

A G E N D A

Children's Services Scrutiny Committee

Date: **Tuesday, 22nd January, 2008**

Time: **2.30 p.m.**

Place: : **The Council Chamber, Brockington, 35
Hafod Road, Hereford**

Notes: Please note the **time**, **date** and **venue** of the meeting.

For any further information please contact:

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**County of Herefordshire
District Council**



HEREFORDSHIRE
COUNCIL

AGENDA

for the Meeting of the Children's Services Scrutiny Committee

To:	Councillor	SJ Robertson (Chairman)
	Councillor	WU Attfield (Vice-Chairman)
	Councillors	ME Cooper, P Jones CBE, G Lucas, JE Pemberton, RV Stockton, JK Swinburne, AM Toon, WJ Walling and JD Woodward
	Church Members	J.D. Griffin and Revd. I. Terry (Church of England)
	Parent Governor Members	Mr R Stevenson and Mr A Wood (Special Governors)
	Representatives	Ms K Berry (Connexions), Mr C Lewandowski (Teacher Representative) and Mrs H Tyler (Foster Care representative), Ms T Kneale (Primary Schools) and Mrs D Strutt (Secondary Schools), Ms D Scott (The Alliance)

1. APOLOGIES FOR ABSENCE

To receive apologies for absence.

2. NAMED SUBSTITUTES

To receive details any details of Members nominated to attend the meeting in place of a Member of the Committee.

3. DECLARATIONS OF INTEREST

To receive any declarations of interest by Members in respect of items on the Agenda.

GUIDANCE ON DECLARING PERSONAL AND PREJUDICIAL INTERESTS AT MEETINGS

The Council's Members' Code of Conduct requires Councillors to declare against an Agenda item(s) the nature of an interest and whether the interest is personal or prejudicial. Councillors have to decide first whether or not they have a personal interest in the matter under discussion. They will then have to decide whether that personal interest is also prejudicial.

A personal interest is an interest that affects the Councillor more than most other people in the area. People in the area include those who live, work or have property in the area of the Council. Councillors will also have a personal interest if their partner, relative or a close friend, or an

Pages

organisation that they or the member works for, is affected more than other people in the area. If they do have a personal interest, they must declare it but can stay and take part and vote in the meeting.

Whether an interest is prejudicial is a matter of judgement for each Councillor. What Councillors have to do is ask themselves whether a member of the public – if he or she knew all the facts – would think that the Councillor's interest was so important that their decision would be affected by it. If a Councillor has a prejudicial interest then they must declare what that interest is and leave the meeting room.

4. MINUTES

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To approve and sign the Minutes of the meetings held on 25th September and 5th October 2007.

5. SUGGESTIONS FROM MEMBERS OF THE PUBLIC ON ISSUES FOR FUTURE SCRUTINY

To consider suggestions from members of the public on issues the Committee could scrutinise in the future.

6. LEADING ASPECT AWARD

To note that the Council has been awarded a Leading Aspect Award in recognition of the county-wide impact that this work has had on its schools across the phases. It is a recognition of the authority lead as well as the dedication and hard work of the schools involved. The award is a nationally recognised one, and the first of its kind for Herefordshire. It reflects the attention the work has attracted from OfSTED, QCA, DFES, schools and their communities, that have also recognised this county as leading the field in this work

7. PRESENTATION BY CABINET MEMBER - CHILDREN'S SERVICES

To receive a presentation by the Cabinet Member – Children's Services, informing the Committee of policy issues affecting this programme area and main priorities.

8. ANNUAL PERFORMANCE ASSESSMENT (APA) - UPDATE

13 - 52

To inform Members of the outcome of the Annual Performance Assessment (APA) process In Children's Services and the new priorities.

9. REVIEW OF PROVISION OF SCHOOL PLACES: PROGRESS REPORT

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To consider the progress made in the Review of School Provision, and the next stages in the process, and to comment on the proposals announced on Thursday 10th. January 2008.

10. YOUTH SERVICE UPDATE: TARGETED YOUTH SUPPORT AND POSITIVE ACTIVITIES	105 - 134
To update Members on the performance of the Youth Service within the context of Every Child Matters (ECM) framework and inform of national changes in youth work particularly the increased emphasis on Targeted Youth Support (TYS) for vulnerable young people and new legislation on the provision of Positive Activities .	
11. ARRANGEMENTS FOR SCHOOL MEALS PROVISION	135 - 166
To inform the Committee of the arrangements for School meals provision and to notify Members of the take-up of School meals.	
12. REVENUE BUDGET MONITORING REPORT 2007/08	167 - 170
To report on the revenue budget's financial position for Children & Young People's Directorate as at the end of December 2007 and to provide projections to the end of the financial year.	
13. CAPITAL BUDGET MONITORING REPORT 2007/08	171 - 176
To report on the capital budget's financial position for Children & Young People's Directorate.	
14. PERFORMANCE DIGEST - QUARTER 2 - 2007/2008	177 - 178
To present the Quarter 2 Performance Digest for Children's Service (July – September 2007) and to highlight key areas arising from the performance for the second quarter.	
15. COMMITTEE WORK PROGRAMME	179 - 182
To consider the work programme.	

PUBLIC INFORMATION

HEREFORDSHIRE COUNCIL'S SCRUTINY COMMITTEES

The Council has established Scrutiny Committees for Adult Social Care and Strategic Housing, Childrens' Services, Community Services, Environment, and Health. A Strategic Monitoring Committee scrutinises corporate matters and co-ordinates the work of these Committees.

The purpose of the Committees is to ensure the accountability and transparency of the Council's decision making process.

The principal roles of Scrutiny Committees are to

- Help in developing Council policy
- Probe, investigate, test the options and ask the difficult questions before and after decisions are taken
- Look in more detail at areas of concern which may have been raised by the Cabinet itself, by other Councillors or by members of the public
- "call in" decisions - this is a statutory power which gives Scrutiny Committees the right to place a decision on hold pending further scrutiny.
- Review performance of the Council
- Conduct Best Value reviews
- Undertake external scrutiny work engaging partners and the public

Formal meetings of the Committees are held in public and information on your rights to attend meetings and access to information are set out overleaf

PUBLIC INFORMATION

Public Involvement at Scrutiny Committee Meetings

You can contact Councillors and Officers at any time about Scrutiny Committee matters and issues which you would like the Scrutiny Committees to investigate.

There are also two other ways in which you can directly contribute at Herefordshire Council's Scrutiny Committee meetings.

1. Identifying Areas for Scrutiny

At the meeting the Chairman will ask the members of the public present if they have any issues which they would like the Scrutiny Committee to investigate, however, there will be no discussion of the issue at the time when the matter is raised. Councillors will research the issue and consider whether it should form part of the Committee's work programme when compared with other competing priorities.

Please note that the Committees can only scrutinise items which fall within their specific remit (see below). If a matter is raised which falls within the remit of another Scrutiny Committee then it will be noted and passed on to the relevant Chairman for their consideration.

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(Please note that the Scrutiny Committees are not able to discuss questions relating to personal or confidential issues.)

Remits of Herefordshire Council's Scrutiny Committees

Adult Social Care and Strategic Housing

*Statutory functions for adult social services including:
Learning Disabilities
Strategic Housing
Supporting People
Public Health*

Children's Services

Provision of services relating to the well-being of children including education, health and social care.

Community Services Scrutiny Committee

*Libraries
Cultural Services including heritage and tourism
Leisure Services
Parks and Countryside
Community Safety
Economic Development
Youth Services*

Health

*Planning, provision and operation of health services affecting the area
Health Improvement
Services provided by the NHS*

Environment

*Environmental Issues
Highways and Transportation*

Strategic Monitoring Committee

*Corporate Strategy and Finance
Resources
Corporate and Customer Services
Human Resources*

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- Inspect background papers used in the preparation of public reports for a period of up to four years from the date of the meeting. (A list of the background papers to a report is given at the end of each report). A background paper is a document on which the officer has relied in writing the report and which otherwise is not available to the public.
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COUNTY OF HEREFORDSHIRE DISTRICT COUNCIL

BROCKINGTON, 35 HAFOD ROAD, HEREFORD.

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COUNTY OF HEREFORDSHIRE DISTRICT COUNCIL

MINUTES of the meeting of Children's Services Scrutiny Committee held at The Council Chamber, Brockington, 35 Hafod Road, Hereford on Tuesday, 25th September, 2007 at 9.30 a.m.

Present:	Councillor	SJ Robertson (Chairman)
	Councillor	WU Atfield (Vice Chairman)
	Councillors	ME Cooper, PGH Cutter, JHR Goodwin, R Mills, JE Pemberton, JK Swinburne, AM Toon, WJ Walling and JD Woodward
	Parent Governor Members	Mr R Stevenson and Mr A Wood
	Headteacher Representatives	Mrs. D. Strutt (Secondary Schools)

In attendance: Councillors WLS Bowen, PJ Edwards and JA Hyde (Cabinet Member – Children's Services).

Persons specifically invited

Prior to the meeting the Chairman had agreed that the following persons be specifically invited to attend the meeting:

- Rev Mark Johnson – Acting Team Rector of South Wye;
- Mr Ian Main – Assistant Project Manager for the Academy (Navigant Consulting)
- Mr Christopher Whitmey – Chairman of the Stakeholder Group of the Academy Project Steering Group;
- Mr J Sheppard – Head, Wyebridge Sports College;
- Mr J Godfrey – Principal, Hereford 6th Form College;
- Mrs Wendy Jones – Chair, Redhill Community Association.

14. APOLOGIES FOR ABSENCE

Apologies were received from Councillor P Jones CBE, Councillor G Lucas, Councillor RV Stockton and Rev I Terry.

15. NAMED SUBSTITUTES

Councillor PGH Cutter substituted for Councillor G Lucas;
 Councillor JHR Goodwin substituted for Councillor P Jones CBE;
 Councillor R Mills substituted for Councillor RV Stockton.

16. DECLARATIONS OF INTEREST

Councillor WU Atfield declared a personal interest as a governor of Wyebridge Sports College.
 Mrs D Strutt declared a personal interest as Chair of the College of Art and Design.
 Prior to the meeting Rev I Terry had declared a prejudicial Interest as Director of Education, Hereford Diocesan Board of Education, and therefore did not attend.

17. MINUTES

RESOLVED: That the Minutes of the meeting held on 25th June 2007 be approved as a correct record and signed by the Chairman.

18. SUGGESTIONS FROM MEMBERS OF THE PUBLIC ON ISSUES FOR FUTURE SCRUTINY

No suggestions were made by members of the public.

19. CALL IN OF CABINET DECISION ON WYEBRIDGE SPORTS COLLEGE: ACADEMY PROJECT

The Committee considered the Cabinet decision on the Wyebridge Sports College Academy project, which had been called-in, by three Members of the Committee: Councillors JD Woodward; AM Toon and WU Attfield.

The stated reasons for the call-in were set out in the agenda report. The draft decision notice (Ref 2007.CAB.072KEY) together with the report to Cabinet on 6th September 2007 were included in the agenda.

The Director of Children's Services gave an overview of the project and acknowledged that Members may not have been kept as well informed on the issues prior to the Cabinet decision as she would have wished. She reported that the Academy was a Department for Children, Schools and Families (DCSF) driven project as part of the government agenda to improve schools and raise attainment. The project presented the authority with an exciting opportunity to further work with partners to create a positive future for young people in the County

The Cabinet Member (Children's Services) commented that this was an opportunity for not just the school but the whole county and that this funding opportunity was the only way to make significant improvements to the school.

Responding to the question, 'what role and added value will this make to the school, pupils and parents' and added comment that little was known about the project by parents, the Head of Wyebridge Sports College commented that while great improvements had been made in recent years to the school's academic performance and culture, the school needed further support to achieve success. The academy project presented a way forward and would provide the best environment for learning in the South Wye area. The academy project would show teachers that they were valued; meet the requirements of the school and utilise resources to the best effect for pupils and partners.

The Head of Commissioning and Improvement highlighted that Cabinet had approved in principle the three recommendations contained in the report to Cabinet dated 6th September and set out in the agenda papers. He then outlined the course of events leading up to the report to Cabinet namely: the application to become a 'City Academy' and the Government's negative response; the change in the role of the 'City Academy' programme; the change in Local Authority role from provider to commissioner; the continued lobbying of government for investment in the County and the government's subsequent invitation to join the new programme, which had included their suggestion of project sponsor. He reported that the government held a list of national sponsors and they had suggested that in view of the existing good working relationship between authority and Hereford Diocese that the Diocese be the sponsor for the project.

He reported that an 'expression of interest' in the project had been signed; the project would provide a major level of investment that the authority was unable to provide and the Diocesan Authority and Council already had a good established working relationship. The project was currently at the feasibility stage and as such a number of concerns still needed to be addressed namely: post 16 provision and third party use of facilities.

The Committee then turned to the financial implications for the project and were informed by the Head of Financial Services that in relation to the project capital budget, £20.18m had been allocated by government to the project with a further £252,000 available under a separate bid to support the Authority's cost in design work to contract stage. Partnerships for Schools had indicated that the bid would be approved, less costs of ICT advice, which would be funded by the DCSF from other funding. Lessons learned from other capital projects concerning overspend due to delay or inflation had been noted. On completion the asset of land and building would be transferred under 125 year lease to the Sponsor. In revenue terms the academy would be funded by the DCSF and the transfer of Dedicated Schools Grant would be equal to that the authority would have calculated through its local formula. In common with other schools funding would therefore be based on the number of pupils attending.

In response to whether the total project funding included provision for Extended School or Learning Centre facilities the Committee were informed that the project funding would only provide for the statutory school age provision. Other provision was not included in the capital grant. Any Community facility on site would need to be properly managed e.g. under a Service Level Agreement (SLA).

The Committee appreciated the academic improvements at the school and the good community work being undertaken. A view was expressed that, while the financial limitations were understood, the local community provision must also be progressed.

Mr Whitmey reported that the project was guided by the DCSF and the first opportunity to inform the public had been a public meeting at the Kindle Centre on 4th July. He admitted that while The Diocese had initially been surprised to be invited to be part of the project they welcomed the opportunity to work with the Council. He further reported that an anonymous donor had come forward via the Charity Aid Foundation to provide £1.5m to support the project. The Sponsor's legal representatives had verified that it was an unconditional donation.

He further reported that the Church was very interested in furthering the community aspect of the project, particularly through the South Wye Community Learning Centre, but in the end, it came down to finance. To comply with the DCSF project there had to be a sponsor and the Diocese was pleased to undertake that roll. While there may be common factors between a faith school and the academy he refuted a suggestion that the academy would be a faith school. The governors appointed to run the academy would guide the teaching and ethos of the school.

Mr Main commented that the sponsors hoped that the academy would be at the forefront of the community e.g. lifelong learning and community learning, and that the buildings would be utilised as much as possible. However, they were constrained by the rules on capital funding.

Responding to a comment that the community required dedicated, rather than timetabled use of the facilities throughout the day, for example for senior citizens lunches, the Director of Children's Services reported that a number of schools had arrangements for wider use and it was part of the future agenda to plan where possible for both today and tomorrow's needs. In this instance there were technical

issues over the wider use, which may be capable of being addressed in the feasibility study. The Head of Commissioning and Improvement undertook to investigate issues regarding the current community use lease arrangements at Wyebridge.

Responding to a question concerning the control and structure of the academy the Committee noted that, similar to local authority schools, a governing body would be formed that would include representatives from the authority, parents, staff and the Trust body. They would oversee the curriculum provision. As with other schools an Improvement Partner would be appointed to report to the authority on the school's performance.

Turning to the question of 6th Form provision Mr Godfrey reported that the three Hereford Colleges had been working with the Sponsors and authority and were 100 percent behind the project. He commented that prior to the 'expressions of interest' stage a number of concerns had been raised, especially around the 6th Form provision, but these had either now been taken account of or would be addressed again in the feasibility stage. It was appreciated that the inclusion of 6th Form provision was driven by the government agenda. He further commented that as a consequence of the falling number of pupils in the County there would be a similar fall in 6th form attendance. The financial viability of existing 6th Form provision was already tight. He warned that even allowing for any increased take up through further government initiatives, the overall decline in numbers, when spread over an increased number of providers (the new Minster College anticipated enhanced 6th Form provision) would further erode the financial viability of 6th Forms with consequential effects on the breadth and quality of curriculum provision.

Mr Sheppard commented that each pupil's needs were different and while many benefited from the move to a 6th Form College some needed the extra support that a school based 6th Form could provide. The South Wye area needed upskilling and the Sponsors intended to work in partnership to meet the needs of the students and were possible the wider community.

At this point Mrs Strutt declared a personal interest as Chair of the College of Art and Design, and commented that the Herefordshire Association of Head Teachers (HASH) were in support of the project.

At 11.07am the Committee adjourned and resumed at 11.20am

Continuing the theme of falling pupil numbers (falling rolls) the Committee questioned how the academy justified 200 6th Form places, and what type of education would be provided.

In response the Director of Children's Services reported that a review of the future provision of school places was already under way involving all schools in the County. Local authorities were changing their role away from being direct providers in response to Government initiatives etc relating to Colleges, academies and federated schools. New build opportunities should not be rejected. Within these confines the authority had to try to ensure a sensible and flexible matrix of provision. Strategic work and consultation was already ongoing with partners in 14 – 19 provision over what the provision would look like in the future.

Responding to questions on likely pupil numbers in the South Wye area and the general use of statistics, the Director of Children's Services and the Head of Commissioning and Improvement acknowledged that while predicting pupil numbers for the County was not an exact science every effort would be made to obtain the best possible data. Current data indicated that pupil numbers in the South Wye area

were not predicted to fall.

The Committee noted that discussions had been held with the Learning and Skills Council (LSC), who were responsible for post 16 provision, concerning their involvement in Lifelong or Community learning.

Responding to concerns regarding arrangements for admissions, appeals, rights of parents and exclusions, the Committee was informed that these arrangements would be on the same basis as other schools in the County. It was emphasised that there would be no 'church places'. The Committee was further informed that the academy would be set up under a charitable trust and be run by a governing body. The expectation was that the academy would have a 'Christian ethos' rather than be run on 'religious beliefs'.

In response to a concern that the academy would introduce 'banding according to ability' the Committee noted that this was not intended and that the local authority would object if this became a proposal.

Turning to the prioritisation of investment in Herefordshire schools, and in particular under the Scheme Selection and Prioritisation process in the Herefordshire Council Asset Management Plan 2006, the Head of Commissioning and Improvement reported that there was a clear need for investment in all Herefordshire schools and that unsuccessful bids had been made to the Building Schools for the Future fund. Wyebridge College ranked highly in the list of schools requiring investment. As touched on earlier this project had evolved from earlier grant bids and the government now presented the County with an opportunity to improve the learning environment in the South Wye area of the City.

The Committee noted that various stages of project consultation were underway and in response to a comment that governors at the college had not seen the 'vision agreement' Mr Sheppard, Head of the school confirmed that the governors had discussed the issue on a number of occasions and a number of concerns raised by them had been passed to the Stakeholder Group.

Responding to questions on the location of the new academy the Head of Commissioning and Improvement reported that while other sites had been considered they had been ruled out on planning grounds. The existing site would be used, as it was owned by the authority and was central to the catchment area.

RESOLVED

That the Committee accepts the Cabinet decision namely:

That Cabinet approve in principle:

- a) Wyebridge Sports College becoming an academy to serve 900 11-16 students with up to an additional 200 post -16 places;**
- b) Granting a 125 year lease to the sponsors on terms to be agreed, if the current feasibility stage concludes with an outcome satisfactory to DCSF, Sponsors and Local Authority, and**
- b) Issuing the necessary public notices to close Wyebridge Sports College and create an Academy at the appropriate time, if the feasibility study concludes with an outcome satisfactorily to DCSF, Sponsors and Local Authority.**

CHILDREN'S SERVICES SCRUTINY COMMITTEE TUESDAY, 25TH SEPTEMBER, 2007

The Chairman thanked the invited guests for attending and assisting the Committee in its deliberations.

The meeting ended at 12.15 p.m.
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CHAIRMAN

MINUTES of the meeting of Children's Services Scrutiny Committee held at : The Council Chamber, Brockington, 35 Hafod Road, Hereford on Friday, 5th October, 2007 at 10.00 a.m.

Present:	Councillor	SJ Robertson (Chairman)
	Councillor	WU Atfield (Vice Chairman)
	Councillors	P Jones CBE, G Lucas, RV Stockton, JK Swinburne, AM Toon and JD Woodward
	Church Members	Revd. I. Terry (Church of England)
	Parent Governor Members	Mr R Stevenson and Mr A Wood
	Foster Care Representative	Mrs H. Tyler
	Headteacher Representatives	Mrs. D. Strutt (Secondary Schools)
	Community Representatives	Ms D Scott (The Alliance)

20. APOLOGIES FOR ABSENCE

Apologies were received from Councillor ME Cooper; Mr JD Griffin; Councillor JE Pemberton Councillor WJ Walling and Councillor J Hyde – Cabinet Member (Children's Services).

21. NAMED SUBSTITUTES

There were no substitutions.

22. DECLARATIONS OF INTEREST

Councillor Brig. P Jones CBE declared a personal interest as a governor of Minster College, Leominster.

23. SUGGESTIONS FROM MEMBERS OF THE PUBLIC ON ISSUES FOR FUTURE SCRUTINY

No suggestions were made by Members of the public.

24. ANNUAL PERFORMANCE ASSESSMENT (APA)

The Committee received a report on the recent Annual Performance Assessment (APA).

The Director of Children's Services reported that on 27th September inspectors had undertaken the Annual Performance Assessment of the Service. This inspection

was similar to a school Ofsted Inspection with the Cabinet Member (Children's Services), key officers and partners being involved. As part of the assessment a pre inspection self- assessment had been completed and the Director briefly outlined her personal assessment of how the Service had performed against the 2006 APA scores. She also reported that the pre inspection meetings with the Chairman of the Committee and Council partners had been particularly useful. The result of the inspection was likely to be released in 5 or 6 weeks following which further reports would be made.

RESOLVED: That the report be noted and a further report on the outcome of the 2007 APA be presented to a future meeting.

25. PRINCIPLES ON FUTURE PROVISION OF SCHOOL PLACES

The Committee considered the draft principles on the future school provision and provided comment to shape the final document.

The Director of Children's Services reported that a draft paper entitled "Principles to Guide the Provision of Education in Herefordshire in the 21st Century" was currently with key partners for consultation (copies having been issued to the Committee prior to the meeting). The provision of school places and school organisation were major determinants in how resources were allocated and expended. The aim of the paper was to seek agreement on the principles by which the Council would want to base educational provision. In developing the Statement of Principles account had been taken of the vision, ambitions and local priorities set out in various key Council plans. Following the consultation period a final report would be taken to Cabinet.

The agenda report, and appended report to Cabinet dated 16 March 2006, set out the background and context against which the 'principles paper' had been produced. The Head of Commissioning and Improvement reported that while a number of comments had been received, Secondary schools had so far broadly welcomed the document. Discussions with the primary schools were still to be held.

During consideration of the report the following principal comments were noted:

- The level of SEN or banded funding would not be affected.
- While national statistics indicated an increase in birth rates, Herefordshire birth rate figures were falling, however, the situation would be closely monitored.
- The effect of changes to the way pupils were educated e.g. public, private or at home, were expected to be minimal.
- The Director commented that statistics were not an accurate science and therefore further work would be undertaken e.g. the effect of people migration and discussion with planners on expected new build housing, to try to ensure the best picture was obtained. Specific discussion would be held in due course with school Heads in relation to the data used.
- A degree of concern was expressed regarding reference in the paper to a pupil travel time of no more than 45 minutes to school. While understandable for a rural county the Committee were apprehensive about this length of travelling time for primary pupils. Concern was also expressed about the length of travel time pupils attending special school were currently experiencing.
- Continuing the transport theme the Committee requested that school transport e.g. use of the Yellow Bus Scheme, be considered in the Committee Work Programme item.
- Concern was also expressed in relation to the level of provision for 6th Form

or post 16 education particularly in view of any increase due to changes at The Minster, Leominster, and Wyebridge Sports College, Hereford.

- A view was expressed that current Pupil Referral Units (PRUs) were full and that PRU provision would need to be included in the review when considering future pupil provision.
- In view of the unsettling nature of the review on schools the Committee expressed concern that sufficient staff and resources be devoted to undertaking the review to ensure that it was completed to timetable.

RESOLVED: That

- a) the Committee's concerns relating to pupil travel times; 6th Form and post 16 education provision levels, and ensuring the review was completed to timetable be noted for consideration by the Executive in finalising the Statement of Principles; and**
- b) further reports on the review of provision of school places and school transport issues e.g. use of the Yellow Bus Scheme, be considered as items for the Committee Work Programme item later in the agenda.**

26. CAPITAL BUDGET MONITORING REPORT 2007/08

The Committee considered the capital budget for 2007/08 for the Children and Young People's Directorate.

The Head of Financial Services reported that the Directorate budget summary, as reported to Cabinet on 20th September, was set out in the report and full details of expenditure on all Children's & Young People's projects were listed at appendix 1 to the agenda report. The revised capital figure of just under £12m was fully resourced from a combination of Department for Children Schools and Families (DCSF) grant; borrowing approvals supported by Council funding; capital receipts and Section 106 monies. Slippage to the capital programme continued to be a problem and this would be the subject of a report to Strategic Monitoring Committee.

Questioned on the slippage to Sutton Primary School replacement scheme he clarified that the budget had slipped from 2006/7 to 2007/8 necessitating a re-profiling of the budget, however, there had been no change in the gross expenditure.

The Head of Commissioning and Improvement reported that while the Sutton Primary School replacement contract was well underway unfortunately it was 4 weeks behind due to bad weather. He anticipated no major cost increases. Questioned on any payment of late penalties under the contract he responded that only legitimate increases would be considered.

In response to questions concerning the cost of the summer flood damage at a number of schools the Committee noted that the current estimate stood at just short of £1m and that this had not been recoverable under the Government's Bellwyn Scheme. This was because the risk was viewed as insurable. The Committee noted that the Council had decided some years ago to self-insure and had set aside £250,000 to meet the risk. A government grant of £160,000 had been received. The short fall was being examined as part of the corporate risk management approach.

On questioning the need to refurbish the kitchen at John Masefield High School the Committee were informed that the authority was under a statutory duty to provide, where needed, a hot meal facility to schools. The Authority was therefore improving the kitchen facilities at High schools so that they could serve primary schools in their pyramid. Should a school let the school meal contract to external providers then the contractor would benefit from the refurbishment.

The Director reported that the funding of projects was getting even tighter and therefore the need to utilise all sources of funding was important. In this context she commented that the level of Delegated Funding to schools may need to be reviewed.

The Committee requested that future capital reports include an asset list indicating the properties owned or leased by the Directorate.

RESOLVED: That

- a) **the capital budget monitoring report be noted including that a report will be made to Strategic Monitoring Committee on the slippages overall to the Capital Programme;**
- b) **an asset list indicating the properties owned or leased by the Directorate be included with subsequent capital budget monitoring reports; and**
- c) **A report on school meal provision be considered for inclusion in the Committee work programme.**

27. REVENUE BUDGET MONITORING REPORT 2007/08

The Committee considered a report on the revenue budget for 2007/08 for the Children and Young People's Directorate.

The Head of Financial Services reported that expenditure to 31st August indicated an overspend of £783,000 for the year before any claims on the corporate social care contingency. He highlighted projected overspends in Safeguarding and Assessment (£878,000) due to the increased number of placements and that school redundancy commitments were under similar pressure to those in 2006/7 when an overspend of £285,000 had occurred. He also highlighted that school transport anticipated savings of £166,000. His report indicated various movements to the Dedicated Schools Grant budget.

The Committee debated the issue of external agency placement of children with complex needs. The Committee noted that the number of placements had risen over last years figure but that this rise was now stable. Each placement typically cost £150,000 pa. While the preference was to place the child locally via foster carers this was not always possible due to the complex need of the child. The authority was unable to provide in-house provision due to the wide range of complex individual needs involved and therefore had to place the child via agencies. When ever possible a child would be brought back to the county but the needs of the child was paramount in this decision. The Committee further noted that an inappropriate placement with local foster careers not only affected the child but the foster care family.

The Committee noted that there was no special grant to schools for children assessed under the statemented or banded assessment scheme.

In view of the varied and sensitive issues involved with the agency placement of children the Committee agreed that the Chairman and Vice-Chairman discuss the matter further with the Director of Children's Services.

RESOLVED: That the revenue budget monitoring report be noted and the Chairman and Vice-Chairman discuss the agency placement of children with the Director of Children's Services.

28. PERFORMANCE DIGEST - QUARTER 1 - 2007/2008

The Committee considered the Quarter 1 Performance Digest for Children's Services

(April – June 2007) and key areas specifically highlighted arising from the performance for the first quarter.

The Improvement Manager for the Directorate reported that the format of the Performance Digest, copies having been previously circulated to Members with the agenda, was evolving to ensure the clearest presentation of data.

On considering the performance set out in the Digest the Committee noted that further work was being undertaken to define the performance data for a number of specific targets e.g. at HCS22a.

In view of the complexity of the detail presented in the Digest the Chairman requested that a short informal meeting of the Committee be arranged to clarify the targets and statistics used.

The Committee commented on the high number of acronyms used.

RESOLVED: That the Quarter 1 Performance Digest for Children's Services be noted and an informal meeting to clarify the targets and statistics be arranged.

29. REVIEW OF BEHAVIOUR AND DISCIPLINE MANAGEMENT IN HEREFORDSHIRE SCHOOLS

The Committee was informed of the Cabinet Member (Children's Service) acceptance of the recommendations contained in the Review of Behaviour and Discipline Management in Herefordshire Schools Scrutiny report and the resultant action plan.

The Chairman, Councillor SJ Robertson, who had served on the Review Group, briefly outlined the background to the review and the range of work undertaken which had resulted in a report, with recommendations, that had been considered by this Committee on 19th March 2007 and subsequently forwarded to the Cabinet Member (Children's Services) for consideration.

The Manager of School Inclusion, who had acted as Lead Officer for the review, reported that the recommendations contained in the Scrutiny report had been accepted and an action plan, appendix 1 to the agenda report, to address the recommendations had been put in place.

On questioning whether parents were aware of the service that Children and Adolescent Mental Health Service (CAMHS) provided the Committee were informed that letters would be sent to all schools to remind them that CAMHS was also part of the referral service. However, the Committee also heard that there was a waiting list for the CAMHS service.

The Committee noted the report and action plan and requested that a further report setting out the progress against the action plan be brought to Committee in 6 months time.

RESOLVED: That the action plan be accepted and progress against the action plan be reported in 6 months time.

30. COMMITTEE WORK PROGRAMME

The Committee considered its work programme.

The Committee briefly debated the current work programme, set out at appendix 1 to

the agenda report, and the issues identified during earlier debate namely: the outcome of the APA inspection; the review of the provision of school places; school transport issues with particular reference to the Yellow Bus scheme; provision of school meals and kitchen facilities and a 6 month update on implementing the Behaviour and Discipline action plan.

RESOLVED: That following consultation with the Chairman, Vice-Chairman and Director of Children's Services the Head of Legal and Democratic Services adjust the work programme accordingly.

The meeting ended at 11.50 a.m.

CHAIRMAN

ANNUAL PERFORMANCE ASSESSMENT (APA) - UPDATE

Report By: Director of Children's Services

Wards Affected

County-wide

Purpose

1. To inform Members of the outcome of the Annual Performance Assessment (APA) process in Children's Services and the new priorities.

Financial Implications

2. There are no financial implications directly from this report though under the Children's Trust the Director of Children's Services will be working with partners to review existing resources and to target these more effectively in future to support our key priorities.

Background

3. The Annual Performance Assessment is important as it feeds into the overall judgements of the Council inspections. The process involves the review of the current Children's Plan with key partners and a self-evaluation process against the five outcome areas of Every Child matters, which is then tested by inspectors during a one-day visit to the Authority.
4. Following the JAR inspection in 2005 the Authority has been in formal intervention with GOWM and the APA process is keenly aligned to their overall judgement of performance.
5. The APA letter 2007 is attached as Appendix 1 for information.
6. The 2007 Annual Performance Assessment (APA) judged that:
"Herefordshire Council delivers adequate services for children overall. Children's services are making good contributions to improving the educational achievement and health of children and young people. Provisions for safeguarding children, involving them in their community and equipping them for future prosperity are adequate."
7. A summary of the strengths and areas for development, by outcome, is shown below:

Outcome	Strengths	Areas for development
Be Healthy "The contribution of services to improving	All schools engaged in the Healthy Schools programme and 68% have achieved Healthy Schools Status. Very good progress on provision	Improve the oral health of children and young people

Further information on the subject of this report is available from Sharon Menghini, Director of Children's Services, Tel 01432 260039

outcomes for children and young people in this aspect is good"	of a comprehensive Child and Adolescent Mental Health Service (CAMHS). Very good access to, and services for, looked after children with health assessments being maintained at 90%.	
Stay Safe "The contribution of services to improving outcomes for children and young people in this aspect is adequate"	Thresholds for service reviewed and understood across agencies Significant increase in numbers of referrals to social care services and proportion of referrals leading to initial assessments Very good compliance with requirements for allocating child protection cases and timeliness of reviews Good arrangements to support looked after children, good placement stability and good quality of care in foster placements	Some weaknesses remain in safeguarding arrangements Falling performance against timescales for initial and core assessments Delay in auditing of compliance with safe recruiting practices across agencies Need to improve provision to combat domestic violence
Enjoy and Achieve "The contribution of services to improving outcomes for children and young people in this aspect is good"	Substantial improvement in educational standards at Key Stage 4 since 2005 Good educational outcomes for looked after children, and those with learning difficulties and/or disabilities Significant increase in the proportion of schools judged to be good or better	Decreasing standards at Key Stage 1, with writing the weaker of the three measures Recently increased unauthorised absence figures in the secondary sector, focused on specific schools Limited participation in out-of-school activities because of transport challenges and limited variety
Positive Contribution "The contribution of services to improving outcomes for children and young people in this aspect is adequate"	Progress on improving coordination and provision of earlier intervention and preventative services through the development of a comprehensive family support strategy Good consultation processes for children and young people including the Youth Council, school councils, and Shadow Children and Young People Partnership Board	Family support strategy needs finalisation and implementation Need to effectively address the numbers of first-time entrants into the youth justice system, and the rate of recidivism Increase the proportion of young offenders aged 16 and above in education, employment and training
Economic Wellbeing "The contribution of services to improving	Good outcomes for young people in terms of basic qualifications and training Reduction in numbers of 16 to 18 years olds not in education, employment or training, to below	Slow progress towards developing an area-wide programme for 14–19 learning, although now improving More involvement with schools to provide a wider range of vocational opportunities

Further information on the subject of this report is available from Sharon Menghini, Director of Children's Services, Tel 01432 260039

outcomes for children and young people in this aspect is adequate, with several good features"	the national average Satisfactory outcomes for 16–19 year old learners and good for vulnerable young people Higher proportion of young apprentices complete their training than nationally	
Service management "The capacity to improve, including the management of children's services is adequate, with some good features"	Good partnerships between agencies to improve health and welfare for children and young people. Good leadership and effective participation by schools Good outcomes for children and young people with learning difficulties and/or disabilities, and those looked after Sense of common purpose amongst service managers.	Performance management strengthened but needs to be embedded across all service areas. Downward pressure on resources because of falling rolls Challenge to ensure a sufficient proportion of local authority resources is allocated to children's services.

The overall recommendations from the APA were to:

- Improve dental health of children and young people.
 - Increase compliance with timescales for initial and core assessments.
 - Improve services to combat domestic violence.
 - Complete audit of compliance with safe recruitment practice across agencies.
 - Monitor Key Stage 1 standards to ensure the effectiveness of guided writing programmes.
 - Increase attendance by reducing unauthorised secondary school absence.
 - Complete and implement the family support strategy.
 - Reduce re-offending of young people.
 - Increase the proportion of young offenders in education, employment and training.
 - Deliver the revised strategy for a coherent area-wide 14–19 curriculum that provides access to a wider range of vocational courses.
 - Improve performance management across front-line services.
 - Strengthen the capacity for children's services to influence local priorities by ensuring children's services targets are integral to wider local authority plans.
8. Learning from the inspection process and these judgements the Children's Services Directorate will be working with key partners to ensure our new Children & Young People's Plan meets these priorities effectively. Consultation on this plan begins in January 2008 and will involve a separate report to Scrutiny as well as discussion with other partners and with Children and Young People.
9. Following the result of the APA, GOWM have formally confirmed that Children's Services are no longer in formal intervention and the Minister has approved this recommendation.

RECOMMENDATION

THAT the Committee note the report.

Appended Papers

- Appendix 1 - 2007 APA Letter
- Appendix 2 – 2005 JAR Inspection Report

Background Papers

- None identified.

26 November 2007

Ms Sharon Menghini
Director of Children's Services
Herefordshire Council
Children's Services Directorate
Brockington
35 Hafod Road
Hereford
HR1 1SH

Dear Ms Menghini

2007 ANNUAL PERFORMANCE ASSESSMENT OF SERVICES FOR CHILDREN AND YOUNG PEOPLE IN HEREFORDSHIRE COUNCIL

This letter summarises the findings of the 2007 annual performance assessment (APA) for your local authority. The judgements in the letter draw on your review of the Children and Young People's Plan where it was available, and the evidence and briefings provided by Ofsted, other inspectorates and relevant bodies. We are grateful for the information you provided to support this process and for the time given by you and your colleagues during the assessment.

Overall effectiveness of children's services

Grade 2

Herefordshire Council delivers adequate services for children overall. Children's services are making good contributions to improving the educational achievement and health of children and young people. Provisions for safeguarding children, involving them in their community and equipping them for future prosperity are adequate.

Being healthy

Grade 3

Summary of strengths and areas for development

The contribution of services to improving outcomes for children and young people in this aspect is good.

Most children and young people consider themselves to be healthy, according to the Tellus2 survey. Children have a good start with a higher proportion of mothers breastfeeding than nationally. Although numbers of infant mortalities and babies with low birth weights have increased recently and are higher than national averages, perinatal mortality rates are lower than the average. A review of the underlying factors has revealed no significant pattern of concern. Immunisation rates are consistent with national averages. Improving the oral health of children and young people remains a key priority for the council and its partners. The introduction of a

fluoridation process is being actively considered. In the interim, all children and young people requiring dental care are prioritised.

All schools are engaged in the Healthy Schools programme and 68% have achieved Healthy Schools Status. Programmes address local priorities including obesity, substance misuse and sexual health. Services to reduce teenage pregnancy are well coordinated and centred on schools. The number of teenage pregnancies is low and reducing, although the national target of a 50% reduction is difficult when starting from a low percentage. Provision has increased to reduce the level of obesity which at 12% is consistent with the national average. Improved joint working arrangements to combat substance misuse have led to substantially higher numbers of young people receiving treatment. Provision is addressing alcohol misuse, which contributes to high numbers of hospital admissions.

Very good progress has been made on provision of a comprehensive Child and Adolescent Mental Health Service (CAMHS). Waiting times for assessment and treatment have reduced and compare well with national targets. Provision for children and young people who are looked after, young offenders and those with learning difficulties and/or disabilities is good. Arrangements have been strengthened to ensure safe care for young people requiring hospital treatment. Transfers to externally commissioned CAMHS beds are arranged quickly following local emergency admissions. Access and services for looked after children are very good with health assessments being maintained at a high level of 90%. Newly integrated services for children and young people with learning difficulties and/or disabilities promote earlier identification and support.

Area(s) for development

- Improve dental health of children and young people.

Staying safe

Grade 2

Summary of strengths and areas for development

The contribution of services to improving outcomes for children and young people in this aspect is adequate.

The council have maintained the improved safeguarding arrangements identified in the previous APA, but some weaknesses remain to be addressed. There are some good features. Parents and carers have good access to information and guidance on helping them to keep their children safe. The Tellus2 survey notes that more children and young people report that they feel safe in Herefordshire than nationally. Arrangements to combat bullying have been strengthened and the numbers of children killed or seriously injured on roads are reducing.

Thresholds for service have been reviewed, are understood across agencies and have resulted in higher numbers of children receiving support. Numbers of referrals to social care services have increased significantly, as has the proportion of referrals

that lead to initial assessments. Performance against timescales for initial and core assessments fell during the year to levels below national and comparable council averages. Improving these timescales remains a challenge for the council. Plans to fully implement the Common Assessment Framework and the Integrated Children System are progressing well. The council has delayed full implementation beyond April 2008, appropriately, to ensure connectivity with the new and wider ranging Herefordshire Connects system.

Compliance with requirements for allocation of child protection cases and timeliness of reviews are very good. However, the proportion of child protection investigations that lead to initial child protection conferences within 15 days is below national and comparable councils' averages.

The effectiveness of the Herefordshire Safeguarding Children Board has been enhanced through new appointments of a business manager and a permanent training manager. Good progress has been made on training provision and the development of new joint safeguarding procedures with neighbouring authorities. However, the Board has been slow to respond to requirements for auditing of compliance with safe recruiting practices across agencies and to improve provision to combat domestic violence, which remains a weak area. Additional funding has recently been secured in order to appoint an independent chair and increase strategic capacity.

Arrangements to support looked after children are good. Placement stability is good, as is the quality of care provided in foster placements. All looked after children are allocated to a qualified social worker. The number of children adopted fell in 2006–07 although completion of adoption proceedings was timely. Planning and provision, including accommodation options, for young people leaving care is very good. Integrated service provision for children and young people with learning difficulties and/or disabilities has led to more families having access to short breaks and support, and to better transition planning for young people moving into adult social care provision.

Area(s) for development

- Increase compliance with timescales for initial and core assessments.
- Improve services to combat domestic violence.
- Complete audit of compliance with safe recruitment practice across agencies.

Enjoying and achieving

Grade 3

Summary of strengths and areas for development

The contribution of services to improving outcomes for children and young people in this aspect is good.

Outcomes for children and young people are better than at the previous APA primarily because of a substantial improvement in educational standards at Key Stage 4 since 2005. Standards in 2006 were above average, significantly better than in 2005, and showed above average value-added. Indicative data for 2007 support the continuing upward trend. Almost every young person in the authority gains at least one GCSE or equivalent qualification, which is noticeably better than almost all other authorities. Educational outcomes for looked after children, and those with learning difficulties and/or disabilities, are also good in comparison with other authorities. In 2006, Key Stage 3 performance was better than nationally, and similar to statistical neighbours.

Key Stage 2 results in 2006 were lower than expected overall, because of an unexpected dip in mathematics, but nevertheless were still in line with national averages. Unvalidated 2007 data show improved standards of attainment in mathematics, because the local authority has been effective in using individual school performance data to target explicit support where it was most needed. Standards at Key Stage 1 have been slightly decreasing over time, again indicative data for 2007 continues this trend, although they remained above the national averages for reading and mathematics in 2006, with writing the weaker of the three measures. The local authority had already identified a shortfall in writing and instituted guided writing programmes. It has considered a number of possible causes behind these Key Stage 1 figures and eliminated obvious factors, for example the accuracy of teacher assessments. No single cause is responsible, and based on the success of guided reading programmes the local authority is confident that a similar focus on writing will be effective.

The Foundation Stage profile data show a slight decline although it remains broadly similar to national averages. The LA attributes this to much better assessment practice, not to a real decline. There are more places for young children in early years settings, and the local authority has met targets to provide childcare support for young mothers.

Overall school attendance matches the national value, with relatively low unauthorised absence in primary schools contrasting with recently increased figures in the secondary sector to above the national average. The causes are known and are the focus of intense local authority support in specific schools. Permanent exclusions are slightly below national figures; although they have risen in the primary sector numbers are very small.

Inspection data for schools since the previous APA show a marked and welcome increase in the proportion judged to be good or better. In particular, personal development and well-being are very good as a result of explicit support from the authority's 'Values' education programme. Two schools have a notice to improve, a further one has been removed and there are no schools in special measures.

Children and young people say they enjoy school and inspection judgements show that in almost every school pupil enjoyment is good. However, a high proportion of children and young people said their participation in out-of-school activities was

weak, because of transport challenges and limited variety. In contrast, children and young people with learning difficulties and/or disabilities do have good support from the local authority in accessing these activities, through provision delivered in partnership, for example with Barnados.

There is a higher proportion of children and young people in the authority identified with special educational needs than nationally and a higher proportion are taught in mainstream settings. This is because some children nominally in the special schools are actually taught in mainstream settings by special school staff. There is also good outreach support for mainstream schools from specialist staff.

Area(s) for development

- Monitor Key Stage 1 standards to ensure the effectiveness of guided writing programmes.
- Increase attendance by reducing unauthorised secondary school absence.

Making a positive contribution

Grade 2

Summary of strengths and areas for development

The contribution of services to improving outcomes for children and young people in this aspect is adequate.

The Tellus2 survey indicated that children and young people's views about their opportunity to contribute to their schools and communities, and about the extent to which they feel listened to, are consistent with those nationally. However, substantially smaller than usual proportions of children and young people participated in democratic school council elections.

Plans for improving coordination and provision of earlier intervention and preventative services for children and young people are progressing well through the development of a comprehensive family support strategy. Although the strategy is yet to be finalised and fully implemented, it builds on overall good existing child care provision and children's centres, and on well-established joint working arrangements between statutory and voluntary sectors. A wide stakeholder consultation about the plan has included children and young people, and their parents and carers. The council is aware of who and where its groups of vulnerable children and young people are and is targeting provision appropriately.

The council has some good consultation processes for children and young people including the Youth Council, school councils, and the recently established Shadow Children and Young People Partnership Board. Representation on the Youth Council and the Shadow Board appropriately reflects the local community and specific groups of children and young people, including those who are looked after and children with learning difficulties and/or disabilities. Young people were directly involved in the development of services to increase leisure opportunities, particularly for those hard-to-reach, such as those with learning difficulties and/or disabilities. The proportion of

young people aged 13–19 in contact with Youth Services increased from 11.5% to 15.5% but remains well below the national target of 25%. The council's Teenage Lifestyle Survey conducted in 2006 revealed that 12% of children and young people undertake voluntary work. Opportunities are wide-ranging and include a mentoring scheme funded through the Children Fund.

