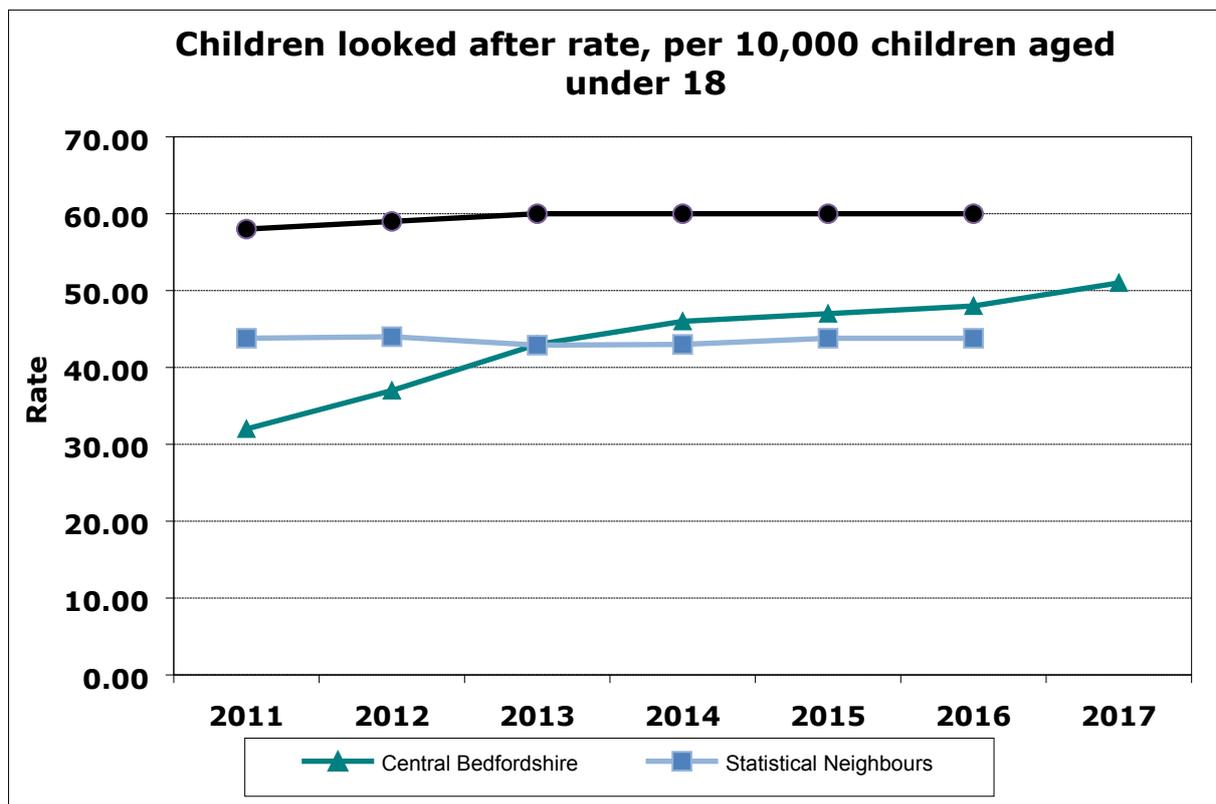


Appendix A

Quantitative Information about the IRO Service

A total of 386 children have been through the review system in the 12 months ending 31/03/2018, a decrease of 28 children.

A total of 875 reviews were held in the year, an increase of 3 from the previous year.



Notes

- (i) The Looked After Children population for the past seven years is shown above. This is shown as a “Rate per 10,000” to enable comparison with other areas. The year-end figure for Central Bedfordshire is currently reported as 312, in comparison to this time last year (March 2017), there has been a 3.0% increase in the number of LAC from 303 to 312 children. The current rate per 10,000 population stands at 50.9 compared to 50.8 recorded at this time last year, which is higher than the 2016/17 SN average of 45.1.

