

WORCESTERSHIRE
CHILDREN FIRST

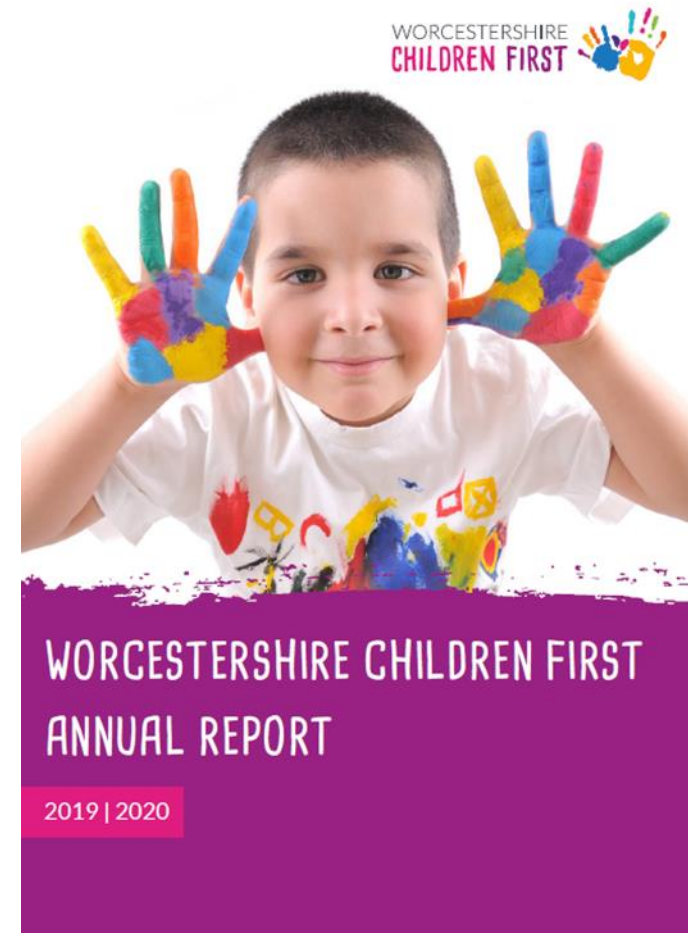


WCF Annual General Meeting 2020

Thursday 1 October 2020 at 3pm

Held virtually due to the current government coronavirus restrictions.

- Annual Report and financial statements available on WCF website



1. Welcome – Rob Morrison
2. Apologies for Absence
3. Presentation of Annual Report and financial statements for 2019/20
4. Confirmation of Reappointment of Auditors for the coming year
5. Consider any other competent business

- Worcestershire Children First (WCF) was successfully launched on 1st October 2019.
- WCF officially took over the operational responsibility for the delivery of Children's Services on behalf of Worcestershire County Council (WCC).
- More than 800 staff were smoothly TUPE transferred to the new organisation, with no negative impact on performance and morale.
- The Department for Education (DfE) were pleased with the progress made to the agreed timescale.