Services to reduce anti-social behaviour are effectively linked to the family support strategy and well coordinated through the well-regarded 'Prevent and Deter' strategy. The joint youth offending service covering Herefordshire and Worcestershire is an improving service. However, it has yet to effectively address the numbers of first-time entrants into the youth justice system, up by 15.7% to 358 which is well above statistical neighbours, and the rate of recidivism, currently at 54.5% compared to 48.7% for statistical neighbours. During 2006–07 performance fell against both of these aspects. More recently, the number of first-time entrants has fallen significantly and the rate of recidivism has shown an upward trend. The proportion of young people aged 16 and above known to the youth offending service and who are in education, employment and training is lower than the national average. The council and its partners have strengthened provision through appointment of education, employment and training support workers but these are yet to make an impact.

Children and young people who are looked after and those with learning difficulties and/or disabilities have specific consultation and review processes which are well used. Reviews of looked after children are timely and the participation of children and young people is high.

Area(s) for development

- Complete and implement the family support strategy.
- Reduce re-offending of young people.
- Increase the proportion of young offenders in education, employment and training.

Achieving economic well-being

Grade 2

Summary of strengths and areas for development

The contribution of services to improving outcomes for children and young people in this aspect is adequate, with several good features.

The outcomes for young people in terms of basic qualifications and training are good, given the high proportion of learners gaining qualifications at Level 2 or Level 3. The local authority has successfully reduced the numbers of 16 to 18 years olds not in education, employment or training, to below the national average (5.5% in 2006). An even lower proportion of looked after children are not in education, employment or training. Up to 90% of learners with learning difficulties and/or

disabilities have transition plans. Concerns remain that too many young people are taking up readily available local low-wage employment that offers no training.

Standards for A-levels are just above national averages, both per student and per qualification, across all further education settings. In schools with sixth forms, A-level standards are rising quickly and are now broadly similar to the national figures. Student success rates within the College of Technology have increased and are approaching the national average. Overall, outcomes for 16–19 year old learners are satisfactory, and good for vulnerable young people. All young care leavers are in suitable accommodation. The proportion of young apprentices who complete their training is much higher than the national value. The number of young apprenticeship placements has risen rapidly.

Previous progress towards developing an area-wide programme for 14–19 learning had been slow. Some collaborative work between schools is taking place to provide a wider range of vocational opportunities but the numbers involved have been relatively low. There are signs of better progress now, as the original strategy group has recently become a formal delivery board, with a full-time lead officer and a seconded secondary headteacher with considerable experience in developing vocational pathways in school. The local authority was unsuccessful in its bid to develop diplomas, and is now not expecting to start offering these qualifications until 2009.

Area(s) for development

- Deliver the revised strategy for a coherent area-wide 14–19 curriculum that provides access to a wider range of vocational courses.

Capacity to improve, including the management of children's services

Grade 2

Summary of strengths and areas for development

The capacity to improve, including the management of children's services is adequate, with some good features.

There are good partnerships between agencies to improve health and welfare for children and young people. The improvement in educational outcomes is thanks to good leadership and management of school improvement services and effective participation by schools. Outcomes for children and young people with learning difficulties and/or disabilities, and those looked after, are good. The recently appointed director of children's services has quickly analysed the strengths and weaknesses of service provision, and begun to drive through improvements in strategy and performance management. Her vision for inclusive and collaborative working with service providers is already evident in better consultation and wider ownership of the key challenge facing the authority as a consequence of falling numbers of pupils in schools. Better systems for analysing data are being rolled out,

for example in special educational needs support, with a realistic understanding of what remains to be done in terms of information and communication technology systems.

But in children's social care, some outcomes remain at lower than expected levels. The Herefordshire Safeguarding Children Board has still to appoint an independent chair although this has now been authorised and funded. It has also slipped against its own targets for completing work, for example in the auditing of compliance with safe recruitment practices across all agencies. Previous limitations in area-wide 14–19 development still limit vocational and educational opportunities for all. Appropriate steps to strengthen performance management have been taken but as yet are not embedded across all service areas.

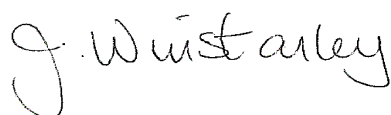
Despite these remaining areas for development, there is a sense of common purpose amongst service managers. Falling rolls will produce a downward pressure on resources for children's services, and the service leadership is consulting with its providers on strategies to manage this change. At the same time, the post-retirement aged population is rising, further increasing the challenge to ensure a sufficient proportion of local authority resources are allocated to children's services. These demographic pressures are occurring just as the council establishes a Public Services Trust to combine health and children's services functions.

Area(s) for development

- Improve performance management across front-line services.
- Strengthen the capacity for children's services to influence local priorities by ensuring children's services targets are integral to wider local authority plans.

The children's services grade is the performance rating for the purpose of section 138 of the Education and Inspections Act 2006. It will also provide the score for the children and young people service block in the comprehensive performance assessment and to be published by the Audit Commission.

Yours sincerely

A handwritten signature in black ink that reads "Juliet Winstanley".

Juliet Winstanley
Divisional Manager
Local Services Inspection



Joint area review

Herefordshire Children's Services Authority Area

Review of services for children and young people

Adult Learning Inspectorate
Audit Commission
Commission for Social Care Inspection (CSCI)
Healthcare Commission
HM Crown Prosecution Service Inspectorate
HM Inspectorate of Constabulary
HM Inspectorate of Court Administration
HM Inspectorate of Prisons
HM Inspectorate of Probation
Ofsted

Audience	Published	Reference no.
All	[Date]	[00000]



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Introduction

1. This joint area review was conducted using the arrangements required under Section 20 of the Children Act 2004. It was carried out by a multi-disciplinary team of eleven inspectors (some participating on a part-time basis) from the Office for Standards in Education (Ofsted), the Commission for Social Care Inspection (CSCI), the Healthcare Commission (CHAI), the Adult Learning Inspectorate, Her Majesty's Inspectorate of Constabulary and the Audit Commission. The review was undertaken according to the requirements of the *Framework for the inspection of children's services*.

2. The review was linked to the contemporaneous corporate assessment of the local council by the Audit Commission and its findings are represented in the relevant part of the corporate assessment report.

3. This review describes the outcomes achieved by children and young people growing up in the Herefordshire area and evaluates the way local services, taken together, contribute to their well-being. Joint area reviews focus on the extent to which children and young people are healthy, safe, enjoy and achieve, make a positive contribution, and are well prepared to secure economic well-being.

4. The review evaluates the collective contribution made to each outcome for children and young people by relevant services in the area. It also judges the contributions made by the council's services overall and, specifically, its education and children's social care services. Particular attention is given to joint action by local services on behalf of those groups of children and young people who are vulnerable to poor outcomes. Two such groups are covered in detail: children and young people who are looked after by the council; and children and young people with learning difficulties and/or disabilities (LDD).

5. The review took place in two stages consisting in total of three weeks over a five-week period. The first stage reviewed all existing evidence including:

- self-assessment undertaken by local public service providers;
- a survey of children and young people;
- performance data;
- planning documents;
- information from the inspection of local settings, such as schools and day care provision; and
- briefings from staff within inspectorates, commissions and other public bodies in contact with local providers.

6. The second stage included inspection fieldwork. This included studies of how far local services have improved outcomes for a small sample of children and young people, some of whom have the most complex needs, and studies of provision in two neighbourhoods [Kington and its surrounding areas and the South Wye area of Hereford City]. It also included gathering evidence on nine key judgements, selected because of their critical importance to improving outcomes for children and young people in the local area. This included discussions with elected members of the local authority and their equivalents in other public agencies, officers from these agencies, service users, and community representatives.

Context

7. Herefordshire covers about 840 square miles of western England, adjoining the Welsh border. It has a population of approximately 177,800. The county is sparsely populated with one of the lowest county population densities in England. Approximately one third of the population lives in Hereford City; just under a fifth in the five market towns; and the remainder in villages and hamlets scattered across the rural areas. The city of Hereford is the major centre for administration, health, education, shopping and employment.

8. The county's population contains a slightly lower proportion of 0-19 year olds than average and this is expected to fall significantly faster than elsewhere over the coming years. It ranks 217 out of 388 amongst English local authorities on the national Index of Multiple Deprivation. However, this overall picture masks the fact that there are some areas of significant deprivation. The challenge of relatively small numbers, isolation within many rural areas and pockets of deprivation are significant policy considerations, albeit that the county's most deprived areas are within its two main urban centres (Hereford and Leominster). Minority ethnic groups make up a very small proportion of the population overall, although there is a relatively large Traveller community. There has been a recent influx of people from eastern Europe and Portugal, largely attracted by employment opportunities in agriculture and manufacturing. Average wages are lower than both regionally and nationally.

9. Herefordshire maintains 84 primary, 14 secondary, four special schools and three pupil referral units. A significant proportion of Herefordshire's schools are small. Many are located in rural areas and their pupils have long journey times.

10. The Learning and Skills Council (LSC) Herefordshire and Worcestershire works closely with the local authority, colleges, training providers, and schools in developing the 14-19 strategy. Post-16 education and training is provided by a college of technology, a college of art and design, and a sixth-form college (all of which are based in Hereford City), four secondary schools with sixth forms and a number of work-based learning providers. There is also the Pershore Group of Colleges at Holme Lacy, which is an agricultural college about three miles outside Hereford City. Also based in the city is the Royal

National College, which caters for blind and partially sighted learners. Entry to employment provision is offered by the primary care trust (PCT), the Connexions partnership, and the voluntary sector. Adult and community learning, including family learning, is provided by the local authority.

11. The local authority's social care services for children are delivered through a duty referral team and three teams which work with children and families long term. There are also adoption and fostering services and an after care team for looked after children. About 170 children and young people are looked after by the local authority at any one time. The local authority's youth service operates from nine council owned youth centres, as well as outdoor education facilities located across the county. In rural areas youth work is delivered either through rented locations, such as village halls, or mobile provision. There is only one hospital: Hereford Hospital, which offers in-patient, acute services. For some, specialist paediatric service provision is outside the county, for example in Wales and Birmingham.

12. Herefordshire Council has common boundaries with the Herefordshire PCT and the Herefordshire division of the West Mercia Constabulary. The relevant LSC and Connexions partnership areas cover both Herefordshire and Worcestershire. A Children and Young People's Partnership Board has been established to plan and commission services and this is intended to become the Children's Trust for the county in due course. All the main public agencies serving the area are represented on the Partnership Board, as are the voluntary and business sectors. Agreement has already been reached on the main strategic priorities for service development in the years to come. In 2004 the local authority appointed a director of children's services and a cabinet member for children's services.

Summary report

Outcomes for children and young people

13. Outcomes for most young people in Herefordshire are good overall. In most respects young people are healthier than the national average, although the dental health of 5 to 12 year olds is comparatively poor. Many have to travel long distances to get access to specialist health care. On the evidence gathered, most children and young people appear to be safe. However, not all those at the greatest risk of abuse and neglect get the help they need. Good quality early education and childcare provision is available to all who want it. Most children and young people with LDD are educated in mainstream schools. Educational attainment overall is mainly above the national average. However, more young people than elsewhere (albeit a small minority) become disaffected with education and gain few, if any, qualifications at age 16. There are good opportunities for children and young people to have a say in how their schools are run, but less opportunity to affect the planning of other services. Many young people are involved in voluntary activities, particularly fundraising for charity. The number of young people becoming young offenders for the first

time is rising and the rate of re-offending is above the national average. Young people are generally well prepared for working life but opportunities for higher paid employment locally are limited. Many young people are affected by the limited supply of affordable and suitable housing. There is insufficient housing provision in particular for the most vulnerable, such as care leavers and those with LDD.

The impact of local public services

Being healthy

14. **The combined work of all local services in securing the health of children and young people is good.** Parents and carers receive very good advice and support to keep their children healthy. The promotion of healthy lifestyles for children and young people is well-coordinated and effective and there is access to good advice on an individual basis. There is a comprehensive child health surveillance programme and most health provision is age appropriate and accessible. However, some families have to travel long distances and incur significant costs to get to specialist hospital provision. No overall solution has been found to this problem, although family support workers provide such assistance as they can on an ad hoc basis. Occupational therapy provision is inadequate. Provision to meet the mental health needs of children and young people is good, except for the lack of specialist hospital provision. Health provision for looked after children and children and young people with LDD is good, although assessment and planning processes are not always well-coordinated amongst the various agencies involved.

Staying safe

15. **The overall contribution of services to keeping children and young people safe is inadequate.** A range of agencies provides some good support to children and young people and their carers which helps to prevent family breakdown, abuse and neglect. For example, staff in schools, early years education and day care provision, health service teams, and projects such as Sure Start and the Children's Fund all make a significant contribution. Some of the individual casework undertaken by the local authority's social workers is also good. However, there are serious weaknesses in the system overall. The implementation of the Child Concern Model (CCM), which is central to both the assessment of need and the planning of provision for children in need locally, was poorly planned and this has resulted in continuing problems in practice.

16. Some important social care needs are not being met and this includes the provision of adequate protection in a significant number of cases where the risk of abuse or neglect is high. The criteria governing the involvement of the local authority's professional social workers are set too high and fluctuate unacceptably in relation to current staffing. Other services do not have the capacity, either in terms of staff numbers or skills and experience, to fill all the gaps. Training and support provision for the staff involved is inadequate.

Significant difficulties in recruiting and retaining qualified social work staff have exacerbated the problems and management oversight of the work of professional social work staff is inadequate. Whilst good support overall is provided for the young people in the care of the local authority, poor social care support is provided to the families of children with LDD. Most of these do not get the help and information they need.

Enjoying and achieving

17. The overall contribution of services to helping children and young people enjoy their education and recreation and to achieve well is good. Children are prepared well for school by good quality early years provision. Additional funding has been used well to develop integrated health, education and social care provision in some areas. The quality of education in most schools is good overall, although not enough is done to raise the attainment of low achievers in Key Stage 4. Schools are challenged and supported effectively to improve. Support for schools in improving pupil behaviour is good. Recreational and voluntary learning opportunities based in schools are good overall but provision outside school is more limited. Provision for sport is generally much better than for other kinds of activity. Transport difficulties are a barrier to participation for many. Educational support for looked after children is adequate with some good features. Provision for children and young people with LDD is good overall. However, special educational needs assessment and planning processes are not well integrated into the Child Concern Model.

Making a positive contribution

18. The overall contribution of services in helping children and young people to contribute to society is good. There are some good opportunities for children and young people to express their views about individual services and to influence their development. This is particularly so for their schools. At county level, however, consultation and participation is less well developed and its impact more limited. Consultation with looked after children is good overall, although not enough use is made of the independent advocacy service to support young people in contributing to the planning and review of provision. Whilst some effective steps have been taken to consult children and young people with LDD as a group, measures to involve them in planning and review at an individual level are patchy overall and inadequate for some. Effective guidance is provided to children and young people in developing socially and emotionally although more needs to be done to develop an appreciation of other cultures. Support for children and young people in dealing with major challenges and changes in their lives is good overall. Measures to identify young people at risk of anti-social behaviour and to reduce such behaviour are satisfactory overall but have mixed success in reaching the groups most at risk.

Achieving economic well being

19. **The overall contribution of services to helping children and young people achieve economic well being is adequate.** Most young people in education and training post-16 make good progress, although a lower proportion than the national average stay on in full-time education. There is a good overall strategy for the development of 14 to 19 educational provision. However, there is no clear strategy for post-16 education for young people with LDD and there is insufficient provision for young people who wish to follow apprenticeships. Opportunities for young people to prepare for working life while at school are adequate overall but there are insufficient alternative curriculum opportunities for vulnerable groups. Young people mainly receive good support and guidance in such respects but some vulnerable groups do not get enough advice on appropriate progression routes. Day care provision for parents wishing to work or train is a problem in some areas. There is a serious shortage of affordable housing for young single people in the county. In some areas it is also very difficult for families to secure accommodation suitable for their changing needs. These housing shortages have the greatest impact on vulnerable groups such as care leavers and young people with LDD. Transition planning overall for young people with LDD is a weakness.

Service management and the capacity to improve

20. **Overall, the management of services for children and young people is adequate.** Ambitions for the area are clear and shared by the key public agencies. There is a long standing commitment to partnership working which is a real strength. The ambitions are based on an audit of needs which is satisfactory overall but with poorly coordinated consultation with users. They are consistently reflected in service development plans. However, the implementation of strategy has some significant weaknesses. In particular the implications of policy change for those delivering services on the ground are not always clearly enough identified and addressed in advance. Development processes are also sometimes poorly coordinated. Action planning is adequate overall but of variable quality and sometimes poor. Performance management is the weakest aspect of service management and is inadequate overall. The self-assessment submitted by providers often lacks rigour and the review team's findings do not concur with half of the overall judgements made. Strengths are over-played and weaknesses insufficiently acknowledged. Despite some significant operational strengths within a range of services, therefore, the capacity to improve further is only adequate.

Grades

Grades awarded:

4: outstanding; 3: good; 2: adequate; 1: inadequate

	Local services overall	Council services	Health services
Being healthy	3		
Staying safe	1		
Enjoying and achieving	3		
Making a positive contribution	3		
Achieving economic well-being	2		
Service management	2		
Capacity to improve	2	2	
Children's services		2	
The education service		3	
The social care services for children		1	
The health service for children			3

Recommendations

For immediate action:

- ensure that appropriate criteria are set for the involvement of the local authority's professionally qualified social care staff in child protection cases;
- ensure that these criteria are clearly understood by all concerned and consistently applied in practice;
- ensure that there is an effective workforce strategy to address the recruitment and retention problems within the local authority's social care service;
- ensure that a written record is made of all contacts with the social care duty team.

For action over the next six months:

- ensure that there is a single referral, assessment and service planning framework for children in need which is consistently and effectively applied in practice;
- ensure that the training, guidance and support needs of all staff contributing to the implementation of the Child Concern Model are addressed, both in terms of the time required to undertake the tasks involved and the necessary skills;
- ensure effective implementation of the multi-agency healthcare planning procedures for looked after children;
- improve access to occupational therapy services;
- ensure appropriate social care support for the families of children with learning difficulties and/or disabilities;
- ensure better co-ordinated transition planning for all young people with learning difficulties and/or disabilities;
- improve communication with parents and young people with learning difficulties and/or disabilities in terms of both the assessment of need and planning of provision;
- improve action planning to deliver strategic aims and objectives and, in particular, ensure that associated resourcing needs are met;
- improve information systems within the local authority's social care services to enable better management oversight and evaluation of service effectiveness.

For action in the longer term:

- improve access to hospital in-patient provision to meet children and young people's mental health needs (tier 4 CAMHS);
- improve coordination of consultation with children and young people to support their participation in strategic planning and review;
- improve housing provision for both single young people and families;
- strengthen performance management processes involving elected members and senior officers at all levels, including the partnership board and the local authority's children's services scrutiny committee.

Main report

Outcomes for children and young people

21. **Children and young people overall in Herefordshire are comparatively healthy.** Most physical health indicators are either better than or broadly in line with national averages. An exception is the dental health of 5 to 12 year olds which is poor, albeit improving. The proportion of mothers who breast-feed their babies is higher than the national average but the proportion who are smokers is slightly higher. However, the 'stop smoking' support service is now delivering success rates which are in line with the national average. Rates of teenage pregnancy have declined significantly in recent years and are now well below the regional and national averages.

22. **On the evidence gathered, most children and young people appear to be safe. However, not all those at the greatest risk of abuse and neglect get the help they need.** Referrals of children in need are accepted by social services at only half the national average rate. Of these referrals, only 35% are deemed to require an initial assessment, compared to 63% in similar authorities. Children and young people on the child protection register represent a significantly smaller proportion of the population. This and other evidence collected within the review indicate that the threshold for the involvement of the local authority's social care services is set too high and that some of the most vulnerable children and young people are not getting the protection they need.

23. Similar to the picture nationally, the great majority of young people feel at least quite safe and happy at school. However, about a fifth does not feel very safe in the local area. This is also similar to the position nationally. Admissions to hospital due to injury are lower than elsewhere and serious road accidents involving young people have declined at a much faster rate in recent years. Much the same proportion of children and young people is looked after by the council as in similar areas. A higher proportion of looked after children is placed with foster carers and placements change less frequently than nationally. The number of children identified as requiring an adoption placement has, however, declined significantly in the past year.

24. **Children and young people achieve reasonably well.** At the end of Key Stage 1 educational outcomes are in line with the averages for both similar areas and nationally. At Key Stages 2, 3 and 4, however, whilst they remain broadly in line with similar areas they are significantly above the national averages. Between 2002 and 2004 rates of improvement in such respects were better than those nationally in primary schools but worse in secondary. A significant feature of outcomes at age 16 is that more young people than elsewhere (albeit a small minority) gain no qualifications. The educational achievement of looked after children is broadly in line with the national figures. Children and young people who have been excluded from school achieve rather less well than similar groups elsewhere. An increasing

number of children and young people aged 14+, including those with learning difficulties/disabilities (LDD), are achieving vocational qualifications at school. Attendance in primary and secondary schools overall is in line with national figures.

25. Children and young people have a good range of opportunities to contribute to decision making and many make a positive contribution to their communities.

There is an even spread amongst children and young people in their opinion about how easy it is to have a say in the way things are run at school. They are a little less positive on the question of whether, having had their say, they make a difference to what happens. When answering the same two questions about their local area, young people are less positive. Whilst a majority still seems to believe it is reasonably easy to have at least some say, almost half feel that this makes relatively little difference to what happens. On the contrary, looked after children are generally positive about their participation in decision-making, at least in terms of the provision made for themselves as individuals. Many young people participate in voluntary activities to support the community, particularly fund raising for charity.

26. The number of first-time young offenders is rising, albeit slowly, and this is contrary to the national trend. The re-offending rate is declining but remains above the national average. The participation of young offenders in employment, education and training is significantly below the national average and not improving. However, the proportion of looked after children who are young offenders is relatively low.

27. Children and young people are able to achieve economic well-being and are prepared well for working life.

The proportion of 16 and 17 year olds in education, employment or training is high. However, this is primarily because a comparatively high proportion are in employment. Much of the work available in the county is low paid or requires a low level of skills. The proportion of young people in full-time education or training is below the national average. Also, the proportion in employment without training is amongst the highest in the country. Educational outcomes are positive on the whole for those young people who attend full-time education courses in colleges and work-based learning provision. However, the achievements of young people in school sixth forms are below national averages and those of statistical neighbours. The proportion of care leavers in education, employment or training is well above the national average. Many young people are adversely affected by the limited supply of affordable and suitable social housing. There is insufficient housing provision, in particular for the most vulnerable, such as care leavers and those with LDD.

The impact of local public services

Being healthy

28. The combined work of all local services in securing the health of children and young people is good.

29. Parents and carers receive very good support to help keep their children healthy. Maternity services are accessible and of high quality. The attachment of midwives to children's centres in particular has helped the development of well coordinated multi-agency provision for service users. Access to routine preventative and treatment provision for children and their parents is very good. Good encouragement is given to mothers to breastfeed their babies, although services are less successful in discouraging smoking during pregnancy. Current and future parents and carers generally are given good information and guidance about meeting their children's health needs. Parents from high risk groups in particular receive effective outreach health education and support from accessible venues, including a mobile health bus and drop-in clinics. Immunisation rates for diphtheria, whooping cough, tetanus and polio are very good. The rates for measles, mumps and rubella vaccination are, however, unsatisfactory albeit improving.

30. There is effective promotion of healthy lifestyles for children and young people involving well-coordinated action by the PCT and its partners, in particular schools. Young people also have access to good advice and guidance on an individual basis, should they want it. This helps them to make well-informed choices about how to lead their lives. Effective work has been done to reduce the rate of teenage pregnancy and a good proportion of young people under 18 involved in substance abuse receives treatment. Access to sports facilities and activities is good for most.

31. There is a comprehensive child health surveillance programme. Health provision generally is age appropriate and accessible. The exceptions to this are dental care in some areas and specialist hospital-based provision, for which families have to travel to Hereford or, in some cases, even further afield. The PCT has recently taken some steps to improve access to dental care. No overall solution has been found, however, to the problems of time and cost for some families in travelling to hospital provision and it is left to family support workers of various kinds to provide such assistance as they can, on an ad hoc basis. In many cases they do this well, including securing financial help from voluntary organisations to help meet travel costs. Waiting times for assessment appointments at Hereford Hospital are generally kept to a reasonable minimum. There is some effective work to minimise environmental health risks, for example in the advice provided by the health visiting service on safety in the home and through a number of schemes to improve road safety.

32. Provision to meet the mental health needs of children and young people is good. Specialist health service staff work flexibly and responsively and a number of creative approaches have been adopted to improve access to child and adolescent mental health services (CAMHS) in the broader sense. For example, front line staff in a range of agencies receive good training, and are well supported on a continuing basis, to help them identify emerging needs and provide both parents and young people with suitable support. This having been said, the local authority contributes comparatively few social worker posts to CAMHS and has not increased its contribution in recent years, unlike the position in many other areas. No young person has to wait for more than four weeks for initial assessment by CAMHS and treatment thereafter starts within national target timescales. Provision for children and young people with eating disorders is particularly good. Specialist inpatient CAMHS provision is, however, not available within the county. This can mean both long waiting times before a hospital bed is secured and that patients are sometimes placed very considerable distances from home. This is similar to the position nationally.

33. There is a designated community paediatrician and a named health visitor responsible for the healthcare needs of looked after children. All are registered with a GP. Immunisation rates are very good and dental checks and health assessments take place when they should. The named health visitor works effectively in following up any failure to attend appointments. Looked after children are seen promptly by health professionals when referred and for a number of services such as CAMHS these referrals are fast tracked. Health care plans devised by staff within the health service are of good quality and are reviewed regularly. However, until recently there has been poor communication within the wider group of services involved. A new proforma for a multi-agency health care plan has recently been introduced with clearer protocols covering communication between agencies. If implemented as planned, this will improve communication between all stakeholders, including looked after children themselves and their carers.

34. The quality of assessment of the health needs of children and young people identified as likely to have LDD is very good. However, the lack of a single assessment framework within which the various services are required to work is a significant weakness. It can mean that assessments are burdensome for children and young people and their carers and take unnecessarily long to complete. Communication between the different services and between services and carers can also suffer. In a few cases, communication with parents is wholly unsatisfactory.

35. There are similar weaknesses in the planning and delivery of provision to meet the needs identified. However, there are some examples of effective inter-agency working, such as the portage and 'HappiKids' schemes at the Green Croft Children Centre, the Sure Start project and services offered at the child development and 'Kite' centres. These offer some good models to build on for the future. The preparedness of the PCT to deploy its specialist services in mainstream schools has also made a major contribution to better educational

and social inclusion for young people with LDD. The range and quality of specialist services themselves is good, except for occupational therapy, which is unsatisfactory. Provision is limited to clients' homes and there are long waits for both initial assessment and support.

36. The current system, both in terms of assessment and provision, generally works better for those children and young people whose needs are identified very young. It can take longer to secure good assessment and provision for those whose needs only become apparent as they grow older, although provision for emotional and associated behavioural problems in particular has much improved in recent years.

37. Overall the contribution of the health service to delivering the *Every Child Matters* outcomes is good. The great majority of the services for which it is responsible are of good quality. In particular, it has contributed well to the development of partnership working locally. It has shown itself willing to work flexibly and cooperatively with its partners, both at strategic level and on the ground.

Staying safe

38. The overall contribution of services to keeping children and young people safe is inadequate.

39. The Child Concern Model (CCM) is central to both the assessment of need and the planning of provision for children in need in Herefordshire. It was introduced in May 2004, following agreement in principle by all the key agencies involved. It defines both how agencies should work together and how risk should be assessed. The introduction of the model involved significant changes to the roles and responsibilities of the participating agencies. Its implementation was poorly planned and this has resulted in continuing problems in practice. Some important social care needs are not being met and this includes the provision of adequate protection in a significant number of cases where the risk of abuse or neglect is high. For example, as the local authority itself recognises, unsatisfactory support is provided for children and young people in families where there is domestic violence.

40. The criteria ('level 1 threshold') governing the involvement of the local authority's professional social workers are set too high. Other agencies do not have the capacity, either in terms of staff numbers or skills and experience, to fill all the gaps. Training and support provision for their staff has been and continues to be inadequate. Staff other than professionally qualified social workers are obliged to carry unacceptably high levels of responsibility, both in assessing risk and providing support. This applies both to staff in other parts of the local authority and its partner agencies.

41. The thresholds for the involvement of local authority's social workers also fluctuate unacceptably in relation to current staffing. This has added confusion

about the contribution expected from other staff to the other risks involved. The local authority has been unsuccessful in recruiting and retaining sufficient qualified social work staff, and turnover amongst such staff doubled over the last year. This has clearly been a significant contributory factor. However, the local authority has done much too little to minimise fluctuations in the numbers of staff in its child protection duty team. These fluctuations have been considerable and a clear weakness in the system. Once children are accepted by the local authority as needing social worker support, this is generally of good quality. It is those whose needs, both child protection and otherwise, are high but deemed to be below the threshold, for whom provision is most inadequate and for whom risks are unacceptably high.

42. Another key consequence of adopting the CCM is that a much wider range of agencies and staff are called upon to take lead roles in convening case discussions, recording the agreements reached, communicating information to all those who need to know, and formulating a care plan. This in itself is skilled and responsible work. Insufficient training and support has been provided to help people to carry out these tasks to the necessary standards. As a consequence, multi-agency care plans are sometimes not produced and in others they are of inconsistent quality. Communication between services and also with parents and carers can be unsatisfactory. A key component of the implementation of the CCM was to have been the employment of consultants within each of the main participating agencies to guide and support staff. The local authority's social care service was not able to recruit such consultants for a significant period of time. The Area Child Protection Committee (ACPC) training and development post has also been vacant. These vacancies meant a major gap in the guidance and support which should have been available to other staff, both within the social care service and other agencies.

43. There are other unsatisfactory aspects of child protection work. Initial referrals are assessed by unqualified workers, and categorised into one of three types: 'signposting', 'contact' or 'referral'. 'Signposting' referrals are not recorded. This means that no management assessment can be made of the appropriateness of the categorisation by the unqualified workers. Also, the frequency of 'low level' referrals cannot be monitored, which means that patterns of such referrals, which might indicate a more deep-seated need, cannot be identified. An allied problem in terms of management oversight is the absence of clearly defined and regular quality assurance of casework. Case files are not audited on a regular basis and there is little evidence of management oversight or contribution to decision-making within these files. The transfer of cases between social work teams is also inconsistently managed and depends too much on the availability of staff within teams at the time. In some cases the duty team holds child protection cases for too long.

44. Some good work is done by a range of agencies in providing social care in the broader sense. This contributes to the prevention of family breakdown and the abuse and neglect which can follow. The local authority funds a number of such services, for example the Hollybush Family Centre, Women's Aid, and the

National Children's Homes (NCH) Family Support Project. The work of the NCH project currently focuses on intensive support for those families with the highest levels of need (Level 1 in the CCM). Discussions are currently taking place about extending its brief to include families just below the Level 1 threshold. This is an appropriate step for the local authority to be considering, given the unmet needs referred to above.

45. The ACPC is a well-attended group and agreement has already been reached on the establishment of a shadow local safeguarding children's board. Three serious case reviews have been undertaken in the past two years. Appropriate action plans have been agreed and are close to being fully implemented, although it is too early as yet to assess how effectively.

46. The local authority provides good support overall for the young people in its care. Only a small proportion of looked after children are in residential children's homes, although in all cases the placements are outside the county and away from the young people's local community. The number of children in the long term care of the council has also declined in recent years. All looked after children have an allocated social worker and all statutory reviews take place when they should. However, placement plans are insufficiently detailed to support rigorous monitoring and the evaluation of outcomes. The quality of foster care placements is appropriately monitored.

47. Significant staffing problems have also affected the work of the local authority's children's disability team and social care support for the families of children with LDD is poor overall. There is some good work by individual agencies and workers but coordination is weak. There is no named key worker or multi-agency care plan for most families, who do not get the support and information they need. Respite care provision overall is inadequate. The absence of an agreed protocol for supporting the transition of young people with LDD into adulthood is a particular weakness and has resulted in both unacceptable delays and a very variable quality of support.

48. Reasonable steps are taken to minimise risks to children and young people's health and safety and to ensure that they are well advised in such respects. Schools receive good advice on combating bullying and supporting its victims. Guidance on ensuring safety in outdoor education activities is similarly good.

Enjoying and achieving

49. The overall contribution of services to helping children and young people enjoy their education and recreation and achieve well is good.

50. Children are prepared well for school by good quality early years education and childcare. Providers work together in an effective early years

partnership which has ensured that the planning of provision is well coordinated. Standards are closely monitored and individual providers receive good challenge and support to improve. Parents and carers receive useful information about the provision available and there is good support for the development of parenting skills. Such support is appropriately targeted at those who need it. Additional funding through the Sure Start initiative and Children's Fund has been used well to develop a multi-agency approach which provides integrated health, education and social care services in some areas.

51. The quality of education in most schools is good. Standards of achievement for children and young people up to the age of 16 are comparable with those in similar authorities and better than those achieved nationally. However, not enough is done to raise the attainment of low achievers in Key Stage 4. The proportion of young people who achieve no examination passes at 16 is higher than in similar authorities. Schools are generally supported effectively in evaluating the quality of their provision and identifying areas for improvement. The development of learning networks across the county has enabled schools to work together more closely to share good practice. Schools with particular weaknesses are usually identified early and provided with effective support. In the few cases where this does not have the required effect, intensive support is provided, which resolves matters within a reasonable timescale.

52. Admissions to schools are well managed and the planning of school provision is effective. Children and young people are generally well supported in their personal and social development, both by schools and the youth service. Most children and young people enjoy school and have a positive attitude towards learning. Attendance in primary and secondary schools is satisfactory overall. The local authority is now intervening more effectively in those schools where attendance levels particularly need to improve. Schools are well supported in developing policies and strategies to improve behaviour. Collaboration between schools and the local authority provides good support for children at risk of exclusion.

53. Provision for children and young people educated other than at school is good. Where parents have chosen to educate their children at home there is appropriate monitoring and useful advice and support is offered. Provision for those who are permanently excluded from school and those who are ill is good overall. Arrangements to support a return to mainstream school by the former are very successful at Key Stage 3. At Key Stage 4 imaginative individualised learning programmes successfully promote an increased engagement with learning. Most pupils receive full-time provision. However, one of the Key Stage 4 units is sometimes required to work with more pupils than it can provide for full-time and this can only be managed by offering part-time provision to some pupils. This is a weakness.

54. Recreational and voluntary learning opportunities based in schools are good overall and very good in many. Outside school the provision is more

limited and patchy, although voluntary organisations often fill some of the gap. Young people overall find it harder to find things to do in the local area than the average elsewhere. Provision for sport is generally much better than for other kinds of activity and younger children are better served than older teenagers. Transport difficulties are a barrier to participation for many young people, particularly in the rural areas. The youth service provides a range of programmes which help young people gain nationally recognised qualifications and awards. However, spending on the youth service is comparatively low and it is thinly stretched.

55. Educational support for looked after children is adequate with some good features. Educational achievement has improved and is broadly in line with national averages. However, school attendance is a little worse. All looked after children have appropriate personal education plans, although planning in response to changes in individual needs is sometimes too slow. Both the young people and their carers value the support provided. Support for pursuing leisure opportunities is good, and includes free access to local authority funded leisure facilities.

56. Educational provision for children and young people with learning difficulties and/or disabilities is good overall. A comparatively high proportion of young people is educated in mainstream settings. The provision for them there is generally good, as it is for the small minority placed in special schools. There are clear criteria for targeting additional financial support to schools and this facilitates effective early support for pupils' needs. Special educational needs support services generally are of good quality. There are weaknesses, however, in the monitoring of pupils progress as a means of evaluating the effectiveness of provision. Also, special educational needs assessment and planning processes are not well integrated into the Child Concern Model and the coordination of activity can be unsatisfactory. Support for participation in leisure and recreation activities is adequate and includes activities both at school and in the local community. A number of voluntary agencies play an important role in this and the youth service successfully targets some of its provision as well.

Making a positive contribution

57. The overall contribution of services in helping children and young people to contribute to society is good.

58. There are good opportunities overall for children and young people to express their views about public services. Most of the strengths in such respects are located at the level of individual schools and services, which use a range of approaches to consulting their users and generally respond positively to the views expressed. Young people also have reasonable opportunities at this level to participate in some key aspects of service planning and management. At county level, however, consultation is less well developed and

its impact is more limited. There is little attempt to coordinate the various individual consultation activities or to use them for more general canvassing of young people's views. There has been only a modest increase over the last two years in the proportion of young people who believe that they have enough opportunities to influence important decisions about local services. There is no representation of young people on the Children and Young People Partnership Board or on any council committees. A youth council for the county is planned to start operating next year, but as yet there is no clear vision as to how it will be constituted or operate.

59. Measures to consult children and young people looked after by the local authority and to involve them in service planning and review are now good. This applies to the provision made for them both individually and collectively. Credit is due to the local authority for its willingness to adapt its approach in response to early feedback from the young people themselves. However, the provision of support to individual young people by the Children's Rights and Advocacy Service is a weakness. The service is poorly promoted by social workers and significantly under-used as a consequence. When looked after children are facing major changes in their lives, such as preparing to leave care, they generally get good personal support. However, staffing and accommodation difficulties in the after care service are currently putting the provision of this kind of support at risk.

60. Whilst some good steps have been taken to consult children and young people with LDD as a group, measures to involve them in planning and review at an individual level are patchy and the overall picture is only adequate. The same applies to support for individuals in facing up to major changes. Lack of clarity in transition planning for some older young people is a particular weakness.

61. Children and young people overall receive good support in developing socially and emotionally. This starts within early years education and day care provision, continues in schools, and is supplemented by some good provision by the youth service. One result is that young people's confidence and self esteem compares well with the position nationally. Mentoring support of various kinds is widely available and includes young people themselves providing such support to their peers. Parents who need help in developing and maintaining positive relationships with their children also have access to some good support.

62. Voluntary activity by children and young people is reasonably extensive but similarly lacks coordination and support at county-level. Measures to encourage an understanding of the responsibilities of citizenship are generally good, although more needs to be done by some services to develop an appreciation of other cultures.

63. Support for children and young people in dealing with major challenges and changes in their lives is good overall. They are well supported generally

when starting school and in moving from primary to secondary school. There is also some good counselling provision available to those having to deal with traumatic events.

64. Measures to identify young people at risk of anti-social behaviour and to reduce such behaviour are satisfactory. There is good collaboration between agencies at the strategic level and a range of activities is provided, aimed at encouraging young people to make more positive use of their time. At the operational level, agencies collaborate effectively in some local areas and projects and their work is appropriately targeted. However, this is not always the case and there is mixed success in reaching the groups most at risk. The same applies to work with individual young people, including young offenders. Some good support is provided, including help in becoming more aware of the victim's point of view. Activity is not always well coordinated, however, and success overall is mixed. The number of first time entrants to the youth justice system has risen and, whilst the rate of repeat offending has fallen, it remains above the national average. Fewer young offenders than average participate in education, employment and training.

Achieving economic well-being

65. The overall contribution of services to helping children and young people achieve economic well-being is adequate.

66. Most young people in education and training post-16 make good progress. The quality of college and work-based learning provision already has a number of good features and is improving. All the provision is at least satisfactory. Much of the provision in the Sixth Form College is outstanding. Most full time education takes place at the Sixth Form College, the College of Technology and the College of Art and Design in Hereford. Whilst the colleges share the same site, however, limited timetable co-ordination thus far has restricted young people's access to courses. Agreement has now been reached between the colleges to act in federation to widen and co-ordinate the curriculum offer on the site, although it is too early to assess the impact of this. Provision in the four schools with sixth forms is limited, with insufficient provision below 'A' level and equivalent.

67. Most provision is based in Hereford, causing many young people to have to travel considerable distances. The proportion of young people who progress to full-time education post-16 is below the national average. The rates of course completion, while improving in the colleges, are a cause for concern, especially in the school sixth forms. Achievement rates in work-based learning are high and most apprentices have employed status. However, there are not enough opportunities to meet the high and growing demand for apprenticeships. The relatively ready availability of casual employment, even though temporary and low paid in the main, tends to reduce the motivation of some young people to enter further education and training. The proportion of

young people in employment without training is amongst the highest in the country.

68. The local authority, the LSC and the Connexions partnership work well together and with key stakeholders. They have developed a good overall strategy for the development of 14-19 educational provision.

69. Opportunities for young people to prepare for working life while at school are adequate. All have access to a week of work experience in year 10 or 11. However, insufficient guidance has been provided to schools on how to make best use of such activities. Existing increased flexibility programmes and other vocational curriculum programmes are oversubscribed and more such provision is needed. The range of vocational courses on offer to pupils in year 10 has recently been expanded, helpfully to include a project aimed at disengaged young people. Overall, however, alternative curriculum opportunities for vulnerable groups are insufficient and curriculum pathways are poorly defined.

70. There is good support and guidance for most young people in preparing for adult life. Most young people receive appropriate information, advice and guidance from the Connexions partnership and value the support provided highly. A minority do not receive enough information in school about work-based and college options and there is also insufficient advice and guidance for some vulnerable groups of young people on appropriate progression routes.

71. The impact of regeneration initiatives on children and young people and their families is satisfactory. However, there is an over reliance on specific neighbourhood projects rather than an overarching strategy, particularly for extending high quality employment opportunities. Many young people have to leave the county to find appropriate employment. Day care provision for parents wishing to work or train can also be a problem in some areas. The combination of relatively low wage occupations nearby plus long journeys and correspondingly high travel and day care costs can be a major disincentive to seeking higher paid employment elsewhere.

72. There is a serious shortage of affordable housing for young single people in the county. In some areas it is also very difficult for families to secure accommodation suitable for their changing needs. Too many families with young children as well as young single people are placed in bed and breakfast accommodation. Also, the location of this provision is often such that ties with family and other local support networks are put at risk and continued access to education, training or employment is made very difficult. The local authority now has very limited ability to intervene directly to improve matters, having transferred its housing stock to a housing association.

73. These housing shortages have the greatest impact on vulnerable groups. There is, for example, currently insufficient appropriate housing for care leavers. With this important caveat, however, looked after children generally receive good support in preparing for and adjusting to adult life. Guidance and

support from the Connexions partnership and the aftercare team is good. The proportion of care leavers in education, employment and training is significantly higher than the national average, albeit that a high proportion are in employment without training. Staffing difficulties in the aftercare team are, however, putting the continuation of high quality support at significant risk.

74. Work-related learning provision for young people with LDD aged 14+ is improving. The Connexions partnership provides good support in developing transition plans at that stage. However, there is no clear strategy for educational provision post-16. The range of provision made is wide but lacks coherence. Information and advice can be unsatisfactory and too often the parents and carers of those with the most severe needs have to research possible provision themselves. There is no provision within the county for those with severe or complex needs. Transition arrangements to ensure suitable housing and employment on return from residential provision are unsatisfactory. More generally, the system through which clear transition pathways were agreed by the agencies working with each young person has fallen into abeyance. Although there are strong links with Jobcentre Plus to support young people into work post-18 there are insufficient employment opportunities. There is also insufficient supported housing for young people to enable them to live independently.

Service management

75. The management of services for children and young people in Herefordshire is adequate.

76. Ambitions for the area are clear and shared by the key public agencies working locally. A Children and Young People's Partnership Board has been established to plan and commission services. This reflects a longer standing commitment to partnership working which is a real strength. All the main public agencies are represented on the Partnership Board, as are the voluntary and business sectors. Levels of mutual trust, respect and openness between partners are high. The fact that most of the public agencies share common boundaries is an additional major plus. There is an agreed intention for the Board to form the basis of a Children's Trust for the county in 2008.

77. The shared ambitions for children and young people are clearly and consistently reflected in service plans across the partner agencies, as well as embedded in the overarching local strategic plan. They are based on an audit of needs which is satisfactory overall. Partner agencies have pooled available intelligence and this should provide a very good basis for the development of services. However, consultation with users does not yet contribute sufficiently to strategic planning for children and young people. Whilst such activity is quite widespread at individual institution and service team level, it is patchy and uncoordinated. Minority group needs are also given insufficient attention.

78. Prioritisation is adequate. Outcomes for children and young people are given appropriately high prominence in the local strategic plan. A children and young people's plan is in draft and due to become operational in April 2006. However, this needs considerable further work within a short space of time if it is to provide an adequate basis for more detailed joint service planning. It is partial in coverage and lacks detail in mapping the practical implications of delivery, in particular the resources required. Some services will continue to develop, even if the plan is not improved sufficiently in time, largely because they have developed a range of effective, pragmatic working relationships at local level. However, unless major improvements are made, planning at the strategic level will not make a sufficient contribution to ensuring consistent and coherent service delivery across the county, which is closely related to need. This, in essence, is the key characteristic of the county. Leadership has successfully established shared aims and a clear commitment to collaboration. There is also a well-established willingness to work flexibly and with a focus on the user. However, the implementation of strategy is significantly weaker.

79. There are a number of good quality services which have shown themselves able to develop creative ways of meeting user needs. Developments overall, however, are patchy and often owe at least as much to local initiative as strategic planning. In particular the implications of policy change for those delivering services on the ground are insufficiently identified and addressed in advance. This puts too much onus on 'make do and mend' at ground level. Development processes are also not always well coordinated, which can be confusing for those involved and not best designed to make optimum use of scarce resources.

80. Action planning is adequate overall, but of variable quality and sometimes poor. Typically it displays good awareness of the issues and priorities to be tackled, but is less robust in outlining the action required to address them. Some planning is good, however, and there are sufficient examples of projects working well to provide reassurance that the necessary skills and attributes for effective collaborative working are present. Staff have a good and improving awareness of what the partnership is trying to achieve. The ability to recruit and retain staff with suitable expertise is a strength overall. However, the exception to this is the recruitment and retention of social care staff by the local authority, which are clear weaknesses.

81. Services are skilful in taking advantage of additional funding opportunities and, whilst formal budget pooling is at a relatively early stage, joint commissioning is developing, as are arrangements which bring staff from different agencies together in coherent teams. The establishment of an alliance of voluntary care providers is helping the development of productive joint working with the public sector. However, their reliance on short-term grant funding and contracts is restricting their ability to form a long-term view of how they can best contribute to the delivery of outcomes for children. The council provides satisfactory value for money overall in its children's services.

82. Performance management is the weakest aspect of service management and is inadequate overall. The partnership board has not yet developed a systematic approach to monitoring either outcomes or progress in delivering agreed action. Similarly it does not have a developed approach to assessing whether value for money is being provided. Performance management processes within the local authority do not provide an adequate platform on which the partnership can build. Although corporately there is a good performance management framework, its application in the area of children's services is less effective than elsewhere and some key weaknesses have not been identified. Target setting is underdeveloped, both in terms of outcomes and action milestones. Some aspects of management information systems are also lacking, particularly in the area of social care.

