | Value | Value | Status | Short Trend | Note |
| CSPC.P.5.1a | Percentage of families of Pre-birth Child Protection Case Conferences who are offered Family Group Decision Making | 100% | 100% | 100% |  |  | Q3 21/22: Data Only Process has allowed us to capture 100% of PB/ICPCC and ensure they have been offered the service. |

| PI Code | PI | Q1 2021/22 | Q2 2021/22 | Q3 2021/22 | | | |
|-------------|---|------------|------------|------------|---|---|---|
| | | Value | Value | Value | Status | Short Trend | Note |
| CSPC.P.5.1b | Percentage of families who agree to take up Family Group Decision Making | 40% | 50% | 66% |  |  | Q3 21/22: Data only 4 of 6 families agreed to take up Family Group Decision Making. |
| CSPC.P.5.2a | Percentage of Child Protection Case Conferences held for children under the age of 5 years who are offered Family Group Decision Making | 100% | 100% | 100% |  |  | Q3 21/22: Data only |

06. Ensure regulated resources work towards continuous improvement Priorities

- 6.1 Local residential care homes will provide high quality care and support
- 6.2 Local adoption services will provide high quality care and support
- 6.3 Local fostering services will provide high quality care and support
- 6.4 Local Continuing Care/Adult services will provide high quality care and support

06. Ensure regulated resources work towards continuous improvement Measures



| PI Code | PI | Q1 2021/22 | Q2 2021/22 | Q3 2021/22 | | | |
|-------------|--|------------|------------|------------|---|-------------|---|
| | | Value | Value | Value | Status | Short Trend | Note |
| CSPC.P.6.1a | Care inspection Grading of GOOD - Local residential care homes | N/A | N/A | N/A |  | | Q3 21/22: N/A Due to current protocols there have been no new inspections in 2021/22. |
| CSPC.P.6.2a | Care inspection Grading of GOOD - Adoption services | N/A | N/A | N/A |  | | Q3 21/22: N/A Due to current protocols there have been no new inspections in 2021/22. |
| CSPC.P.6.3a | Care inspection Grading of GOOD - Fostering services | N/A | N/A | N/A |  | | Q3 21/22: N/A Due to current protocols there have been no new inspections in 2021/22. |
| CSPC.P.6.4a | Care inspection Grading of GOOD - Local Continuing Care/Adult services | N/A | N/A | N/A |  | | Q3 21/22: N/A Due to current protocols there have been no new inspections in 2021/22. |

07. Develop 1 year pilot to support children remain at home using family systemic practice Priorities

7.1 Implement a 1-year family systemic pilot practice model across Children's Services

The pilot is now in its 10th month and our family systemic therapist is working directly with 12 families. We are continuing to promote and raise awareness of this service both internally and across partner agencies. An annual evaluation will inform next stages in supporting a full roll out of this approach within practice.



07. Develop 1 year pilot to support children to remain at home using family systemic practice Measures

| PI Code | PI | Q1 2021/22 | Q2 2021/22 | Q3 2021/22 | | | |
|-------------|---|---------------|---------------|------------|---|---|---|
| | | Value | Value | Value | Status | Short Trend | Note |
| CSPC.P.7.1a | Number of families that engage with the pilot | 8 | 6 | 12 |  |  | Q3 21/22: Data Only There were 6 new families engaged with the pilot in Q3, 12 in total for the year. |

08. Reduce the number of deferred Children's Hearings Priorities

8.1 - Monitor the number of Children's Hearings that are deferred and the reasons why

08. Reduce the number of deferred Children's Hearings Measures

| PI Code | PI | Q1 2021/22 | Q2 2021/22 | Q3 2021/22 | | | | Annual Target 2021/22 |
|-------------|------------------------|---------------|---------------|------------|---|---|--|-----------------------------|
| | | Value | Value | Value | Status | Short Trend | Note | |
| CSPC.P.8.1a | Number of CHs deferred | 3 | 5 | 6 |  |  | Q3 21/22: Off Target 15 children, 6 families | 4 |

09. Ensure parents of children and young people in receipt of an SDS package of care have an identified person to contact Priorities


Q3 21/22: Complete

This action has been set as standard practice.

10. Increase the number of social workers and practitioners who are skilled in engaging children and young people in life-story work Priorities

10.1 - Establish who has been trained and then develop/source a programme for workers to attend and develop their skills

10. Increase the number of social workers and practitioners who are skilled in engaging children and young people in life-story work Measures

| PI Code | PI | Q1 2021/22 | Q2 2021/22 | Q3 2021/22 | | | |
|--------------|-------------------------|------------|------------|------------|---|-------------|---|
| | | Value | Value | Value | Status | Short Trend | Note |
| CSPC.P.10.1a | Number of staff trained | N/A | N/A | 16 |  | | Q3 21/22: On Target 16 Social workers and practitioners have gone through the life story measures training in Q3, this was the capacity for the course. |



11. Improving skills for Learning, Life and Work. Supporting communities to be a great place to live, work and grow up in Priorities

11.1 - Provide Community and Lifelong Learning Opportunities to all areas of Midlothian and Community Groups