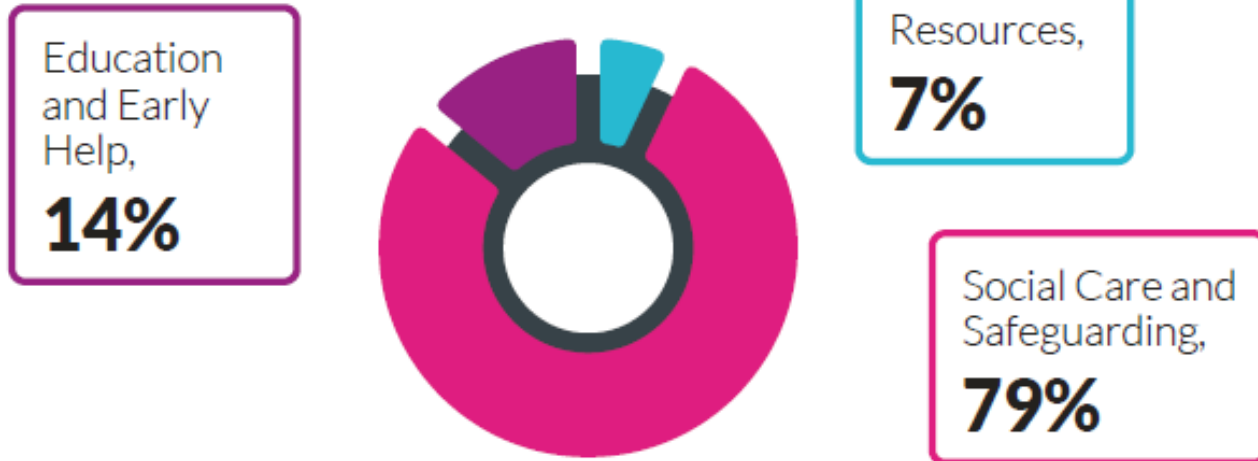


- Our vision, mission, and values define and underpin our Company's business; from our Board, strategic leadership, operational plans to frontline delivery of services to the children and families.
- Putting children at the heart of everything we do is our "golden thread".
- Significant achievements have been made since transfer on 1 October 2019, not least the smooth transition of service delivery.
- The experience of other children's companies has been to see a drop in KPIs following transfer.
- Analysis of WCF Quarter 3 and 4 data alongside feedback from colleagues in DfE, Regional Schools Commissioner, Schools, partners and staff has been positive.

- Company board meetings have been held monthly.
- Quality Assurance Board has carried out focused analysis of both Social Care and Safeguarding and Education and Early Help Directorates.
- Risk Governance and Audit Board reviewed the 2020/21 Budget in detail prior to approval by the Board, reviewed the 2019/20 financial statements and external audit report in detail.
- Council led Performance and Commissioning group (PCG) in 2019/20.
- Quarterly Review Board (QRB) with the Council and DfE met with review of performance, finance, successes and challenges across the business and review of support services provided by the Council.
- Relationships with the council continue to be positive and staff from WCF engage in Corporate Working Groups accordingly and continue reporting to elected members.

The breakdown of the workforce for the three Directorates for WCF is shown in the chart.

WCF Staff by Directorate



- At the end of year children’s social work permanency was running at 85%, a significant improvement on the previous year.
- Annual Health Check undertaken that evidences our improvement and how we have sustained this over the last year.
- Management Stability and Capacity is a fundamental foundation on which to build a stable workforce where staff feel supported, challenged and empowered to do the best thing for children and families.

Annual Health check - Outcomes

94% of staff feel listened to and have their worries and concerns addressed by managers

88% of social work staff have dedicated monthly supervision that is reflective and includes review of performance

71% of social workers feel they have a manageable caseload

95% of staff feel their managers are visible, approachable and responsive

94% of social workers say they understand the Vision, Mission and Values of WCF and how they contribute to them

90% of staff say they receive regular information on learning from Quality Assurance

- We have achieved a lot during 2019/20

Edge of Care Service has gone live in January 2020

Funding secured from the Business Rates Retention Pilot – for Family Safeguarding Project bid scored high from evaluation from the all partners on the Board.

Advice to other Councils required to establish ADMs e.g. West Sussex.

The GET SAFE initiative received further support in November when a motion was passed for all county councillors to commit to safeguarding young people against criminal exploitation, by championing the initiative in their divisions.

Troubled families programme achieved recovery beyond projection and was extended for 2020/21

WCF continues to improve its response to the 20-week deadline for EHC plans, reporting 100% in March 2020 and can evidence continued and sustained improvement to DfE during monitoring visits.

Performance is also positive as referenced in the Corporate Parenting Annual Report. This highlights that children and young people feel listened to and are contributing to their plans as well as service developments which is vital in order to provide the right service that meets their needs.

DfE are supportive of our approach for SEND Improvement

Quality Assurance in Children's Social Care & Safeguarding

- Knowing ourselves and the difference we are making.
- Key Performance Indicators – Data headline – demand, timeliness, management of risk and outcomes for children & young people.
- Service User feedback – Knowing how our services are experienced by children, young people and their parents.
- Audit – Qualitative information on quality of work and experience of children, parents/carers and professional.

Special Educational Needs and Disability (SEND):