83. Reporting and monitoring procedures within the local authority are better at cabinet and senior officer level than at scrutiny committee. The senior management team and cabinet receive a quarterly integrated performance report which adequately brings together performance and financial data. However, the analysis which accompanies the figures lacks rigour and provides only a very limited platform for challenge. Hence, it does not provide proper impetus for continuous improvement across the board. The children's services scrutiny committee is ineffective. It currently focuses disproportionately on education, to the virtual exclusion of other *Every Child Matters* outcomes. The reports it receives lack sufficient detail or helpful analysis of underlying factors. With a few exceptions, the committee's members do not use the forum to provide robust challenge to service planners and providers.

84. The self-assessment submitted by providers for the review lacks rigour and the review team's findings do not concur with half of the overall judgments made. Strengths are over-played and weaknesses insufficiently acknowledged. Despite some significant operational strengths within a range of services, therefore, the capacity to improve further is only adequate.

Annex: The children and young people's section of the corporate assessment report

1. The overall performance of council services for children and young people is adequate, with some strong features. The shared priorities of the Children and Young People Partnership are firmly embedded in development planning and working relationships with partner agencies at the strategic level are good. The roles of the newly appointed director of children's services and lead member are appropriately designed. Adequate steps are taken to ensure that medium term financial planning broadly reflects aims and objectives. Expenditure controls are effective. The council is prepared to move funding to reflect its priorities and to take some unpopular decisions to do so.

2. The council's strengths in establishing strategic direction are not matched, however, by the quality of its planning for service delivery. The practical implications of policy change are not analysed in sufficient detail in advance. Too many action plans are insufficiently clear and not enough is done to identify and address the associated resourcing requirements. Too often, services and staff are called upon to work things out for themselves after the event and to adjust as best they can within the resources they have available.

3. This is particularly the case in the area of social care where performance overall is inadequate. The introduction of the Child Concern model, which is central to the processes of inter-agency assessment and planning for children in need locally, was poorly planned and still has significant weaknesses more than a year after implementation. The new responsibilities for delivery of the different aspects of social care are not yet well matched to the capacity of the services involved to meet them. Some pressing needs, including for protection from abuse and neglect, are not being met. This is because the local authority's social work teams do not get involved in all the cases they should and other services are unable to fill all the gaps. A major associated challenge which the council has been unable to meet is in recruiting and retaining sufficient social workers. A significant number of posts are unfilled or have been for extended periods until recently. Staff turnover last year was around 20% and almost double that of the previous year.

4. This having been said, many of the staff involved across the range of services are of good quality and there is a good understanding of and commitment to the council's strategic priorities. There is both a willingness to work flexibly and collaboratively and a proper focus on addressing the needs of families and individuals holistically. This is particularly characteristic of activities within the Sure Start and Children's Fund projects within particular localities. These provide a good model for the future, although it can certainly be no coincidence that additional funding has significantly enhanced service capacity in the areas concerned. The level of resources available overall to provide children's social care is below national and statistical neighbour averages.

5. Planning for service delivery is better in the education service, where performance overall is good. Schools and early years providers receive good challenge and support for improvement and the great majority of the council's specialist support services are of good quality. Improvements have recently been made in the targeting of funding to meet the educational needs of young people with LDD. These have enabled more effective early support to be provided. At present, however, the integration of education services into the new Children's Department has some way to go. Individual children's needs are too often assessed in relative isolation and both this and the planning of services to meet those needs is not well integrated with similar processes focusing on their other needs.

6. The contribution made by council services to improving health outcomes for children and young people is good. The same applies to the provision of recreational facilities outside the education service, although sporting facilities and activities are more widely available than those for other interests. For young people living in rural areas, access to any form of recreational provision involves transport problems which, to a degree at least, are inevitable. Housing provision for single young people is poor across the county, as it is for families with young children in some localities. However, the council now largely depends in such respects on influencing the activities of housing associations.

7. Performance monitoring and review is the weakest aspect of service management within the council's children's services. The collection of some data continues to have weaknesses and performance review reporting lacks sufficient analysis of underlying factors. This fails to provide elected members in particular with a robust platform for challenging service provision. The children's services scrutiny committee is ineffective. Performance monitoring processes overall do not make a good contribution to driving continuous improvement. There is similarly insufficient analysis of and challenge to the use of resources. Processes for assuring the improvement of value for money are only adequate, and are less well developed in children's services than elsewhere in the council. The council provides satisfactory value overall in such respects.

8. There are sufficient strengths overall within the council's children's services to judge the capacity to improve as adequate. However, this is not the case for its social care services where there are significant weaknesses in service management processes.

REVIEW OF PROVISION OF SCHOOL PLACES: PROGRESS REPORT

Report By: Director of Children's Services

Wards Affected

County-wide

Purpose

1. To consider the progress made in the Review of School Provision, and the next stages in the process, and to comment on the proposals announced on Thursday 10th January 2008.

Financial Implications

2. The outcome of the review will have considerable implications for the Dedicated Schools Grant and for some Local Authority budget. The full detail will be set out when recommendations are made to Cabinet. The staff requirement is being met within existing resources.

Background

3. At its last meeting on 5th October 2007 Scrutiny Committee gave its broad support for the Principles to guide the future provision of school places in Herefordshire. In light of all the comments received some relatively minor changes were made prior to approval by the Cabinet on 29th November 2007. The most significant change was the addition of a principle on the role of the school within the community. The report to Cabinet together with principles paper is at appendix 1.
4. The Review has now moved to the next stage which has involved the publication of draft proposals on 10/11th January, copies of which were provided to Members (appendix 2).
5. The views of all interested parties are sought on these proposals in a consultation period which extends to Friday 21st March. In this time meetings will be held with staff, governors, and parents of those schools specifically affected by reorganisation. In addition issues will be discussed at meetings of the Schools Forum, the Local Admissions Forum, the Children's Trust, the Shadow Board, the Herefordshire Association of Governors, HASH, Teaching and Non Teaching Trade Unions, and the Herefordshire Association of Local Councils.
6. Written comments will be sought from other statutory consultees such as the Learning and Skills Council, Diocesan Education Boards, and surrounding authorities.
7. The results of these consultations will be reported to Cabinet in late April/early May with recommendations on whether public notices should be issued for a further 8 week period of statutory consultation. The aim is to complete any statutory consultation in time for Cabinet to determine the notice at the end of July. The Council is the ultimate decision

making body albeit objectors would still have a right to appeal to the National Adjudicator.

8. At present it is proposed that the majority of changes take effect in September 2009.
9. Turning to the proposals themselves, they are broadly divided into proposals relating to changes in admission numbers and changes relating to the closure and amalgamation of school. These are listed in appendix 2. Proforma are provided to capture consultees' views on each of the proposals. The Committee is asked for its comments on the broad strategy adopted in the review and on each of the proposals.

RECOMMENDATION

THAT THE COMMITTEE

- (a) **Note the progress and the subsequent stages to follow; and**
- (b) **Comment on the proposals set out for consultation to Friday 21st March**

BACKGROUND PAPERS

- None identified.

PRINCIPLES ON PROVISION OF EDUCATION IN HEREFORDSHIRE IN 21ST CENTURY

PORTFOLIO RESPONSIBILITY: CHILDREN'S SERVICES

CABINET

29TH NOVEMBER 2007

Wards Affected

County-wide

Purpose

To approve the principles to guide the future pattern of provision of education in Herefordshire in the 21st Century and to endorse the next steps in the review process.

Key Decision

This is a Key Decision because it is likely to result in the Council incurring expenditure above agreed budgets for the service or function (shown as a line in the budget book) to which the decision relates but allowing for virements between budget heads and savings within budget heads of up to £500,000;

It was included in the Forward Plan.

Recommendations

That

- (a) the principles on which the strategic plan for the pattern of school provision should be based as set out in Appendix 1 be approved; and**
- (b) the process which involves draft proposals being published on 10th January 2008, consultation on the proposals until Friday 29th February, and a meeting of Cabinet in March 2008 to approve proposals be endorsed.**

Reasons

- (a) The principles paper has been amended to reflect many of the queries raised in the consultation period.
- (b) The review of school provision is a strategic piece of work, and Cabinet should confirm that the programme is to its satisfaction.

Further information on the subject of this report is available from
George Salmon – Head of Commissioning & Improvement on (01432) 26 0802

Considerations

Background

The review of school provision was agreed by Cabinet in the spring of 2006. The programme involving reviews on an area by area basis suffered delays and failed to address cross-county issues in a timely way. This has caused much frustration in schools. Under instruction from the new Director for Children's Services and new Cabinet Member, the review was re-launched by issuing a Principles Paper on which to base future proposals across the whole County. This approach has received universal support amongst schools. The debate has moved to the principle themselves, and how they will be applied. Although the paper was written in the context of falling rolls, it should also be applicable in the context of stable or even higher pupil numbers.

Eight principles were set out in the draft paper sent out for consultation i.e.

1. The aim should be to provide the best for all children and young people in Herefordshire;
2. There should be equity of provision for all children wherever they live in the County;
3. Maximum benefit is to be derived by partnership working between schools, parents/carers, and key agencies;
4. More diverse provision within a strategic framework in terms of status of school, specialism, age-range, and partnering arrangements should be seen as flexible means by which the needs of individual children in each area of the county can be met;
5. Strong leadership at Local Authority, School and Community level is essential to deliver continuing improvements in a changing world;
6. The interests of the more vulnerable and those with additional needs should be met through providing equal opportunities and making positive and proactive intervention;
7. Resources appropriate to teaching and learning in the 21st Century must be provided in terms of finance, staffing, teaching materials, equipment and accommodation;
8. All maintained schools in Herefordshire should continue to be part of a community of provision within a strategic framework.

Responses

In the initial consultation over fifty written replies were received. In addition the paper was discussed in meetings with Government Office West Midlands, Strategic Monitoring Committee, Children & Young People's Scrutiny Committee, the Children & Young People's Partnership Board, the Shadow Board, Hereford Association of Governors, Hereford Association of Secondary Headteachers, and Primary Headteachers. Copies of the responses have been placed in the Members Room, with the original draft Principles Paper.

There is no outright rejection of any principles, but some additional points were raised. GOWM suggests reference to the changing role of the Local Authority and greater emphasis on the wider children's agenda. Others point out the need to stress the role of the school in the community and the critical role of the parent and family in a child's life.

Clarification has been sought on what action would follow negative school OFSTED reports, querying the validity of that snapshot view in all circumstances, and noting that the Local Authority has a prime addressing underperformance.

Doubt has been thrown on the value of federated arrangements, but the principle of diversity is generally supported, especially linked to faith schools. Some have queried whether diverse provision will cause greater confusion to parents.

There is a general consent that the smallest school should be able to employ 3.5 FTE teachers, although an argument for the two class school is presented, with the emphasis on the close personal relationship developed between teacher and learners. The current widespread practice of partnership working was emphasised with one suggestion for further 'reward' for greater co-working.

On a matter of detail a journey time of 45 minutes for a primary aged child is seen as too long with 30 minutes suggested instead. At secondary level this is less of an issue with one thought that no restriction should be in place, and another suggesting that it is impractical for special schools.

It is interesting to note that young people on the Shadow Partnership Board were not concerned with travel time. They thought that the smallest schools did provide a limited experience, and had no hesitation in wanting quick action to resolve poor standards of teaching and learning.

The general reactions are summed up by such phrases as 'the aims of the draft are laudable', 'paper had some very good points', 'the principles reflect government policy and learning, and a general consensus among educationalists and hence can be endorsed'.

Unsurprisingly many of the responses pre-judge the next stage in the review process. There is a common concern over accuracy and availability of up-to-date data on future pupil numbers, and how the principles will be used to formulate proposals. At this point many felt that changes will be resource driven rather than principle led.

Next Stages

The principles have been amended in light of the comments received and the amended paper is attached as Appendix 1. If approved, proposals will be brought forward and announced on 10th January to schools with a full briefing offered to all Councillors on 11th January. The same presentations and information will be available to all meetings. Further discussion on the proposals will be undertaken particularly with the schools where change is proposed.

This is in line with the DCSF guidance and legal requirements on procedures to follow in cases of school reorganisation. There has to be discussion and informal consultation over initial proposals of any change that alters the character of a school, closes or ceases to maintain a school. If these proposals are to be taken forward, formal Council approval is required to publish statutory proposals that invite comments on the formal proposals. Cabinet will then have to decide if they wish to give final approval to the proposal set out in the statutory notice. In the past School Organisation Committees have been responsible for making the final local decision. However, the Education and Inspections Act 2006 abolished School Organisation Committees. The final decision now rests with the Council, albeit there is a right of appeal against the Council decision to the National Adjudicator.

To comply with the process, the following timetable is planned.

January 10 th	Announcement to Headteachers and Governors of draft proposals
January 11 th	Briefing for all Councillors
January 10 th - February 29 th	Informal Consultation on the proposals for change
March 27 th	Report to Cabinet seeking approval to formal proposals
April/May	Publication of Statutory Notices and Formal Consultation with regard to specific and individual schools

Financial Implications

The principles will shape how revenue will be used in the future. In the main, it will not influence the level of the Dedicated Schools Grant which is a direct function of pupil numbers.

If radical proposals emerge, there maybe a requirement to meet additional redundancy and transport costs. Fundamental change is also likely to require significant capital investment.

Risk Management

The principles paper attempts to set out clearly the basis on which future school provision should be made. To that extent it itself represents action to mitigate the impact of falling rolls on the future quality of education provision within the county and value for money.

Alternative Options

The review of school provision could proceed without a set of clearly stated principles and rely, as it has done previously, on policies set out in plans some years ago, and on policies emerging in response to new initiatives from the Department of Children's School and Families.

Consultees

All Councillors
 All Headteacher and Governors in Herefordshire
 Hereford Diocese
 Archdiocese of Cardiff
 Hereford Association of Governors
 Teaching Professional bodies
 Children and Young People's Partnership
 Shadow Partnership Board
 Government Office West Midlands

Appendices

Appendix 1 – Principles to Guide the Provision of Education in Herefordshire in the 21st Century

Background Papers

Written responses to Consultation Paper

Draft Paper 'Principles to Guide the Provision of Education in Herefordshire in the 21st Century'

PRINCIPLES TO GUIDE THE PROVISION OF EDUCATION IN HEREFORDSHIRE IN THE 21st CENTURY

Introduction

Herefordshire Council is committed to working in partnership with parents, schools, settings, colleges and their stakeholders together with other partners to meet the wider Every Child Matters agenda and the requirements of the Children's Act. A prime aim is to ensure that the school system is fit for purpose, will sustain improvement in the years ahead, and is able to meet the changes and challenges to come. This does include all five outcomes for children, given the significant impact schools can have on the broad life of a child.

This Statement of Principles will guide our work, set our standards, underpin our values and inform the future organisation of schools to enable us, with partners, to give the best opportunities and the best outcomes for all learners. Our aims for all our children and young people are:

- that they all can have the best start and maximise progress in their education;
- that through their learning and entitlement they can develop all their abilities and talents to achieve the highest standards;
- that through high quality provision and support they can realise the highest aspiration and expectations for their benefit and that of the whole community;
- that such a sound foundation will prepare them for a positive and fulfilling adult life as citizens living in a global context.

To deliver this vision, resources will have to be used to maximum effect. The provision of school places and school organisation are major determinants in how resources are allocated and expended. Once the principles on which to base educational provision have been agreed, the review of school provision will make proposals which will deliver the vision. Decisions taken now will shape provision over the next 20-30 years.

In developing the Statement of Principles we have taken account of the vision, ambitions and local priorities set out in the

- Herefordshire Partnership Plan;
- The Children and Young People's Plan;
- The Early Years & Childcare Plan;
- The Education Asset Management Plan;
- The 14-19 Learning Entitlement for Young People.

In these strategic plans there are common themes aiming to build an equal and inclusive society; to realise the potential of individuals and communities, to seek continual improvement and to provide excellent education, training and learning opportunities in Herefordshire for all ages.

It is noted that the Local Authority does have a changing role in terms of school provision. No longer are its statutory responsibilities centred on providing sufficient places and maintaining standards of teaching and learning. It also has duties to seek more diverse provision and offer choice to parents. The DCSF envisage that the Local Authority will act as a strategic planner, commissioning places from schools.

STATEMENT OF PRINCIPLES

1. The Best for All of Herefordshire's Children and Young People

We place the child/young person, his/her needs and the development of his/her potential, at the centre of all we do. We base our strategies and decisions on what will benefit the education and welfare in the widest sense of all Herefordshire's children and young people.

In line with the holistic approach under Every Child Matters, we believe that, with consistent nurture, support and encouragement from their schools, peers, family and community, our children/young people can succeed in their learning and grow into mature, healthy, well-rounded individuals who contribute positively to society.

We seek the greater involvement of children and young people, individually and collectively, in the development of their learning and self-esteem by taking account of learner voice, opinions and assessments in a variety of forms. We value their contribution to developing provision and appropriate educational pathways.

Practical Steps

- The Local Authority in conjunction with School Improvement Partners will provide advice, support and challenge to secure continual improvement in the work of schools delivering all five outcomes;
- Schools will be encouraged to develop extended services for children and families;
- The role of schools in providing services and co-located bases for multi-professional teams delivering services across the five outcomes will be considered in the development of integrated services, and creation of 'teams around the child';
- The Shadow Partnership Board and Youth Council will be consulted as part of the current school review;
- The statutory requirement to review any school placed in a negative Ofsted Category will be achieved through a report with recommendation for any future action to the Cabinet Member for Children & Young People.

2. Equity:

We believe that all children and young people should be equally valued and should have a common entitlement in their school, settings and in the community educational partnerships. We believe that educational strength, expertise and experience should be shared for the benefit of all, and the enterprise and innovative capacity of individual schools must contribute to the collective resources in the county.

In an era of diversity, specialism and declining numbers, parental preference can best be addressed within a county-wide strategic framework, which ensures a high quality entitlement for all, supplemented by enrichment opportunities available through collaborative working between schools and other providers.

Practical Steps

In order to achieve the aims of equity and excellence for all in the context of limited financial resources and falling rolls,

- We acknowledge the need to review and refine the funding mechanisms for schools to establish greater parity between schools, and also broaden opportunities for pupils in the overall provision;
- We will encourage and facilitate networking and opportunities for collaboration;
- Advice, support, training and resources will be made available to schools to allow them to be inclusive with appropriate access to the curriculum for all;
- Schools need to be supported in developing skills to meet the full range of pupil needs, carefully monitoring outcomes and targeting resources to greatest effect;
- Current transport arrangements will be revised in light of national initiatives to ensure that expenditure is focused on services which improve access to these groups most in need.

3. Partnership:

With other agencies, we positively embrace responsibilities set out in the Children Act 2004, and this will be reflected in our vision, strategies and plans. We believe in open and constructive partnership working with and between schools, key agencies and parents/carers to ensure we deliver a first class education service that meets the needs of each learner. Indeed in a rural area, partnership working between schools is likely to be the only way in which some specific needs of individual learner can be met.

Practical Steps

To achieve better outcomes for our children and young people, we will work together with partners to create new structures or arrangements in the development of a flexible learning organisation that can successfully face new challenges as they emerge. At present, this includes a review of the role of the school in association with the private and voluntary providers in delivering the Foundation Stage to children under 5, and the work within the 14-19 Strategy to develop individualised/personalised curricula for all pupils, prior and post-16.

4. Diversity:

We recognise the benefits of considering diversity of provision in pursuit of equity, inclusion, improvement and innovation, so that provision can be shaped to meet the particular circumstances of various areas of the County.

Practical Steps

The local authority will consider action which will

- select from the range of national initiatives i.e. Academies, Trusts, Federations (and where appropriate adapting them to local circumstances), to support the transformation of primary and secondary schools to sustain a first class service;

- endorse and promote new arrangements in school organisation such as co-locations and amalgamations of infant and junior or primary and secondary schools, mergers and federations, where these are the most appropriate means of sustaining or improving standards and services in the locality, and that improvement is demonstrable;
- encourage community focused schools, at times working in clusters or networks, to provide local access to high quality education for children of all ages and adults, and to offer access to other services such as Health where that is appropriate;
- achieve co-located provision with other agencies on school sites to further the effective delivery of the ECM agenda through the aligned development of children's centres and extended services;
- consider different legal status for schools, where this is judged to bring significant benefit to children and young people.

5. **Leadership:**

Strong leadership from the local authority, headteachers and school governing bodies is essential to meet the evolving agenda and to manage the changes. We recognise the strength of leaders in Herefordshire, and will continue to support and challenge them to ensure a high quality experience for learners through a period of change.

Practical Steps

We will work in partnership with headteachers and governors to create:

- a shared vision amongst leading professionals built upon common values and principles;
- a passion for excellence;
- a commitment to working collaboratively with many partners for the benefit of Herefordshire learners;
- a commitment to each other to support, to challenge and to lead;
- a willingness to consider the development of new ways to disseminate best practice and generate new approaches to improve the service;
- with the cooperation of Governing Bodies, internal arrangements which allow headteachers at least 50% non-teaching time;
- the opportunities for different models of school leadership through, for example, federated schools.

6. Additional Needs:

We believe in equal opportunities and in positive, active intervention for children with additional needs and those who are vulnerable.

Practical Steps

We aim to ensure that:

- the needs of these children and young people are identified at an early stage so that the school and, where necessary, specialist staff can intervene speedily and appropriately with greater emphasis on in-school provision;
- a continuum of provision is developed which has greater flexibility to ensure access to the best outcomes for an individual as no single school or setting can meet all needs at all times;
- there is appropriate transition or transfer arrangements for pupils between school and specialist settings, which include short-term intervention or part time placements, and flexibility between sectors;
- a broad, personalised curriculum is provided and presented in an innovative, vibrant, exciting and challenging way. This will offer, particularly at KS3 and KS4, a diverse menu of alternative curriculum pathways to meet the needs of individuals and, in so doing reduce the incidence of exclusion;
- those pupils who have become disaffected or have been excluded will be encouraged and supported to re-engage in their education within their own school or at another local school as quickly as possible so that they have the maximum chance of success;
- Herefordshire's specialist provision is developed so that only a few children with the most complex low incidence need will have to go outside our boundaries.

7. Resources:

We recognise that a high quality of teaching and learning exists in Herefordshire schools. However, we also acknowledge the need for schools to be fully fit for purpose for the challenges already posed in the first two decades of the twenty-first century, and to be appropriately resourced in terms of finance, staffing, materials, equipment and accommodation.

Practical Steps

In order to achieve this

- The Local Authority will continue to campaign for more equitable funding for Herefordshire;
- resources will be focused to achieve maximum effect and will be directed to priorities;
- the LMS Scheme will be reviewed to reduce the resources allocated under non-pupil factors e.g. floor area;
- proposals will be brought forward to reduce the percentage of budget spent on non-teaching costs;

- e-learning opportunities will be advanced through ICT systems and infrastructures;
- capital investment will be made, as resources allow, to ensure that buildings and facilities support the drive to improvements in teaching and learning;
- permanent need will be met in permanent buildings, which, where provided through new capital investment, will be built on sustainable principles;
- resources will be focused on those areas which have greatest impact on teaching and learning, through by reducing surplus space through changes in school organisation and in the LMS Scheme;
- schools will be supported in developing and sustaining partnerships to improve local access to specialist staff, resources and services which can be better provided collaboratively than individually;
- training programmes will be provided to ensure that all staff have access to high quality training and development to maintain and improve standards and to demonstrate and disseminate best practice.

8. A Community of Schools:

We are committed to maintaining a community of schools in Herefordshire that primarily serve their local area but may also allow for parental preference, accessing the curriculum and extended services on a strategic countywide basis. In maintaining this commitment to quality and excellence in a time of falling rolls and increasing demands, we recognise that we cannot compromise on quality in times of scarcity.

Practical Steps

- The review will produce a robust Strategic framework within which all maintained schools, whatever their status, will have a place;
- Those schools exploring changes of status will be supported by the Local Authority on the understanding that the change of status will not affect the role of that school in the strategic framework;
- The Membership of Schools Forum and the Local Admission Forum will be reviewed in light of any changes in school status;
- We will endeavour to restrict pupil travel time to primary schools so that no child or young person, unless by choice, has to travel more than 30 minutes to school.

9. Schools within their Community:

The tangible and often intangible value that both primary and high schools can have in their community is acknowledgeable, and every effort should be made to improve that relationship. First and foremost schools should be valued for presenting excellent education for children living in the area they serve. Through the extended schools initiative schools should increasingly offer additional experiences to their children, services for their parents, and to members of the public in the locality. As publicly funded and maintained buildings schools are one of the most valuable assets in the public domain in Herefordshire. Full use of these assets should be sought, but in a way which does not undermine their core role.

Practical Steps

The Local Authority will:

- Encourage and support schools to offer wider range of services;
- Advise on and support appropriate third party use of school buildings and sites managed through school governors;
- Consider the community provision made by the school in any debate over change.



CONTEXT OF THE REVIEW

G SALMON

CONTEXT OF THE REVIEW

- March 2006:
 - Review began
 - Much discussion
 - Proposals now tabled
- Children at the centre
- Strategic Review for 1st half of the 21st century
- What is known
- What is projected
- Process of change



Isabella 29/12/2006 Charlotte 05/05/2003

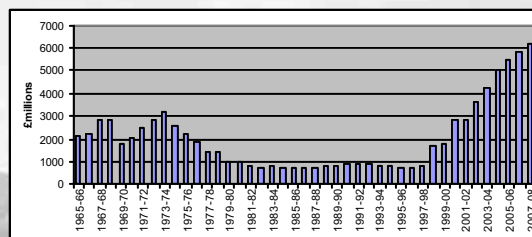
- Children born on 1st January 2008 may access early years provision in September 2011
- Reception in September 2012
- High School in September 2019
- Choose Diploma Options in September 2021

We are planning provision for that child and his/her 1700 peers to maximise opportunities and improve life-chances

OPPORTUNITY TO TAKE STRATEGIC VIEW

- Improving the Learning Entitlement
- Delivering the wider ECM Agenda
- Not unique to Herefordshire
- Not a reflection on individual schools but on the overall system of provision in county
- Building Schools for the Future
- Primary Strategy for Change
- Government Funding

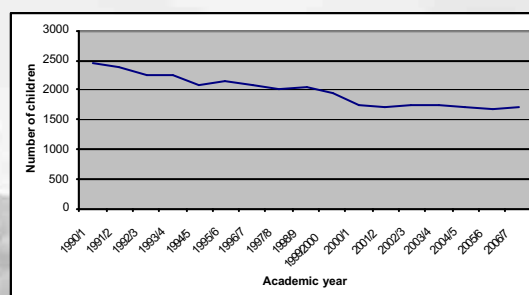
Capital Investment in Britain's schools, 1965 - 2008



FACTS - DEMOGRAPHIC

- Known children aged 0-1 in 1990/91 2502
- Known children aged 0-1 in 2006/07 1752
- Current Yr 11 2023 from cohort of 2441
Yr R 1642 from cohort of 1754
- In-Migration between mid 2005 and mid 2006 estimated net gain of 100 0-4 yr olds
 - 400 moved in
 - 300 moved out
- Housing 16,600 units 830 p/a compared to 780 p/a

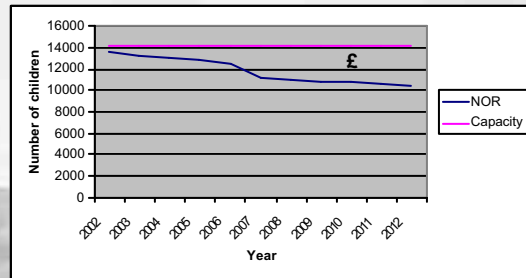
Number of known children aged 0-1 in Herefordshire



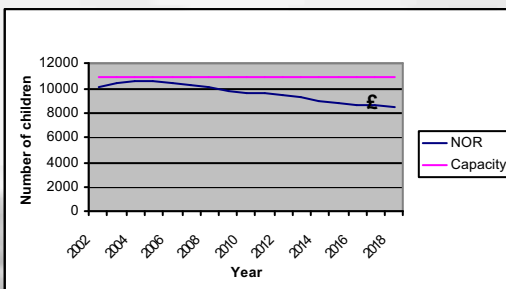
PROJECTIONS – DEMOGRAPHIC (to date)

- Primary pupil down from 12,359 in 2007 to below 11,500 in 2012
- Secondary students down from 10,170 in 2007 to below 8,500 in 2018
- Number of those aged 0-1 to fall to 1500 in 2011(subject to further work).
- International In-migration = Out-migration
- Housing 16,600 units by 2026, anticipated 50% in Hereford City and many others in market towns and larger settlements

Herefordshire Primary School Projected Numbers on Roll



Herefordshire High School Projected Numbers on Roll



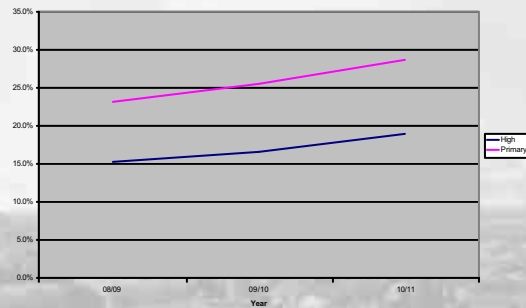
FACTS - FINANCIAL

- Dedicated Schools Grant based on number of pupils
- Higher than schools inflation per pupil increase (3.9% - 4.5%)
- Lower than inflation real term cash increases (2.1% - 3.1%)
 - 2006/07 allocation £78,200,000
 - 2007/08 allocation £82,500,000
 - 2008/09 allocation £84,500,000

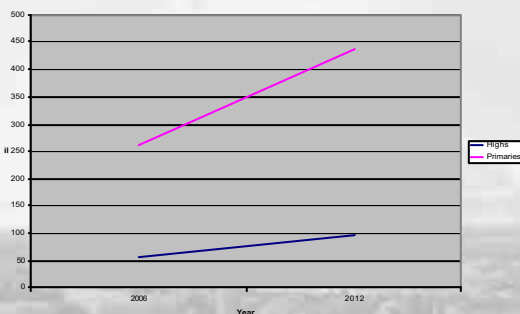
PROJECTIONS - FINANCIAL

- Currently Small School Protection frozen because otherwise would rise
 - By 68% from £260 per primary pupil in 2006 to £437 per pupil in 2012/3
 - And 74% from £55 per high school pupil in 2006 to £96 in 2012
- Fixed costs to rise as share of reducing budget
 - Primary 23.1% in 2006, 25.4% in 2012 and 28.6% in 2020
 - High 15.2% in 2006, 16.67% in 2012 and 18.9% in 2020

Increasing Fixed costs



Costs of small schools protection



FACTS - BUILDINGS

- 22,529 pupils in 95 schools with capacity of 25,653
- Outstanding maintenance approx £12m
- Energy Costs £1,500,000
- Total number of temporary classrooms:
 - 23 x Singles; 14 x Doubles; 2 x Triples used by schools in the Primary Sector
 - 8 x Singles; 20 x Doubles; 5 x Triples used by schools in the Secondary Sector

PROJECTIONS - BUILDINGS

- By 2012 20,886 pupils in 95 schools with capacity of 25,653
- Surplus space to rise
- Energy Costs projected to increase above inflation 4% on gas
- More Vocational Provision needed

CHANGE

- Change is needed
- Status quo will not deliver the higher expectations across the board
- Resources tied into fixed costs
- DCSF delay on capital approvals

PRINCIPLES OF SCHOOL PROVISION

- The Best for All of Herefordshire's Children and Young People
- Equity
- Partnership
- Diversity
- Leadership
- Additional Needs
- Resources
- A Community of Schools
- Schools within their Community

THE REVIEW CENTRES ON THE "HOW" AND THE EFFECTIVE USE OF RESOURCES

- Removing unnecessary costs within the system
- Reducing fixed costs both staffing and building costs
- Removing costs associated with surplus space
- Aim to retain maximum of 8% surplus spaces across the county to allow for future change
- Cost of change acknowledged including
 - Additional transport costs
 - Redundancy
 - Capital investment

EFFECTIVE USE OF RESOURCES CONTINUED

- Require agreement with DCSF on Building Schools for the Future & Primary Strategy for Change
- Dedicated Schools Grant is Safeguarded
- Resources for Capital Strategy to be determined taking into account BSF, Primary Strategy for Change, capital receipts, Prudential borrowing & developers contributions

MANAGING CHANGE

- School Improvement Agenda to be maintained
- Performance to continue to improve
- Ofsted Inspection continues
- Good communication
- Robust and Professional Debate
- Support for Staff
- Leadership at Local Authority and School Level

STRATEGY INCLUDES

- Changes in LMS Scheme
- Changes in admissions numbers
- Changes in Catchment Areas (defined by Post-code)
- Capital Investment
- School amalgamations
- Removal of temporary accommodation in long term albeit with an increase in period of change

PROGRAMME INVOLVES

- Changes to be brought into effect for September 2009
- Longer Term changes in the Primary Strategy for Change and Building Schools for the Future to be effective from September 2010
- LA as Commissioner not Provider
 - Amalgamation as preferred means
 - Parental preference
 - Status of schools to be determined
 - Rurality (there may be more empty spaces in schools in rural than urban areas)
 - Presumption against closure of rural schools



Review of School Places Provision



Isabella 29/12/2006 Charlotte 05/05/2003

Secondary County before Proposals

- Current Capacity 10939 (post 16 - 490)
- Current NOR 10170 (post 16 - 450)
- Current Surplus 769, 7% (post 16 – 40, 8.2%)

- 2012 Projected NOR 9460 (post 16 - 462)
- 2012 Projected Surplus 1479, 13.5% (post 16 – 28, 5.7%)

- 2018 Projected NOR 8492 (post 16 - 408)
- 2018 Projected Surplus 2447, 22.4% (post 16 – 82, 16.7%)

Secondary Sector Summary

- Reduce 11-16 capacity by 849
 - 11-16 PAN reduced by 170

- Increase post 16 capacity by 160
 - 16-18 PAN increased by 80

- Amalgamation of 4 schools to form 2 new schools

- Closure of 1 sixth form

- Open 1 sixth form

Secondary Sector - Proposals

- **Aylestone School – Business & Enterprise College**
 - Reduction in capacity to 900 (PAN 180) from 1175 (235)
- **Bishop of Hereford's Bluecoat**
 - Reduction in capacity to 1050 (PAN 210) from 1175 (236)
- **Weobley High**
 - Reduction in capacity to 450 (PAN 90) from 500 (100)

Secondary Sector - Proposals

- **St Mary's RC High**
 - Increase in capacity to 750 (PAN 150) from 675 (135)
- **The John Masefield High**
 - Increase in capacity to 900 (PAN 180) from 870 (174)
 - Retain post 16 capacity 180 (90)

Secondary Sector - Proposals

- **Whitecross High School & Specialist Sports College**
 - Retain capacity of 900 (PAN 180)
- **Wigmore High**
 - Retain capacity of 450 (PAN 90)
- **John Kyrle High School & Sixth Form Centre**
 - Retain capacity of 1050 (PAN 210)
 - Retain post 16 capacity 150 (PAN 75)

Secondary Sector - Proposals

- **The Minster College & Queen Elizabeth Humanities College**
 - Amalgamation to create a High School to serve North Herefordshire, capacity 900 (PAN 180) from 700 (140) and 500 (100) respectively
 - Increase in post 16 capacity to 120 (60) from 100 (50)
 - New build BSF school on The Minster site

Secondary Sector - Proposals

- **Lady Hawkins High**
 - Retain capacity of 450 (PAN 90)
 - Closure of sixth form capacity 60 (PAN 30)

Secondary Sector - Proposals

- **Wyebridge Sports College**
 - Retain capacity of 900 (PAN 180)
 - Open post 16, capacity 200 (PAN 100)
 - Change to academy status with post 16

Secondary Sector - Proposals

- **Fairfield High & Kingstone High**
 - Amalgamation to create a High School to serve the Golden Valley, capacity 900 (PAN 180) from 350 (70) & 680 (136) respectively – Site to be determined

Secondary Sector after Proposals

- Revised Capacity 10050 (post 16 - 450)
- 2012 Projected NOR 9460 (post 16 - 462)
- 2012 Projected Surplus 590, 5.9% (post 16 – <5%)
- 2018 Projected NOR 8492 (post 16 - 408)
- 2018 Projected Surplus 1558, 15.5% (post 16 – 42, 9.3%)



Isabella 29/12/2006 Charlotte 05/05/2003

Primary County before Proposals

- Current Capacity 14714
- Current NOR 12359
- Current Surplus 2355 (16.0%)

- 2012 Projected NOR 11426
- 2012 Projected Surplus 3288 (22.3%)

Primary Sector Summary

Overview of proposed changes

- Reduction in capacity by 2233 places (15.2%)
 - Equivalent of reduction in PAN by 319 year on year
- Amalgamation of 35 schools to form 17 new (renamed) schools
 - Formation of 1 ecumenical school
 - Formation of one all-through primary from Infant's and Juniors
 - Denominational status of schools to be determined
- Reduction in PAN for 16 schools
- Refurbishment of 50% of Herefordshire Primary schools and rebuild of 5 worst school buildings
- Timescale for change September 2009 unless otherwise stated

Primary Sector after Proposals

- Revised Capacity 12481
- 2012 Projected NOR 11426
- Revised 2012 county Projected Surplus 1055 (8.5%)

- Catchment by catchment focus – 14 areas in all

Queen Elizabeth Catchment before Proposals

6 schools serving 626 pupils (730 known children) in an area of 222km²

School	Capacity	PAN
St. Peter's	210	30
Burley Gate CE	140	20
Bredenbury	70	10
Pencombe CE	66	8
Brockhampton	182	26
Whitbourne CE	70	10

The Minster College Catchment before Proposals

7 schools serving 1043 pupils (1230 known children) in an area of 198km²

School	Capacity	PAN
Wington CE	105	15
Leominster Infants	330	110
Leominster Junior	440	110
Luston	140	20
Kimbolton, St. James' CE	105	15
Stoke Prior CE	77	11
St. Michael's CE	119	17

Queen Elizabeth Catchment before Proposals

- Current Capacity 728
- Current NOR 626
- Current Surplus 102 (14%)
- 2012 Projected NOR 590
- 2012 Projected Surplus 138 (19%)

The Minster College Catchment before Proposals

- Current Capacity 1316
- Current NOR 1043
- Current Surplus 273 (20.7%)
- 2012 Projected NOR 990
- 2012 Projected Surplus 326 (24.8%)

North Herefordshire Catchment - Proposals

- **Bredenbury Primary & Pencombe CE Primary**
 - Amalgamation to form a new school, capacity 105 (PAN 15) from 70 (10) and 56 (8) respectively – on Bredenbury site
- **Brockhampton Primary & Whitbourne CE Primary**
 - Amalgamation to form a new school, capacity 210 (PAN 30) from 182 (26) and 70 (10) respectively – new build in Whitbourne
 - Timescale: 2010

North Herefordshire Catchment - Proposals

- **Leominster Infants & Junior**
 - Amalgamation to form a new primary school
 - New build with capacity of 630 (PAN 90) from 770 (110)
- **Burley Gate CE Primary**
 - Reduce capacity from 140 (PAN 20) to 105 (PAN 15)
 - Move to Aylestone catchment
- **Stoke Prior CE Primary**
 - Reduce capacity from 77 (11) to 70 (PAN 10)

North Herefordshire Catchment - Proposals

- **St. Michael's CE Primary**
 - Reduce capacity from 119 (17) to 105 (PAN 15)
- **St Peter's Primary**
 - Retain capacity 210 (PAN 30)
- **Ivington CE Primary**
 - Retain capacity of 105 (PAN 15)

North Herefordshire Catchment - Proposals

- **Luston Primary**
 - Retain capacity of 140 (PAN 20)
- **Kimbolton, St. James CE Primary**
 - Retain capacity of 105 (PAN 15)

The North Herefordshire Catchment after Proposals

- Revised Capacity 1680
- 2012 Projected NOR 1498
- Revised 2012 Projected Surplus 182 (10.8%)

The North Herefordshire Catchment after Proposals

9 schools serving 1770 known children in an area of 360km²

School	Capacity	PAN
Kington CE	195	15
Leominster Infants & Leominster Junior	630	90
amalgamation		
Luston	140	20
Kimbolton, St. James CE	105	15
Stoke Prior CE		Reduction in capacity (70, PAN 10)
St. Michael's CE		Reduction in capacity (105, PAN 15)
Bredenbury & Pencombe CE amalgamation	105	15
Brockhampton & Whitbourne CE	210	30
amalgamation		
St. Peter's	210	30

John Kyrle Catchment before Proposals

12 schools serving 1420 pupils (1660 known children) in an area of 262km²

School	Capacity	PAN	School	Capacity	PAN
Brampton Abbots CE	140	20	Ashfield Park	476	68
Bridstow CE	105	15	Goodrich CE	119	17
Kings Cuple	70	10	Gorsley Goffs Endowed	175	25
Lea CE	105	15	Weston-under-Penyard CE	91	13
Llangrove CE	105	15	Whitchurch CE	119	17
St. Leonard's	105	15	Walford	196	28

John Kyrle Catchment before Proposals

- Current Capacity 1806
- Current NOR 1429
- Current Surplus 377 (20.9%)
- 2012 Projected NOR 1155
- 2012 Projected Surplus 651 (36.0%)

John Kyrle Catchment - Proposals

- **Brampton Abbots CE Primary & St Joseph's RC Primary**
 - Amalgamation to form a new ecumenical school, capacity 210 (PAN 30) from 140 (20) and 140 (20) respectively – on Brampton Abbots site
- **Kings Caple Primary & Little Dewchurch CE Primary**
 - Amalgamation to form a new school, capacity 70 (PAN 10) from 70 (10) and 63 (8) respectively - on the Little Dewchurch site (Wyebridge catchment)
- **Lea CE Primary & Weston-under-Penyard CE Primary**
 - Amalgamation to form a new school, capacity 140 (PAN 20) from 105 (15) and 91 (13) respectively – on Lea site

John Kyrle Catchment - Proposals

- **Llangrove CE Primary & Whitchurch CE Primary**
 - Amalgamation to form a new school, capacity 105 (PAN 15) from 105 (15) and 119 (17) respectively – on Whitchurch site
- **St Weonard's Primary & Garway Primary**
 - Amalgamation to form a new school, capacity 105 (PAN 15) from 105 (15) and 105 (15) respectively – on Garway site
- **Goodrich CE Primary**
 - Reduce capacity from 119 (17) to 105 (PAN 15)

John Kyrle Catchment - Proposals

- **Gorsley Goffs Endowed Primary**
 - Reduce capacity from 175 (25) to 140 (PAN 20)
- **Ashfield Park Primary**
 - Reduce capacity from 476 (68) to 420 (PAN 60)
- **Bridstow CE Primary**
 - Retain capacity of 105 (PAN 15)
- **Walford Primary**
 - Retain capacity of 196 (PAN 28)

John Kyrle Catchment after Proposals

- Revised Capacity 1526
- 2012 Projected NOR 1262
- Revised 2012 Projected Surplus 264 (17.3%)

John Kyrle Catchment after Proposals

9 schools serving 1630 known children in an area of 259km²

School	Capacity	PAN	School	Capacity	PAN
Brampton Abbots CE & St Joseph's RC amalgamation	210	30	Ashfield Park	Reduction in capacity (420, PAN 60)	
Bridstow CE	105	15	Goodrich CE	Reduction in capacity (305, PAN 15)	
Llangrove CE & Whitchurch CE amalgamation	105	15	Gorsley Goffs Endowed	Reduction in capacity (140, PAN 20)	
Lea CE & Weston-under-Penyard CE amalgamation	140	20	Walford	196	28
Garway & St. Weonard's amalgamation	105	15			

Kingstone Catchment before Proposals

6 schools serving 850 pupils (720 known children) in an area of 216km²

School	Capacity	PAN
Cleghonger CE	196	28
Kingstone & Thruxton	210	30
Ewyas Harold	140	20
Garway	105	15
Madley	168	24
Much Birch CE	196	28

Fairfield Catchment before Proposals

4 schools serving 252 pupils (300 known children) in an area of 215km²

School	Capacity	PAN
Longtown	56	8
Clifford	70	10
Michaelchurch Escley	56	8
Peterchurch	105	15

Kingstone Catchment before Proposals

- Current Capacity 1015
- Current NOR 850
- Current Surplus 165 (16.3%)
- 2012 Projected NOR 758
- 2012 Projected Surplus 257 (25.3%)

Fairfield Catchment before Proposals

- Current Capacity 287
- Current NOR 252
- Current Surplus 35 (12.2%)

- 2012 Projected NOR 235
- 2012 Projected Surplus 52 (18.1%)

Golden Valley Catchment - Proposals

- **Clehonger CE Primary & Kingstone & Thruxton Primary**
 - Amalgamation to form a new school, capacity 210 (PAN 30) from 196 (28) and 210 (30) respectively – on Kingstone & Thruxton site
- **Ewyas Harold Primary & Longtown Primary**
 - Amalgamation to form a new school, capacity 140 (PAN 20) from 140 (20) and 56 (8) respectively – on Ewyas Harold site
- **Michaelchurch Escley & Peterchurch Primary**
 - Amalgamation to form a new school, capacity 140 (PAN 20) from 56 (8) and 105 (15) respectively – on Peterchurch site

Golden Valley Catchment - Proposals

- **Garway Primary & St. Weonard's Primary**
 - Amalgamation to form a new school, capacity 105 (PAN 15) from 105 (15) and 105 (15) respectively – on Garway site (John Kyrle catchment)
- **Much Birch CE Primary**
 - Reduce capacity from 196 (28), to 140 (PAN 20)
 - Move to Wyebridge catchment
- **Madley Primary**
 - Retain capacity of 168 (PAN 24)
- **Clifford Primary**
 - Retain capacity of 70 (PAN 10)

Golden Valley Catchment after Proposals

- Revised Capacity 728

- 2012 Projected NOR 728
- Revised 2012 Projected Surplus <5%

Golden Valley Catchment after Proposals

5 schools serving 790 known children in an area of 368km²

School	Capacity	PAN
Kingstone and Thrupton & Clehonger CE amalgamation	210	30
Ewyas Harold & Longtown amalgamation	140	20
Madley	168	24
Clifford	70	10
Peterchurch & Michaelchurch Esley amalgamation	140	20