Of this total number of Children Looked After of 312, 37 were unaccompanied asylum-seeking children (UASC) which represents 11.9% of all looked after children. The number of LAC excluding UASC stands at 275 children at the end of March, which is an increase of 7.0% compared to March last year where 257 non-UASC children were looked after.

- (ii) The IRO Handbook recommends that caseloads for IROs need to be between 50 and 70. In CBC the IROs undertake both the IRO and conference chair roles. Calculated on per child basis, during this year caseloads varied between 65 at the beginning of the year to the 90’s from November until March 2018 due to the departure of one staff member and the successful recruitment to this post in May 2018. However, this figure has varied over

the year and there are variations between workers. The size of caseload alone does not indicate the workload for each IRO. The number of other responsibilities, the number of out of county placements, large family groups and complex case needs will also impact on the work load. LAC numbers have remained stable over the past year, however there has been a steady increase in the numbers of children subject to a Child Protection plan. This is closely monitored and as the IRO's caseloads have exceeded the national guidance, additional funding has been granted to recruit an additional IRO post for a fixed period of 2 years to address this issue.

Composition of the Looked After Children Population (as of: 31/03/17)

Total 312

Ethnicity

	White	Mixed	Asian	Black	Other
CBC Local School Population	88%	5%	2%	2%	1%
National Funded School Population 31/01/12	78%	4%	9%	5%	2%
CBC Children Looked After 31/03/18	77%	8%	3%	4%	8%
National Children Looked After 31/03/17	75%	9%	5%	7%	3%

Age

Age at 31 March 2018					
	BOYS	GIRLS	Total CBC	% CBC	National 31/03/17
Under 1	9	10	19	6%	3%
1-4	18	10	28	9%	12%
5-9	44	30	74	24%	24%
10-15	55	56	111	36%	33%
16-17	56	24	80	26%	28%
18 & over and placed in a Community Home	0	0	0		
TOTAL	182	130	312	100%	100%
CBC %	58%	42%			
31/03/17 National %	56%	44%			

Legal Status

Legal Status at 31 March 2018			
	CBC	% CBC	National 31/03/17
Care Orders Interim	46	15%	14%
Care Orders Full	173	55%	55%
Voluntary Agreements under S20 (Single Period of Accommodation)	69	22%	23%
Placement Order	22	7%	8%
Sentenced to CYPA 1969 Supervision Order with Residence Requirement	0	0%	-
On remand, committed for trial, or detained	2	1%	-
Emergency Orders or Police Protection	0	0%	-
TOTAL	312	100%	100%

Placement

Placement at 31 March 2018			
	CBC	% CBC	National 31/03/17
Foster Placement with Relative or Friend	30	10%	73%
Placement with other Foster Carer	186	60%	
Secure Unit	0	8%	11%
Homes and Hostels	18		
Hostels and Other Supportive Residential Placements	0		
Residential Schools	1	0%	1%
Other Residential Settings	6	0%	1%
Placed for Adoption (Including placed with Former Foster Carer)	12	2%	3%
Placed with Own Parents	16	4%	6%
In Lodgings, Residential Employment or Living Independently	41	13%*	4%
Absent from Agreed Placement	0	0%	-
Other Placement	2	3%	1%
	0	0%	
TOTAL	312	100%	100%

Notes

This table indicates that the number of Looked After Children 'in Lodgings, Residential Employment or Living Independently' is high compared at 13% compared to the National figure of 4%. Analysis indicates that this is due to the profile of our Looked After Child population and the number of UASC and their age as 25 of the 41 LAC are UASC, and UASC are in these types of placements due to their age profile (16+). Taking this into account and removing the UASC's from this cohort then the percentage for CBC would be 5.5% (16 out of 287), which is much closer to the National average at 4%.