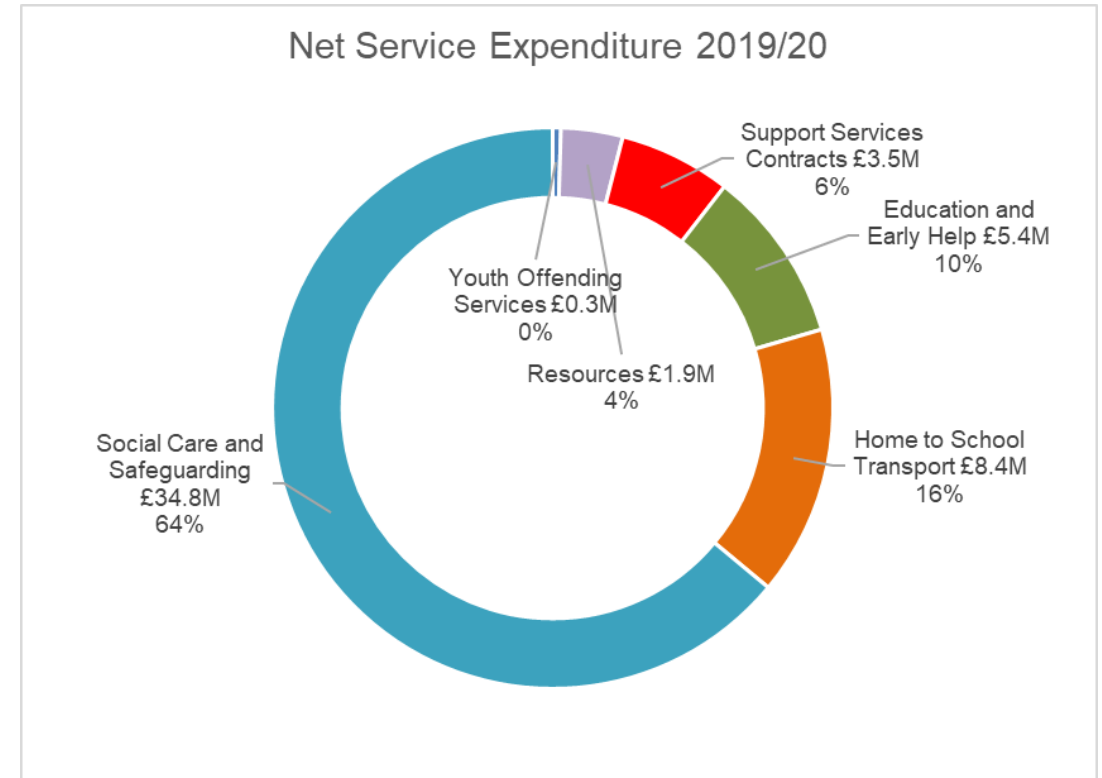
Improvements and experiences for children and families

- A Graduated Response.
- Timeliness of assessment and planning for children (new EHCP's).
- Quality of EHCP's and assessment and planning process.

- WCF separate legal entity.
- Owned and controlled by Worcestershire County Council.
- Financial Statements prepared under FRS102 and compliance with Companies Act.
- Financial statements for 6 months activity to 31 March 2020.
- Final Audit took place virtually from 29 April 2020 by Grant Thornton.
- Unqualified opinion – which means clean bill of health.
- Approved by WCF Board 28 July 2020.
- Accounts on our website and sent to companies house.



- Turnover of £55.3m (contract price).
- Expenditure £54.7m.
- Small surplus transferred to retained earnings £0.5m.
- WCF hold no fixed assets.
- Support services purchased from WCC.
- Cash position healthy.
- Consolidated into WCC Group Financial Statements.
- WCF not responsible for pension deficits prior to 1 October and pay contributions set by actuary 15.2% in 2019/20 and 18.6% for next period to 2022.



- During company set up undertook a process to appoint external auditors – approved by WCF Board.
- Grant Thornton selected, who are council's external auditors which helps as we use same financial systems and processes.
- Separate engagement partner and independent.
- Good working relationship and built knowledge of company.



The Audit Findings for Worcestershire Children First

Year ended 31 March 2020
6 July 2020

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- Business Plan 2020/21 sets out priorities – approved by Cabinet in March 2020.
- Business Plan revised as a result of Covid-19 and updated on current progress.
- Completed TUPE transfer of Learning and Achievement staff to WCF
- Continue to be agile and adapt to make sure we respond to the needs of Worcestershire children, young people and their families.
- Provide a joint report with the County Council to the DfE on the first full year of the company's operation.

- Local artist Megan Evans brought together the artistic skills of a broad range of children from across Worcestershire to produce a collaborative piece that reflected the company's vision, mission and values.
- The process involved working with a number of schools in Worcestershire pre-Covid lockdown to produce a series of collagraph prints using items of litter collected by the children.
- The artwork features a combination of printmaking, painting and line work and all of the prints produced by the children are featured in the finished artwork labelled with the children's names.
- Contributors: Alvechurch C of E Middle School, The Chantry School, Franche Community Primary School, Prince Henry's High School, Chadsgrove School Forge Secondary Short Stay School and Who Cares We Care, Worcestershire's Children in Care Council.

Artwork by Children





Questions?