Weobley Catchment before Proposals

5 schools serving 509 pupils (760 known children) in an area of 149km²

School	Capacity	PAN
Canon Pyon CE	91	13
Dilwyn CE	56	8
Weobley	210	30
Credenhill, St. Mary's CE	210	30
Staunton-on-Wye Endowed	70	10

Weobley Catchment before Proposals

- Current Capacity 637
- Current NOR 509
- Current Surplus 128 (20.1%)
- 2012 Projected NOR 431
- 2012 Projected Surplus 206 (32.3%)

Weobley Catchment - Proposals

- **Canon Pyon CE Primary & Dilwyn CE Primary & Weobley Primary**
 - Amalgamation to form a new school, capacity 210 (PAN 30) from 91 (13), 56 (8) and 210 (30) respectively – on Weobley site.
- **Credenhill, St Mary's CE Primary**
 - Retain capacity of 210 (PAN 30)
- **Staunton-on-Wye Endowed Primary**
 - Retain capacity of 70 (PAN 10)
 - Proceed with new build

Weobley Catchment after Proposals

- Revised Capacity 490
- 2012 Projected NOR 431
- Revised 2012 Projected Surplus 59 (12.0%)

Weobley Catchment after Proposals

3 schools serving 700 known children in an area of 144km²

School	Capacity	PAN
Ganon Pyon CE, Dilwyn CE & Weobley amalgamation	210	30
Credenhill, St. Mary's CE	210	30
Staunton-on-Wye Endowed	70	10

Wigmore Catchment before Proposals

5 schools serving 588 pupils (510 known children) in an area of 244km²

School	Capacity	PAN
Kingsland CE	126	18
Leintwardine Endowed	105	15
Orleton CE	210	30
Shobdon	70	10
Wigmore	210	30

Wigmore Catchment before Proposals

- Current Capacity 721
- Current NOR 588
- Current Surplus 133 (18.4%)
- 2012 Projected NOR 523
- 2012 Projected Surplus 198 (27.5%)

Wigmore Catchment - Proposals

- **Shobdon Primary & Pembridge CE Primary**
 - Amalgamation to form a new school, capacity 105 (PAN 15) from 70 (10) and 91 (13) respectively – on Pembridge site (Lady Hawkins catchment)
- **Kingsland CE Primary**
 - Retain capacity of 126 (PAN 18)
- **Leintwardine Endowed Primary**
 - Retain capacity of 105 (PAN 15)

Wigmore Catchment - Proposals

- **Orleton CE Primary**
 - Retain capacity of 210 (PAN 30)
- **Wigmore School (Primary)**
 - Retain capacity of 210 (PAN 30)

Wigmore Catchment after Proposals

- Revised Capacity 581
- 2012 Projected NOR 483
- Revised 2012 Projected Surplus 98 (16.9%)

Wigmore Catchment after Proposals

4 schools serving 450 known children in an area of 280km²

School	Capacity	PAN
Kingsland CE	126	18
Leintwardine Endowed	105	15
Orleton CE	210	30
Wigmore	210	30

Lady Hawkins Catchment before Proposals

4 schools serving 441 pupils (550 known children) in an area of 204km²

School	Capacity	PAN
Almeley	63	9
Eardisley CE	105	15
Kington	210	30
Pembridge CE	91	13

Lady Hawkins Catchment before Proposals

- Current Capacity 469
- Current NOR 441
- Current Surplus 28 (6.0%)

- 2012 Projected NOR 423
- 2012 Projected Surplus 46 (9.8%)

Lady Hawkins Catchment - Proposals

- **Almeley Primary & Eardisley CE Primary**
 - Amalgamation to form a new school, capacity 140 (PAN 20) from 63 (9) and 105 (15) respectively – on Eardisley site
- **Pembridge CE Primary & Shobdon Primary**
 - Amalgamation to form a new school, capacity 105 (PAN 15) from 91 (13) and 70 (10) respectively - on the Pembridge site
- **Kington Primary**
 - Retain capacity of 210 (PAN 30)

Lady Hawkins Catchment after Proposals

- Revised Capacity 455
- 2012 Projected NOR 455
- Revised 2012 Projected Surplus <5%

Lady Hawkins Catchment after Proposals

3 schools serving 600 known children in an area of 220km²

School	Capacity	PAN
Almeley & Eardisley CE amalgamation	140	20
Kington	210	30
Pembridge CE & Shobdon amalgamation	105	15

John Masefield Catchment before Proposals

7 schools serving 1191 pupils (1350 known children) in an area of 216km²

School	Capacity	PAN
Ashperton	175	25
Bosbury CE	140	20
Eastnor Parochial	84	12
Colwall CE	196	28
Cradley CE	140	20
Ladbury	420	60
Much Marcle CE	119	17

John Masefield Catchment before Proposals

- Current Capacity 1274
- Current NOR 1191
- Current Surplus 83 (6.5%)

- 2012 Projected NOR 1063
- 2012 Projected Surplus 211 (16.6%)

John Masefield Catchment - Proposals

- **Bosbury CE Primary & Eastnor Parochial Primary**
 - Amalgamation to form a new school, capacity 140 (PAN 20) from 140 (20) and 84 (12) respectively – on Bosbury site

- **Cradley CE Primary**
 - Reduce capacity from 140 (20) to 105 (PAN 15)

- **Much Marcle CE Primary**
 - Reduce capacity from 119 (17) to 105 (PAN 15)

John Masefield Catchment - Proposals

- **Ashperton Primary**
 - Retain capacity of 175 (PAN 25)
- **Colwall CE Primary**
 - Retain capacity of 196 (PAN 28)
- **Ledbury Primary**
 - Retain capacity of 420 (PAN 60)

John Masefield Catchment after Proposals

- Revised Capacity 1141
- 2012 Projected NOR 1063
- Revised 2012 Projected Surplus 78 (6.8%)

John Masefield Catchment after Proposals

6 schools serving 1430 known children in an area of 247km²

School	Capacity	PAN
Ashperton	175	25
Bosbury CE & Eastnor Parochial amalgamation	140	20
Colwall CE	196	28
Cradley CE	Reduction in capacity (105, PAN 15)	
Ledbury	420	60
Much Marcle CE	Reduction in capacity (105, PAN 15)	

Aylestone Catchment before Proposals

7 schools serving 1120 pupils (1330 known children) in an area of 85km²

School	Capacity	PAN
Eroadlands	400	60
Hereford - St James' CE	210	20
St Thomas Cantilupe CE	210	30
Wretlington	100	20
Marden	110	27
Sutton	80	12
Withington	105	15

Aylestone Catchment before Proposals

- Current Capacity 1344
- Current NOR 1120
- Current Surplus 224 (16.7%)

- 2012 Projected NOR 1109
- 2012 Projected Surplus 235 (17.5%)

Aylestone Catchment - Proposals

- **Sutton Primary & Withington Primary**
 - Amalgamation to form a new school, capacity 105 (PAN 15) from 84 (12) and 105 (15) respectively – on the new Sutton site
- **Broadlands Primary**
 - Reduce capacity from 420 (60) to 350 (PAN 50)
- **Wellington Primary**
 - Reduce capacity from 196 (28) to 140 (PAN 20)
- **Marden Primary**
 - Reduce capacity from 119 (17) to 105 (PAN 15)

Aylestone Catchment - Proposals

- **Hereford, St James' CE Primary**
 - Retain capacity of 210 (PAN 30)
- **St Thomas Cantilupe CE Primary**
 - Retain capacity of 210 (PAN 30)

Aylestone Catchment after Proposals

- Revised Capacity 1225

- 2012 Projected NOR 1191
- Revised 2012 Projected Surplus <5%

Aylestone Catchment after Proposals

7 schools serving 1170 known children in an area of 115km²

School	Capacity	PAN
Broadlands	Reduction in capacity (350, PAN 50)	
Hereford, St. James' CE	210	30
St. Thomas Cantilupe CE	210	30
Wellington	Reduction in capacity (145, PAN 20)	
Marden	Reduction in capacity (105, PAN 15)	
Sutton & Withington amalgamation	105	15
Burley Gate CE	105	15

Bishops Catchment before Proposals

5 schools serving 1008 pupils (668 known children) in an area of 66km²

School	Capacity	PAN
Hampton Dene	210	30
Lugwardine	210	30
Mordiford CE	105	15
St. Paul's CE	420	60
Fownhope, St. Mary's CE	105	15

Bishops Catchment before Proposals

- Current Capacity 1050
- Current NOR 1008
- Current Surplus 42 (4%)
- 2012 Projected NOR 956
- 2012 Projected Surplus 94 (9%)

Bishops Catchment - Proposals

- **Mordiford CE Primary & Holme Lacy Primary**
 - Amalgamation to form a new school, capacity 140 (PAN 20) from 105 (15) and 70 (10) respectively – on Mordiford site
- **Hampton Dene Primary**
 - Retain capacity of 210 (PAN 30)
- **Lugwardine Primary**
 - Retain capacity of 210 (PAN 30)

Bishops Catchment - Proposals

- **St Paul's CE Primary**
 - Retain capacity of 420 (PAN 60)
- **Fownhope, St Mary's CE Primary**
 - Retain capacity of 105 (PAN 15)

Bishops Catchment after Proposals

- Revised Capacity 1085
- 2012 Projected NOR 1021
- Revised 2012 Projected Surplus 64 (5.9%)

Bishops Catchment after Proposals

5 schools serving 910 known children in an area of 103km²

School	Capacity	PAN
Hampton Dene	210	30
Lugwardine	210	30
Mordiford CE & Holme Lacy	340	20
St. Paul's CE	420	60
Fownhope, St. Mary's CE	105	15

Whitecross Catchment before Proposals

5 schools serving 1510 pupils (1400 known children) in an area of 38km²

School	Capacity	PAN
Burghill Community	105	15
Holmer CE	420	60
Lord Scudamore	616	88
Sireton Sugwas CE	105	15
Trinity	588	88

Whitecross Catchment before Proposals

- Current Capacity 1834
- Current NOR 1510
- Current Surplus 324 (17.7%)

- 2012 Projected NOR 1494
- 2012 Projected Surplus 340 (18.5%)

Whitecross Catchment - Proposals

- **Lord Scudamore Primary**
 - Reduce capacity from 616 (88) to 420 (PAN 60)
 - New school on old Whitecross site
- **Trinity Primary**
 - Reduce capacity from 588 (84) to 420 (PAN 60)
- **Burghill Community Primary**
 - Retain capacity of 105 (PAN 15)

Whitecross Catchment - Proposals

- **Holmer CE Primary**
 - Retain capacity of 420 (PAN 60)
- **Stretton Sugwas CE Primary**
 - Retain capacity of 105 (PAN 15)

Whitecross Catchment after Proposals

- Revised Capacity 1470
- 2012 Projected NOR 1470
- Revised 2012 Projected Surplus <5%

Whitecross Catchment after Proposals

5 schools serving 1550 known children in an area of 46km²

School	Capacity	PAN
Burghill Community	105	15
Holmer CE	420	60
Lord Scudamore	Reduction in capacity (420, PAN 60)	
Stretton Sugwas CE	105	15
Trinity	Reduction in capacity (420, PAN 60)	

Wyebriidge Catchment before Proposals

5 schools serving 1263 pupils (2090 known children) in an area of 65km²

School	Capacity	PAN
Holme Lacy	70	10
Little Dewchurch CE	63	9
Marlbrook	420	60
Riverside	630	90
St. Martin's	490	70

Wyebriidge Catchment before Proposals

- Current Capacity 1673
- Current NOR 1263
- Current Surplus 410 (24.5%)
- 2012 Projected NOR 1186
- 2012 Projected Surplus 487 (29.1%)

Wyebriidge Catchment - Proposals

- **Holme Lacy Primary & Mordiford CE Primary**
 - Amalgamation to form a new school, capacity 140 (PAN 20) from 70 (10) and 105 (15) respectively – on Mordiford site (Bishops catchment)
- **Little Dewchurch CE Primary & Kings Caple Primary**
 - Amalgamation to form a new school, capacity 70 (PAN 10) from 63 (9) and 70 (10) respectively - on Little Dewchurch site
- **St Martin's Primary**
 - Reduce capacity from 490 (70) to 420 (PAN 60)

Wyebridge Catchment - Proposals

- **Marlbrook Primary**
 - Retain capacity of 420 (PAN 60)
- **Riverside Primary**
 - Retain capacity of 630 (PAN 90)

Wyebridge Catchment after Proposals

- Revised Capacity 1680
- 2012 Projected NOR 1406
- Revised 2012 Projected Surplus 274 (16.3%)

Wyebridge Catchment after Proposals

5 schools serving 2240 known children in an area of 67km²

School	Capacity	PAN
Little Dewchurch CE & Kings Cagle	70	10
Marlbrook	420	60
Riverside	630	90
St. Martin's	Reduction in capacity (420, PAN 60)	
Much Birch CE	140	20

St Mary's Catchment before Proposals

3 Roman Catholic schools serving 329 pupils

School	Capacity	PAN
Our Lady's RC	210	30
St. Francis Xavier's RC	210	30
St. Joseph's RC	140	20

St Mary's Catchment before Proposals

- Current Capacity 560
- Current NOR 529
- Current Surplus 31 (5.5%)

- 2012 Projected NOR 513
- 2012 Projected Surplus 47 (8.4%)

St Mary's Catchment - Proposals

- **St Joseph's RC Primary & Brampton Abbots CE**
 - Amalgamation to form a new ecumenical school, capacity 210 (PAN 30) from 140 (20) and 140 (20) respectively – on Brampton Abbots site (John Kyrle catchment)

- **St Francis Xavier's RC Primary**
 - Retain capacity of 210 (PAN 30)
 - New school on St Mary's RC High site
 - Timescale to be determined

- **Our Lady's RC Primary**
 - Retain capacity of 210 (PAN 30)

St Mary's Catchment after Proposals

- Revised Capacity 420

- 2012 Projected NOR 410
- Revised 2012 Projected Surplus <5%

St Mary's Catchment after Proposals

2 Roman Catholic schools serving 329 pupils

School	Capacity	PAN
Our Lady's RC	210	39
St. Francis Xavier's RC	210	39



HUMAN RESOURCES ASPECTS

N AUSTIN

APPROACH IN PRIMARY SCHOOLS

- All Primary schools concerned in the amalgamation process will be closed
- Replacement school will be designated
- Shadow governing body set up
- New school structure and staffing complement to be established
- Head and Deputy Head posts subject to national recruitment
- Other staff from relevant schools ring-fenced for new school
- Staff appointed, redeployed or redundant

APPROACH IN SECONDARY SCHOOLS

- Secondary school process for amalgamations still to be defined: in principle will follow practice in primary schools
- Process will take longer because of curriculum phasing

OTHER CONSIDERATIONS

- School recruitment in the interim
- Schools not involved to give prior consideration to displaced employees?
- Consultation with teaching and non-teaching trade unions on process and exchange of information
- Statutory redundancy consultation processes will need to be followed
- Employee Assistance Programme, trade union support, Occupational Health counselling
- Intelligence to be gained from other authorities going through the same review processes
- A HR officer will support each school involved

HR SUPPORT TO SCHOOLS

- Guide Head Teachers and Governors through the redundancy procedure
- Meet with all staff
- Help manage the ring-fence for appointments to the new school
- Liaison with shadow governing body
- Help organise appointments and redundancies



NEXT STEPS

G SALMON

PROPOSALS

- Radical
- Robust and professional debate
- Consultation to run to Friday 21st March
- Emails to be sent to G Salmon
 - schoolreview@herefordshire.gov.uk
- Letters to be sent to G Salmon
 - Blackfriars, PO Box 185, Hereford HR4 9ZR

CONSULTATION MEETINGS

- January 10th:
 - 9am: Headteachers
 - 2pm: Trade Unions
 - 6pm: Chairs of Governors
- January 11th – Councillors,
- Monday 21st January – Wednesday 12th March – Meeting with schools affected
- February - LAF, Schools Forum, Children's Trust Board and Shadow Board

CONSULTATION MEETINGS Feb/March

- **Meetings with schools affected**
 - 4.00 pm staff
 - 5.00 pm School Governors
 - 7.00 pm parents and community

DECISION PROCESS

- Cabinet Decision to issue Statutory Notices April
- Consultation on Statutory Notices May/June
- Cabinet Decision on Statutory Proposals July 08
- Implementation for September 2009

NATIONAL ADJUDICATOR

“in considering statutory proposals to close a rural school, the Decision Maker should have regard to the need to preserve access to a local school for rural communities. There is therefore a presumption against the closure of rural schools. This does not mean that a rural school should never close, but the case for closure should be strong and the proposals clearly in the best interests of educational provision in the area.”

DCSF guidance on School Closures



SUMMARY

G SALMON

SCHOOL AMALGAMATIONS

The Minster College & Queen Elizabeth High
Fairfield High & Kingstone High
Leominster Infants & Leominster Juniors
Brampton Abbots CE & St Joseph's RC
Lea CE & Weston-under-Penyard CE
Llangrove CE & Whitchurch CE
St Weonards & Garway
Canon Pyon CE, Dilwyn CE & Weobley
Bredenbury & Pencombe CE

SCHOOL AMALGAMATIONS CONTINUED

Brockhampton & Whitbourne CE
Sutton & Withington
Mordiford CE & Holme Lacy
Clehonger CE & Kingstone and Thruxton
Ewyas Harold & Longtown
Michaelchurch Escley & Peterchurch
Almeley & Eardisley CE
Pembridge CE & Shobdon
Bosbury CE & Eastnor Parochial

CHANGES IN ADMISSION NUMBERS

● **Decrease:**

Weobley High	Goodrich CE
Aylestone High	Burley Gate CE
Bishops	Gorsley Goffs Endowed
Marden	Broadlands
Wellington	Lord Scudamore
Cradley CE	St. Martin's
Stoke Prior	Much Marcle CE
Ashfield Park	St Michaels CE, Bodenham
Trinity	Much Birch CE

● **Increase**

John Masefield	St Mary's RC High
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To be discussed with LAF in February

CHANGES IN SCHOOL CATCHMENT

Much Birch CE to move from Kingstone catchment to Wyebridge catchment

Garway to move from Kingstone catchment to John Kyrle catchment

Burley Gate CE to move from North Herefordshire catchment to Aylestone catchment

CHANGES IN SCHOOL LOCATION

St. Francis Xavier RC to have a new school build on the St Mary's RC High School site

Lord Scudamore Primary School to have a new school build on the former Whitecross site

THREE YEAR CAPITAL INVESTMENT STRATEGY

- To be developed in parallel with review

CHANGES IN LMS SCHEME

- On-going discussions with schools forum
- Small Schools Protection
- Property related factors

Overall Results A. Primary

- 35 schools to close
- 17 new schools created

By 2012:

- Capacity reduced to 12481
- 8.5% surplus space

Overall Results A. Secondary

- 4 schools to close
- 2 new high schools

By 2018:

- Capacity reduced to 10050
- 15.5% surplus space left

YOUTH SERVICE UPDATE: TARGETED YOUTH SUPPORT AND POSITIVE ACTIVITIES

Report By: Community Youth Service Manager

Wards Affected

County-wide

Purpose

1. To update Members on the performance of the Youth Service within the context of Every Child Matters (ECM) framework and inform of national changes in youth work particularly the increased emphasis on **Targeted Youth Support (TYS)** for vulnerable young people and new legislation on the provision of **Positive Activities**.

Financial Implications

2. The current revenue budget allocation for the Youth Service is £1,075, 240 (excluding YOF / YCF grant). The service employs 30 fte staff and delivers from six council owned and maintained youth centres, two rented full time locations, two outdoor education centres, a mobile and up to seven part time other locations (eg village halls, locations inside schools and colleges etc).
3. New Government requirements will need to be met within the current budget allocation.

Background

4. Within the Every Child Matters (ECM) Outcome framework the Youth Service work contributes primarily to the Positive Contribution Outcome area, within which the Youth Service key areas are: positive activities for personal and social development (youth work activities not leisure based provision), and the participation of children and young people in decision making.
5. The Youth Service funding and key performance indicators are for 13 - 19 years olds, however, the service does work with and record data on 11 – 25 years olds to support early intervention work with pre-teens and assist with transitions at both ends of the age band.
6. The Youth Service is currently charged with achieving four key performance indicators (two of which are BVPIs) by the Department for Children, Schools and Families (DCSF). The number of young people the service is in **Contact** with, how many **Participate** in youth work programmes and how many have their development **Recorded** or **Accredited**. Performance in these areas are part of the Annual Performance Assessment (APA) submission and contribute to the overall score of the local authority.
7. In addition to these indicators Ofsted set quality standards for management, youth work delivery, curriculum and resources provided by local authority youth services. These are inspected as part of an 'Enhanced' Joint Area Review (JAR), in 2005 when Herefordshire was last inspected the Youth Service was graded overall as Adequate (2).

8. In 2006 -7 the Youth Service refocused some of the areas of its work and achieved three of the four DCSF key performance indicators (KPI's) for the first time (and missed the fourth by a very small margin), and are currently on track to achieve all four this year. This change in work practice has meant that areas of work that do not contribute directly to KPI's have been discontinued, this has not been well received in some areas particularly where the Youth Service is still perceived as a 'leisure' provider for young people.
9. The Youth Service has a Partnership Agreement in place with Herefordshire Council for Voluntary Youth Services (HCVYS) to support third sector organisations working with young people that help contribute towards the KPI's of the service. In addition the service also has a number of smaller partnership agreements in place with members of HCVYS for specific areas of delivery eg with Herefordshire Federation of Young Farmers to support their work with young people living in rural areas across the county and again delivering KPI's for the Youth Service.
10. The Youth Service has created six geographical areas for Herefordshire, based on secondary school catchment areas; each area is served by one full time youth worker, half of a senior workers time and approximately forty hours of part time staffing. Each area has at least one building (youth and or community centre) or location which is their main point of delivery, they may also deliver from other locations. Each area has £3,000 to spend on youth work programmes and activities in their area each year and in conjunction with their senior worker and any other local partners can make bids for other funding to enhance the provision eg Local Network Fund, Arts Council, town councils etc. The six areas are: 1. Leominster and Wigmore 2. Kington and Weobley 3. Hereford City North 4. Bromyard and Ledbury 5. Ross on Wye 6. South Wye and Golden Valley.
11. In addition to these areas The Youth Service has countywide provision that includes: Youth Involvement team (1.5 fte), Student Information Service (1.5 fte), outdoor education and off site visits coordination (4 fte), Duke of Edinburgh Award (1 fte), management posts (3 fte) and admin and cleaning (5 fte).
12. Staff vacancy rates have and continue to be the biggest risk to the Youth Service provision, in 2005-6 vacancy rates were as high as 25% this was reduced to less than 12% for periods of 2007 but it has drifted up again after a number of resignations. Most areas work at minimum staffing levels and when vacancies arise there is limited ability to provide cover and sessions are sometimes cancelled as a result.
13. An 'average' area annual budget is shown below all areas have a 'core' budget which means that a fulltime worker, forty hours of part time staffing, building costs for youth work delivery but we work on actual costs. Staffing is our biggest cost and different rates of pay due to qualifications etc can make a significant difference. In addition building costs vary between £6,000 per annum for Bromyard Centre to £19,500 for Leominster. These costs do not include any additional funding that may be applied for from external sources.

Average Youth Service Area Budget	
Staffing and on costs	£46,533
Project funds	£3,000
Travel	£1,100

Further information on the subject of this report is available from Jon Ralph 01432 38 3377
jralph@herefordshire.gov.uk

Telephones	£750
Sundries (photocopying, Printing, stationary etc)	£625
Building cost (rent, rates, cleaning etc)	£10,787
Total per area	£73,582

14. The government as part of the ECM agenda for teenagers, has announced two new policy initiatives **Targeted Youth Support (TYS)** (appendix 1) and **Positive Activities – Aiming High** a ten year strategy, that directly affect the work of youth services as well as other service providers. These initiatives are part of the wider integration agenda for all children's services which is more broadly termed **Integrated Youth Support Services (IYSS)** which aims to increase the co-ordination of all youth support activities to enable agencies to work together better, reduce duplication and avoid gaps in provision. To allow this to happen there must be greater sharing of information and data, a willingness of agencies to work together and in some cases commit resources.
15. **Targeted Youth Support (TYS)** - The government wishes to ensure that the needs of vulnerable teenagers are identified early and met by agencies working together effectively, in ways that are shaped by the views and experiences of young people themselves. There are seven key elements of TYS.
- a. **Identifying vulnerable young people early** in the context of their everyday lives
 - b. **Strengthening the influence of vulnerable young people** and their families
 - c. Building a clear picture of individual needs, shared with young people and the agencies working with them using the **Common Assessment Framework (CAF)**
 - d. Enabling vulnerable teenagers to receive **early support in universal settings**
 - e. Ensuring vulnerable teenagers receive a personalised package of support, information, advice and guidance, learning and development opportunities. Co-ordinated by a trusted Lead Professional – the **Team Around the Child (TAC)**
 - f. Providing support for vulnerable teenagers across **transitions** – eg school to college, leaving care etc.
 - g. Making service more **accessible, attractive and relevant** for young people.
16. The nature of vulnerable teenagers means that they absorb a disproportionate amount of time and resources per head. It will therefore be very challenging for the Youth Service to increase work with this group whilst maintaining its broader provision. It is estimated that early identification, better co-ordination and efficiencies of service delivery will possible reduce the long term overall costs of the social exclusion of this group but no firm figures are available to support this.
17. A small steering group has been established from the large multi agency Vulnerable Young Peoples Group (VYPG), with partners from the Primary Care Trust (PCT), the Youth Offending Team (YOT), Connexions, the CAF–TAC development team and the Youth Service to oversee the development of the TYS. It is envisaged that this will not be a separate 'service' or 'system' but part of the integrated approach of the CAF–TAC to

Further information on the subject of this report is available from Jon Ralph 01432 38 3377
jralph@herefordshire.gov.uk

young people who are identified as needing additional support (beyond universal services).

18. **Positive Activities** – The government wishes to ensure that all teenagers have 'things to do and places to go' including a wide range of sporting, cultural and recreational activities and experiences as well as opportunities for volunteering, provided that all these are structured and support the ECM outcomes.
19. Whilst there is strong drive to ensure that all young people take part in positive activities there is also a similar if not stronger drive to ensure that vulnerable young people are engaged in these positive activities and particularly that their voice is heard in the design and delivery of the activities. Vulnerable young people are statistically more likely **not** be engaged, increasing the likelihood and length of their exclusion from the mainstream education, employment or training.
20. The government is currently consulting on the definitions and reporting mechanisms for the take up of positive activities, particularly by vulnerable individuals. It is likely that there will be a requirement to increase information returns by all those providing positive activities to 13 – 19 years olds. This could include Halo, The Courtyard Theatre, voluntary and third sector organisations, sports societies and clubs. This requirement will need to be built into all contracts and service level agreements in the future if enacted.
21. In summary the Youth Service is being asked to increase both its targeted work with vulnerable young people and increase the provision of positive activities for all young people. It is envisaged that this will be done by a reduction in duplication by all agencies working together through either multi agency or integrated teams, by greater co-ordination of resources and finally by early intervention and prevention reducing the long term exclusion (and therefore more costly interventions) of young people.
22. The Youth Service and its key partners are planning this within the changing environment of Children's Services and the emerging new structures. These requirements will be very challenging to deliver within the current resource allocation and with the expected period of change over the next year as the Children's Trust comes into place, the commissioning framework is established, area based models of delivery around the CAF – TAC are implemented and a new Social care IT system is implemented.

RECOMMENDATION

THAT Members note the report.

Appended Papers

- Appendix 1: Targeted Youth Support Guide. (DFES) (5 page extract)
- Appendix 2: A simple guide to Youth Support (GOWM)
- Appendix 3: Community Youth Service Plan 2007-8

BACKGROUND PAPERS

- None identified.

Appendix 1

What is targeted youth support?

Targeted youth support aims to ensure that the needs of vulnerable teenagers are identified early and met by agencies working together effectively – in ways that are shaped by the views and experiences of young people themselves. There are seven key elements of targeted youth support:



Strengthening the influence of vulnerable young people, and their families and communities, and their ability to bring about positive change



Identifying vulnerable young people early, in the context of their everyday lives



Building a clear picture of individual needs, shared by young people and the agencies working with them, using the common assessment framework (CAF)



Enabling vulnerable young people to receive early support in universal settings. Help all agencies to draw in extra help on behalf of young people, through better links with other agencies and organisations



Ensuring vulnerable young people receive a personalised package of support, information, advice and guidance, and learning and development opportunities, with support for their parents or carers as appropriate. This should be coordinated by a trusted lead professional and delivered by agencies working well together



Providing support for vulnerable young people across transitions, for example moving on from school or from the support of one service to another as needs change



Making services more accessible, attractive and relevant for vulnerable young people

Targeted youth support reforms build on the changes already under way in young people's services (for example, in response to the aims of Every Child Matters), by drawing them together into a coherent whole designed for, and largely shaped by, vulnerable young people and their families and carers.

"The trick is to see links across all the Every Child Matters components alongside a commitment to prevention."

Keith Moore, director for children and young people and targeted youth support pathfinder sponsor, Gateshead

Who is targeted youth support for?

A central aim of targeted youth support is to help vulnerable young people early, to address their difficulties as soon as possible and prevent their problems escalating. This often means working with young people who may not meet traditional thresholds for statutory or specialist services, but who, without help, are at future risk of further problems such as substance misuse, youth offending, teenage pregnancy and homelessness.

In particular, this is likely to include young people who experience a combination of the factors below:

- ▶ Persistent absence or exclusion from school
- ▶ Behavioural problems
- ▶ Poor emotional, social or coping skills
- ▶ Poor mental health
- ▶ Learning difficulties and disabilities
- ▶ Low self-efficacy
- ▶ Poor aspirations
- ▶ Attitudes which condone risky behaviours
- ▶ Poor family support, family conflict or problems such as parental substance misuse
- ▶ Poor support networks
- ▶ Family or friends, or involvement in gangs, who condone high risk activities
- ▶ Living in a deprived neighbourhood
- ▶ Poverty

Appendix 1

“Targeted youth support is helping to establish a new system targeted at at-risk children and young people within universal services and reduce the chances of them slipping through the net.”

Jo Baker, operations director of Connexions and targeted youth support pathfinder change team member, Nottinghamshire

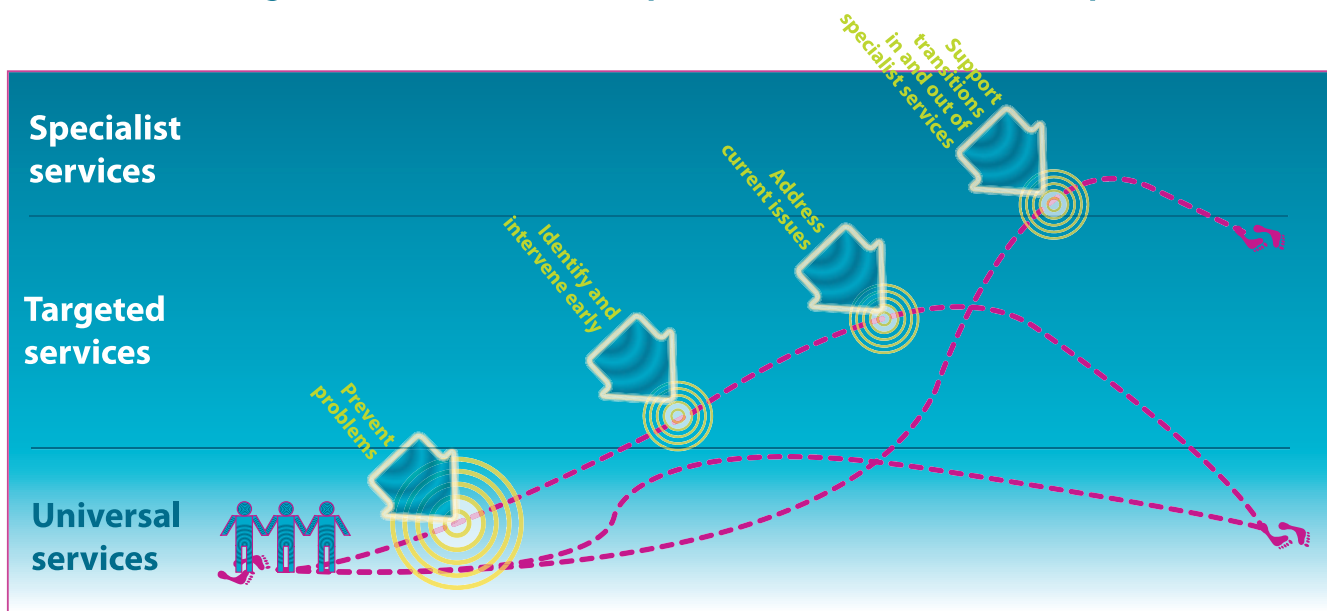
While early intervention is vitally important, a significant minority of teenagers are already experiencing more entrenched problems, for example homelessness, substance misuse, problems leading to entry into care, youth offending and teenage parenthood, which themselves can lead to further need.

Targeted youth support should help ensure the needs of these young people are identified and met, and should dovetail with (and, as necessary, complement) the specialist or statutory provision they may already be receiving or entitled to receive. Whenever appropriate, targeted youth support should help these young people to settle back into and thrive in universal settings as soon as possible, avoiding a spiralling of need.

“We’re just starting to understand what is needed to provide an integrated approach to prevention. Targeted youth support is helping us to achieve this integration by breaking down the demarcation between universal and specialist services.”

Phil Bennett, youth offending service manager and pathfinder change team lead, South Tyneside

The focus is on targeted services, but with important links to universal and specialist services



Example: young people’s life journeys

Appendix 1

What are the intended outcomes for young people?

Targeted youth support aims to help vulnerable young people achieve the five Every Child Matters outcomes: being healthy, staying safe, enjoying and achieving, making a positive contribution and achieving economic well-being.

Effective targeted youth support addresses the risk factors that may result in poor outcomes and helps build vulnerable young people's resilience. In particular, it aims to:

- ▶ Develop young people's social and emotional skills, enabling them to make positive choices, manage change and navigate risk
- ▶ Raise young people's aspirations and help them to achieve and feel positive towards learning. This includes helping them to be engaged, and stay engaged, in the wider range of learning opportunities becoming available for 14–19 year-olds
- ▶ Help foster supportive and positive families, communities and peer groups

Addressing risk factors and building the resilience of young people can help avert and address a range of problems, including:

- ▶ Youth offending/anti-social behaviour
- ▶ Drug or alcohol misuse
- ▶ Under-18 conceptions and poor sexual health
- ▶ Poor outcomes for teenage parents and their children
- ▶ 16–18 year-olds not in education, employment and training
- ▶ Low attainment
- ▶ Running away and youth homelessness
- ▶ Poor mental health
- ▶ Entry into care



Case study – Knowsley pathfinder

One of the critical issues identified by the targeted youth support pathfinder in Knowsley was the need to develop working partnerships between services to ensure support for young people is as holistic and effective as possible – in order to reduce risk factors and improve resilience factors that protect young people from negative outcomes.

The risk and resilience project team is taking forward the strands of work that underpin this: transition, mental resilience of individuals, mental health awareness, health promotion, support for parents and families and working with the hard to reach.

Appendix 1

What is the age focus of targeted youth support?

While the primary focus of targeted youth support is on vulnerable teenagers, improving outcomes for this group also often depends on children receiving effective support at an earlier age.

This can only be achieved through the full range of Every Child Matters initiatives being planned and delivered in a coordinated way to ensure vulnerable children and families are identified and supported early in life. Sure Start Children's Centres and schools, through extended services in and around schools, are essential to this.

Many of the pathfinders have used the targeted youth support change process to reform services across the 0–19 age range.

Case study – Hampshire pathfinder

To ensure personalised and coordinated support from 0 to 19, the targeted youth support pathfinder in Hampshire is establishing a district-based strategy group for 0–19 year-olds and a single multi-function Every Child Matters panel for 0–19 year-olds (in three groups: 0–7, 8–12 and 13–19). This replaces a range of existing early intervention panels for individuals. It will provide young people with a single point of entry to a wide range of services that will, through a lead professional, provide a coordinated package of support.

Why reform targeted youth support?

During the last decade a growing number of government, community and voluntary sector initiatives have targeted vulnerable young people. Operating under different funding regimes, incentive structures and delivery chains, these initiatives have often developed independently, sometimes targeting the same populations of young people without full coordination and sometimes lacking a remit for prevention or without strong links to universal services such as schools or health.

However, there are important examples of programmes helping to join up services and prevent the difficulties of vulnerable young people becoming worse. These include Connexions, the young people's development programme (YPDP), positive activities for young people (PAYP), positive futures, preventative programmes led by youth offending teams (YOT), and local authority/primary care trust (PCT) teenage pregnancy strategies (further details about some of these initiatives are outlined in appendix 1).

Voluntary and community sector organisations, in particular, have substantial experience and expertise in engaging and supporting vulnerable young people.

Targeted youth support reform builds on the best of existing targeted services and good practice and brings coherence to the planning, commissioning and delivery of services for vulnerable teenagers. This helps increase consistency and understanding across agencies, reduce duplication and identify gaps. This improves both outcomes for young people and their experience of using services.

"The targeted youth support change process brought existing multi-agency teams together and created a real sense of coherence – it gave us massive gains in terms of our engagement with young people."

Mike Smith, assistant director community strategy and targeted youth support pathfinder sponsor, Southwark

Appendix 1

The momentum of the wider reform currently taking place across the system for young people is considerable, including:

- ▶ The establishment of children's trusts and new scope for integrated planning, commissioning and delivery
- ▶ Greater choice of learning opportunities at 14–19
- ▶ New standards in information, advice and guidance and a statutory duty on local authorities to secure access to sufficient positive activities for young people
- ▶ The establishment of supporting parenting strategies in local areas and a new duty on local authorities to provide comprehensive information on local services for parents of children and young people up to the age of 20
- ▶ Greater prioritisation of early intervention and prevention across a range of specialist and statutory services, including housing and services for children in care
- ▶ Extended services in and around schools – offering an unprecedented opportunity for targeted youth support services to work in and with schools to establish the frontline for a whole-system approach to prevention and early intervention

With the right services engaged, the right links in place and an ambitious vision, targeted youth support can provide the lynchpin for vulnerable young people, helping them to benefit from the new opportunities and support available.



Appendix 2

A simple guide to Youth Support

There are 9 key elements which the government wants local authorities and their partners to develop and deliver in an integrated way, to provide support, guidance and opportunities to and for young people.

In no particular order, these are:

1. Integrated Youth Support Services (IYSS)
2. Targeted Youth Support (TYS)
3. Reduction of those Not in Education, Employment or Training (NEET)
4. Information, Advice and Guidance
5. 14-19 Diplomas
6. Positive Activities
7. Volunteering
8. Youth engagement, participation and empowerment
9. Workforce development

Each of these is linked with several or all others. Each element's success depends on the success of other elements and none should be developed in isolation.

As examples:

- 14-19 changes will require a different approach to IAG, development of the workforce, and will contribute to a reduction in NEET.
- Integrated Youth Support must include targeted work, needs effective IAG, needs young people to have a say in the services offered, will use Positive Activities and volunteering to engage and develop young people, and so on.

Each of these will also contribute to all indicators in the new Youth and Education Public Service Agreements (PSAs).

There are several other elements which can also be considered as important parts of youth support, eg Common Assessment Framework (CAF), extended services in schools, Teenage Pregnancy Strategy and Respect, so this list is not comprehensive.

A summary of these elements.

1 Integrated Youth Support (IYS)

This is the co-ordination and integration of all youth support activities to enable agencies to work together better, reduce duplication and avoid gaps in provision. To allow this to happen there must be more sharing of information and data, and a willingness from agencies to work together, and in some cases to commit resources. Targeted Youth Support is an important part of Integrated Youth Support.

Connexions Partnerships have been working to create integrated and targeted services and have much to offer to ensure effective delivery in each LA area. Connexions' funding will be routed through Local Area Agreements in all LA areas by April 2008 (it has already happened in some areas) and local people must decide how to utilise Connexions Personal Advisers and other Connexions' services. Where decisions have not been implemented, the local authority must have a plan.

Maintaining the Client Caseload Information System (CCIS) is essential, and the government is keen that the Connexions' brand should be maintained.

2 Targeted Youth Support (TYS)

An essential part of Integrated Youth Support is the targeting of certain young people for a more intensive level of support, usually as a multi-agency approach. Targeting can be done by theme (eg drugs, teenage pregnancy), location such as deprived areas, or for other reasons like transition phases. Where, who and how targeting is done in any LA area is the decision of local partners. An important part of targeting is to seek the views of young people about what is needed.

Targeting is common practice for Connexions and other agencies, but LAs are being given extra support from Government Office and TDA to ensure they will embed TYSS effectively as part of integrated youth support arrangements.

3 Reduction in NEETs

Also as part of IYSS, Children's Trusts are increasingly recognising NEETs as the responsibility of all agencies at all ages, and are writing strategies which reflect this.

4 Information, Advice and Guidance (IAG)

The Youth Matters Green Paper suggested that consortia of schools could apply to provide IAG, and DfES (now DCSF) recently published new Quality Standards for IAG. Impartiality is essential.

Good IAG has always been very important but the new 14-19 Diploma offer will require a different sort of guidance at different age points to that provided for the past 10 years.

5 14-19 Diplomas

Diplomas are being introduced to encourage more young people to stay in learning. These diplomas are being developed with employers and contain a greater practical element than purely academic qualifications, but should be equal in status. They will be delivered by consortia of schools and colleges so pupils will receive the necessary lessons. This means that there are logistical difficulties to be overcome in moving pupils between schools.

Employers will be involved to deliver a work based element. Local authorities must ensure that the environment is appropriate to enable Diplomas to develop.

Diplomas are a very different approach and some of the issues to be tackled are:

- Working out how to deliver the curriculum and the practical and applied options;
- Developing strong partnerships;
- Transport;
- Sharing information;
- Workforce development (teachers and admin);
- IAG and motivating young people;
- Employer engagement.

Five Diplomas will be available in certain areas from September 2008; 14 diplomas will be available everywhere by 2013.

6 Positive Activities

The Education and Inspection Act 2007 explains the duty on local authorities to provide opportunities for young people to engage in positive activities such as sport and art. They must also publicise what is available.

Positive activities are important to engage and develop young people. Youth Services are a main organiser and deliverer, but positive activities are available through many organisations.

7 Volunteering

The government sees volunteering as an important opportunity to develop and engage young people. It has set up a national volunteering agency called V which sets quality standards and has responsibility for Millennium Volunteers. This is run by Cabinet Office. Many volunteering opportunities exist through Duke of Edinburgh's Award, Princes' Trust and others.

8 Youth Engagement, Participation and Empowerment

In March 2005, the first Children's Commissioner for England was appointed, to give children and young people a voice in government and in public life. The Commissioner pays particular attention to gathering and putting forward the views of the most vulnerable children and young people in society, and promotes their involvement in the work of organisations whose decisions and actions affect them

The Government has stated its commitment to involving young people and their parents in the planning and design of services, and expects each LA area to have processes in place to do this. There is also a desire to engage more young people in democratic processes.

Youth Opportunities and Youth Capital Funds are examples of significant amounts of money (£6.4m in the West Midlands) which put young people at the centre of the process as applicants, decision makers and participants, with no adult interference. The only rule is that the funds must be used to achieve one or more of the Every Child Matters outcomes.

9 Workforce Development

With all these changes, it is essential that the workforce is developed, and more good quality people are attracted in. An aim is to create a flexible workforce and breakdown language barriers through greater common training and development for different disciplines. The Children's Workforce Development Council has been created as the Sector Skills Council.

Community Youth Service Service Plan 2007-8

What we do

The Youth Service is charged with improving the lives and opportunities for young people within the context of the Every Child Matters (ECM) five key outcomes and Herefordshire's Children and Young People's Plan 2006 - 8. We do this by providing a wide variety of positive activities and informal learning opportunities tailored to young people's individual needs and designed to support their personal and social development.

Youth workers engage young people in positive activities that help prevent them from being drawn into anti-social behaviour and crime.

Youth work projects are led by the interests and needs of young people and activities we provide vary from: - music and film, journalism, football coaching, arts, gardening, cooking, jewellery making, homework clubs, and planning expeditions to Borneo BUT all with the key elements of **FUN** and **LEARNING**. Our ethos is that the activities are less important than what young learn and experience through participating - this is the core youth work offer to young people.

Youth work is delivered across the county in a variety of settings including: - youth centres, sailing and canoeing centres, outreach and mobile provision as well as a wide variety of community managed locations e.g. village halls etc.

The Youth Service has a Partnership Agreement (Service Level Agreement) with Herefordshire Council for Voluntary Youth Services (HCVYS). HCVYS is the infrastructure organisation for the voluntary youth work sector and provides support and information to its members and including distributing a range of grants to voluntary sector organisations. The partnership will deliver key aspects of the ECM agenda and specifically make services more integrated, efficient and effective in delivering local targets and DfES four Key Performance Indicators (KPIs). The partnership with HCVYS supports a wide range of delivery partnerships at a local level eg Herefordshire Young Farmers, Ledbury Youth First, Ross Creative Learning Centre Trust and the Courtyard Theatre.

The DfES has set four key performance indicators for the service: the percentage of young people we are: - in **contact** with, who **participate** in youth work, and who receive a **recorded** or **accredited** outcome. Additionally through the Community Strategy and the Children and Young Peoples Plan the Youth Service takes a strategic lead on involving and consulting young people in decision-making at all levels across the partnership from local to strategic levels.

Ofsted sets the quality standards for local authority youth provision against which it inspects all youth service on a four year rolling cycle as part on the Joint Area Review (JAR). Herefordshire was inspected in 2005. A full range of targets, quality standards and key performance indicators are set in this document.

The Youth Service Vision

To provide a young person focussed range of services that are energetic, accessible and high quality and delivered from young people's centres and locations

- Energetic
 - Accessible
 - High Quality
 - Young peoples centres
- Lively, Vibrant, Engaging, Interactive, Involving, Creative, Focussed, Fun, Active
Open to All, Welcoming, Friendly, Supportive, Physically Accessible (Location, Transport and ramps etc), Information
Responsive to young peoples needs, well resourced and equipped, up to date and trained staff, well planned and evaluated, high customer satisfaction rate, working to policy and procedures
Welcoming and accessible, location location location, high quality kit and feel, led by young people for young people.