Action Plan 2017-2018

Priority	Actions	Timescale	Outcomes
Respond to recent and any emerging National Guidance	<ol style="list-style-type: none"> 1. Brief IRO's through circulation, discussion at team meeting highlighting of key changes and IRO responsibilities. 2. Team Development days to take place quarterly. 3. Create 'specialist' roles for each IRO to lead and develop knowledge and practice across the organisation based upon research and good practice. 	<p>Monthly</p> <p>September/January /March 2019</p> <p>November 2018</p>	1-3 Implementation of statutory guidance.
Achieve 'permanence for all' Looked After Children	<ol style="list-style-type: none"> 1. Work closely with the Corporate Parenting Teams in respect of achieving permanence for all children and young people to implement the permanency action plan. 	Commence August 2018	1. All relevant children will have a clear permanence plan secured by their 2 nd LAC Review.
Strengthen the Voice of the Child within the Looked After Children process	<ol style="list-style-type: none"> 1. Ensure that all Looked After Children's views are represented in the LAC review in the most appropriate way for the individual young person and strengthen the use of the MOMO app. 2. Identified IRO to lead on this and share progress and actions into LSCB sub group, in partnership with an appointed young person. 	<p>November 2018</p> <p>Quarterly</p>	<ol style="list-style-type: none"> 1. The Voice of the Child is evidenced in all meetings and contributes to the recommendations regarding future care planning. IROs listen and respond to the voice of children and young people. 1. The relevant LAC records will include an electronic copy of their wishes and feelings for each Review 1-2 Feedback will be analysed and identified themes and issues will be actioned to improve practice and

			outcomes for all children that will include their voice before and after attendance at a meeting.
Review the LAC Review format and implement changes to ensure that they are child focused and engaging with young people in a meaningful way	<ol style="list-style-type: none"> 1. Review the current LAC review format and explore alternative practice to create child centred reviews. 2. Formulate and implement an action plan to introduce a new format of the LAC reviews. 3. Introduce the electronic distribution of reports 	<p>September 2018</p> <p>November 2018</p> <p>July 2018</p>	<p>1-2 The LAC review is child centred and their voice and participation including chairing reviews. underpins the review.</p> <p>3 Effective, efficient use of resources.</p>
Continue the development work with the CiCC	<ol style="list-style-type: none"> 1. Timetable annual consultation events 2. Identified IRO to lead on this and feed into LSCB sub group, in partnership with an appointed young person. 	<p>September 2018</p> <p>Twice Yearly</p>	<p>1-2 IROs listen and respond to the voice of children and young people.</p>
IROs to provide a robust and effective case review.	<ol style="list-style-type: none"> 1. For identified high risk cases, for example CSE IROs to have an increased level of overview and more regular contact with the Social Worker and young person. 2. IRO's to attend multi agency care planning meetings when children/young people going through a significant transition 3. A quarterly report reporting quality of practice and identifying themes from Quality Assurance Meeting to be presented to Senior Management Team. 	<p>Ongoing</p> <p>Ongoing</p> <p>Quarterly</p>	<p>1-2 IROs offer a proportionate level of scrutiny and support dependent on the individual child's circumstances.</p> <p>3 Themes and issue will be analysed and actioned agreed to improve practice and outcomes for all children.</p>
Ensure appropriate and proportionate case overview by IROs to include external agencies provision of service.	<ol style="list-style-type: none"> 1. Continue to review the Dispute Resolution Framework including, threshold, timescales, flow chart and recording processes. 	<p>September 2018</p> <p>October 2018</p>	<p>1-2 Themes and issue will be analysed and actioned agreed to improve practice and outcomes for all children.</p>

	<p>2. Explore the application of the Dispute Resolution Framework to include the practice of external agencies.</p>		
<p>Implement and appropriate and proportionate case overview and effective challenge to improve practice of Fostering Reviews.</p>	<p>1. Enhance the role of the Foster Care Review Officer and develop a stronger quality assurance monitoring role based upon the current model used for Looked After Children reviews.</p>	<p>October 2018</p>	<p>1 Fostering Review manager scrutiny and support of service provision dependent on the individual child's circumstances.</p> <p>1 Themes and issue will be analysed and actioned agreed to improve practice and outcomes for all children.</p>