11.2 - Positive outcomes secured through CLL programmes

11.3 - Financial income generated to support CLL activities

11. Improving skills for Learning, Life and Work. Supporting communities to be a great place to live, work and grow up in Measures

| PI Code | PI | Q1 2021/22 | Q2 2021/22 | Q3 2021/22 | | | | Annual Target 2021/22 |
|--------------|---|------------|------------|------------|---|---|----------------------------|-----------------------|
| | | Value | Value | Value | Status | Short Trend | Note | |
| CSPC.P.11.1a | Number of local people engaged with CLL projects (show percentage by age and thematic work area e.g. youth work, employability or adult learning) | 1,807 | 3,216 | 4,612 |  |  | Q3 21/22: On Target | 4,000 |

| PI Code | PI | Q1 2021/22 | Q2 2021/22 | Q3 2021/22 | | | Annual Target 2021/22 | |
|--------------|---|-------------|-------------|-------------|--------|-------------|--|-------------|
| | | Value | Value | Value | Status | Short Trend | | Note |
| CSPC.P.11.1b | Number of people receiving CLL 1:1 support | 407 | 546 | 685 | | | Q3 21/22: On Target | 500 |
| CSPC.P.11.1c | Number of CLL Opportunities / Projects / Courses offered | 182 | 336 | 388 | | | Q3 21/22: On Target | 500 |
| CSPC.P.11.1d | Ensure CLL opportunities reach all areas of Midlothian (SIMD breakdown of engaged participants) | 347 | 304 | 337 | | | Q3 21/22: On Target 8.7% of all learners are from the most deprived SIMD 20% areas. | 350 |
| CSPC.P.11.1e | Number of Community groups receiving support from CLL | 32 | 59 | 66 | | | Q3 21/22: On Target | 40 |
| CSPC.P.11.2a | Qualifications achieved through CLL | 99 | 837 | 1,226 | | | Q3 21/22: On Target | 750 |
| CSPC.P.11.2b | Participant satisfaction with CLL services | 100% | 97.1% | 95.4% | | | Q3 21/22: Off Target | 97% |
| CSPC.P.11.2c | Key skills improved through CLL services | 100% | 56.7% | 78.8% | | | Q3 21/22: On Target | 78% |
| CSPC.P.11.2d | Modern Apprenticeships completed through CLL | 100% | 95.2% | 84.6% | | | Q3 21/22: On Target | 70% |
| CSPC.P.11.2e | Foundation Apprenticeships completed through CLL | N/A | 57.3% | 57.3% | | | Q3 21/22: Off Target | 85% |
| CSPC.P.11.3a | Amount of funding gained to meet income/external funding target of £650,000 | £109,761.00 | £375,964.00 | £718,429.00 | | | Q3 21/22: On Target | £650,000.00 |

Children's Services, Partnership and Communities Risks



| Code & Title | Risk Control Measure | Risk Identification | Risk Evaluation | Related Action | Related action latest note | Current Risk Matrix | Risk Score | Service |
|-------------------------------|----------------------|--|-----------------|----------------|----------------------------|---------------------------------|------------|---|
| MC43-08 Workforce capacity | | Availability of people that can be recruited to fill posts required by the legislation, both during training regarding the legislation and in the longer term as a result of the additional duties, e.g. additional health visitors, teaching and administrative staff, early learning and childcare. There is a lead-in time between recruiting staff and them fulfilling their duties, while they are learning their role and/or studying for qualifications. Failure to recruit new employees or cover training could disrupt preparations and delay implementation/compliance. Potential impacts include additional pressures on existing staff, corners being cut, reduction in quality of care, warning signs being missed. Delay in implementing could result in judicial review. | | | | <p>Likelihood</p> <p>Impact</p> | 16 | Childrens Services, Partnership and Communities |

Published Local Government Benchmarking Framework - Children's Services



Children's Services

| Code | Title | 2010/11 | 2011/12 | 2012/13 | 2013/14 | 2014/15 | 2015/16 | 2016/17 | 2017/18 | 2018/19 | 2019/20 | External Comparison |
|-------|---|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|---------|--|
| | | Value | Value | Value | Value | Value | Value | Value | Value | Value | Value | |
| CHN8a | Corporate Indicator - The Gross Cost of "Children Looked After" in Residential Based Services per Child per Week (LGBF) | £2,158.63 | £2,790.13 | £3,137.33 | £2,753.91 | £2,107.00 | £3,225.80 | £2,902.91 | £3,914.91 | £3,684.01 | N/A | 19/20 Rank 18 (Third Quartile) 18/19 Rank 11 (Second Quartile) 17/18 Rank 22 (Third Quartile) 16/17 Rank 8 (Top Quartile) |
| CHN8b | Corporate Indicator - The Gross Cost of "Children Looked After" in a Community Setting per Child per Week (LGBF) | £301.63 | £376.32 | £307.37 | £281.38 | £345.96 | £349.55 | £348.85 | £356.04 | £336.51 | £343.59 | 19/20 Rank 19 (Third Quartile) 18/19 Rank 17 (Third Quartile) 17/18 Rank 21 (Third Quartile) 16/17 Rank 19 (Third Quartile) |
| CHN9 | Balance of Care for looked after children: % of children being looked after in the Community (LGBF) | 88.41% | 87.32% | 91.25% | 91.91% | 87.45% | 90% | 89.19% | 90.99% | 90.37% | 91.12% | 19/20 Rank 10 (Second Quartile) 18/19 Rank 13 (Second Quartile) 17/18 Rank 11 (Second Quartile) 16/17 Rank 15 (Second Quartile) |
| CHN22 | Percentage of child protection re-registrations within 18 months (LGBF) | | | 17.83% | 14.18% | 10.94% | 14.14% | 7.75% | 7% | 8.93% | 3.13% | 19/20 Rank 8 (Top Quartile) 18/19 Rank 23 (Third Quartile) 17/18 Rank 23 (Third Quartile) 16/17 Rank 24 (Third Quartile) |
| CHN23 | Percentage LAC with more than 1 placement in the last year (Aug-July) (LGBF) | | 21.74% | 20.2% | 18.45% | 24.71% | 14.8% | 26.25% | 26.18% | 15.6% | 16.82% | 19/20 Rank 9 (Second Quartile) 18/19 Rank 6 (Top Quartile) 17/18 Rank 23 (Third Quartile) 16/17 Rank 25 (Bottom Quartile). |