How well we are doing (current performance)

The Youth Service Business plan 2006 – 7 identified the Youth Service's main priorities for the year our performance against each of these areas is described below: -

	Ambition: Encourage communities to shape the future of Herefordshire	Council Priority: To develop its community leadership role		ECM Outcome: Make a positive Contribution		C&YPP Priority: Improving learning and recreational opportunities	
		Indicators	National/Local Benchmark	Actual Performance 2005-6	Local Target 2006-7	Actual Performance 2006-7	Local Target 2007-8
No							
C1	Contact Target: Percentage of the total youth population aged 13 –19 (15,793) in contact with the youth service	National Target 25% or 3,948	2,276 or 15.3%	20% or 3,158	3,911 or 26.4%	3,167 or 20%	
P1	Participation Target: Individual young people 'more fully engaged in (youth work) programmes of various kinds'	National target 15% of youth pop or 2,368	1,115 or 10.2%	12% or 1,895 individuals	2,708 or 18.3%	12% or 1,900	
LAA 18 HCS 69	Percentage of Young people aged 13-19 who feel that Herefordshire Council does enough to give young people the opportunity to influence important decisions	Local benchmark established in 2003 at 13.8%	2005 Survey 19.2%	N/A	N/A	By 2007 28%	
LAA 17 HCS 38	Percentage of young people who feel they can influence decision affecting local services	New local target benchmark to be set in 2007 Youth Survey	No data new indicator	N/A baseline to be set in 2007 Youth Survey	N/A baseline to be set in 2007 Youth Survey	To be set in 07-08	

BVPI 221a	Recorded outcome target: Percentage of young people aged 13 – 19 who gain a recorded outcome through their participation in youth work	National Target 60% (or 1,425) of 15% of Youth pop (13-19 yr olds)	709 or 46.8%	1,137	1,575 or 58.2%	60% or 1,140
BVPI 221b	Accredited Outcome target: Percentage of young people aged 13 – 19 who gain an accredited outcome through their participation in youth work	30% (or 712) of 15% of Youth pop (13-19 years olds)	490 or 32.3%	568	905 or 33.4%	30% or 720
LAA 33	% of young people volunteering					
Ambition: Provide Excellent education, training and learning opportunities in Herefordshire for all ages		Council Priority: To maximise the health, safety, economic well-being, achievements & contribution of every child		ECM Outcome: Enjoy and Achieve		C&YPP Priority: Improving standards in education across all sectors including the 14-19 action plan
No	Indicators	National/Local Benchmark	Actual Performance 2005-6	Local Target 2006-7	Actual Performance 2006-7	Local Target 2007-8
9	Unique Target 4. Percentage of young people participating in youth services expressing satisfaction with the service	National Target 70%	81.4%	Not carried out	Not carried out	75%
Aim: Improved Services		Council Priority: To improve the delivery of services to children		ECM Outcome: Service Improvement		C&YPP Priority: Integration of services, processes and strategies.
	Indicators	National/Local Benchmark	Actual Performance 2005-6	Local Target 2006-7	Actual Performance	Local Target

				2006-7	2007-8
12	Financial Management – Improve budget analysis and planning.	Council Target 1%	7.7%	2%	Not closed yet 1%
13	The number of working days/ shift lost to sickness absence per FTE worker	7	9	7	? 7
14	The percentage of SRDs completed	85%		90%	

Young people's involvement in decision making has been increased through the development of the first Herefordshire Youth Council after their election in February 2006 and through the development of Shadow Children and Young People's Partnership Board (SCYPPB). The Youth Council has worked extremely hard over the last year developing policies, principles and practice so that the current and successive Youth Council have a firm platform to work from. The Youth Council have also taken on the management of the Youth Opportunity and Capital Funds (YOF / YCF) and through links with the SCYPPB and with other co opted members, have led a very successful publicity and grant round that was nearly 200% oversubscribed. In February Herefordshire has also elected its first members of the UK Youth Parliament who will take up their seats in 2007. The SCYPPB have had significant influence on the CYPBP influencing the Play Strategy, and the extended schools roll out.

The service has shown significant improvement in its four DfES Key performance indicators (two of which are BVPIs) and has gone from barely achieving one of our local targets last year to being on track in (to Feb 07) to achieve the national targets across all four areas. This was achieved through developing partnerships at local levels to maximise our resources and face-to-face delivery and relocating some of our resources. This has resulted in a major turn around in performance. Staff and partners have been congratulated for their hard work particularly given the very tight budget round.

The Teenage Lifestyle Survey led by the youth service will provide the local authority with a significant amount of baseline performance data early in 2007. New targets and priorities will be set in relation to identified areas of improvement after this time particularly in the areas of health and wellbeing,

Recruitment and retention of staff has shown improvement over the year with an almost complete part time staff team but the service has still been unable to recruit the third Senior Youth Worker. This is a key post which leaves areas of work under supported, this, coupled with other vacancies and the stretching targets have contributed to very high levels of sickness rates across the service over the year.

The Every Child Matters (ECM) agenda continues to develop and specifically the Youth Matters aspect. This has seen the first round of the YOF / YCF grant for positive activities which has been very well received by young people. We hope that this level of funding from central government will be maintained beyond the current two years indicated or lots of good work will be lost. If this funding is not maintained, the county will lose some good areas of youth work.

What's changing

Youth Matters proposed the development of a 'Targeted Youth Support' (TYS) approach to coordinating services for 13 –19 years olds. This is for young people identified as having additional needs (above those of universal services ie schools), but not as intensive as multi issues support services characterised by social care). The TYS will enter its next phase with national pilots starting to report on their experiences and good practice in April 2007. Good development work has been established through the development of the Vulnerable Young Peoples Group in conjunction with Connexions and other partners, which has coordinated approaches to identifying issues in relation to young people and their attainment. The CAF pilot and the development of the integrated youth support methodology and processes also support the CAF will report back in July and will inform the approach for Herefordshire to TYS. A plan for TYS is required by GO to be in place for April 2008. Currently the approach has been a virtual model rather than a combined service and will need to be reviewed in light of decisions in relation to the commissioning of Connexions Service.

In line with the integration agenda, the Youth Service is part of the CAF pilot; ensuring our contribution to a coordinated approach to improving outcomes for young people. This work, and the development of Information Sharing Index (ISI) – the tool for ensuring all professional are aware of which agency is in contact with individual young people, will form part of the Herefordshire Connects programme and will require the Youth Service to re-evaluate aspects of work, data, client management systems and databases to ensure that the Service addresses our priorities.

The Education and Inspection Act has very recently been given Royal Assent and has introduced a duty for local authorities to secure access and provision for young people to positive leisure time activities that support their personal and social development. There is limited information on the details of the level of provision, but this combined with a duty to promote all positive activities the 'Youth Offer' (eg much wider than just youth work) available to young people will place an additional resource burden on the Youth Service. The Youth Service will work with the Children's Information Services (CIS) and the 14 –19 Curriculum prospectus group through the Herefordshire Connects programme to develop a new approach and system to ensure this duty is met.

The Children and Young Peoples Plan 2006 – 8, places greater emphasis in the active involvement of young people in the decision making process through the Youth Council, Shadow C&YP Partnership Board and other mechanisms. The service needs to do more work in this area and will need to move resources to develop this work. The service will lead on the implementation of the Hear By rights Standards across the Council and the Partnership.

What we will do and how we'll do it

During this business planning cycle for 2007 - 8 the Youth Service used an external facilitator to assist in reviewing priorities and looking at key issues for the service over the next year. Key priorities now include:

1. Prioritising areas of work with young people to ensure realistic targets for staff and teams are set that maintain and support the highest quality youth work but that also reduce the levels of staff stress and sickness currently being reported. We will need to maintain our performance in the 4 KPI's whilst increasing our work in youth involvement. To accomplish this we will seek alternative methods of funding and partnership arrangements.
2. Recruitment and retention will continue on our priority list, as despite improvements we will always have recruitment issues in some areas, notably part time work. The Service will review posts as part of the team away day planned for June 2007 and as part of the priorities agenda and may either restructure or re configure certain areas of work – Senior youth worker role specifically.
3. The new curriculum offer needs to be thoroughly embedded across all areas of the staff team through a round of training and development activities that will be delivered over the year. Progress will be monitored through the revised quality assurance framework.

4. The implementation of the Hear By Right (HBR) standards as commissioned by the C&YPP Plan will be a key area over the next year it is unclear yet how much impact this will have on the Youth Service as decisions on the level of roll out will not be made into 2007-8 by the C&YPP Board.
5. The Youth Offer will be developed in conjunction with the Children's Information Service (CIS), the 14 –19 Curriculum Prospectus, the Herefordshire Connects programme and external partners to ensure that there is a range of suitable positive activities that young people want and are accessible.

Key Performance Indicators (KPIs)

Contacts Target Individuals (13-19yr olds)

DEFINITION: This is for new individuals in contact with the service within the financial year period. The registration form will monitor individuals in contact with the youth service e.g. occasional attendance at a youth club, known to a detached worker by name and sight, they may turn up at from time to time at youth work event. NOI school assemblies.

The contact target national benchmark is to be working with 25% of the 13 –19 year old population.

Contact Target	2005-6	2006-7	2007-8
National Target (25% of 15,835)	3,707	3,948	3,958
Local Target (20% of 15,835)	2,966	3,158	3,167

Breakdown of Service Area Contact Targets (13-19yr olds)

Service Areas	2005-6	2006-7	2007-8
Patch based workers (200 per area)	1,740	1,800	1,200
Duke of Edinburgh (yp not registered / external to CYS)	385	397	497
Outdoor Education (yp not registered / external to CYS)	461	481	300

Colleges	0	0	400
Youth Involvement / Countywide	0	0	30
Other (HCVYS / Partnerships / Etc)	380	480	740
TOTAL	2,966	3,158	3,167

*The Duke of Edinburgh Award and Outdoor Education targets are for young people who are not already involved / registered with the youth service and therefore 'external'. Both areas are expected to work with all Community Youth Service teams on all four key performance target areas.

Participation Target

DEFINITION: Is very broad on the type of work but basically those 'more fully engaged in programmes of various kinds' The target is set against the total youth population not those we are actually working with. The national benchmark for this target is 15% of the 13-19 population. The local target set for this year will be 12%.

Participation Target 2004 - 5	Target 2006-7	Target 2007-8
National Target 15% of the 13-19 population (15,835)	(15%) 2,368	2,375
Local Target (12% of 15,835)	(12%) 1,895	1,900

Breakdown of Service Area Participation Targets (13-19yr olds)

Service Areas	Target 2006-7	Target 2007-8
Patch based workers (100 each area)	1,080	600
Duke of Edinburgh	397	497
Outdoor Education	418	303
Colleges	0	200
Youth Involvement / Countywide	0	20
Other (HCVYS / Partnerships / Etc)	0	280

TOTAL	1,895	1,900
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Recorded Outcome Target

DEFINITION: A recorded outcome 'may be a local certificate for participation in a particular event, or entry on a student progression file, or the professional note made by a (detached) youth worker of the action proposed after a discussion with an individual' e.g. working towards a D of E sectional certificate, or 1st Aid course, food hygiene, etc

Recorded Outcome Target (13-19 year olds)	Target 2006-7	Target 2007-8
National Target (60% of 15% of Youth Population)	1,420	1,425
Local Target (60% of local Participation target 1,900)	1,137	1,140

Breakdown of Service Area Recorded Outcome targets (13-19yr olds)	Target 2006-7	Target 2007-8
Patch Based workers (60 each area x 6)	630	360
Duke of Edinburgh Award (external YP)	246	315
Outdoor Education (external YP)	261	200
Colleges	0	100
Youth Involvement / Countywide	0	20
Other (HCVYS / Partnerships / Etc)	0	145
TOTAL	1,137	1,140

Accredited Outcome Target

The national benchmark is 30% those participating in youth work.

DEFINITION: Accredited outcomes must have the following features:

- ◆ Are rigorous
- ◆ Have the potential to be externally verified
- ◆ Accredit both individuals and groups
- ◆ Accredit a journey travelled rather than a set standard of achievement alone
- ◆ Use communication methods in addition to writing and reading
- ◆ Do not discriminate unfairly
- ◆ Involve young people in the setting up and its administration
- ◆ Do not break up the ethos of the youth work in groups
- ◆ Do not spoil initial contact time
- ◆ Have credibility outside youth work including a link into education, employment and training e.g. Herefordshire Award, 1 Sectional Certificate of Duke of Edinburgh Award, Sports Leader Award, etc.

This target is for individuals, not repeats.

Accreditation Target	Target 2006-7	Target 2007-8
National Target (30% of 15% of youth population)	710	712
Local Target (30% of Local Participation target 1,900)	568	570

Breakdown of Service Areas Accreditation Target	Target 2006-7	Target 2007-8
Patch Based workers (40 each area)	240	240
Duke of Edinburgh Award (external yp)	246	310

Outdoor Education (external yp)	82	95
Youth Involvement / Countywide	0	10
Other (HCVYS / Partnerships / Etc)	0	65
TOTAL	568	720

CYS Action Plan 2007 - 8

OBJECTIVE	ACTION REQUIRED	MILESTONES	TARGETS	LEAD OFFICER
1. Involvement of young people in decision making	<ul style="list-style-type: none"> Review model of Youth Council elections Improve communication and publicity re Yth Involvement Audit Yth Involvement against HBR standards to support coordination of Yth Involvement. Seek additional funding for this work 	<ul style="list-style-type: none"> Complete by Sept 07 Clarity re youth involvement at all levels Launch event in June / July Support from C&YPPD 	<ul style="list-style-type: none"> Increase numbers of YP voting in '08 by 10% YP feel they can influence decisions (LAA17 & 18) Audit to be completed by late summer in CYPP '08 Increase funding available 	<p>AP</p> <p>SMT</p> <p>JR</p> <p>SMT</p>

OBJECTIVE	ACTION REQUIRED	MILESTONES	TARGETS	LEAD OFFICER
<p>2. Achieve local targets in Dfes 4 KPI's</p>	<ul style="list-style-type: none"> Increase partnership delivery through SLAs & locality meetings Develop the Youth Offer Seek additional funding for this work 	<ul style="list-style-type: none"> 1 additional Partnership PA Work being scoped with CIS and 14-19 Curriculum offer Sept 07 provision mapped and framework in place Identify funding opp's by Sept 	<ul style="list-style-type: none"> Achieve local targets (4 Dfes KPIS and BVPIs & LAA 17 and 18) Baseline to be established in May 07 Youth Survey Increase funding 	<p>SMT</p> <p>AP / JR</p> <p>SMT</p>
<p>3. Improve quality of youth work delivery</p>	<ul style="list-style-type: none"> Promote and embed new Curriculum 	<ul style="list-style-type: none"> Training via locality teams 	<ul style="list-style-type: none"> All teams trained by?? 	<p>AP</p>
<p>4. Improve Recruitment, retention and staff morale</p>	<ul style="list-style-type: none"> Ongoing recruitment activity Arrange residential away day in summer 07 JR to walk the floor more often to hear direct from staff Improve time management. SMT to set example Revise Big T meeting structures and content 	<ul style="list-style-type: none"> Ongoing recruitment Booked by end of may JR out once a month min All staff to stop excessive hours New structures in place by April 	<ul style="list-style-type: none"> Reduction in number of sick days 10 visits a year EOS reduction in stress indicators Improve morale 	<p>SMT</p> <p>JR</p> <p>SMT</p> <p>SMT</p>
<p>5. Ensure that youth work is coordinated as part of the ECM and TYS.</p>	<ul style="list-style-type: none"> Lead on the development of the TYS Coordinate approach across the partnership Link to IYSS and CAF 	<ul style="list-style-type: none"> Engage all partners Liaise with CNXs re Plan Participate in CAF pilot and IYSS development 	<ul style="list-style-type: none"> Plan in Place for April 08 CAF and IYSS should be relevant to YW and recognise contribution 	<p>JR</p> <p>SMT</p>

OBJECTIVE	ACTION REQUIRED	MILESTONES	TARGETS	LEAD OFFICER
<p>6. Making the best of what we have in terms of premises by: Micro manage individual sites Organise locality meetings with stakeholders to find solutions</p>	<ul style="list-style-type: none"> • Arrange quarterly locality meetings to include stake holders and interested parties 	<ul style="list-style-type: none"> • 1 meeting per Qtr 	<ul style="list-style-type: none"> • Improve Places to go for young people 	JL
<p>7. Revise structure and input at SMT meeting:</p>	<ul style="list-style-type: none"> • Make them more focused with agreed agenda • Concentrate on strategy • Use other means to disseminate information • Ensure when a decision is made and passed down, • Try and enjoy them more! • Be clear about purpose of meetings – eg communication support, planning, idea generation and transference 	<ul style="list-style-type: none"> • Review by May • More strategic items less business • Big T and team meetings in place by May 07 	<ul style="list-style-type: none"> • Shorter, sharper more relevant meetings • 	SMT
<p>7. Reinstate area worker meetings:</p>	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> • Practitioners meetings to be arranged once a month • Terms of reference to be drawn up by practitioners 	<ul style="list-style-type: none"> • EOS stress and communications indicators get better 	SMT

OBJECTIVE	ACTION REQUIRED	MILESTONES	TARGETS	LEAD OFFICER
<p>8. Improve profile of the Service: Establish clear sense of identity and purpose for the workers so they are good and positive advocates for the service?</p>	<ul style="list-style-type: none"> Regular good news story press releases 	<ul style="list-style-type: none"> Minimum 2 stories a month in media 	<ul style="list-style-type: none"> 20 positive stories out a year that mention Youth Service Customer satisfaction Survey LA satisfaction rating up from 43% 	<p>JL</p> <p>SMT</p>

ARRANGEMENTS FOR SCHOOL MEALS PROVISION

Report By: Director of Children's Services

Wards Affected

County-wide

Purpose

1. To inform the Committee of the arrangements for School meals provision and to notify Members of the take-up of School meals.

Financial Implications

2. The Revenue cost is delegated to the schools. The Council is responsible for the capital investment cost which was £500,000 for 2007/08 and transport costs of approx £26,000 which are grant funded.

Background

3. Catering provision within Schools was externalised in 1981. A number of School Kitchens were closed down and many others were operated by external contractors.
4. Up to 2006 an adhoc arrangement existed for providing school meals. In February 2006 there was a Cabinet Member for Children's Services decision note agreeing to a new policy. The basis of the policy was that school meals would be provided from High School kitchens. These would be improved to cater for primary schools within their catchment area. Details on this are set out in Appendix 1. Should the Committee debate information contained in appendix 1 then the Committee will need to consider excluding the public and press from the meeting on the grounds that this document sets out information relating to the financial or business affairs of particular person(s). Copies of Appendix 1 have been supplied to Members.
5. Out of the 103 Schools within the County 98 now have some sort of meal provision. This can be either a full menu or just sandwich provision. In addition there are 36 breakfast clubs operating within the schools.
6. Within the County there are 24 operational Kitchens based at existing Schools. A number of these Kitchens provide meals both for the School at which they are located and a number of other Schools. As an example the Kitchen at John Kyrle High School, Ross-on-Wye provides catering provision for one Primary School. This is increasing to seven Primary Schools in the New Year.
7. Relation between hot meals and children's education. We have widespread anecdotal evidence that suggests that when primary school and early year's pupils have eaten breakfast they are more likely to be able to focus and concentrate successfully and behave in an appropriate manner in class and around the school. The same is found when pupils are given a healthy hot or packed lunch. Furthermore, when healthy eating

is promoted in schools alongside a healthy lifestyle, pupils have a better understanding of and therefore commitment to these principles.

8. In addition to operational Kitchens at Schools a number of catering companies provide meals from their own premises. These number five in total.
9. The standard of catering in Schools is regulated by the Government's Nutritional Standards. In addition there are a number of advisory bodies such as the Schools Food Trust which advise on standards and the Obesity Group which is led by the Primary Care Trust. The Catering Officer at Herefordshire Council also plays a part with the monitoring of the contracts. There are 3 visits a year made to each school where by the Catering Officer will monitor the standards of both the facilities and provision of food. A report will be produced from the visit and the Caterer informed of any issues that may have arisen.
10. A recent Life Style report indicated that only 17% of children age 11 to 15 had anything to eat or drink for breakfast.
11. Within the County the standard of catering is also influenced by the School Meals Steering Group comprising representatives of schools, catering companies, the PCT and the Bulmer Foundation, which was set up in early 2006 following the withdrawal of Jarvis from the school meals market. The chair of this group is Frances Howie, Associate Director of Health Improvement at the PCT.
12. A majority of the Schools have a service level agreement with the Facilities Management department of the Property and Asset Management Section within Resources Directorate. The monitoring costs of the contract will be included in this charge.
13. The catering contracts are typically for a period of three years with the option to extend for a further 2 years. The procurement process is roughly 4-5 months and all caterers on the Approved Caterers List with the Herefordshire Council are invited to tender. The catering company contract to provide School meals of the required standards, to maintain the Kitchen and replace any defective equipment as necessary. Within the next 12 months there are 5 contracts due for tendering. These will be tendered from a list of approved contractors all of whom have been vetted for competency.
14. The financial contribution made by the catering company varies considerably. In some Schools the catering company just pay out-goings such as electricity, gas, water, etc. In other Schools (mainly the larger High Schools providing a high number of meals), the catering contractor pays an annual licence to the School for the privilege of catering on that site.
15. There are a number of initiatives in the School meals provision. These include Healthy Schools, Duchy Suppliers Group and the Schools Steering Group. A number of catering companies are also now analysing their menus using software packages on nutritional standards. Also the School Food Trust has launched a major new national campaign called Million Meals. The initiative was launched in conjunction with the Secretary for State for Children, Schools and Families, the Rt. Hon. Ed Balls MP. Herefordshire Schools are being encouraged to sign up to this initiative.
16. As from September 2008 any child in a County School can request a hot School meal. In recognition of this the Council has started to invest in Kitchens at High Schools in order to increase their capacity to provide meals for the Primary Schools within their catchment area. The strategic framework for this investment was set out in the Policy

statement approved by Cabinet Decision notice on 23rd February 2006 with immediate effect.

17. Initially works have been undertaken at John Masefield High, John Kyrle High and Aylestone High Schools. Works at three more High Schools are being considered in 2008. Ledbury Primary is now fed by John Masefield High School and this had proved successful in over 50% of the school now taking meals.
18. A decision on which school kitchen should be upgraded is being deferred until the outcome of the school review is completed.
19. The Council make a financial contribution towards equipment for the initial provision of meals. In addition it pays a contribution, from school meals grant towards transport costs with either the School or the catering company funding the balance. In most circumstances the transport costs will be shared equally between the Council and the School, however in some instances the Caterer has offered to pay a percentage towards this.
20. The Council has been instrumental in organising a number of training initiatives for catering staff. As an example, Worcester College has organised courses on School meals provision.
21. The Council also participates in a national scheme for providing fruit and vegetables. This is a Government contract and is at no cost to the Council.
22. Funding for free meals is delegated to schools and is currently set at £1.70 per meal for 179 days for each pupil on free school meals as determined by the January annual pupil census. An extra £1.05 is added to the Christmas dinner and there is a small 5.8% adjustment to reflect absence rates in schools. In 2007/08 primary schools were allocated £285,861 and high schools £197,125. Pupils in special schools were allocated £9,518 and a further £13,150 is allocated at 41p per day so that all pupils can have a sweet. The standard cost is £1.70 but some schools add on an overhead to cover administration costs which can increase the cost to £2.20 in one instance.
23. Standards Fund School Meals grant is available in 2007/08 to support schools meals worth of a total of £276,202 of which £127,106 must be devolved to school by formula. 2007/08 is the last year of this grant and it is replaced by the School Lunch grant of £239,770 in 2008/09. School Forum Budget Working Group is due to consider the School Lunch grant on the 14th January 2007.
24. Finally, a small amount of Dedicated Schools Grant, £40,000, has traditionally been used to help transport costs to the schools, particularly special schools. This is for schools when the contract is at risk and new school meals provision. It is intended that this funding will be reviewed as part of the School Lunch Grant consideration.

RECOMMENDATION

THAT: The Committee notes the content of the Report for information.

Appended Reports:

- Appendix 1 - Kitchen/contractor and financial details.

NOTE: Should the Committee debate information contained in Appendix 1 then the Committee will need to consider excluding the public and press from the meeting on the grounds that this document sets out information relating to the financial or business affairs of particular person(s).

- Appendix 2 - Transport Service Level Agreement
- Appendix 3 - Percentage take-up of School meals and new arrangements
- Appendix 4 - Healthy School Meals for Herefordshire Draft Policy Framework
- Appendix 5 - Policy statement from Cabinet Decision

BACKGROUND PAPERS:

- None identified.

Satellite School	Production Kitchen	Caterer	Transport Costs Per Annum to LEA	Transport Costs to School	Transport Costs to Caterer
Ashperton Primary School	John Masefield High School	Shire Services	£2,090.00	£2,090.00	
Barrs Court School	Riverside Primary School	Catering for Education	£4,369		
Bredenbury Primary School	Queen Elizabeth High School	Class Catering	£2,090.00	£2,090.00	
Canon Pyon CE Primary School	Weobley High School	Iron Rice Bowl	£1,738.50	£1,738.50	
Clehonger Primary School	Kingstone High School	Iron Rice Bowl	£950.00	£950.00	
Cradley CE Primary School	John Masefield High School	Shire Services	£1,454.00	£1,454.00	
Kings Caple Primary School	St Mary's CE Primary School, Fownhope	Castle Catering	£845.12	£845.12	
Kington Primary School	Lady Hawkins High School	Independent	£1,900.00	£1,900.00	
Lea Primary School	John Kyrle High School	Alliance in Partnership	£1,108.33		£1,108.33
Ledbury Primary School	John Masefield High School	Shire Services	£2,375.00	£2,375.00	
Leintwardine Endowed Primary School	Wigmore High School	Alliance in Partnership	£1,900.00	£1,900.00	
Lugwardine Primary School	Bishop of Hereford Bluecoat School	A & M Catering	£1,425.00	£1,425.00	
Our Lady's RC Primary School	Riverside Primary School	Catering for Education	£1,425.00	£1,425.00	
Staunton On Wye Endowed Primary School	Kingstone High School	Iron Rice Bowl	£1,970.30	£1,000.00	1,970.30
St Mary's CE Primary School, Credenhill	Weobley High School	Iron Rice Bowl	£1,604.55	£1,604.55	

Appendix 3 - Percentage take-up of School Meals and new arrangements

Name of High School	No. of Pupils in School	No. Hot Meals Currently Provided	% Pupils Having School Meal	Current Feeder Schools	No. of Pupils in School	No. Hot Meals Currently Provided	% Pupils Having School Meal	Proposed Feeder Schools	No. of Pupils in School	No. Potential Hot Meals Provided	Total Meals Provided with New Feeder Schools	
Aylestone High School	1225	516	42%					Broadlands	350	115	1,124	
								St James - Hereford	203	100		
								Sutton	60	25		
								Withington	77	35		
								Kings Caple	45	18		
								Holme Lacy	51	25		
								Mordiford	115	60		
								St Michael's Bodenham	105	95		
								St Mary's Fownhope	91	50		
								Marden	96	45		
Bishop of Hereford Bluecoat School	1200	450	38%					Barrs Court	57	40	700	
								Hampton Dene	236	65		
								St Paul's	416	100		
								St Thomas Cantilupe	221	70		
								St Davids PRU	25	15		
Burley Gate Primay School	94	65	70%									
								Bosbury	115	30		26%
								Withington	77	35		46%
Fairfield High School	330	208	63%					Clifford	67	50	381	
								Longtown	41	30		
								Michaelchurch Escley	64	63		
								Peterchurch	64	30		
Goodrich Primary School	116	84	72%									

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Name of High School	No. of Pupils in School	No. Hot Meals Currently Provided	% Pupils Having School Meal	Current Feeder Schools	No. of Pupils in School	No. Hot Meals Currently Provided	% Pupils Having School Meal	Proposed Feeder Schools	No. of Pupils in School	No. Potential Hot Meals Provided	Total Meals Provided with New Feeder Schools	
John Kyrle High School	1095	604	55%					Ashfield Park	330	80	1,168	
								Brampton Abbotts	117	45		
								Lea	83	40		
								Goodrich	116	84		
						40	48%	Gorsley	156	60		
								St Josephs	115	20		
								Weston U Penyard	84	20		
								Walford	185	50		
								Whitchurch	98	50		
								Llangrove	64	40		
								Garway	80	35		
				Bridstow	96	40						
John Masefield High School	997	499	50%								904	
								Ashperton	162	60		37%
								Cradley	106	30		29%
								Ledbury	451	170		38%
								Much Marcle	83	40		
								Eastnor	82	25		
Kingstone & Thrupton Primary	238	34	14%									
								Much Birch CE	188	28	15%	

Appendix 3 - Percentage take-up of School Meals and new arrangements

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Kingstone High School	680	274	41%	Clehonger CE	160	44	28%	Madley	164	70	520
				Staunton on Wye Preparatory	22	11	50%	Clehonger	160	44	
				Staunton on Wye Endowed	64	37	58%	Staunton on Wye Preparatory	64	37	
							Kingstone & Thruxton	238	34		
							Ewyas Harold	107	50		
							Staunton on Wye	22	11		
Lady Hawkins High School	444	275	62%	Kington Primary	200	65	33%	Kington Primary	200	65	470
							Eardisely	86	50		
							Pembridge	94	45		
							Almeley	81	35		
Marden Primary School	96	45	47%								
Marlbrook Primary School	384	110	29%	Blackmarston	47	40	85%				

Appendix 3 - Percentage take-up of School Meals and new arrangements

Name of High School	No. of Pupils in School	No. Hot Meals Currently Provided	% Pupils Having School Meal	Current Feeder Schools	No. of Pupils in School	No. Hot Meals Currently Provided	% Pupils Having School Meal	Proposed Feeder Schools	No. of Pupils in School	No. Potential Hot Meals Provided	Total Meals Provided with New Feeder Schools
Minster College	737	215	30%	Leominster Infants	236	60	26%	Leominster Infants	236	60	779
				Leominster Juniors	341	100	30%	Leominster Juniors	341	100	
				Stoke Prior	70	35	50%	Kimbolton	85	35	
								Orleton	179	154	
				Westfields	33	25	76%	Stoke Prior	70	35	
				Ivington	89	60	68%	Westfields	33	25	
				Kingsland	132	60	46%	Ivington	89	60	
				Shobden	48	20	42%	Old Priory	15	20	
								Wellington	140	75	
Orleton Primary School	179	154	86%								
Queen Elizabeth High School	389	70	18%	Bredonbury	58	24	41%	St Peters	190	50	289
				Brockhampton	160	50	32%	Brockhampton	160	50	
								Bredonbury	58	24	
								Burley Gate	94	65	
								Pencombe	49	30	
								Whitbourne	66		
Riverside Primary School	428	200	47%	Barrs Court	57	40	71%				
				St James CE	203	100	50%				
				St Thomas Cantilupe	221	70	32%				

Appendix 3 - Percentage take-up of School Meals and new arrangements

Name of High School	No. of Pupils in School	No. Hot Meals Currently Provided	% Pupils Having School Meal	Current Feeder Schools	No. of Pupils in School	No. Hot Meals Currently Provided	% Pupils Having School Meal	Proposed Feeder Schools	No. of Pupils in School	No. Potential Hot Meals Provided	Total Meals Provided with New Feeder Schools	
St Marys Fownhope	91	50	55%	Ashfield Park School	330	140	43%					
				Kings Caple	45	18	40%					
				Mordiford	115	60	52%					
St Marys High School	700	196	28%	Hampton Dene	236	47	20%	Lugwardine	174	70	346	
				St Francis Xavier	196	80	41%	St Francis Xavier	196	80		
				Holmer	268	53	20%					
				Broadlands	350	115	33%					
St Michaels Bodenham	105	95	91%	Wellington	140	75	54%					
St Weonards Primary School	53	43	82%	Llangrove	64	40	63%					
				Brampton Abbots	117	45	38%					
				Bridstow	96	40	42%					
Weobley High School	380	219	58%	Canon Pyon	99	35	36%	Canon Pyon	99	35	420	
				Credenhill	160	60	38%	Credenhill	160	60		
				Weobley Primary	160	66	42%	Dilwyn	44	20		
							Staunton on Wye	64	20			
							Weobley Primary	160	66			
Whitecross High School	900	495	55%					Lord Scudamore	538	9	699	
								Stretton Sugwas	103	25		
								Burghill	93	35		
								Brookfield	58	20		
								Trinity	517	50		
								Our Ladys	206	65		

Appendix 3 - Percentage take-up of School Meals and new arrangements

Name of High School	No. of Pupils in School	No. Hot Meals Currently Provided	% Pupils Having School Meal	Current Feeder Schools	No. of Pupils in School	No. Hot Meals Currently Provided	% Pupils Having School Meal	Proposed Feeder Schools	No. of Pupils in School	No. Potential Hot Meals Provided	Total Meals Provided with New Feeder Schools			
Wigmore High School	480	299	55%	Leintwardine	87	60	69%	Leintwardine	87	60	529			
				Wigmore Primary	139	60	44%	Shobdon	48	20				
				Luston	114	30	27%	Kingsland	132	60				
							Luston	114	30					
							Wigmore Primary	139	60					
Wyebridge Sports College	837	175	21%	Madley	164	50	31%	Much Birch	188	28	529			
				St Martins	355	90	26%	St Martins	379	90				
							Riverside primary	428	200					
							Trinity	517	50	10%		Holmer	268	53
												Aconbury Centre	51	40
												Little Dewchurch	53	15
												Blackmarston	47	40
							Marbrook	384	110					

Appendix 3 - Percentage take-up of School Meals and new arrangements

External Providers	No. of Pupils in School	No. Hot Meals Currently Provided	% Pupils Having School Meal	Current Feeder Schools	No. of Pupils in School	No. Hot Meals Currently Provided	% Pupils Having School Meal	Proposed Feeder Schools	No. of Pupils in School	No. Potential Hot Meals Provided	Total Meals Provided with New Feeder Schools
Marcus Lloyd Fish and Chip Shop - Independent Caterer				Garway	73	43	59%				
				Michaelchurch Esc	64	63	98%				
				Longtown	41	30	74%				
				Peterchurch	64	30	47%				
				Ewyas Harold	110	74	68%				
				Clifford	67	50	75%				
Malvern Catering				Colwall	177	75	43%				

HEALTHY SCHOOL MEALS FOR HEREFORDSHIRE

DRAFT POLICY FRAMEWORK

Introduction

1. Recent Government policy has highlighted the importance of school meals in contributing to health and education outcomes. Strategic frameworks, 'Changes for Children: Every Child Matters' and the public health white paper 'Choosing Health', both emphasise the important contribution school meals make to child health and attainment. In addition the new Ofsted school inspection process to commence Autumn 2005 will enable school food provision to be inspected.
2. There is considerable experience reported by Herefordshire schools that pupil's attention and behaviour improves following the introduction of breakfast clubs and better lunches.
3. In parallel with this policy context, school meals provision in Herefordshire is undergoing change in both contractual arrangements with caterers, and in the system of production and delivery.
4. Therefore the time is right to raise the profile of school meal provision in Herefordshire, and to ensure that it is given the necessary emphasis and resources in local strategic processes.
5. The purpose of this document is to create a policy framework of relevant standards, which will ensure schoolchildren in Herefordshire are supplied with wholesome, appetising and nutritionally balanced school meals.

This document is a policy framework not a contract specification but the principles contained in this framework should be expanded and made explicit in any contractual arrangements with caterers.

Aim

The Council strategy aims to ensure that every school meal provided by caterers in Herefordshire, is prepared to a consistently high standard of nutrition, palatability and appearance, and can make a significant contribution to the development and maintenance of healthier eating habits.

Objectives

Within the overall strategy it is proposed:

1. To increase the uptake of school meals in Herefordshire by ensuring standards of nutrition, palatability and appearance are raised where needed and consistently maintained.
2. To ensure every school meal provided is of consistently high quality and produced with a minimum of 80% fresh ingredients.
3. To raise the number of cooked school lunches provided in the county by enabling high schools to increase the number of primary schools they can supply, to achieve universal hot meal provision by 2008.

4. To improve the transport network so that more outlying primary schools are able to offer their children cooked school lunches.
5. To promote the adoption of whole school approaches to food as specified in the Food in Schools Toolkit.
6. To ensure the school meal service can make a positive contribution to local environmental sustainability targets.

Health Issues

Nutritional status has both an immediate and long-term impact on health and well-being. Immediate impacts of poor nutrition on children and adolescents include anaemia, dental caries, obesity and susceptibility to illness. Long term impacts include obesity, hypertension, heart disease, cancer, diabetes and impaired bone health. Furthermore the psychological impact of low self-esteem due to being overweight or obese is considerable.

Nationally 22% of boys and 28% of girls aged 2-15 are classified as overweight or obese. There is no evidence to suggest that Herefordshire children differ, in fact due to low levels of children walking or cycling to school, the incidence of overweight and obesity amongst Herefordshire children is probably greater. Of major concern is that these levels are continuing to rise. If current eating and physical activity habits are maintained, many thousands of children will experience a life of ill health and poor self-image.

Schools alone cannot reverse these eating patterns, but they can be part of the solution rather than part of the problem. In particular for many children the lunch provided at school will be the main meal of the day and will make a significant contribution to childhood nutrition.

In addition there is increasing evidence that inadequate levels of nutrition contribute to poor behaviour and reduced academic performance. Children who enjoy and benefit nutritionally from appetising and wholesome school lunches within the context of a whole school approach to food, are less likely to consume high fat, high sugar, additive rich snack foods with their negative impact on behaviour and learning.

Policy Context

The strategic framework 'Every Child Matters' puts an obligation on all agencies that work with children to promote the health of children. Whilst Herefordshire Council has no direct responsibility to provide school meals, (other than for children entitled to free school meals) it has a clear role to ensure that contractual arrangements encourage and enable healthy eating in county schools, and that the Government target of universal hot meal provision is met by 2008. This is further endorsed in its Corporate Plan, where Herefordshire Council makes a clear commitment to improving the health of children and young people.

Current Position (See Appendix 1)

Within the scheme for Local Management of Schools (LMS), schools are responsible for the provision of school meals with catering companies obliged to maintain kitchens. At present, school meals are provided by a network of caterers operating from 24 production kitchens sited in various schools. Meals are then transported to schools without kitchens. This system provides 12000 meals, 1800 free school meals and 200 sandwich packs daily, out of a total school

population of approximately 24000. Therefore 58% of Herefordshire children are supplied with a meal daily.

Each school governing body negotiates a contract of service provision with its caterer. There is very little emphasis given to nutrition standards, palatability and healthy cooking practices in the current contract specification although any new contracts drawn up will see greater emphasis on healthier cooking principles and a whole school commitment to improving food provision.

Recommendation 1

The Herefordshire LMS scheme should be amended to ensure that the contractual arrangements between school governors and caterers refer to specific nutritional standards, and place unequivocal obligations on the caterer to provide wholesome, palatable and attractively presented meals.

Proposed New System

Given that it is not financially viable to ensure that all 104 schools have high quality kitchens, it is proposed that Herefordshire Council will provide funding and resources to enable high school kitchens to supply their surrounding feeder primary schools with lunches. This will entail the upgrading and improvement of several high school kitchens and the improvement in the method of transportation.

Existing production kitchens in primary schools will be encouraged to be maintained but in terms of refurbishment costs, high schools will receive priority, unless it is more practicable for a primary school kitchen to become one of the major production facilities. A flexible approach to this concept is essential with achievement of the aims and objectives of this policy paramount.

Herefordshire Council proposes to increase the unit cost for free school meal entitlement from £1.25 to £1.35 and will consult on the option of adding a pudding for a unit cost of £1.45.

If healthy cooking practices are to be enabled, for example more cooking from fresh ingredients rather than using processed foods, the time that catering staff are contracted for, must be significantly increased. There may also be an increased ingredient cost but estimates for this vary. This must be specified in the new contractual arrangements and additional funding provided with a recognition of the need for additional training.

There is currently no steering group or management committee which oversees the contracting, production, delivery and presentation of school meals in Herefordshire. If the proposed changes in the system are to be effective, relevant organisations, schools and businesses must work together.

Recommendation 2

A School Meals Steering Group should be established with a mandate and authority to ensure the aim and objectives of this policy are met. The group should include representatives from catering, education, dieticians, local purchasing groups and other appropriate personnel, including service users.

Healthy School Meals for Herefordshire Draft Policy Framework

Summary of Additional Funding Arrangements

The Government has announced its intention to provide additional funding to local authorities and schools from September 2005 in order to further the development of a high quality sustainable school meals service. A condition of this funding is the requirement to reintroduce the provision of universal hot meals by September 2008.

The funds will be distributed by two grants, Targeted School Meals and School Meals.

The Targeted Grant will be given to local authorities to improve the current service in the most appropriate way for example by providing training, supporting additional hours or underpinning expenditure on ingredients. This amounts to approximately £ 90k for Herefordshire for each of the next three years.

The School Meals Grant will be paid to authorities via the Standards Fund in October for distribution direct to schools, with the purpose of ensuring that school meals meet the nutritional standards which will become mandatory in September 2006. It amounts to approximately £1000 for each primary school and £ 1500 for secondary. In addition a small sum will be allocated per pupil.

Further details of these grants will be found in the appendix.

Nutritional Guidelines

The Government is expected to produce new minimum nutritional standards in the Autumn of 2005. These nutrient based standards will become mandatory from September 2006. Current minimum standards are basic and caterers should be expected to produce food that exceeds these standards.

Several organisations have produced guidance to help school caterers provide nutritionally balanced, appetising meals. For example 'Food for Life: The Soil Association School Meals Action pack' is highly regarded and 'Feed me Better' by Jamie Oliver contains many useful menus. At the very least caterers should familiarise themselves with DfEE guidance 'Healthy School Lunches' which contains practical guidance on how to incorporate nutritional standards.

Healthier Cooking Principles

Caterers have a role not only in the production of healthy meals, but in contributing to the broader issues of food in the curriculum and in supporting a whole school approach to food.

The use of fresh ingredients, seasonal menus and where possible locally procured food will contribute to the learning, appreciation and enjoyment of food by school children and hopefully to the inculcation of healthy eating habits.

Recommendation 3

Contractual arrangements with caterers should include a commitment to use fresh ingredients, seasonal bias to menus and where possible, locally produced foodstuffs. A target of 80% fresh or unprocessed ingredients is currently recommended.

Local Procurement of Ingredients

Enabling children to understand the link between growing and cooking is an important component of developing healthy eating habits and learning to appreciate good food. In addition the school meals service has a vital role to play in contributing to the local economy and in encouraging environmentally sustainable food production.

The Bulmer's Foundation is currently working with a group of schools with the aim of improving local supply networks and increasing the availability of food grown using environmentally sustainable methods.

Recommendation 4

Schools should be encouraged to source ingredients from suppliers that contribute to the local economy and meet environmental sustainability targets.

Training

As part of their commitment to improving school lunches, catering companies must ensure that their staff are trained appropriately to enable them to understand and apply principles of healthier cooking. This would lead to an increase in food preparation using fresh or unprocessed ingredients and a decrease in the use of ready-processed foods. This is in addition to basic food hygiene training which is compulsory for all food handlers. When submitting contract tenders, caterers must include staff training and development plans.

Recommendation 5

Herefordshire Council should ensure that contractors initiate processes that enable the training and development of contracted catering staff to be monitored and evaluated, leading to improvement in their ability to cook more healthily.

Kitchen Design and Specification

The design and equipping of kitchen facilities is an important factor in the ability of catering staff to incorporate healthier cooking practices. For example griddles and brat pans are preferable to fryers and surface preparation space should be maximised. In addition the dining room environment is an important factor in encouraging healthier eating. A calm, well organised unhurried lunchtime is more conducive to eating proper nutritionally balanced meals, rather than 'grab and go' fast food.

Recommendation 6

Relevant appropriate specialist advice should be sought when school kitchens are upgraded to ensure healthier cooking practices are enabled. This will require a programmed plan of refurbishments. In addition, the dining room environment should encourage rather than discourage healthier eating habits.

Purchasing Issues

Herefordshire Council is committed to reducing waste, encouraging recycling, reducing the environmental impact of excess food miles and not supporting the use of genetically modified crops. Contractual arrangements should make reference to these important issues, and the *school meal steering group* should provide advice and guidance to caterers on how best to fulfil these commitments.

Monitoring

The effective monitoring of school meal provision is essential to ensure that school meals are produced to a high standard across the county throughout the academic year. It is unacceptable that some children are able to eat healthy nutritious food at one school but not at others.

Recommendation 7

Herefordshire Council must introduce effective monitoring processes to enable schools to be confident that children in their care are able to eat healthy, nutritious, appetising meals, produced with minimal environmental impact. These processes could include direct food sampling and consultation with children and parents.

Conclusion

In order to secure improvements to the school meals service, Herefordshire Council is taking a strategic approach. If the recommendations in this document are put into practice Herefordshire will see great improvements to its school meals service but additional investment will be required. Some improvements to the contractual process have already been initiated, with contractors required to state from where they intend to purchase ingredients and to submit staff training plans but there is a great deal yet to achieve.

School meals represent a great deal more than satisfying hunger at lunchtimes. They are an expression of the commitment of a school to the health and welfare of its children. Schools cannot claim to be healthy if the food that is served does not reinforce messages learnt in the curriculum.

Similarly caterers cannot claim to provide quality food if their meals do not encourage healthy eating and contribute to wider health and education and environmental targets.

Although Herefordshire Council has no direct duty to provide meals in schools (except for children entitled to free school meals), their commitments to improving the health and well-being of children, give it an essential role in ensuring every child is able to access health promoting, rather than health damaging food.

Acknowledgments

To be completed following consultation.

Julian Reeves Health Development Co-ordinator July 2005

Appendix 1: Recommendations

- 1. The Herefordshire LMS scheme should be amended to ensure that the contractual arrangements between school governors and caterers refer to specific nutritional standards, and place unequivocal obligations on the caterer to provide wholesome, palatable and attractively presented meals.**

- 2. A *School Meals Steering Group* should be established with a mandate and authority to ensure the aim and objectives of this policy are met. The group should include representatives from catering, education, dieticians, local purchasing groups and other appropriate personnel, including service users.**

- 3. Contractual arrangements with caterers should include a commitment to use fresh ingredients, seasonal bias to menus and where possible, locally produced foodstuffs. A target of 80% fresh or unprocessed is currently recommended.**

- 4. Schools should be encouraged to source ingredients from suppliers that contribute to the local economy and meet environmental sustainability targets.**

- 5. Herefordshire Council should ensure that contractors initiate processes that enable the training and development of contracted catering staff to be monitored and evaluated, leading to improvement in their ability to cook more healthily.**

- 6. Relevant appropriate specialist advice should be sought when school kitchens are upgraded to ensure healthier cooking practices are enabled. This will require a programmed plan of refurbishments. In addition, the dining room environment should encourage rather than discourage healthier eating habits.**

- 7. Herefordshire Council must introduce effective monitoring processes to enable schools to be confident that children in their care are able to eat healthy, nutritious, appetising meals, produced with minimal environmental impact. These processes could include direct food sampling and consultation with children and parents.**

Appendix 2 Current arrangements for the provision of school meals in Herefordshire

1. The provision of meals in primary and secondary schools is a fully delegated responsibility but special schools are obliged to provide a two-course hot meal.
2. In the case of **pupils entitled to free school meals** in primary and secondary schools, the Council provides either a sandwich pack, or a fixed price (equivalent to the cost of a sandwich pack) contribution in schools that offer their pupils a meals service.
3. Under delegated arrangements, it is for to schools to decide the nature of their school meals service, at a level and cost appropriate to their needs and means. Schools are advised that, if they wish to take up a hot meals service, especially if they are small, they will generally have to subsidise the overall service out of their school budgets.
4. The funding formula provides a school with a “social deprivation” weighting which varies according to the percentage of free school meal entitlements. The higher the percentage of pupils entitled to free school meals, the greater the funding allowance in the formula.
5. Approximately one third of schools have their own production kitchens and a further third have hot meals transported to the school. Catering arrangements vary. All high schools and some larger primary schools are able to offer a cafeteria-style service, using independent or contract caterers. Where a cafeteria service is not possible, schools choose whether to provide pupils with a basic lunch (for example, sandwiches or jacket potatoes), a single standard meal, a two-course standard meal, or a choice from a limited menu. Both the level of service and the charge to parents would be the subject of prior consultation.
6. The DfES Nutritional standards legislation requires schools to make available a meal to a pupil, on a payment basis, if their parents request it. Potentially, this requirement places rural schools not currently operating a meals service in a difficult position. However, since the legislation does not require the meal to be hot, nor the school to subsidise the service, it would normally be possible for the schools catering officer to make an arrangement on behalf of the school. In remote locations the cost may be higher than parents would wish.
7. Schools also differ in the extent to which they are willing to subsidise the arrangement to achieve a desired level of service. Some schools subsidise their arrangements by, for example, paying some premises and equipment costs or for the cost of transporting hot food to the school if they have no kitchen on site. Others are willing to pay their caterer more per meal than they would receive from parents. Many schools provide a higher level of service for pupils entitled to free meals than the basic amount allocated to them for a sandwich lunch.
8. The decision to provide hot meals, the type of service and the level of subsidy are matters that school governors should take into consideration along with the needs of their pupils, the level of parental support and the importance they place on this aspect of their service. It should be noted that the Government are requiring universal hot meal provision by September 2008.
9. The amount delegated to primary and high schools is £225 per year per entitled pupil, which amounts to £1.25 per meal. That for special schools is £270 per year per entitled pupil, equivalent to £1.50 per meal. Additionally, a further sum of £74 per year per non-entitled pupil is delegated to special schools so that all their pupils may have a hot meal.

Healthy School Meals for Herefordshire Draft Policy Framework

10. Where the cost of providing a meal greatly exceeds their delegated budget for example smaller isolated schools without kitchens and no transported meals, the Council can provide sandwich packs. The cost for this service is £31,000 per year.

A school meals service focused on high schools supplying feeder primaries

Comments:

Recommendation 1; New contractual arrangements

Comments:

Recommendation 2; School Meals Steering Group

Comments:

Recommendation 3; Fresh ingredients

Comments:

Recommendation 4; Local sourcing

Comments:

Recommendation 5; Training of kitchen staff

Comments:

Recommendation 6; Kitchen design

Comments;

Recommendation7; Monitoring

Comments:

SCHOOL MEALS

REPORT BY HEAD OF POLICY AND RESOURCES

REPORT TO CABINET MEMBER: COUNCILLOR D RULE

DATE REPORT WILL BE CONSIDERED: 16TH FEBRUARY 2006

PROPOSED DATE OF DECISION: 16TH FEBRUARY 2006

Wards Affected

All wards

Purpose

The Government has made a commitment that there will be universal hot lunch provision for all children by Sept 2008. Cost and practicalities rule out the possibility of every Herefordshire School having a kitchen. Furthermore the introduction of a centralised cook-chill facility would require significant capital expenditure both in initial set up and in creation of a transport system across the county.

It is proposed that Herefordshire's school meal service will be based on each High School, or other appropriate kitchen supplying its feeder primaries with lunches. This will enable existing facilities to be used and keep transport costs to a minimum.

A Draft School Meal Policy is enclosed which explains the proposal in greater detail.

In addition a School Meals Advisory Forum will need to be convened to oversee implementation and ongoing success of the service.

Key Decision

This is a key decision because it is significant in terms of its effect on communities living or working in Herefordshire in an area comprising one or more wards.

Recommendations

THAT

- (a) **the School Meals Policy be approved;**
- (b) **a school meals service based on supplying primary schools from their pyramid high school kitchen or other appropriate production kitchen be developed;**
- (c) **contractual and monitoring arrangements for caterers be improved to ensure consistency, quality and the health promoting nature of school meals;**
- (d) **school catering staff are trained in healthy cooking techniques; and**

Further information on the subject of this report is available from Julian Reeves
on 01432 383163

- (e) **the amount of fresh, unprocessed and locally produced food used in school meals be increased.**

Reasons

To give the majority of children access to healthy, nutritious, appetising school lunches

To contribute to a reduction in levels of childhood obesity in Herefordshire

To ensure schools can provide a whole school approach to food and healthy eating

To increase the contribution that school meals can make to the local economy by encouraging and enabling greater local food sourcing.

Considerations

1. Herefordshire Council will receive a standards fund of approx £90 000 per year for the next three years to improve the school meals service. This fund can be used to provide training for catering staff and to facilitate transport of meals. Consideration will need to be given to arrangements after 2008.
2. The government expects universal hot meal provision by 2008. Processes and procedures must be in place in sufficient time to ensure this target is met.
3. If catering staff are to be encouraged to cook more healthily using a much higher proportion of fresh ingredients, staffing hours and hence costs will increase. Schools will each receive small standards fund grants until 2008 which could contribute to increased costs.

Alternative Options

- 1 Creation of one large centralised cook-chill facility to supply the whole school population. This would require a new production facility and a comprehensive transport system. The creation of such a facility would be a major financial commitment.
- 2 The provision of a fully equipped kitchen in every school. Due to the small size of many of our rural schools, this would be prohibitively expensive.

Risk Management

Additional expenditure will need to be planned for beyond 2008 if the healthy and effective school meals service is to be maintained.

Consultees

Peter Norton Projects Officer Bulmer Foundation
Mo Burns Community Food Worker
Rebecca Stanners Community Dietician Hereford Hospital.
Head teachers of all schools in Herefordshire

Background Papers

Draft schools meal policy document

WRITTEN STATEMENT OF A KEY DECISION CABINET MEMBER (CHILDREN AND YOUNG PEOPLE)

ITEM:	SCHOOL MEALS POLICY
Date of Decision:	16 February 2006
This is a key decision because it is significant in terms of its effect on communities living or working in Herefordshire in an area comprising one or more wards	
A notice was served in accordance with section 15 of the Local Authorities (Executive Arrangements) (Access to Information) Regulation 2000	
Purpose:	<p>The Government has made a commitment that there will be universal hot lunch provision for all children by Sept 2008. Cost and practicalities rule out the possibility of every Herefordshire School having a kitchen. Furthermore the introduction of a centralised cook-chill facility would require significant capital expenditure both in initial set up and in creation of a transport system across the county.</p> <p>It is proposed that Herefordshire's school meal service will be based on each High School, or other appropriate kitchen supplying its feeder primaries with lunches. This will enable existing facilities to be used and keep transport costs to a minimum.</p> <p>A Draft School Meal Policy is enclosed which explains the proposal in greater detail.</p> <p>In addition a School Meals Advisory Forum will need to be convened to oversee implementation and ongoing success of the service.</p>
Decision:	<p>THAT</p> <p>(a) the School Meals Policy be approved;</p> <p>(b) a school meals service based on supplying primary schools from their pyramid high school kitchen or other appropriate production kitchen be developed;</p> <p>(c) contractual and monitoring arrangements for caterers be improved to ensure consistency, quality and the health promoting nature of school meals;</p> <p>(d) school catering staff are trained in healthy cooking techniques; and</p> <p>(e) the amount of fresh, unprocessed and locally produced food used in school meals be increased.</p>
Reasons for the Decision:	To give the majority of children access to healthy, nutritious,

	<p>appetising school lunches</p> <p>To contribute to a reduction in levels of childhood obesity in Herefordshire</p> <p>To ensure schools can provide a whole school approach to food and healthy eating</p> <p>To increase the contribution that school meals can make to the local economy by encouraging and enabling greater local food sourcing.</p>
Options Considered:	<p>1 Creation of one large centralised cook-chill facility to supply the whole school population. This would require a new production facility and a comprehensive transport system. The creation of such a facility would be a major financial commitment.</p> <p>2 The provision of a fully equipped kitchen in every school. Due to the small size of many of our rural schools, this would be prohibitively expensive.</p>
Declaration of Interest:	
Date the key decision is due to take effect:	22 February 2006

COUNCILLOR DW RULE Date: 16 February 2006
CABINET MEMBER (CHILDREN AND YOUNG PEOPLE)

To be completed by officer:	
Date consent received from Chairman of Children's Services Scrutiny Committee:	13 February 2006
Subject to Call-in:	No
If yes was the decision modified?	
If yes Cabinet Member (.....) decision reference:	
Date original decision took effect:	22 February 2006

REVENUE BUDGET MONITORING REPORT 2007/08**Report By: Finance Manager****Wards Affected**

Countywide

Purpose

1. To report on the revenue budget's financial position for Children & Young People's Directorate as at the end of December 2007 and to provide projections to the end of the financial year.

Financial Implications

2. As set out in the report

Background

The Children & Young People's Scrutiny Committee receives regular budget monitoring reports with the last one covering the first six months of the financial year. The position presented to the meeting on 5th October projected a £774k overspend.

Overall Position

3. The position as of the end of December is a projected overspend of £475k. This compares with a projected overspend of £703k reported in the November Integrated Performance Report. The reduction reflects an assessment of expenditure to be funded by the Invest to Save/Spend to Mitigate budget for Children's Services. For 2007/08 this budget is held centrally until relevant expenditure has been incurred that can be funded from this source. Agreement has been reached with the Head of Financial Services that this can now be released.
4. The overall position is likely to further improve as the directorate will make a claim against the £1.3m central contingency for social care pressure. This contingency is part of the agreed budget management strategy as outlined in the Medium Term Financial Management Strategy.

Children's Services

5. As indicated in the previous report the major budget pressure within the directorate is against the Children's Services budget covering areas such as external placements.
6. The Safeguarding and Assessment budgets are projected to overspend by £615,000 in total largely due to the full year effect of the increase in the number of external agency placements (projected outturn £707,000) and increased fostering placements (projected outturn £256,000).

Further information on the subject of this report is available from Malcolm Green, Finance Manager

Telephone Number 01432 260818

7. Analysis of the number of placements shows a rise from 24 in April 2006 to 33 in December 2007. Similarly fostering placements have risen from 102 in April 2007 to 114 at the end of November 2007. The Council has a statutory responsibility to meet the needs of individual children if such placements are suitable. These placements can be expensive and typically each one costs in excess of £150,000 p.a. This is a key pressure for 2008/09 financial year and unless placements can be reduced there will be a continuing cost pressure.
8. The Council is required to meet any redundancy costs arising within schools. The position won't be known until February/March 2008 when schools consider their detailed budget plans. The key pressure in this area is falling rolls and this budget was overspent by £285,000 last financial year.
9. School Transport route reviews continue to deliver welcome savings and this year savings of £254,000 are projected. One off savings of £229,000 largely due to the one-off windfall arising from the transfer from Standards Fund academic year funding to financial year funding in the LAA.

Central spending within Dedicated Schools Grant (DSG)

10. Dedicated Schools Grant is expected to under spend in total by £244,000. This comprises an additional £416,000 extra grant
11. However, there is a projected overspend of £498,000 on Nursery Education Funding to private, voluntary and independent providers arising from an additional week payment in this financial year and a temporary rise in the numbers.
12. Special Needs Banded Funding is projected to overspend by £192k due to higher numbers of allocations at funding panel. This is offset by savings on fees to Independent Schools for SEN placements due to leavers and delayed new placements.
13. Legislation means the Dedicated Schools Grant is ringfenced and must be spent on schools and specific services to schools. Any under or over spend will be carried forward. The Schools Forum is planning that the underspend will be used to support next year's school budgets.

RECOMMENDATION

THAT Committee notes and comments on the projected 2007/08 financial outturn for Children's and Young People.

Background Papers

- None

APPENDIX 1

Children & Young People's Directorate Revenue Budget Monitoring Report – as at December 2007

	2007/08 BUDGET £'000	2007/08 ACTUAL £'000	2007/08 PROJECTION £'000	2007/08 VARIANCE £'000	NOTES
A. Dedicated Schools Grant (DSG)					
Grant Income from DfES	-82,119	-62,949	-82,535	416	DSG income more than expected
Primary Schools	35,953	35,836	35,853	0	
High Schools	36,766	36,811	36,766	0	
Special schools	3,112	3,172	3,112	0	
School Related Expenditure	404	42	396	8	
Less LSC income	-2,613	-2,017	-2,613	0	
Less owing to Bank Account Schools	0	-5,046	0	0	
Central spending within DSG					
Special Needs Banded Funding	850	888	1,042	(192)	Higher numbers of allocations at Banding Panel
Special Needs Support Services/Inclusion	1,517	1,164	1,515	2	
Fees to Independent Schools for SEN placements	1,319	402	975	344	Fewer children than expected due to leavers and delayed new placements
Pupil Referral Units	852	859	859	(7)	
Nursery Education Funding	2,407	1,914	2,905	(498)	Extra week in Financial year and increase in numbers
Other Early Years	500	322	482	18	
Miscellaneous	1,052	899	900	153	
Music	0	193	0	0	
Schools absence fund c/fwd	44	-186	44	0	C/fwd from 07/08
Dedicated Schools Grant Total	44	12,304	-200	244	
B. Children's Budget					
External Agency Placements	1,749	1,649	2,456	(707)	Full year costs of new unfunded placements started during 2006/07
Fostering	2,231	1,865	2,487	(256)	Extra placements in year
Social Work	3,631	2,716	3,349	282	Includes spend to save income of £300k
Assessment & Family Support	1,841	1,151	1,775	66	

Children with Disabilities	1,067	1,116	1,185	(118)	Increase in direct payments and increase in JAM contribution.
Strategic Management	599	552	751	(152)	
School Improvement	997	544	1,004	(7)	
Transport	5,207	3,181	4,953	254	Savings from route reviews
Asset Management	859	209	731	128	
Severance costs and former staff pension liabilities	446	212	746	(300)	Estimated severance cost from continued falling rolls
Central Recharges	-264	-247	-115	(109)	
Finance General	1,493	516	1,264	229	Includes contingency, Standards Fund windfall and Awards
Youth Offending Team	315	238	315	0	
SEN – Integrated Services	915	648	911	4	
Youth Service	1,076	676	1,050	26	
IS - Management Costs	138	133	176	(38)	
Early Years	407	298	413	(6)	
Other	90	74	-140	230	
Children's Total	22,797	15,531	23,272	(475)	

CAPITAL BUDGET MONITORING REPORT 2007/08**Report By: Finance Manager****Wards Affected**

Countywide

Purpose

1. To report on the capital budget's financial position for Children & Young People's Directorate.

Financial Implications

2. As set out in the report.

Background

3. The Children & Young People's Directorate has an extensive capital programme.

Summary Position

4. The Capital Programme Budget Monitoring Summary position is set out in the table below. Full details of all the expenditure on all Children & Young People's projects are listed in the Appendix.

	£ '000
Capital Budget Reported as at 5 th October 2007	11,983
Capital Budget Decreases	
Hereford City North Children's Centre – re-profiling	(500)
Capital Budget Increases	
Minster College replacement – re-profiling	766
Other Budget Revisions (each less than £250,000)	(14)
Revised Capital Budget 2007/08	12,235

5. This revised figure of just over £12m is fully resourced from a combination of DCSF grant, borrowing approvals support as part of the Council's capital programme, capital receipts and S106 monies.

Significant Schemes

6. The following table outlines the schemes likely to spend more than £500k in 2007/08.

Scheme	Whole Scheme Cost £'000	Funded by	Current 2007-08 expenditure forecast £'000	Actual spend to 30-11-07	Comments
Sutton Primary Replacement School	2,811	Grant, Parish Council & capital receipts	2,144	914	Scheme running six weeks behind schedule however no funding issues reported to date
Riverside Amalgamation	9,005	Grant & capital receipts	4,540	2,004	Scheme in progress, should complete ahead of schedule
Minster School Replacement	20,086	Grant	866	33	Out to tender in December 2007
Condition property works	n/a	SCE®	900	623	Annual programme of works

7. The Minster College replacement was sent out to tender on 14th December 2007 and a revised cash flow of £866,000 has been given to the DCSF. This is expected to be spent in this financial year. The scheme is 100% grant funded by the DCSF and there are no financial implications arising from this change.
8. Hereford City Children's Centre budget is funded by capital grant and must be used to provide a total of five children's centres before 31st March 2008. As this project will not be completed within this financial year the budget has been reduced with the balance to be spent in 2008/09. The expenditure on the Children's Centre is within the DCSF capital grant.
9. Not included above are devolved formula capital grants of £2,898,000 which have been allocated to individual schools on a formula basis. The monitoring of this capital expenditure will fall within future rounds of capital monitoring.

Other Budget Changes

10. Other budget revisions total £14,403 and are made up of budget changes as follows:

Academy – Wyebridge replacement school	£100,000	Approval has been given and this has become part of the Council's Capital Programme
Kington Youth Centre	£107,000	Creation of a Youth Centre in Kington – falls under capital scheme
Golden Valley Children's Centre	-£235,883	This project will not be completed within this financial year and the budget has been reduced with spend expected to continue into 2008/09
Minor budget revisions	£14,480	Small adjustments for 7 other schemes

RECOMMENDATION

THAT Committee notes and comments on the 2007/08 capital programme's financial position.

BACKGROUND PAPERS

- None identified.

Scheme	Original Budget	Revised Forecast	Spend to date
	30/09/07	30/11/07	
	£	£	£
John Masefield - kitchen refurb	196,129	196,129	124,325
Ledbury Primary - Extension	759	759	3,058
Site Acquisition - Cradley	55,000	75,000	106
Trinity PS - S106	46,879	46,879	0
John Kyrle High - Kitchen refurb	146,178	146,178	192,514
John Kyrle High (s106)	0	11,514	0
Aylestone High - Kitchen refurb	166,044	166,044	192,082
Kingstone High - Sports Hall	32,000	32,000	22,634
Walford Primary	265	265	265
Temporary Classrooms	100,000	100,000	90,362
Queen Elizabeth - refurbishment S106	16,000	16,000	688
Fairfield High School	102	102	11,322
Wigmore (S106)	-	0	58
Leominster Infants (S106)	80,000	40,000	3,217
Kingstone & Thruuxton Primary - S106	24,000	24,000	-
Michaelchurch Escley Primary	0	2,362	2,362
Weobley High - Sports Hall	165,000	165,000	99,296
Whitecross High - upgrade playing field	25,000	25,000	23,251
Kington Primary - Rebuilding	62,343	62,343	52,057
Withington (S106)	24,511	24,511	
Minster School - Replacement	100,000	866,000	33,160
E Learning Credits	191,720	191,720	
Sutton Primary replac'T School	2,144,376	2,144,376	913,611
Feasibility Work	50,000	50,000	39,062
Little Dewchurch Primary - Upgrade Playing Field	30,000	30,000	22,060
Hope Sure Start - New Centre	12,505	12,505	12,505
Riverside Junior & Infants Amalgamation	4,539,540	4,539,540	2,003,526
Academy-Wyebridge Replacement School		100,000	16,318
Improving Management Information	25,000	25,000	2,870
ICT Mobile Technology for Social Workers	29,739	29,739	18,490
School Building Improvements	84,022	84,022	22,424
Nds Condition Property - Nds Condition 2001/2	900,000	900,000	625,951
Individual Pupil Needs	263,000	263,000	96,582
Intergrated Childrens system	21,462	21,462	
Total Education Capital	9,531,574	10,391,450	4,624,157

Bosbury	10,000	10,000	
Kington Youth Centre	0	107,000	804
Ross Childrens Centre	168,022	168,022	129,999
Ledbury Childrens Centre	447,136	447,136	331,527
Hereford City North (Widemarsh Workhop)	975,000	475,000	12,119
Golden Valley - Peterchurch	490,883	255,000	9,611
Kingstone Mobile Family Centre	0	30,000	30,381
Bromyard Mini Sure Start	0	600	559
Hunderton/Hollybush Childrens Centre	100,000	100,000	
Cradley	10,000		
Total Children's Centre & Extended Schools Capital	2,201,041	1,592,758	515,000

LPSA2 - Health	114,500	114,500	114,500
LPSA2 - GCSE	9,304	9,304	0
LPSA2 - school attendance	54,297	54,297	35,573

Scheme	Original Budget	Revised Forecast	Spend to date
	30/09/07 £	30/11/07 £	£
LPSA2 - NEET	72,491	72,491	14,108
Total LPSA Capital	250,592	250,592	213,863
TOTAL CAPITAL	11,983,207	12,234,800	5,353,020
Devolved Formula Capital	2,897,893	2,897,893	3,155,090

PERFORMANCE DIGEST – QUARTER 2 – 2007/2008**Report By: Director of Children's Services****Wards Affected**

County-wide

Purpose

1. To present the Quarter 2 Performance Digest for Children's Service (July – September 2007) and to highlight key areas arising from the performance for the second quarter.

Financial Implications

2. Remedial action in respect of the directorate's performance may require reallocation of resources within existing budgets.

Background

3. The Performance Digest is produced quarterly and is the mechanism for monitoring key performance indicators, both for the Children and Young People's Directorate and the wider Children's Trust.

Considerations

4. The Performance Digest for Quarter 2 of 2007/2008 is enclosed for Members with this agenda, for consideration. Copies are available on request. The Digest is set out under the five outcomes of *Every Child Matters*, and service management, and includes a headline page for each outcome. Data, including comparative data, is set out in a graphical form for the Performance Assessment Framework (PAF) indicators and Best Value Performance Indicators. The Quarter 3 Performance Digest is currently being produced and any updates on performance will be reported to the Committee at its meeting.
5. In summary, key areas in each of the outcome areas, to which the Committee's attention should be drawn, are set out below:

Be Healthy

The *number of schools achieving the Healthy Schools Standard* (page 9 of 63) remains on target to be achieved. The target in this financial year is 78 and at the end of the second quarter, 70 schools had achieved the standard. Proxy indicators for the areas taken from the Teenage Lifestyle Survey have now been identified and the perceptions of young people will be surveyed as part of the next Youth Survey in 2009. 100% of young offenders had received *substance misuse assessments and interventions* in line with the annual target (page 10 of 63).

Staying Safe

The rate of *referrals of children in need per 10,000 population aged under 18* (page 17 of 63) continues to decrease and shows signs of stabilising. The rate continues to be

monitored closely by the Herefordshire Safeguarding Children Board and the Directorate Management Team. The number of referrals has had an impact on the *percentage of initial assessments completed within 7 working days* (page 19 of 63). There is pressure on performance in this area because of the increased workload and insufficient numbers of suitably qualified and experienced social workers. Robust monitoring and risk management is carried out by the team managers and health colleagues and performance during the three months Quarter 3 shows sustained improvement. The *percentage of core assessments completed within 35 days of commencement* (page 20 of 63) improved again in Quarter 2 to 78% and the *percentage of child protection reviews on time* (page 23 of 63) remains at 100%, placing Herefordshire in the highest performance band.

Enjoy and Achieve

Overall, the unvalidated 2007 exam results (pages 33-38 of 63) show improvement on previous years' outturns although a number of the high aspirational targets set by the Department for Children, Schools and Families have not been achieved. Improved Key Stage 2 results reflect the focus of the school improvement work over the previous year. There is continuing good performance in relation to the *provision of statements of Special Educational Needs* (page 39 of 63) with performance remaining at 100%.

Make a Positive Contribution

In the 2007 Youth Survey, 31% of young people feel that the council does enough to give them the opportunity to influence decisions. This is 11.8% more than the 2005 baseline and exceeds the 2008 target by 3%. The *percentage of looked after children who communicated their views in reviews* (page 46 of 58) continues to show good performance with Herefordshire ahead of its statistical neighbours and in the top performance band.

Achieve Economic Wellbeing

A range of initiatives are underway to ensure that young people, particularly in vulnerable groups, remain in education, employment or training. Full year's data will be available at Quarter 3 and the Committee will be updated accordingly at the meeting. The number of families housed in bed and breakfast accommodation has increased with a high level of homeless presentations in Quarter 2. The year end target will not be met.

Service Management

The bulk of the indicators in this outcome area relate to finance and expenditure on looked after children, in particular, is increasing as a result of the rising number of children in residential and agency placements (pages 54 and 56 of 63). The outcome of the social worker recruitment strategy is starting to show positive impacts (page 57 of 58).

RECOMMENDATION

THAT the Committee assess the levels of performance achieved in Quarter 2 of 2007/2008 and consider if further reports and/or action is judged to be necessary.

BACKGROUND PAPERS

- None identified

Children & Young People

Performance Digest

2007-2008

Quarter 2

Outturn data to 30th September 2007 (Academic data is for 2006/07)



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Introduction

Welcome to the second quarter much improved Performance Digest for 2007/2008!

The Digest is the key mechanism for monitoring all the indicators against which we are required to report for Government, Corporate and local requirements. It now includes all the indicators from the Children and Young People's Delivery Plan, thus becoming a key document for the Children's Trust.

The information relating to all the Performance Assessment Framework (PAF) and many Best Value indicators is shown in graphical form. Although there has been a significant increase in the number displayed graphically this quarter, it has still not been possible to achieve this for all indicators due to lack of historical data. These other indicators are included in a tabular form, under the relevant outcome.

Where available, comparator data for England and statistical neighbours is included for all the indicators, as well as previous outturn data for at least 2005/2006 and 2006/2007. In addition, the PAF indicators include the bands and thresholds.

All the indicators have been given a RAG rating based on previous years' trend, comparative data and anticipated performance in the current year.

Symbols have been used to illustrate the RAG rating, which will hopefully help in terms of black and white printing:

- Green is represented by a green star and means on target/met target
- Amber is represented by an amber circle and means some progress or not possible to determine a trend because data not available
- Red is represented by a red triangle and means not on target

For each indicator, an analysis/progress statement has been provided by the responsible officer.

For each outcome area, there is a summary page showing the number of indicators flagged green, amber or red, together with headline comments for the outcome.

The 'Supporting Statistics' pages display additional information for some of the outcome areas.

N/A indicates that the data item is not applicable to the Authority at present, but may be in the future e.g. indicators derived from the Child In Need Census which will be taken in 2008/09. Where data is available, but unavailable for this quarter, it is indicated by 'No Data'.

As ever, I am very open to suggestions and feedback on how we can improve the Digest. It is a key document for you and therefore, it needs to meet your needs. Please get in touch and let me know. I'm based in Blackfriars (room 15D), extension 0801.

Hilary Hall
Improvement Manager
October 2007

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Bands & Key thresholds for 2006-07 - Children's services (Banding for 2007-08 unavailable at present)

* Please note - comparator data relates to 2005/6 new statistical neighbour group. Please see Supporting stats for list in full.

Changes	low				high					
	●	●●	●●●	●●●●	●●●●●	●●●●●●	●●●●●●●	●●●●●●●●		
CF/A1	Stability of Placements	-	-	-	-	-	-	-	16.01<20	20<=100
CF/A2	Educational qualifications of CLA	0<25	25<45	45<50	50<70	70<=100	-	-	-	-
CF/A3	Re-registrations on the CPR	0<3	3<6	6<8	8<10	10<15	15<17.21	17.21<20	20<24	24<=100
Revised 2004-05	Employment, education and training for care leavers	0<0.4	0.4<0.5	0.5<0.6	-	0.6 +	-	-	-	-
New for 2006-07 **	CAMHS services	4.5	6-8	9-11	12-14	15,16	-	-	-	-
CF/B7	CLA - foster/placed for adoption	0<55	55<70	70<80	80<85	85<90	90<95	-	95<=100	-
CF/C18	Final warnings/reprimands and convictions of CLA	-	0<1	1<3	-	-	-	-	3+	-
CF/C19	Health of children looked after	0<50	50<60	60<70	70<80	80<=100	-	-	-	-
CF/C20	Reviews of child protection cases	0<92.5	92.5<95	95<97.5	97.5<100	100	-	-	-	-
CF/C21	Duration on the CPR	-	-	-	-	-	0<10	10<15	15<20	20<=100
CF/C23	Adoptions of children looked after	0<3	3<6	6<7	7<8	8<25	-	-	25<=100	-
CF/C24	Children looked after absent from school	-	-	-	-	0<5	5<10	10<15	15<20	20<=100
CF/D35	Long term stability of CLA	0<40	40<50	50<60	60<70	70<80	-	-	80<=100	-
CF/E44	Relative spend on family support	-	0<27	27<32	32<43	-	-	43<48	48<=100	-
CF/C63	Participation in reviews	0<70	70<80	80<90	90<95	95<=100	-	-	-	-
CF/C64	Timing of core assessments	0<60	60<70	70<75	75<80	80<=100	-	-	-	-
CF/B8	Cost of services for children looked after	0	£0<£394	£394<£423	£423<£564	-	-	£564<£630	>=£630	-
MR/D74	Practice learning	-	(>0)<5	5<11	11<17	17+	-	-	-	-
New for 2006-07	Timeliness of reviews for LAC	0<80	80<85	85<90	90<95	95<=100	-	-	-	-
CF/C69	Distance from home	-	-	-	-	-	-	-	-	-

PAF Banding



Notes

The thresholds as set out above mean, for example, that for CF/A2 a value of 50% or more and less than 70% will be paid in band 4.

** Subject to assessment for 2005-06 data and reduction of 1 band if council scores only 1 on any of the 4 components in January 2007 (assuming they are not in the bottom band already).

Unit costs (for CF/B8) are calculated separately - see PAF 2004-05 volume p210 (CSCI, December 2005).

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Supporting Statistics for Herefordshire 2003-2005

Hereford population - under 18 - Office for National Statistics.	Total of under 18	Total Population	% of total who are under 18
Mid year 2003 population figures	37,859	176,912	21%
Mid year 2004 population figures	37,441	177,756	21%
Estimated resident population mid-2005	37,215	178,763	21%

Number of persons aged 10 and under 18 cautioned or convicted of all offences as a proportion of the population within the age group, West Mercia region.	Persons cautioned	Persons convicted	Persons convicted or cautioned	Population aged 10-17, mid 2004	Persons convicted or cautioned as a proportion of the population (%)
					4749
2004	3202			124,387	4%
2005		2020		124,361	4.20%

Office for National Statistics Labour force data for ages 18-24 in Hereford.	In Employment, Education or training (EET)	Total	% in Employment, Education or training (EET)
			87%
2003	10,442	11,968	87%
2004	7751	8863	87%
2005	9074	11,369	79%

Statistical Neighbours for Herefordshire:

Somerset	Norfolk
Wiltshire	Suffolk
Dorset	Cornwall
Gloucestershire	Shropshire
East Sussex	Devon

Summary - Being Healthy

Number of indicator outcomes recorded:

19

Direction of Travel Results:

Number Green



4

Number Amber



13

Number Red



2

Number N/A

0

The RAG rating used is based on the following:

Green – on target/met target

Amber – some progress/data not yet available
so not possible to determine trend

Red – not on target

NB: Direction of travel is based on previous years' performance trends and anticipated performance for 2007/08.

Summary

1. The number of schools achieving the Healthy Schools standard continues to show sustained good performance. 70% of schools have achieved the status, against a year end target of 78
2. Although quarter 2 data is not yet available, it is anticipated that 100% of young offenders will receive substance misuse assessments and interventions.
3. Indicators and targets remain to be determined for the Teenage Lifestyle Survey data, although specific activities are underway in each of these areas.

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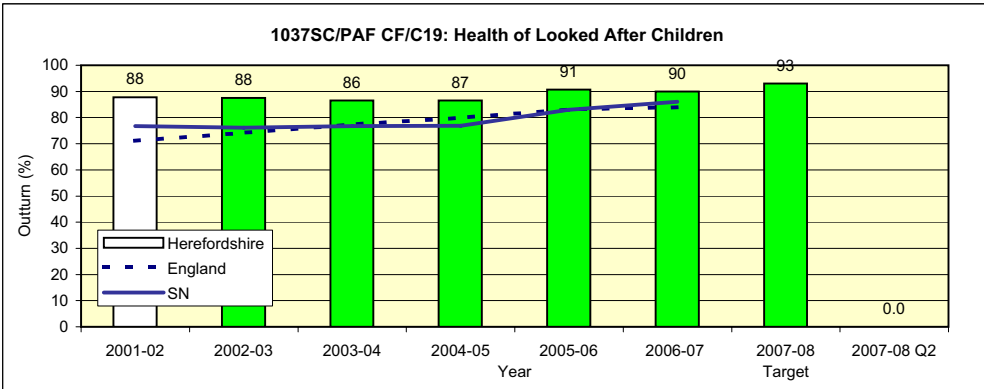
Being Healthy

Looked after children and care leavers data

1037SC/PAF CF/C19: Health of Looked After Children -

The average percentage of children who had been looked after for 12 months, who had had a dental check, and those who had had an annual health assessment

No Data
(See Bands and Thresholds for details of all PAF Bandings)



Q2

Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire	88	88	86	87	91	90	93	No Data
England	71	74	77	80	83	84		
SN	77	76	77	77	83	86		

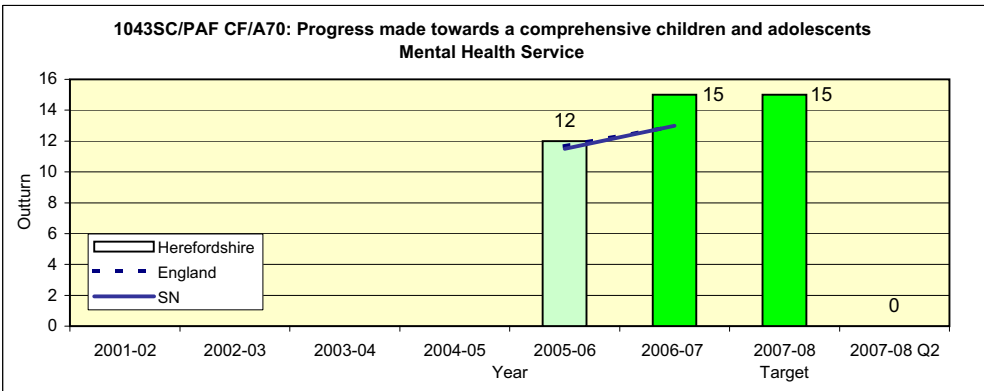
Analysis:

This is a priority for Herefordshire children and with the appointment of the LAC Nurse this will ensure an up-turn in performance.

Mental Health & Substance Misuse Data

1043SC/PAF CF/A70: Progress made towards a comprehensive children and adolescents Mental Health Service

No Data
(See Bands and Thresholds for details of all PAF Bandings)



Q2

Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire					12	15	15	No Data
England					12	13		
SN					12	13		





Analysis:

Progress towards a comprehensive CAMHS is based on a self-assessment against 4 elements, each element is scored on a scale 1 to 4 (where 4 is best). This self-assessment is undertaken at the end of the financial year and data will be available in March 2008. A comprehensive CAMHS strategy is in place and is subject to review currently. Additional outreach worker posts are being recruited.

Be Healthy - Other Pls

Indicator name and reference codes	05/06 Outturn	National comparator data Av. 05/06	Statistical neighbour data 05/06	06/07 Outturn	07/08 Target	Quarter 2 07/08 Outturn	Quarter 2 Analysis/P progress	RAG v Previous Outturn
1047SC/BVPI 197/HCS85: Percentage change in number of conceptions amongst 15-17 year olds	1.4%	0%	0%	-15.7%	-19%	No Data	Our rating has moved from a red to an amber/green, but the target is unlikely to be met because we began at a very low baseline, and still have one of the lowest rates in the West Midlands. Progress is monitored in identified hotspots, with the usual caution around small numbers. However, South Wye remains of concern and a number of initiatives are in place there, including the Info zone at the High school which has an evolved 4 us clinic. Overall, a county-wide action plan is nearing completion to be ratified by the Sexual Wellbeing and Health Network (SWAHN) in November.	●
CYP-BH10a: Number of Common Assessment Framework (CAF) assessments completed	N/A	N/A	N/A	N/A	N/A	No Data	This data cannot currently be collected centrally. Data for last year 2006/7 was supplied by an independent review process. An in-house review process will collate data for 2007/8. Consultation is underway with the Pilot Group to see if data collection and the collation of CAFs can be moved to a central point by Jan 08 to coincide with the wider CAF rollout. At present CAF data is held locally in the pilot at Key worker Provider Level (i.e. Nursery/School/ Private EY Provider)	●
CYP-BH16: Number of Children aged 0-15 killed or seriously injured in road traffic accidents	13			13	15	10	This data is collected on a calendar year basis (January - December) and the quarter 2 outturn figure actually covers the period 1st January - 31st August (the latest available data). It is anticipated that KSIs will be at, or below, target, but small numbers mean that a single accident could cause the target to be exceeded.	★
HCS 20: Percentage of babies who are breast fed at 6 weeks in the county.	TBA			40%	43%	No Data	Quarter 1 outturn 33.6%. Quarter 2 Data for this indicator is available 6 weeks after quarter end	●
HCS 21b: Percentage of babies born to South Wye mothers who are breast-fed.	41.2%			34%	40%	No Data	Quarter 1 outturn 33.33%. Quarter 2 Data for this indicator is available 6 weeks after quarter end	●
HCS 21a: % of babies born to teenage mothers who are breastfeeding at 6 weeks.	12.9%			13%	30%	No Data	Quarter 1 outturn 15.62%. Quarter 2 Data for this indicator is available 6 weeks after quarter end	●
HCS 22a: Measure of Healthy Lifestyles for 11-15 yr olds: Smoking Rates.	N/A			N/A		No Data	Waiting for an update from PCT	▲

HCS 22c: Measure of Healthy Lifestyles for 11-15 yr olds: Eating 5 a day.	N/A			N/A	No Data	Food in schools has a high priority and a schools Food Steering Group is chaired by the PCT, bringing together school food providers, schools colleagues and Healthy Schools to promote best practice and the implementation of the new food standards. This is a priority area for our successful Healthy Schools team	●
HCS 22d: Improve measures of Healthy lifestyles for teenagers. Obesity	N/A			N/A	No Data	High participation rate in weighing and measuring session last year (second highest participation rate in the West Midlands). Obesity rates comparable nationally. Actions underway: PCT employs a part-time community food worker who works closely with children's centres to promote healthy eating and encourage practical cookery skills; PCT employs health improvement manager on obesity; Food in schools has a high priority and a schools Food Steering Group is chaired by the PCT, bringing together school food providers, schools colleagues and Healthy Schools to promote best practice and the implementation of the new food standards. This is a priority area for our successful Healthy Schools team	●
HCS 22e: Measure of Healthy Lifestyles for 11-15 yr olds: Alcohol Consumption.	N/A			N/A	No Data	Actions underway: Implement recommendations of HFA review from June 2007. Local needs analysis commissioned and used to inform future commissioning. Ongoing appropriate marketing to all schools, colleges, Pupil Referral Centres, Special Schools and Social Service establishments to provide up to date information on Zig Zag Services. Ongoing activities with therapeutic counselling opportunities via Info Zone @ Wyebridge School - funded until September 2007. Ongoing support to appropriate schools based education programmes including Crucial Crew and 'Out of it' theatre in education	●
HCS 22f: Measure of Healthy Lifestyles for 11-15 yr olds: Drug use.	N/A			N/A	No Data	Actions underway: Implement recommendations of HFA review from June 2007. Local needs analysis commissioned and used to inform future commissioning. Ongoing appropriate marketing to all schools, colleges, Pupil Referral Centres, Special Schools and Social Service establishments to provide up to date information on Zig Zag Services. Ongoing activities with therapeutic counselling opportunities via Info Zone @ Wyebridge School - funded until September 2007. Ongoing support to appropriate schools based education programmes including Crucial Crew and 'Out of it' theatre in education	●
HCS 22g: Measure of Healthy Lifestyles for 11-15 yr olds: Scores for mental health.	N/A			N/A	No Data	A comprehensive CAMHS strategy is in place and is subject to review currently. Additional outreach worker posts are being recruited.	●
HCS 24: Increase the number of schools achieving the Healthy Schools Standard from the 2005 base.	53			70	78	70	★

HCS 23: Reduce rate of sexually transmitted infections.	N/A				N/A	271	No Data	Waiting for an update from PCT	
1042YJ: Substance misuse: The proportion of young offenders receiving substance misuse assessments and interventions.	97%	87%	96%	100%	100%	100%	No Data	Quarter 1 outturn 100%. Quarter 2 outturn will not be available until early November although it looks likely that 100% will be achieved	
1040NT: Proportion of those in substance misuse treatment who are aged less than 18				24%	?	No Data	No Data	Quarter 1 outturn 12% - Awaiting September data to be available on NDTMS	
1041YJ: The referral of juveniles manifesting mental health difficulties to Child and Adolescent Mental Health Services	90%	91%	94%	91.2%	100%	No Data	No Data	Quarter 1 data 100%. Quarter 2 data available six weeks after quarter end	

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Summary - Staying Safe

Number of indicator outcomes recorded:

38

Direction of Travel Results:

Number Green



15

Number Amber



17

Number Red



5

Number N/A

1

The RAG rating used is based on the following:

Green – on target/met target

Amber – some progress/data not yet available
so not possible to determine trend

Red – not on target

NB: Direction of travel is based on previous years' performance trends and anticipated performance for 2007/08.

Summary

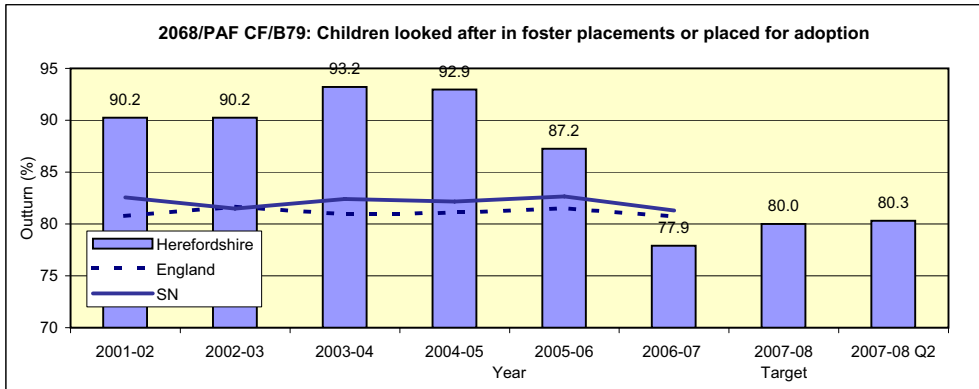
1. There continues to be sustained good performance in relation to the timeliness of reviews of looked after children, the stability of placements of looked after children, and the allocation of qualified social workers.
2. The timeliness of completing initial assessments continues to be an area of concern, although performance in relation to the timeliness of core assessments is improving. Deloitte have been commissioned to undertake an audit of processes and make recommendations. This will have implications for other Stay Safe indicators.
3. The recruitment strategy for social workers is showing good results. Quarter 2 data shows 48.8 qualified social workers in post against a year end target of 53. 4.31 Full Time Equivalent (FTE) posts are currently covered by agency staff.

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Staying Safe

Looked after children and care leavers data

2068/PAF CF/B79: Children looked after in foster placements or placed for adoption -
Of the children aged at least 10 and under 16 looked after at period end (excluding those placed with parents) the percentage who were in foster placements or placed for adoption



Q2



Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire	90.2	90.2	93.2	92.9	87.2	77.9	80.0	80.3
England	80.8	81.7	80.9	81.1	81.5	80.7		
SN	82.6	81.5	82.4	82.2	82.7	81.3		

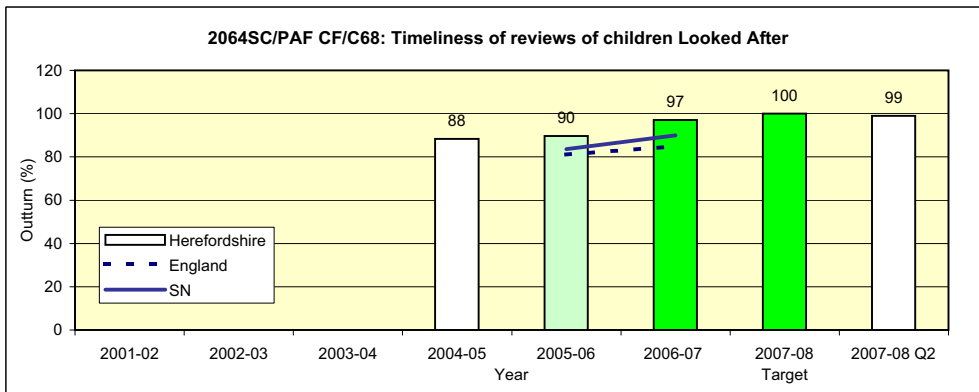
Analysis:

Continued good performance

2064SC/PAF CF/C68: Timeliness of reviews of children Looked After -
The percentage of children looked after cases which should have been reviewed during the year that were reviewed during the year.



(See Bands and Thresholds for details of all PAF Bandings)



Q2



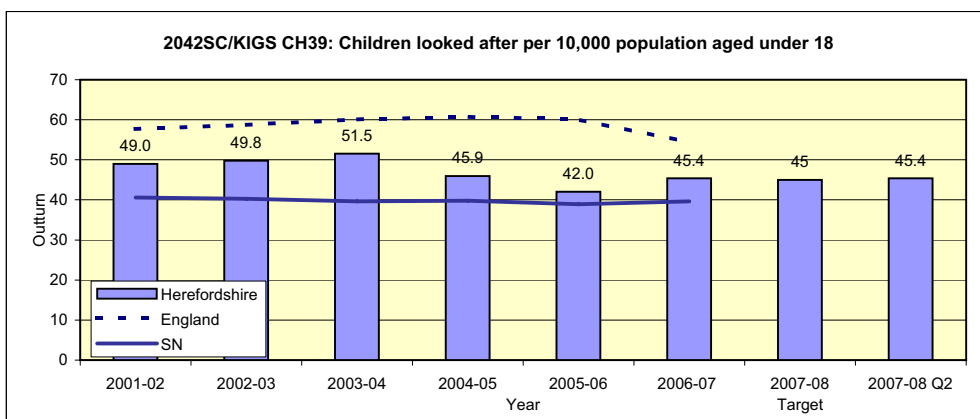
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire				88	90	97	100	99
England					81	85		
SN					84	90		

Analysis:

We continue to have a "5 blob" rating which is the highest category possible. The direction of travel is to increase the current statistical performance through current monitoring by the Independent Reviewing Officers and the auditing system that is in place within the Planning Audit & Review Team.

Staying Safe

2042SC/KIGS CH39: Children looked after per 10,000 population aged under 18



Q2



Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire	49.0	49.8	51.5	45.9	42.0	45.4	45	45.4
England	57.7	58.7	60.1	60.7	60.1	54.3		
SN	40.6	40.3	39.6	39.8	38.9	39.6		

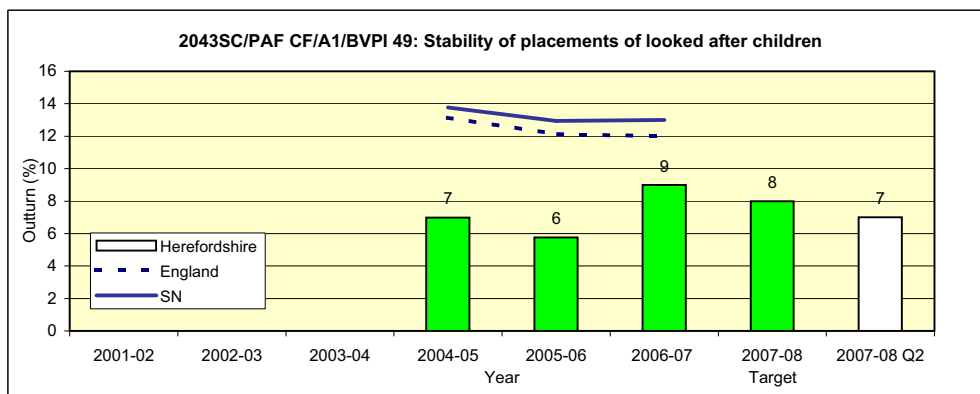
Analysis:

Upward pressure on LAC number is a concern.

2043SC/PAF CF/A1/BVPI 49: Stability of placements of looked after children -

The percentage of children looked after at period end with three or more placements during the preceding 12 months

●●●●●
(See Bands and Thresholds for details of all PAF Bandings)



Q2



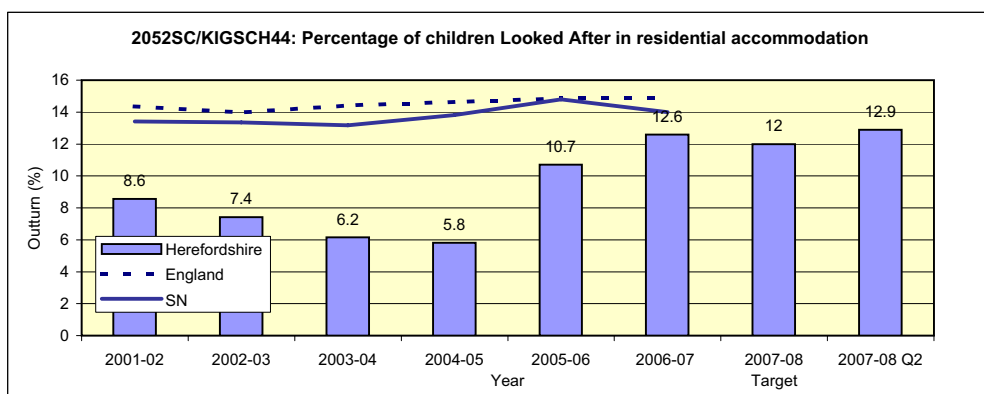
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire				7	6	9	8	7
England				13	12	12		
SN				14	13	13		

Analysis:

This is monitored through the LAC Reviews to ensure that children's placements continue to meet their needs.

Staying Safe

2052SC/KIGSCH44: Percentage of children Looked After in residential accommodation



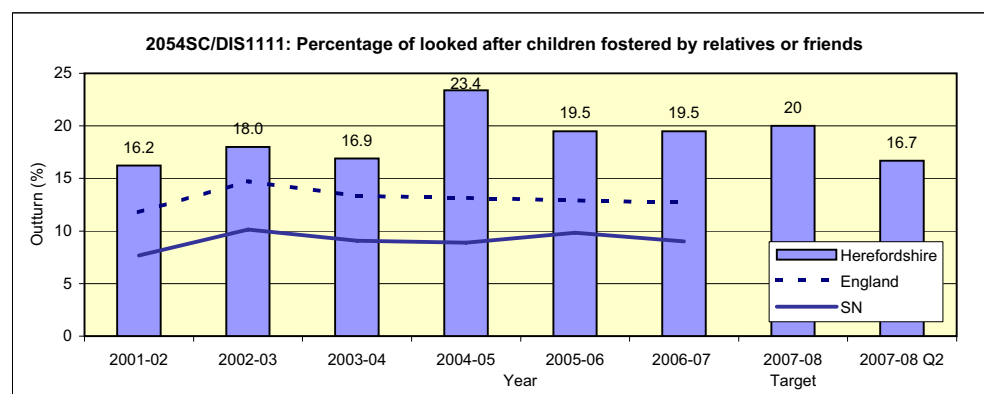
Q2

Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire	8.6	7.4	6.2	5.8	10.7	12.6	12	12.9
England	14.4	14.0	14.4	14.6	14.9	14.9		
SN	13.4	13.3	13.2	13.8	14.8	14.0		

Analysis:

Family based care is used where appropriate to meet children's needs and residential care is considered only where children and young people cannot have their needs met safely in family settings. There are plans in place to develop more specialist fostering services in order to offer a wider choice of placement and give this group of children and young people the opportunity of experiencing family based care.

2054SC/DIS1111: Percentage of looked after children fostered by relatives or friends



Q2

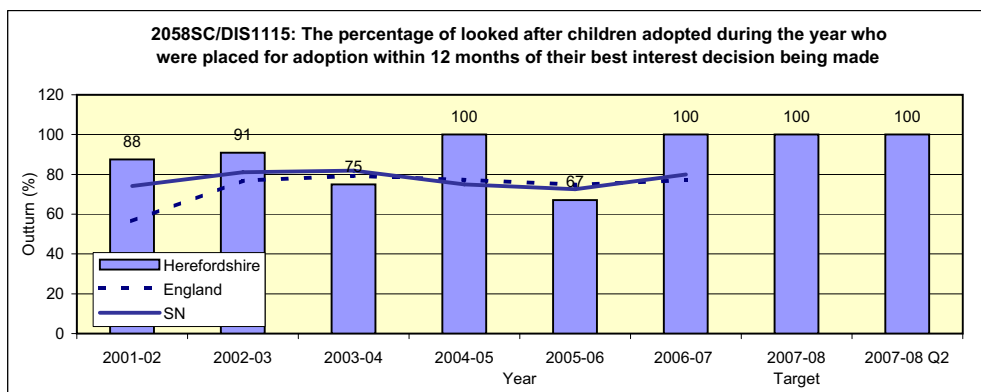
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire	16.2	18.0	16.9	23.4	19.5	19.5	20	16.7
England	11.8	14.7	13.3	13.2	12.9	12.7		
SN	7.7	10.1	9.1	8.9	9.8	9.0		

Analysis:

This is always a priority when considering placements of children in the Looked After System and will be addressed through the assessment process.

Staying Safe

2058SC/DIS1115: The percentage of looked after children adopted during the year who were placed for adoption within 12 months of their best interest decision being made



Q2



Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire	88	91	75	100	67	100	100	100
England	56	77	79	77	75	77		
SN	74	81	82	75	73	80		

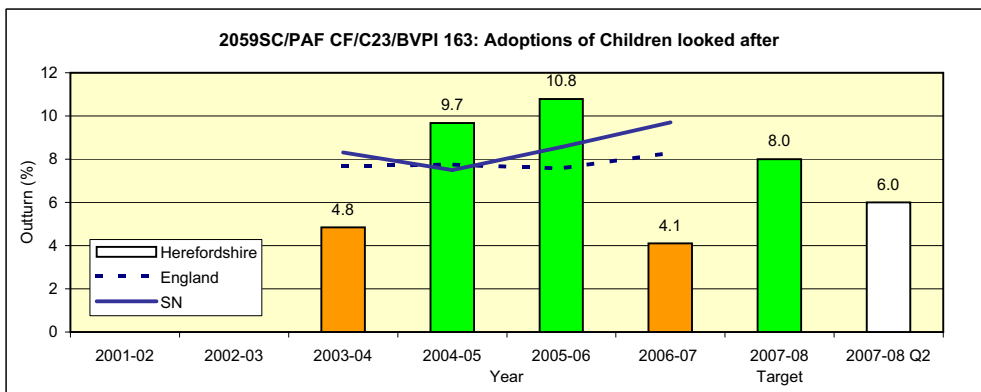
Analysis:

This remains as high performance.

2059SC/PAF CF/C23/BVPI 163: Adoptions of Children looked after -

The number of looked after children adopted during the year as a percentage of the number of children looked after at period end who had been looked after for 6 months or

●●●
(See Bands and Thresholds for details of all PAF Bandings)



Q2

2059SC/PAF CF/C23/BVPI 163: Adoptions of Children looked after

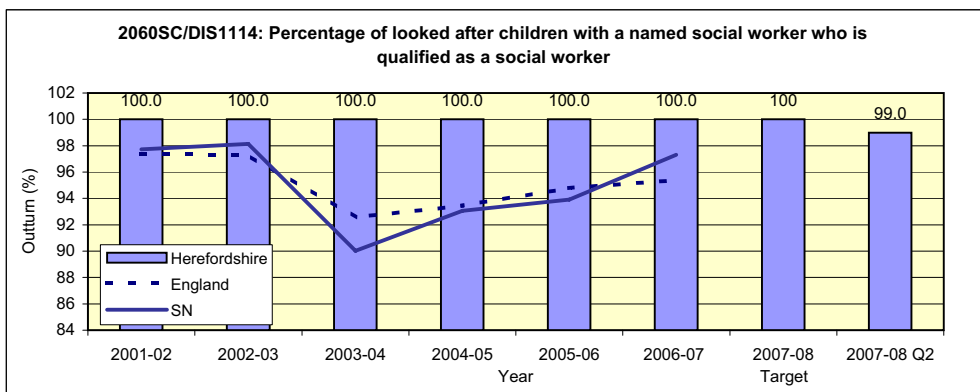
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire			4.8	9.7	10.8	4.1	8.0	6.0
England			7.7	7.7	7.6	8.3		
SN			8.3	7.5	8.6	9.7		

Analysis:

Continued improvement on Quarter 1 07/08 and 06/07 Year End performance. Currently three blob banding - figure represents 4 Special Guardianship Orders and 5 adoptions in rolling 12 months.

Staying Safe

2060SC/DIS1114: Percentage of looked after children with a named social worker who is qualified as a social worker



Q2



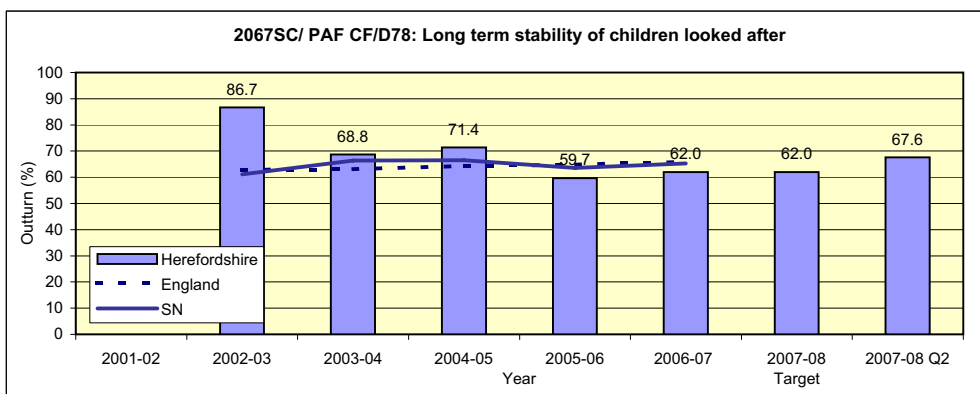
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire	100.0	100.0	100.0	100.0	100.0	100.0	100	99.0
England	97.3	97.3	92.6	93.4	94.8	95.4		
SN	97.7	98.1	90.0	93.1	93.9	97.3		

Analysis:

This second quarter dip in performance reflects the fact that one looked after young person was without an allocated social worker for a short period pending transfer to Aftercare. This target is under pressure currently because of the shortage of experienced social work staff in post. The recruitment and retention strategy continues to address this, and the individual looked after young people receive a service from the teams, under interim arrangements managed by the team managers and kept under review through the Performance Improvement Group.

2067SC/ PAF CF/D78: Long term stability of children looked after -

The proportion of LAC aged under 16 who have been looked after continuously for at least 2.5 years and have been living in the same placement for at least 2 years or who are placed for adoption



Q2



Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire		86.7	68.8	71.4	59.7	62.0	62.0	67.6
England		62.8	63.1	64.4	64.8	65.9		
SN		61.1	66.4	66.5	63.6	65.3		

Analysis:

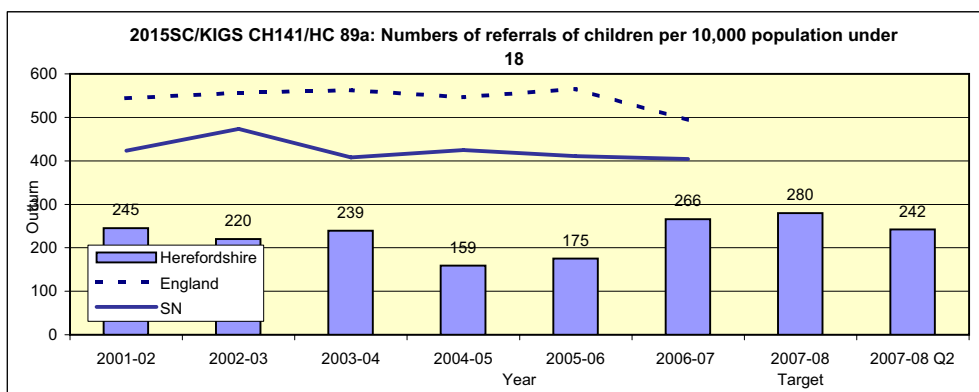
This performance is ahead of target.

Staying Safe

Child Protection data

a) Referrals & Assessments

2015SC/KIGS CH141/HC 89a: Numbers of referrals of children per 10,000 population under 18



Q2

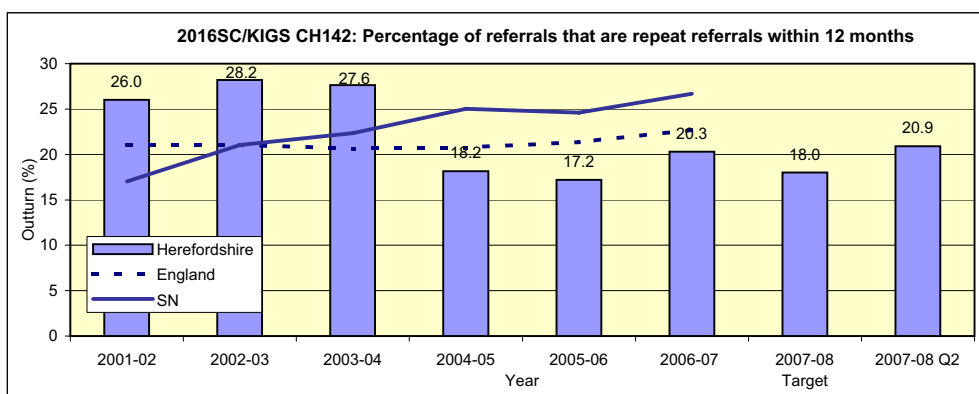
2015SC/KIGS CH141/HC 89a: Numbers of referrals of children per 10,000 population under 18

Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire	245	220	239	159	175	266	280	242
England	544	557	562	546	566	493		
SN	423	473	408	425	411	404		

Analysis:

The number of referrals has started to stabilise so it does not appear that the levels previously predicted are going to be reached. There are no concerns in relation to thresholds currently, so it would appear that the rate of referrals is beginning to find a natural level. This will continue to be monitored closely by the Herefordshire Safeguarding Children Board and DMT. An audit of referrals will be carried out as part of the roll-out of the Common Assessment Framework. Future target setting will need to be based on current activity levels.

2016SC/KIGS CH142: Percentage of referrals that are repeat referrals within 12 months - The percentage of referrals made within the year up to the period end that are within 12 months of a previous referral to the same council.



Q2

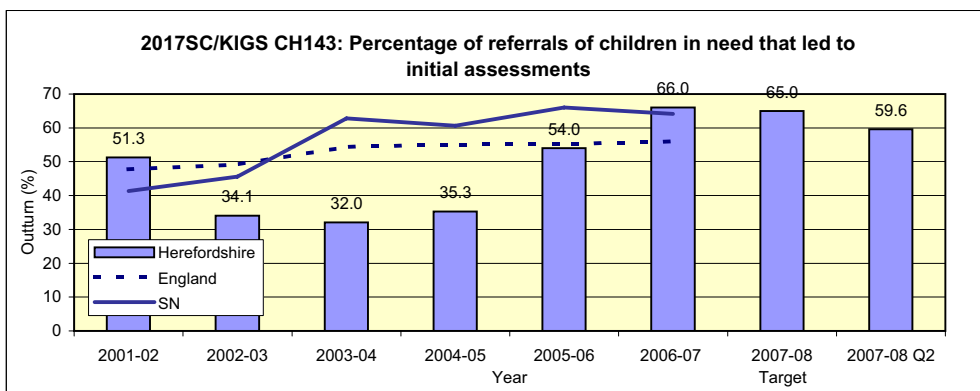
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire	26.0	28.2	27.6	18.2	17.2	20.3	18.0	20.9
England	21.1	21.0	20.7	20.8	21.4	22.7		
SN	17.0	21.1	22.3	25.0	24.6	26.7		

Analysis:

Performance on this indicator is closely related to CH141 (number of referrals) and CH143 (referrals leading to initial assessments). Further work will be decided following audit of initial assessments.

Staying Safe

2017SC/KIGS CH143: Percentage of referrals of children in need that led to initial assessments



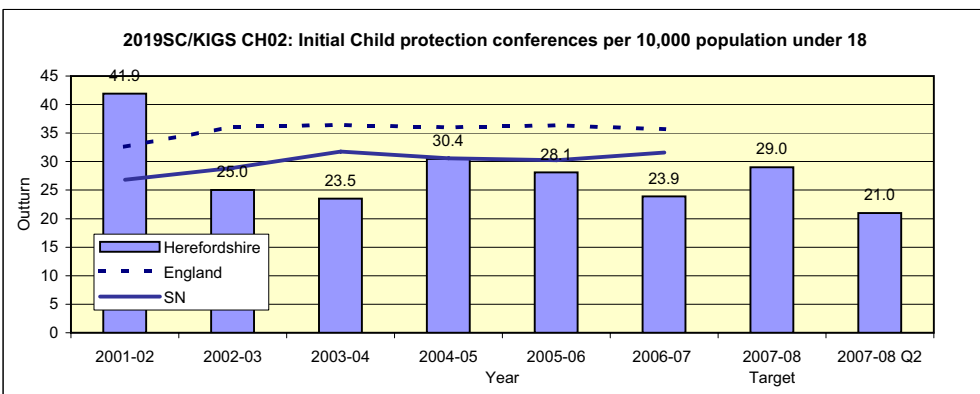
Q2

Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire	51.3	34.1	32.0	35.3	54.0	66.0	65.0	59.6
England	47.8	49.2	54.4	55.1	55.2	56.0		
SN	41.3	45.6	62.8	60.6	66.0	64.1		

Analysis:

There has been a dip in performance, the reasons for which are complex, and dependent on the inter-relationship of a number of factors, including the level of understanding of threshold criteria, impact of the CAF pilot and the ongoing work of the Child Concern Model. Further work to be decided after audit on initial assessments.

2019SC/KIGS CH02: Initial Child protection conferences per 10,000 population under 18 - The number of children subject to initial child protection conferences in the year up to the period end per 10,000 population under 18.



Q2

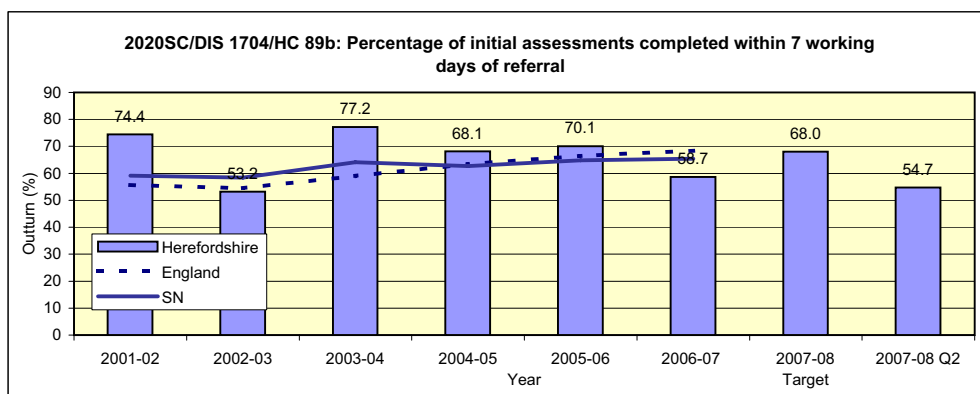
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire	41.9	25.0	23.5	30.4	28.1	23.9	29.0	21.0
England	32.6	36.1	36.4	36.0	36.3	35.7		
SN	26.8	28.9	31.8	30.6	30.2	31.6		

Analysis:

This is low in relation to the target and national comparative group. The indicator is addressed at a Performance Improvement Group to ensure the development of thresholds are identified and kept under review

Staying Safe

2020SC/DIS 1704/HC 89b: Percentage of initial assessments completed within 7 working days of referral



Q2

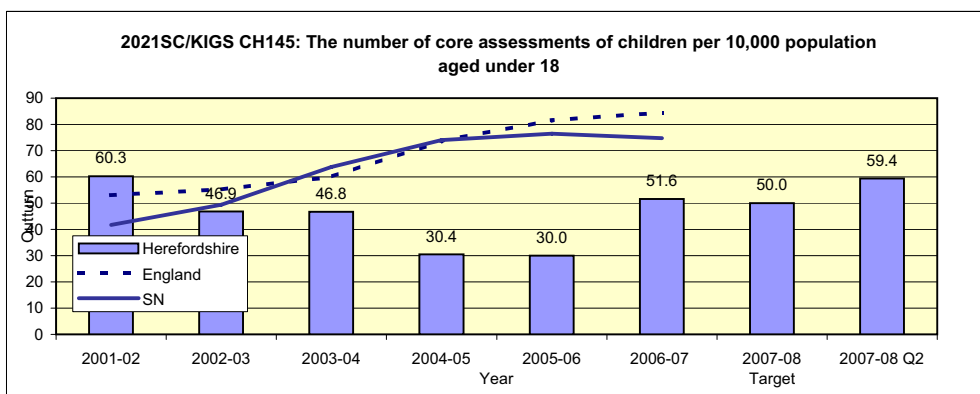


Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire	74.4	53.2	77.2	68.1	70.1	58.7	68.0	54.7
England	55.7	54.5	59.1	63.5	66.4	68.4		
SN	59.1	58.4	64.1	62.7	64.9	65.4		

Analysis:

There is pressure on performance in this area because of the increased workload and insufficient numbers of suitably qualified and experienced social workers able to undertake the work. Practice has been reviewed and revised to ensure that initial assessments are undertaken more quickly and is managed through monthly meetings with PCT and Education staff. Deloitte have been commissioned to audit the processes for initial assessments and to make recommendations for improving performance. This work begins 17/10/07 and will be completed by 26/10/07.

2021SC/KIGS CH145: The number of core assessments of children per 10,000 population aged under 18



Q2



Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire	60.3	46.9	46.8	30.4	30.0	51.6	50.0	59.4
England	53.0	55.3	60.0	73.7	81.6	84.5		
SN	41.7	49.4	63.8	74.0	76.5	74.8		

Analysis:

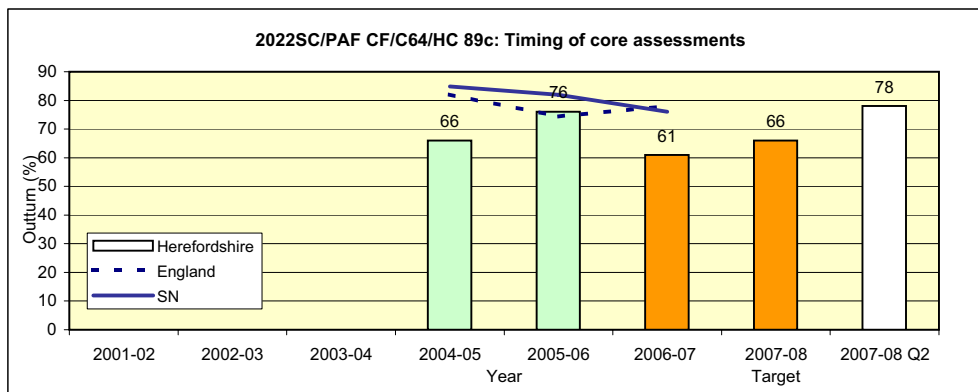
Continuing improvement in performance for the reasons indicated in CH143 and other assessment indicators

Staying Safe

2022SC/PAF CF/C64/HC 89c: Timing of core assessments -

The percentage of core assessments that were completed within 35 working days of their commencement

●●●●
(See Bands and Thresholds for details of all PAF Bandings)



Q2



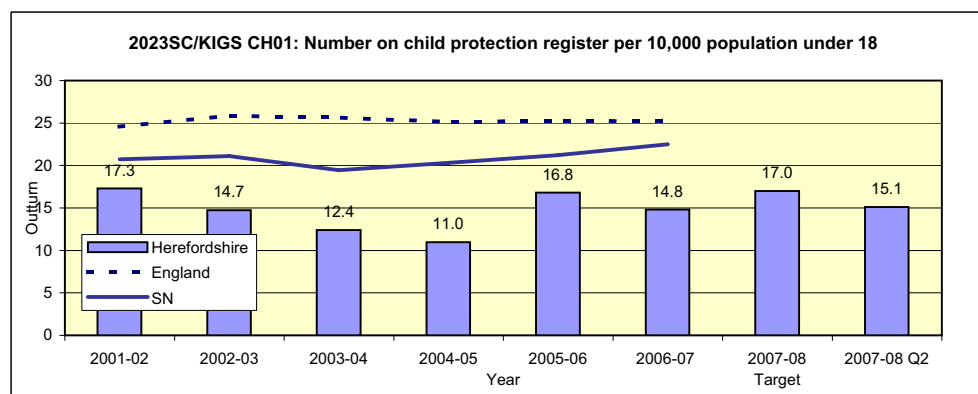
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire				66	76	61	66	78
England				82	74	78		
SN				85	82	76		

Analysis:

Performance is continuing to improve and at second quarter is well ahead of target. This reflects the focus at team manager level on ensuring core assessment timescales are adhered to and review assessments are undertaken appropriately.

b) Child Protection Register Data

2023SC/KIGS CH01: Number on child protection register per 10,000 population under 18



Q2



Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire	17.3	14.7	12.4	11.0	16.8	14.8	17.0	15.1
England	24.6	25.9	25.6	25.1	25.3	25.2		
SN	20.7	21.1	19.4	20.3	21.2	22.5		

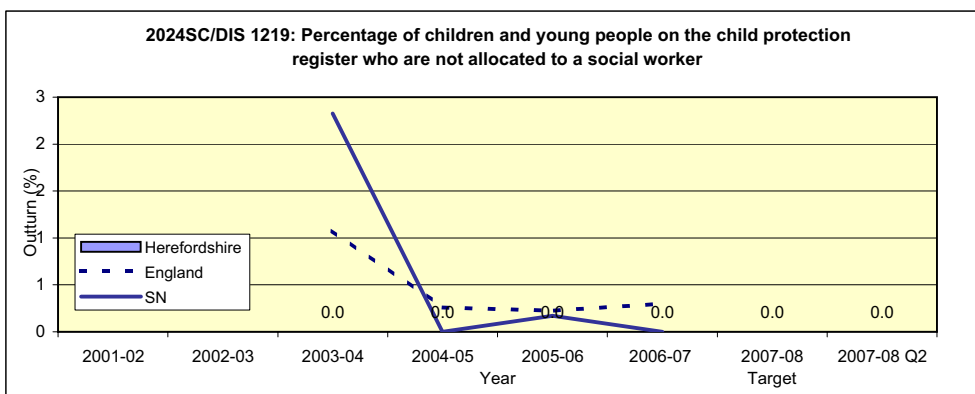
Analysis:

This is low in relation to the target and national comparative group. The indicator is addressed at a Performance Improvement Group to ensure the development of thresholds are identified and kept under review

Staying Safe

2024SC/DIS 1219: Percentage of children and young people on the child protection register who are not allocated to a social worker

Q2



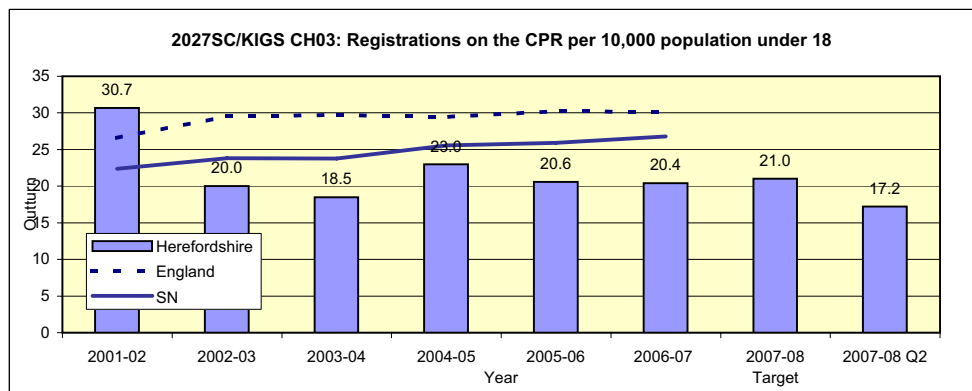
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire			0.0	0.0	0.0	0.0	0.0	0.0
England			1.1	0.3	0.2	0.3		
SN			2.3	0.0	0.2	0.0		

Analysis:

Performance is being maintained despite increasing pressure because of the reduction in availability of suitably qualified and experienced social workers. The recruitment and retention strategy continues to address this.

2027SC/KIGS CH03: Registrations on the Child Protection Register per 10,000 population under 18

Q2



Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire	30.7	20.0	18.5	23.0	20.6	20.4	21.0	17.2
England	26.6	29.5	29.7	29.4	30.2	30.1		
SN	22.4	23.8	23.8	25.6	25.9	26.8		

Analysis:

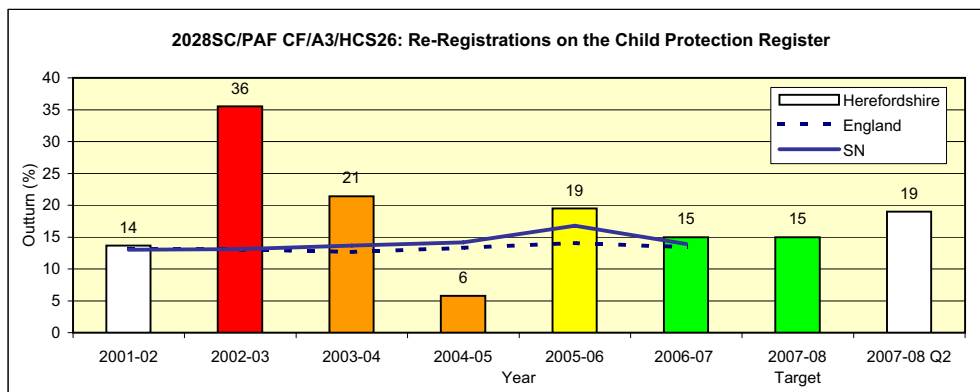
This target is addressed in a performance clinic to ensure that we remain vigilant around the thresholds in relation to Section 47 investigation

Staying Safe

2028SC/PAF CF/A3/HCS26: Re-Registrations on the Child Protection Register -

The percentage of children registered during the year on the Child Protection Register who had previously been registered.

●●●
(See Bands and Thresholds for details of all PAF Bandings)



Q2

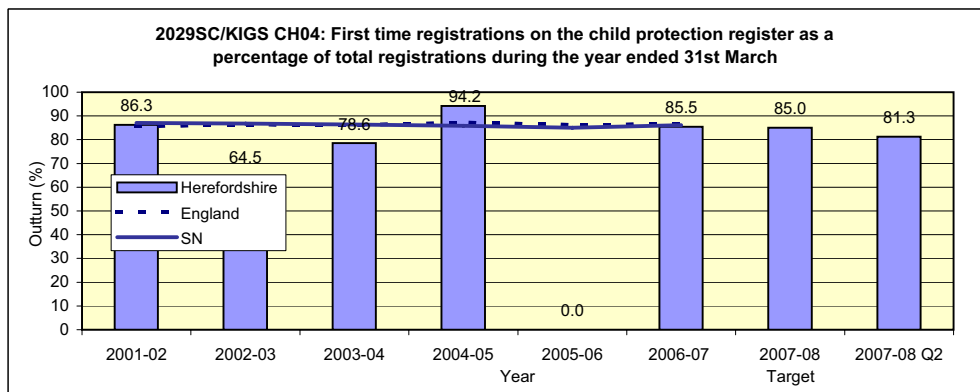


Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire	14	36	21	6	19	15	15	19
England	13	13	13	13	14	13		
SN	13	13	14	14	17	14		

Analysis:

Action is in place for monthly monitoring through multi agency core groups so the recommendations regarding de-registration are reached through robust assessments and at a multi agency level

2029SC/KIGS CH04: First time registrations on the child protection register as a percentage of total registrations during the year ended 31st March



Q2



Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire	86.3	64.5	78.6	94.2	--	85.5	85.0	81.3
England	85.6	86.4	86.2	87.2	86.3	86.6		
SN	87.0	86.8	86.4	85.8	85.1	86.1		

Analysis:

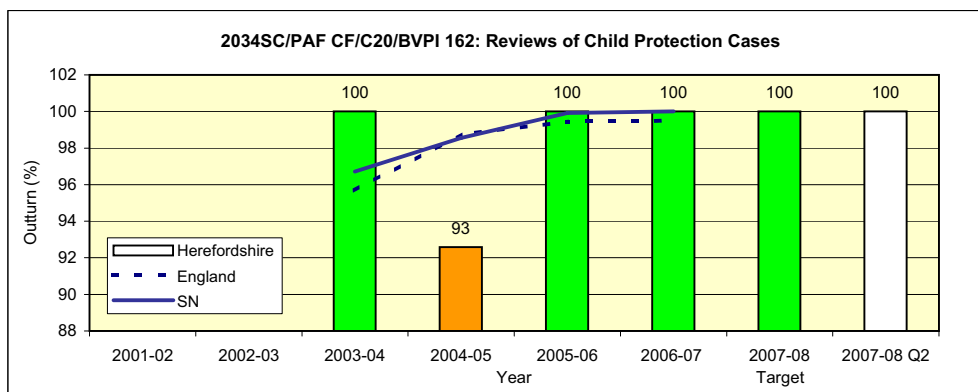
Action is in place for monthly monitoring through multi agency core groups so that recommendations regarding de-registrations are reached through robust assessments and a multi agency level in order to prevent re-registrations. This is monitored through the Herefordshire Safeguarding Children Board

Staying Safe

2034SC/PAF CF/C20/BVPI 162: Reviews of Child Protection Cases -

The percentage of child protection cases which should have been reviewed during the year that were reviewed

●●●●●
(See Bands and Thresholds for details of all PAF Bandings)



Q2

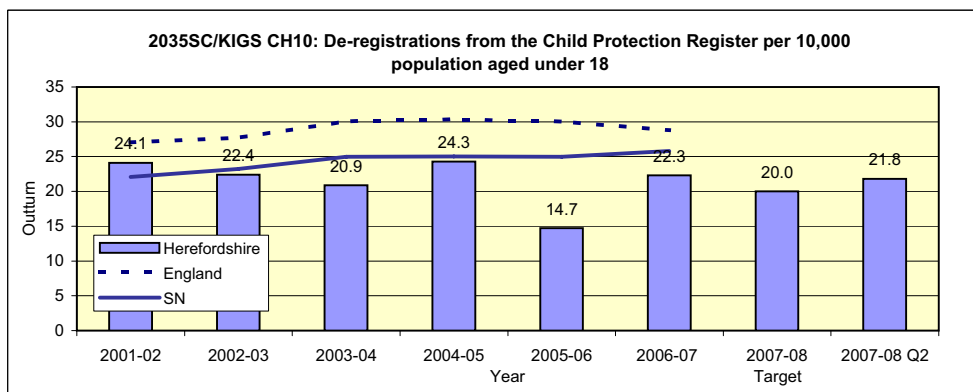


Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire			100	93	100	100	100	100
England			96	99	99	100		
SN			97	99	100	100		

Analysis:

We continue to have a "5 blob" rating which is the highest category possible. An enhanced structure is in place that will ensure that Child Protection Conferences take place within the agreed timescales. The direction of travel is to remain at a performance of 100%. This will occur through the constant monitoring by the independent chairs and the auditing system that is in place in the Planning Audit and Review Team

2035SC/KIGS CH10: De-registrations from the Child Protection Register per 10,000 population aged under 18



Q2



Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire	24.1	22.4	20.9	24.3	14.7	22.3	20.0	21.8
England	27.1	27.7	30.1	30.4	30.0	28.8		
SN	22.1	23.2	25.0	25.0	25.0	25.8		

Analysis:

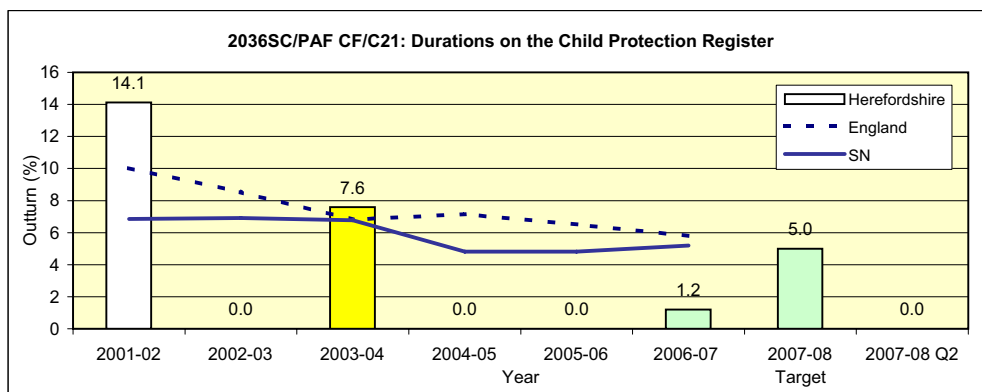
The plans for de-registration are agreed at a child protection case conference following the completion of a child protection plan and multi agency decision making.

Staying Safe

2036SC/PAF CF/C21: Durations on the Child Protection Register -

The percentage of children deregistered from the Child Protection Register during the year who had been on the Register continuously for two years or more

●●●●
(See Bands and Thresholds for details of all PAF Bandings)

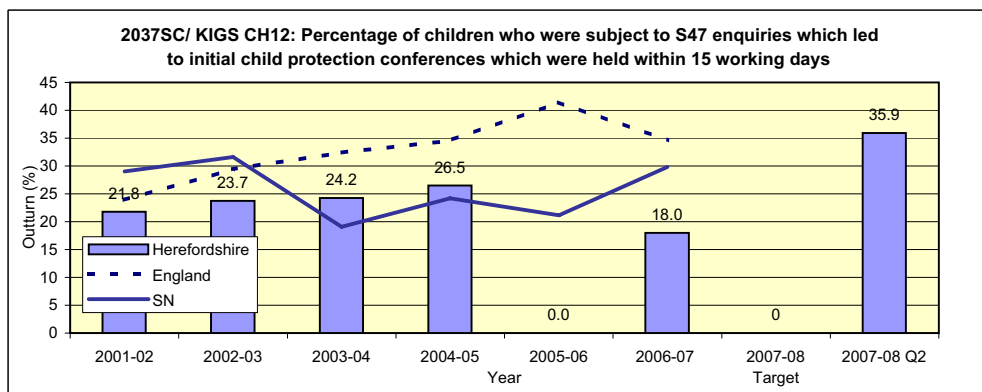


Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire	14.1	-	7.6	-	0.0	1.2	5.0	0.0
England	10.0	8.5	6.8	7.1	6.5	5.8		
SN	6.8	6.9	6.8	4.8	4.8	5.2		

Analysis:

This performance is measured through team managers supervision of social workers. The independent chairs have a role in open dialogue at Multi Agency Child Protection Conferences to ensure that the most appropriate plan can address the child's needs.

2037SC/ KIGS CH12: Percentage of children who were subject to S47 enquiries which led to initial child protection conferences which were held within 15 working days



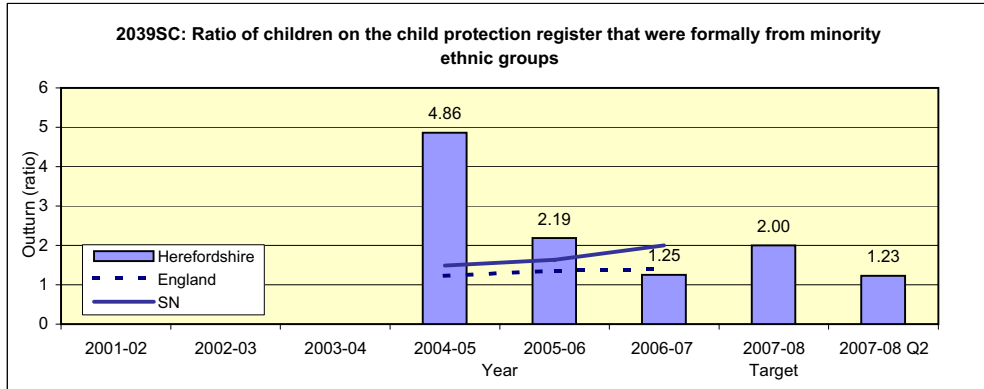
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire	21.8	23.7	24.2	26.5	--	18.0	No Data	35.9
England	23.9	29.4	32.4	34.5	41.5	34.6		
SN	29.0	31.6	19.1	24.2	21.2	29.8		

Analysis:

The process of evaluating this performance is through quarterly auditing to ensure that practice issues are addressed and, where appropriate, Section 47 investigations take place prior to initial child protection conferences.

Staying Safe

2039SC: Ratio of children on the child protection register that were from minority ethnic groups - The ratio of the proportion of children on the CPR that were from minority ethnic groups to the proportion of children in the local population from minority ethnic groups



Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire				4.86	2.19	1.25	2.00	1.23
England				1.22	1.36	1.40		
SN				1.49	1.63	2.00		

Analysis:
06/07 1/55 07/08 Q2 1/56 - small cohorts

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Staying Safe - Other PIs

Indicator name and reference codes	05/06 Outturn	National comparator data Av. 05/06	Statistical neighbour data 05/06	06/07 Outturn	07/08 Target	Quarter 2 07/08 Outturn	Quarter 2 Analysis/Progress	RAG v Previous Outturn
CYP-SS1: Increase the Social Worker establishment					53	48.8	53 Social Workers by March 2008. 48.8 qualified Social Workers in post. 4.31 FTE posts currently covered by agency staff, making an establishment total of 53.11 FTE SW (permanent plus agency). Social Work vacancies exist within CAMHS, Referral & Assessment Team, Children with Disabilities Team, (0.6), Children and Families, and Fostering. Plans underway to recruit permanent SW posts through local advertising, and through Pertemps, to reduce reliance on the use of agency staff.	●
2040SC/PAF CF/E45: Ethnicity of Children in Need	N/A	N/A		N/A	N/A	N/A	Collected as part of CIN Census. Next census due 2008/09. Definition may change.	N/A
2038SC/DIS 1507-1509: Percentage of eligible, relevant and former relevant children that have pathway plans, have been allocated a personal adviser and are resident outside the council's boundaries	See Page X for details			See Page X for details	N/A	No Data	This indicator comprises 12 separate data components which are completed annually. The details of each component is included as a separate page within this Digest.	●
HCS 28: % of 11-15 year olds who stated they had been bullied in the last 12 months	N/A			N/A		No Data	Online reporting system is in place, with the baseline to be established in 2009. Schools have been informed about how to report. Data is being collected but, as from August, only one school has reported for the Summer term.	●
2041SC: Assessment of the impact of policies of promoting race equality for children	Not in the APA 2007			2 & 2	N/A	No Data	Programme of Equality Impact Assessments agreed. Action Plan for improvement to be drawn up following completion. Further data March 08	●
2046SC: Are safeguarding arrangements in place for [looked after] children placed in your area by other local authorities?				N/A	N/A	No Data	Updated Annually - Feedback to follow in Q3	●
2066SC (KIGS CH121): Percentage of children on the Child Protection Register who are white				98.2%	98%	98.2%	This information/performance is monitored in relation to the demography of Herefordshire. Action to be taken in response to any significant differences that arise. Due to the size and population of the county a note of caution needs to be expressed.	★
2066SC (KIGS CH122): Percentage of children on the Child Protection Register who are of mixed ethnic origin				1.8%	2%	0%	This information/performance is monitored in relation to the demography and ethnicity of Herefordshire. Action will be taken if the demography of the area significantly changes.	●
2066SC (KIGS CH123): Percentage of children on the Child Protection Register who are Asian or British Asian				0%	0%	1.8%	This information/performance is monitored in relation to the demography and ethnicity of Herefordshire. Action will be taken if the demography of the area significantly changes	●

<p>2066SC (KIGS CH124): Percentage of children on the Child Protection Register who are black or black British</p>				0%	0%	0%	0%	0%	0%	0%	0%	●
<p>2069SC: The ratio of the percentage of children looked after that were from minority ethnic groups to the percentage of children in the local population that were from minority ethnic groups</p>				1.6	1.6	2.05	2.05	2.05	2.05	2.05	2.05	●

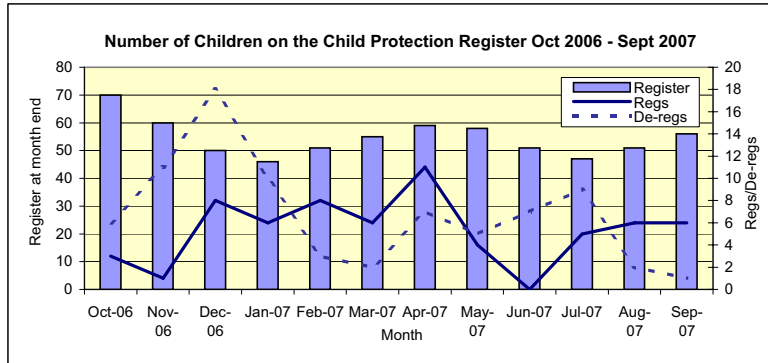
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Staying Safe - Supporting Data

Child Protection

At the end of September 2007 there were 51 children on the Child Protection Register

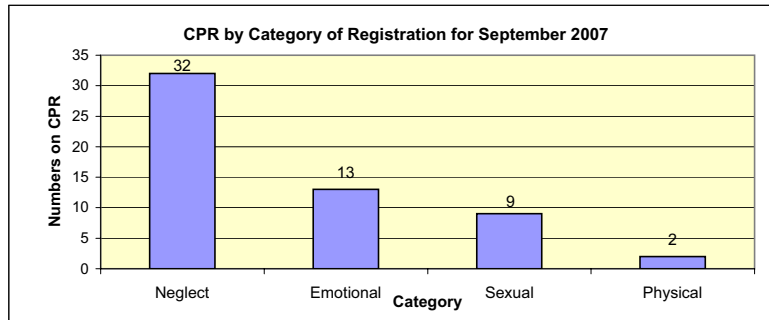
Registrations and deregistrations on the Child Protection Register



CPR - Registrations & Deregistrations

Month	Oct-06	Nov-06	Dec-06	Jan-07	Feb-07	Mar-07	Apr-07	May-07	Jun-07	Jul-07	Aug-07	Sep-07
Register	70	60	50	46	51	55	59	58	51	47	51	56
Regs	3	1	8	6	8	6	11	4	0	5	6	6
De-regs	6	11	18	10	3	2	7	5	7	9	2	1

Child Protection Register by category of abuse



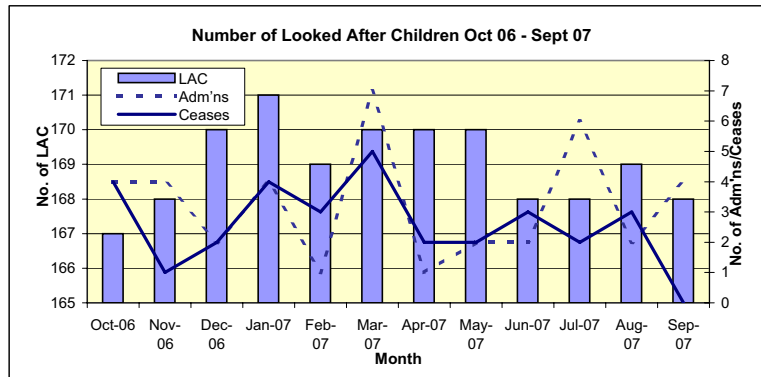
CPR by Category of Abuse

	Neglect	Emotional	Sexual	Physical
Sept-07	32	13	9	2

Staying Safe - Supporting Data

Looked After Children

At the end of September 2007 there were 168 Looked after Children in the County



Numbers entering and leaving the LAC System

Month	Oct-06	Nov-06	Dec-06	Jan-07	Feb-07	Mar-07	Apr-07	May-07	Jun-07	Jul-07	Aug-07	Sep-07
LAC	167	168	170	171	169	170	170	170	168	168	169	168
Adm'ns	4	4	2	4	1	7	1	2	2	6	2	4
Ceases	4	1	2	4	3	5	2	2	3	2	3	0

Looked After Children by type of placement and geographical placement

Type of Placement	No.	%	No. in County	No. out County
Foster Care – LA	80	48%	72	8
Foster Care – Agency	17	10%	8	9
Relative or Friend	26	15%	19	7
Adoptive Placement	11	7%	--	--
Residential Agency	20	12%	13	7
Placed with Parents	12	7%	12	0
Independent Living	1	1%	1	0
Regular Respite Care	1	1%	0	1
Total	168	100%	125	32

Children in the LAC system at end September by age group

Breakdown by age			
0 years	5	9 years	6
1 year	8	10 years	5
2 years	5	11 years	10
3 years	5	12 years	9
4 years	4	13 years	16
5 years	5	14 years	16
6 years	4	15 years	22
7 years	3	16 years	19
8 years	10	17 years	16
TOTAL	49		119
		TOTAL	168

Children in the LAC system at end September by legal status

Breakdown by legal status	
Care Order C A 1989	76
Deemed Care Order	0
Interim Care Order	12
Section 20 Accommodated	65
S.O. with residence requirement	2
EPO	0
Remanded into LA accom	2
Freeing/Placement Order	11
TOTAL	168

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2038SC (DIS1507-1507)

2038SC / DIS1507-1509: Percentage of eligible, relevant and former relevant children that have pathway plans, have been allocated a personal adviser and are resident outside the council's boundaries.

As at 31 March, the number of young people who are **ELIGIBLE**
 Percentage with pathway plans.
 Percentage with allocated personal adviser.
 Percentage resident outside the council's boundaries.

2004-05	2005-06	2006-07	2007-08
46	24	12	
68.0	79.1	100.0	
100.0	100.0	100.0	
17.0	20.8	16.5	

As at 31 March, the number of young people who are **RELEVANT**
 Percentage with pathway plans.
 Percentage with allocated personal adviser.
 Percentage resident outside the council's boundaries.

2004-05	2005-06	2006-07	2007-08
13	14	11	
85.0	85.7	91.0	
100.0	100.0	100.0	
15.4	0.0	37.5	

As at 31 March, the number of young people who are **FORMER RELEVANT**
 Percentage with pathway plans.
 Percentage with allocated personal adviser.
 Percentage resident outside the council's boundaries.

2004-05	2005-06	2006-07	2007-08
38	94	105	
85.0	84.0	88.5	
100.0	100.0	100.0	
36.8	20.2	28.8	

. = Data not applicable .. = data not available

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Summary - Enjoy and Achieve

Number of indicator outcomes recorded:

32

Direction of Travel Results:

Number Green



8

Number Amber



22

Number Red



2

Number N/A

0

The RAG rating used is based on the following:

Green – on target/met target

Amber – some progress/data not yet available so not possible to determine trend

Red – not on target

NB: Direction of travel is based on previous years' performance trends and anticipated performance for 2007/08.

Summary

1. Overall, the unvalidated 2007 exam results show improvement on previous years' outturns although a number of the high aspirational targets set by the DCSF have not been achieved. Improved key stage 2 results reflect the focus of the school improvement work over the previous year.

2. The percentage of proposed statements of SEN issued and prepared within 18 weeks continues to show sustained good performance at 100%. The length of current staff shortage within key posts could impact on the year end target

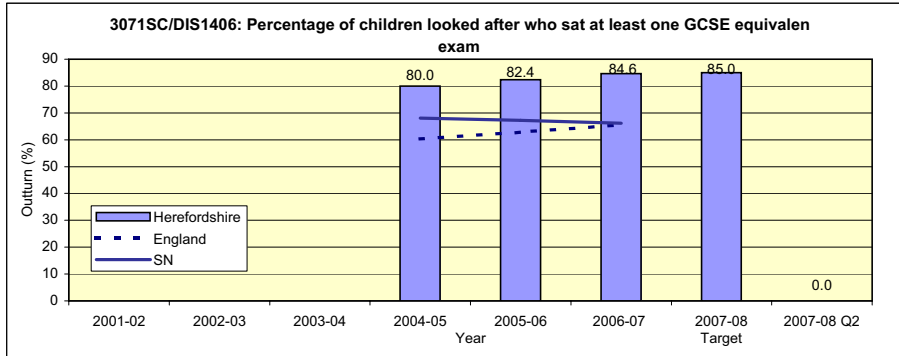
3. Levels of absenteeism among looked after children in primary schools is expected to be higher than target when the data is available at the end of October, which is linked to personal circumstances of twelve individuals

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Enjoy and Achieve

Looked after children and care leavers data

3071SC/DIS1406: Percentage of children looked after who sat at least one GCSE equivalent exam



Q2

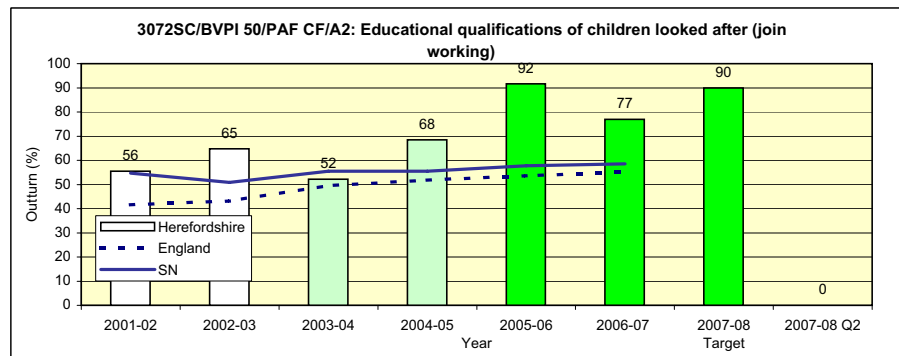
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire				80.0	82.4	84.6	85.0	No Data
England				60.3	62.9	65.6		
SN				68.1	67.3	66.1		

Analysis:

The data for this indicator will be available at the end of October 2007 but this year we have an unusually high number of children whose statement of needs mean that they will not be able to sit for GCSE

3072SC/BVPI 50/PAF CF/A2: Educational qualifications of children looked after (joint working) - The percentage of young people leaving care aged 16 or over with at least 1 GCSE at grade A*-G or a GNVQ

No Data
(See Bands and Thresholds for details of all PAF Bandings)



Q2

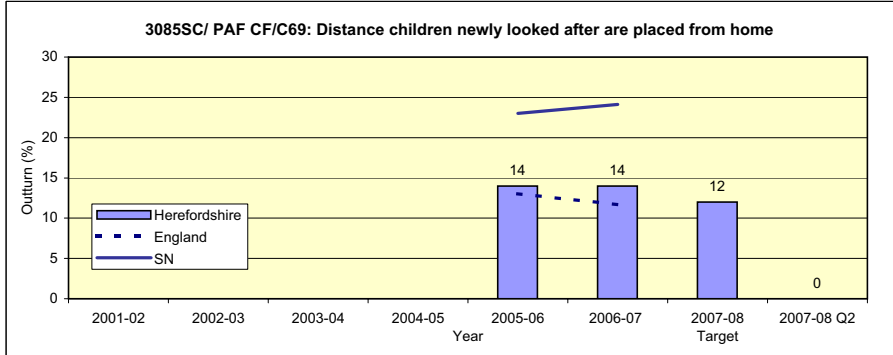
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire	56	65	52	68	92	77	90	No Data
England	42	43	50	52	54	55		
SN	55	51	56	55	58	59		

Analysis:

The data for the indicator will be available in March 2008. This year we do not anticipate doing quite as well as last year. However, we do expect 4 young people to meet the 5 A*-C target. Regular school visits monitor progression and targeted support is deployed where needed.

Enjoy and Achieve

3085SC/ PAF CF/C69: Distance children newly looked after are placed from home - Of all the newly LAC in the year, of the number who are still in LA care at period end, the percentage who were placed more than 20 miles from their home address from which they first came onto care



Q2

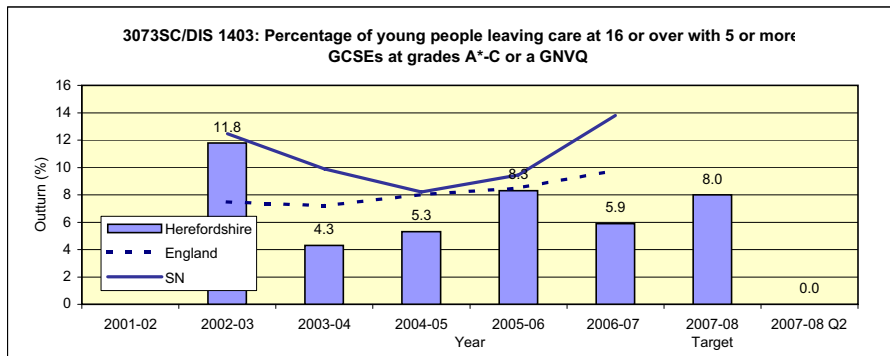


Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire					14	14	12	0
England					13	12		
SN					23	24		

Analysis:

All children newly looked after are placed within 20 miles of their home.

3073SC/DIS 1403: Percentage of young people leaving care at 16 or over with 5 or more GCSEs at grades A*-C or a GNVQ



Q2



Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire		11.8	4.3	5.3	8.3	5.9	8.0	No Data
England		7.5	7.2	8.0	8.5	9.8		
SN		12.5	9.9	8.2	9.5	13.8		

Analysis:

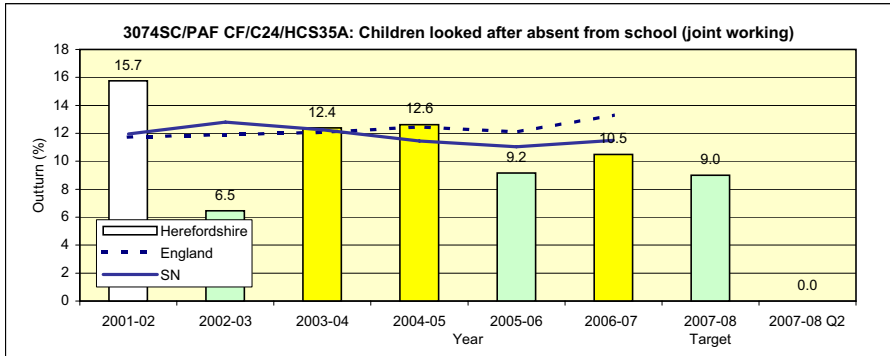
The data for this indicator will be available in March 2008

Enjoy and Achieve

3074SC/PAF CF/C24/HCS35A: Children looked after absent from school (joint working)

- The percentage of children who had been looked after continuously for at least 12 months and were of school age, who missed a total of at least 25 days of schooling during the previous year

No Data
(See Bands and Thresholds for details of all PAF Bandings)



Q2

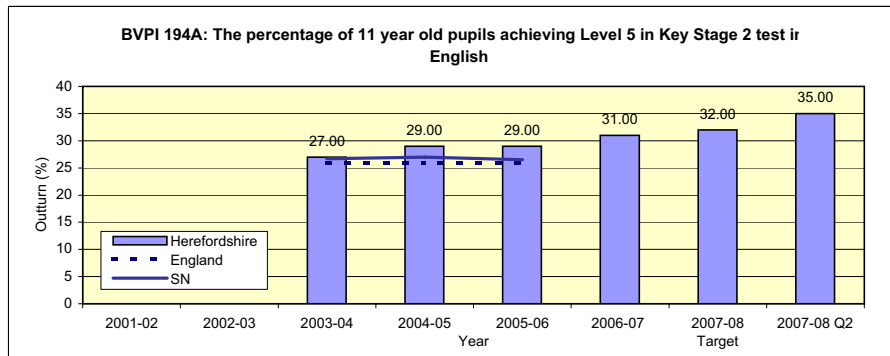
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire	15.7	6.5	12.4	12.6	9.2	10.5	9.0	No Data
England	11.7	11.9	12.1	12.5	12.1	13.3		
SN	12.0	12.8	12.2	11.4	11.0	11.5		

Analysis:

The data for this indicator will be available at the end of October 2007 but the prognosis for this year's outturn is not good. Again around 12 children are currently in the missed more than 25 days cohort.

Key Stage 2 Data

BVPI 194A: The percentage of 11 year old pupils achieving Level 5 in Key Stage 2 test in English - UNVALIDATED



Q2

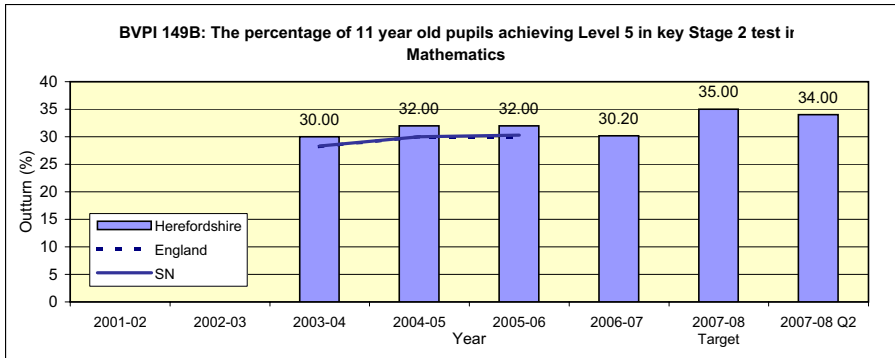
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire			27.00	29.00	29.00	31.00	32.00	35.00
England			26.00	26.00	26.00			
SN			26.70	27.00	26.50			

Analysis:

At Level 5, there is a 4% improvement overall: boys have improved by 1% and are now 2% above the national; girls have improved by 2% and are now 4% above the national. Level 5 performances have improved by 5% for boys and 2% for girls and are above the national figures, and in the upper quartile for year on year change. (Please note that these are unvalidated results)

Enjoy and Achieve

BVPI 194B: The percentage of 11 year old pupils achieving Level 5 in key Stage 2 test in Mathematics - **UNVALIDATED**

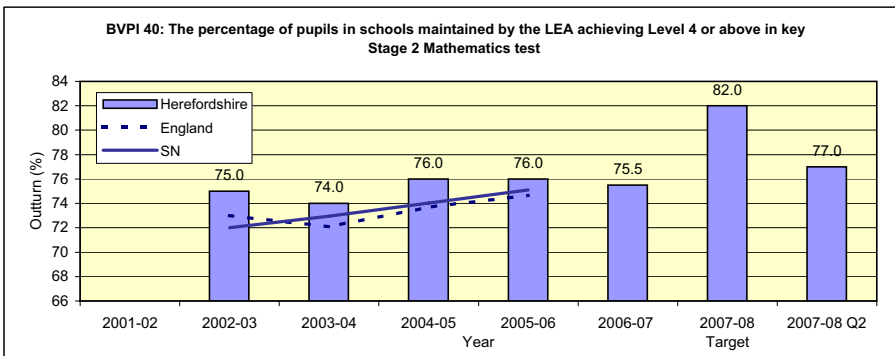


Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire			30.00	32.00	32.00	30.20	35.00	34.00
England			28.20	30.00	30.00			
SN			28.30	30.00	30.30			

Analysis:

Boys' performance at level 5 is 2% above the national and girls show a 4% improvement, both are above the national and in the upper quartile for year on year change. (Please note that these are unvalidated results)

BVPI 40: The percentage of pupils in schools maintained by the LEA achieving Level 4 or above in key Stage 2 Mathematics test - **UNVALIDATED**



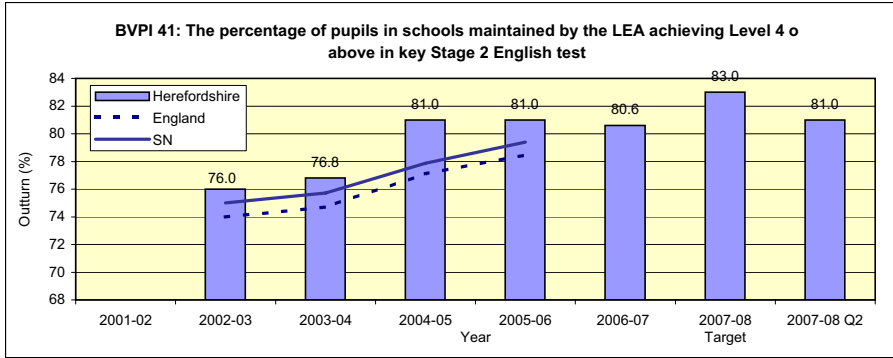
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire		75.0	74.0	76.0	76.0	75.5	82.0	77.0
England		73.0	72.1	73.7	74.7			
SN		72.0	73.0	74.0	75.1			

Analysis:

Maths results have improved by 2% at Level 4+ overall and are now in line with the national performance at 77%, and broadly in line with slightly below statistical neighbours. Boys outperform girls at both levels in this subject. Girls' performance at level 4 and 5 will be a focus for 2007/8. Boys' performance below Level 3 has improved and is now in the upper quartile for year on year change, but the performance of all pupils taken together puts us in the lower quartile at this Level. (Please note that these are unvalidated results)

Enjoy and Achieve

BVPI 41: The percentage of pupils in schools maintained by the LEA achieving Level 4 or above in key Stage 2 English test - **UNVALIDATED**



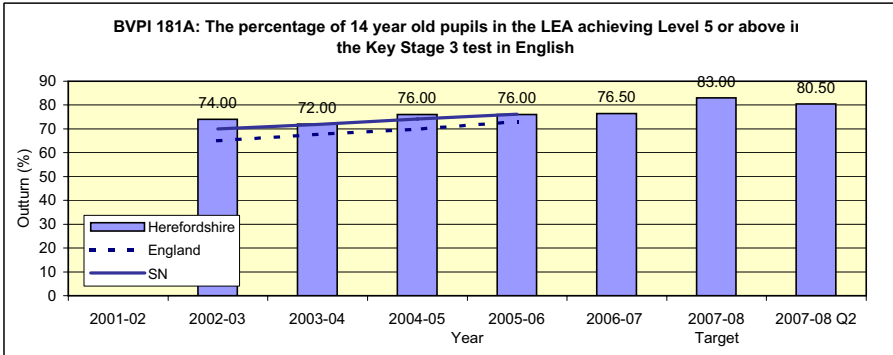
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire		76.0	76.8	81.0	81.0	80.6	83.0	81.0
England		74.0	74.7	77.1	78.5			
SN		75.0	75.7	77.9	79.4			

Analysis:

English has improved at Level 4+ to 81 % and is above the national average (80%). Boys' English results have improved by 4% and are now above the national results; girls remain above the national. We are slightly above Statistical Neighbours this year at 81% compared to 80.7 for SN. Girls continue to outperform boys at both Level 4 and 5. Performance at below Level 3 is in the upper quartile for both boys and girls in reading and writing for year on year change. Reading has improved and is up by 2% and above the national figures. At Level 4+ boys are improving at a particularly fast rate and are up 5% on last year and girls' performance remains above the national. Writing is up 3% overall and is 1% above the national. Boys' writing performance has improved at Level 4+ by 7%. Girls' performance is slightly down on last year and has not improved at the rate of the boys' performance but is still above the national. (Please note that these are unvalidated results)

Key Stage 3 Data

BVPI 181A: The percentage of 14 year old pupils in the LEA achieving Level 5 or above in the Key Stage 3 test in English - **UNVALIDATED**



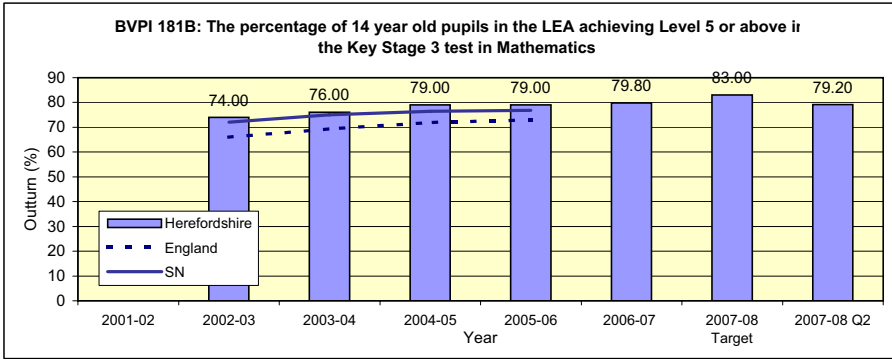
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire		74.00	72.00	76.00	76.00	76.50	83.00	80.50
England		65.00	67.76	69.80	73.02			
SN		70.00	71.85	74.17	76.20			

Analysis:

Significant improvement in results at Level 5+ (5%), now 7% above national. Big improvement in boys results, closing the gender gap.

Enjoy and Achieve

BVPI 181B: The percentage of 14 year old pupils in the LEA achieving Level 5 or above in the Key Stage 3 test in Mathematics - **UNVALIDATED**

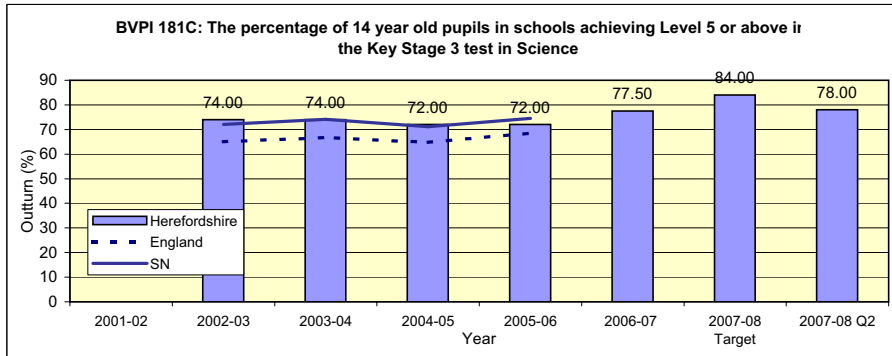


Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire		74.00	76.00	79.00	79.00	79.80	83.00	79.20
England		66.00	69.40	71.88	72.90			
SN		72.00	74.96	76.46	76.80			

Analysis:

There has been a 1% drop, mirroring the drop in this area nationally. Action is underway to drive improvement in this area.

BVPI 181C: The percentage of 14 year old pupils in schools achieving Level 5 or above in the Key Stage 3 test in Science - **UNVALIDATED**



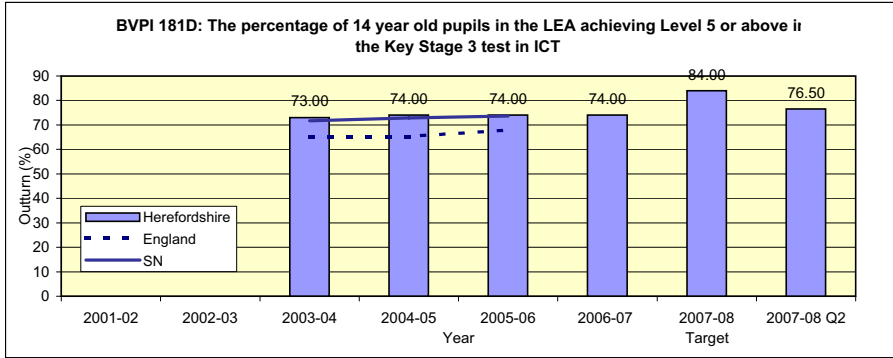
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire		74.00	74.00	72.00	72.00	77.50	84.00	78.00
England		65.00	66.69	64.73	68.49			
SN		72.00	74.14	71.11	74.50			

Analysis:

There has been a 1% increase, which is in line with national figures.

Enjoy and Achieve

BVPI 181D: The percentage of 14 year old pupils in the LEA achieving Level 5 or above in the Key Stage 3 test in ICT - UNVALIDATED



Q2

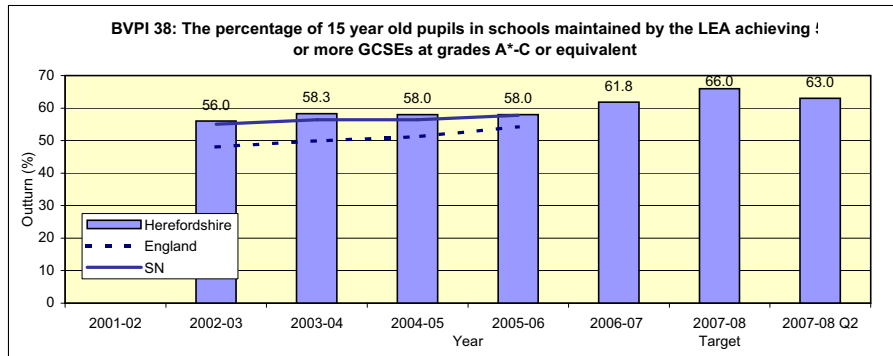
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire			73.00	74.00	74.00	74.00	84.00	76.50
England			65.28	65.29	67.84			
SN			71.64	72.88	73.70			

Analysis:

Performance has improved by 1.5% over the previous year's results

GCSE/Equivalent Data

BVPI 38: The percentage of 15 year old pupils in schools maintained by the LEA achieving 5 or more GCSEs at grades A*-C or equivalent - UNVALIDATED



Q2

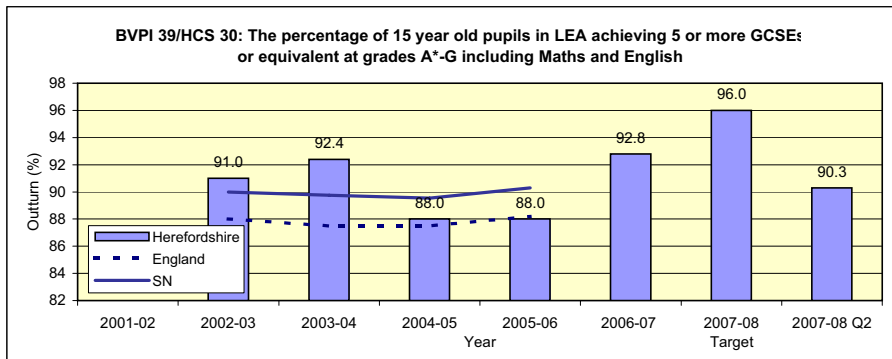
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire		56.0	58.3	58.0	58.0	61.8	66.0	63.0
England		48.0	49.9	51.2	54.2			
SN		55.0	56.4	56.4	57.8			

Analysis:

Unvalidated results for 2007 exams now available. There has been an improvement by 1% in line with national figures. Particular success story was Wyebridge which saw a 19% improvement in 5 A*-C from 33% to 52%.

Enjoy and Achieve

BVPI 39/HCS 30: The percentage of 15 year old pupils in LEA achieving 5 or more GCSEs or equivalent at grades A*-G including Maths and English - UNVALIDATED



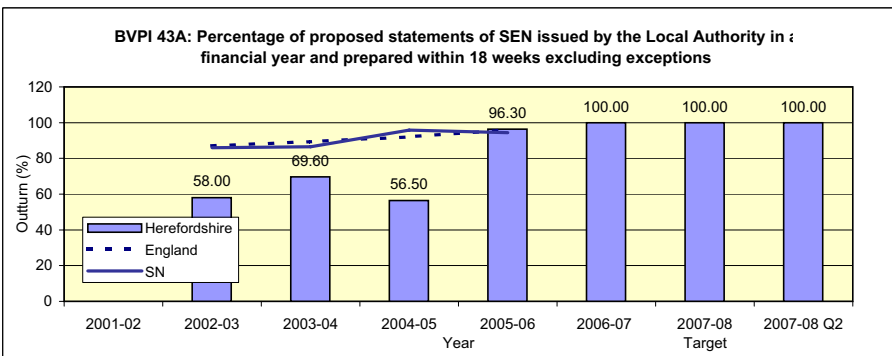
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire		91.0	92.4	88.0	88.0	92.8	96.0	90.3
England		88.0	87.5	87.5	88.2			
SN		90.0	89.8	89.5	90.3			

Analysis:

Performance improved by 0.6% against the previous year's results

Statements of Special Educational Needs (SEN)

BVPI 43A: Percentage of proposed statements of SEN issued by the Local Authority in a financial year and prepared within 18 weeks excluding exceptions










Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire		58.00	69.60	56.50	96.30	100.00	100.00	100.00
England		87.00	89.30	92.00	95.97			
SN		86.00	86.57	95.91	94.30			


Analysis:

Current numbers of Proposed Statements Issued since commencement of reporting period April 2007: 36. (correct as at 01/10/07). Year end outturn against target of 100% is still anticipated, but the length of current staff shortage within key SEN Team posts could impact adversely.

Enjoy & Achieve - Other PIs

Indicator name and reference codes	05/06 Outturn	National comparator data Av. 05/06	Statistical neighbour data 05/06	06/07 Outturn	07/08 Target	Quarter 2 07/08 Outturn	Quarter 2 Analysis/Progress	RAG v Previous Outturn
CYPEA-6: Personal Education Plan for all LAC	75				100%	No Data	No Data Provided	
HCS 31: % of 15 year old pupils in LEA achieving 5 or more GCSEs at grades A*-C or equivalent including English and Maths.	45.5%	45.8%	46.6%	48.2% Exams taken June 06		52.5% - UNVALIDATED	Significant Improvement on 06/07 of 4%. The gap between 5 A*-C and 5 A*-C including English and Maths separately improved. At Wigmore, 93% of pupils achieved 5 A*-C and the gap between 5 A*-C and 5 A*-C including English and Maths reduced from 28% to 4%	
BVPI43B: % of proposed statements of SEN issued by the Local Authority in a fin.year and prepared within 18 weeks incl exceptions	90.63%			100%	100%	100%	Current numbers of Proposed Statements Issued since commencement of reporting period April 2007: 36. (correct as at 01/10/07). Year end outturn against target of 100% is still anticipated, but the length of current staff shortage within key SEN Team posts could impact adversely.	
BVPI 45/HCS34: % of half days missed due to total absence in secondary schools maintained by the LEA	7.61% (relates to 04/05 Ac Year)			7.9%	6%	No Data	Unaudited data for all Councils indicates that Herefordshire remains in the average band for performance compared nationally. Two schools are now designated as PA (Persistent Absenteeism) from the previous 3, and a range of work is being undertaken to address the specific areas where improvement is needed.	
BVPI 46/ HCS 33: % of half days missed due to total absence in primary schools maintained by the LEA	5.05% (relates to 04/05 Ac Year)			5.67%	4%	No Data	Unaudited data for all Councils indicates that Herefordshire remains in the average band for performance compared nationally. Two schools are now designated as PA (Persistent Absenteeism) from the previous 3, and a range of work is being undertaken to address the specific areas where improvement is needed. Initiatives to promote awareness of the importance of regular attendance is under way in primary schools.	
HCS 22b: Improve measures of healthy lifestyles for teenagers - participation in activities % of 11-15.	N/A			N/A	?	No Data	Increasingly, the issue is being addressed through school based provision during school hours. 14 primary schools have been involved in Year 6 and 5 in an Adopt a School scheme, aimed at introducing children to leisure services and encouraging participation. Discussions are underway about a three year strategy for roll-out across the county. Another scheme, currently in discussion, focuses on non-competitive activity for 15-16 year old girls.	
HCS35B: Number of half-day sessions missed expressed as% of total number of sessions in primary schools by LAC.	4.02% (relates to 04/05 Ac Year)			3.49%	4.25%	No Data	The data for this indicator will be available at the end of October 2007 but high numbers of absenteeism is expected.	

HCS 35C: Number of half-day sessions missed expressed as a percentage of total number of sessions in secondary schools by LAC.	8.51% (relates to 04/05 Ac Year)				5%	7%	No Data	The data for this indicator will be available at the end of October 2007.	●
HCS 66: % of 3 year olds who have access to a good quality free early years education place.	85%				85%	85%	85%	Predicted outturn is 85% although the final calculation will be made at the end of the financial year. The list of eligible children is obtained from the PCT and packs are sent to parents as direct contact. In addition, there is outreach across the County to advertise Nursery Education Funding places including at Children's Centres. Leaflets continue to be distributed via normal information outlets in line with the action plan.	★
HCS 60A: Quality of Life - Activities for teenagers CP.	N/A	N/A	N/A	-32pp			No Data	The target for 2010 is -28pp. Work is underway with the corporate communications team to increase the number of positive stories regarding positive activities for teenagers in the local media. Access to information about services, facilities and activities has been improved. Work is under to increase the provision of positive activities, in line with the Targeted Youth Support initiative.	●
OC2A (Local PI) Attainment of pupils who have been in local authority care for at least 1 year to September 2008				719 - 77.8%	3/7 - 50% (3/7 Likely)	No Data	No Data	Data available end of Oct 2007	●
English Level 4+									●
OC2C (Local PI) Attainment of pupils who have been in local authority care for at least 1 year to September 2008				3/13 - 23.1%	5/22 (22.7%) (24%)	No Data	No Data	Data available end of Oct 2007	●
5+ A* - C including English and Maths									●
HC 97e: The adult publics perceptions of improvement in EDUCATION PROVISION				+15pp		No Data	No Data	The target for 2010 is -1pp. Work is underway with the corporate communications team to increase the number of positive stories regarding education provision in the local media. The Corporate Communications team is making advice and guidance available to schools to support their communications activities. The School improvement team is reviewing its communication activities to identify improvement opportunities	●
HC 91: % of schools with a functioning school council				N/A		70%	70%	The outturn for this indicator is equivalent to the percentage of schools with the Healthy Schools Award. Any school with the Award will either have a functioning school council or an equivalent provision.	★
Early Years - Percentage of all children achieving 6 in all PSED and CLL scales				N/A		No Data	No Data	Academic year data for 07/08 unavailable until 08/09	●
3080YJ: Education, Training and Employment – Proportion of supervised juveniles in full time ETE	75%	68.7%	71.3%	62.4%		No Data	No Data	Data available six weeks after quarter end	●

<p>OC2B (Local PI) Attainment of pupils who have been in local authority care for at least 1 year to September 2008</p> <p>Maths Level 4+</p>				<p>6/9 - 66.7%</p>	<p>3/7 50% (3/7 Likely)</p>	<p>No Data</p>	<p>Data available end of Oct 2007</p>	
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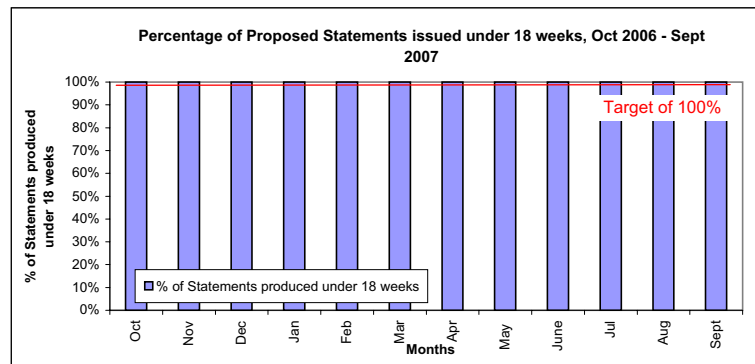
Enjoy & Achieve - Supporting Data

Statements of Special Educational Need (SEN)

BVPI 43A: Percentage of proposed statements of SEN issued by the Local Authority in a financial year and prepared within 18 weeks excl exceptions

The target for 2007-08 was 92%. The second quarter position is that 100% of all proposed Statements of Special Educational Need were prepared within 18 weeks excluding exceptions. Excellent performance supported by regular monthly monitoring and data quality checks.

No Of Weeks Taken To Issue Proposed Statement	12 Months Oct 2006 - Sept 2007											
	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	Jul	Aug	Sept
18		1			1							
17	1			1	2	3	3	8	5	5	2	3
16	1	1									1	1
15												4
14												
13									2			1
12								1				
11		1										
10												
9												
8												
7												
6												
5												
4												
3												
2												
1												
Total No Of Proposed Statements Issued	2	3	0	1	3	3	3	8	8	5	3	9
% of Statements produced under 18 weeks	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%



Analysis:

Current numbers of Proposed Statements Issued since commencement of reporting period April 2007: 36. (correct as at 01/10/07). Year end outturn against target of 100% is still anticipated, but the length of current staff shortage within key SEN Team posts could impact adversely.

BVPI 43B: Percentage of proposed statements of Special Educational Needs issued by the Local Authority in a financial year and prepared within 18 weeks including exceptions

Analysis:

Current numbers of Proposed Statements Issued since commencement of reporting period April 2007: 36. (correct as at 01/10/07). Year end outturn against target of 100% is still anticipated, but the length of current staff shortage within key SEN Team posts could impact adversely.

Summary - Making a Positive Contribution

Number of indicator outcomes recorded:

14

Direction of Travel Results:

Number Green



2

Number Amber



12

Number Red



0

Number N/A

0

The RAG rating used is based on the following:

Green – on target/met target

Amber – some progress/data not yet available so not possible to determine trend

Red – not on target

NB: Direction of travel is based on previous years' performance trends and anticipated performance for 2007/08.

Summary

1. In the 2007 youth survey, 31% of young people feel that the council does enough to give them the opportunity to influence decisions. This is 11.8% more than the 2005 baseline and exceeds the 2008 target by 3%.

2. The participation of looked after children in reviews continues to show good performance and is a high priority.

3. Performance of the Youth Service is generally on target although progress had been hampered by the delays in accreditation of an external organisation.

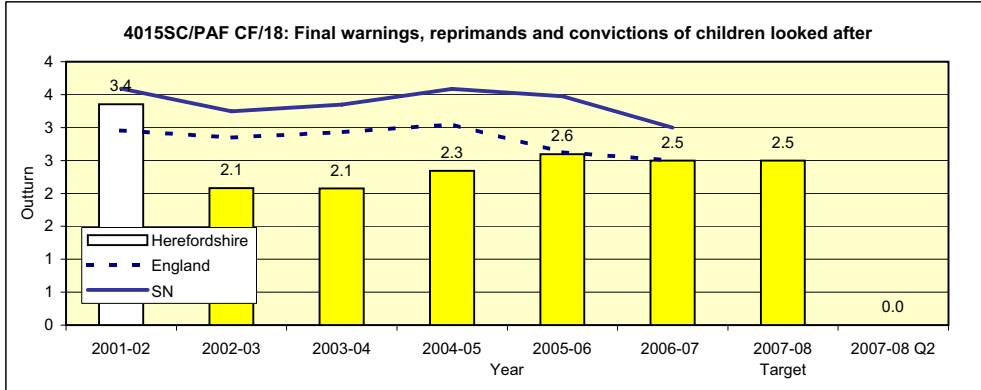
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Making a Positive Contribution

Looked after children and care leavers data

4015SC/PAF CF/18: Final warnings, reprimands and convictions of children looked after - % of LAC, continuously LA for at least 12 months, aged 10 or over, who were given a final warning, reprimand or conviction for an offence committed whilst LA, expressed as a ratio of the percentage of all children aged 10 or over given a final warning/reprimand or convicted in the area

No Data
(See Bands and Thresholds for details of all PAF Bandings)



Q2

Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire	3.4	2.1	2.1	2.3	2.6	2.5	2.5	No Data
England	3.0	2.8	2.9	3.0	2.6	2.5		
SN	3.6	3.2	3.3	3.6	3.5	3.0		

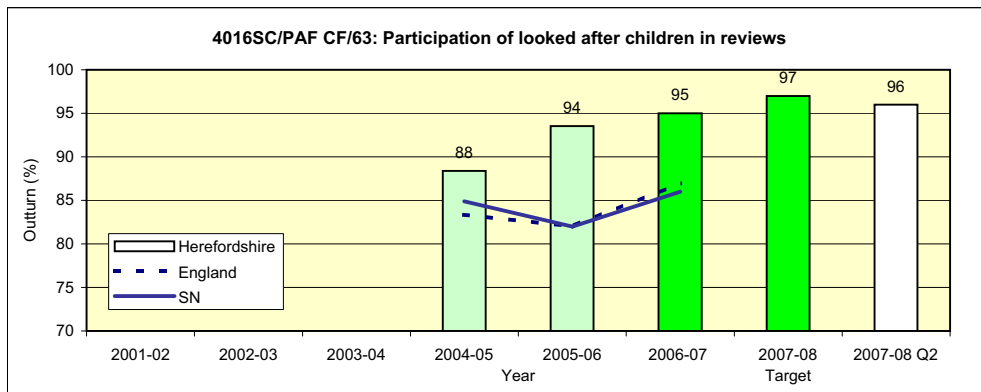
Analysis:

Data available at the end of October 2007

4016SC/PAF CF/63: Participation of looked after children in reviews -

No. of children and YP who communicated views specifically for each of their statutory reviews as a %age of the no. of children and YP who were looked after during the year for more than 4 weeks

●●●●●
(See Bands and Thresholds for details of all PAF Bandings)



Q2

Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire				88	94	95	97	96
England				83	82	87		
SN				85	82	86		

Analysis:

This continues to be a priority. The aim is to increase the current statistical performance through the constant monitoring by the Independent Reviewing Officers and the work with VOICES who consider participation for LAC.

Making a Positive Contribution - Other PIs

Indicator name and reference codes	05/06 Outturn	National comparator data Av. 05/06	Statistical neighbour data 05/06	06/07 Outturn	07/08 Target	Quarter 2 07/08 Outturn	Quarter 2 Analysis/Progress	RAG v Previous Outturn
BVPI 221A: Youth Work – % of YP aged 13-19 gaining a recorded outcome compared to % of YP in the Local Authority area.	46.7%			58.2%	60%	34.8%	We are below both national and local targets although trend is up. Performance in this area has been delayed due to external organisation (AQA) long delays in completing validation of students work.	●
BVPI 221B: Youth Work – % of YP aged 13-19 gaining an accredited outcome compared to % of YP in the Local Authority area.	32.30%			33.4%	30%	22.9%	We are below national but above local targets. Performance in this area has been delayed due to external organisation (AQA) long delays in completing validation of students work.	●
HC90: Increase Adults perceptions of improvement in facilities for young children				-5pp		No Data	The target for 2010 is +19pp. Work is underway with the corporate communications team to increase the number of positive stories regarding positive activities for teenagers in the local media. Access to information about services, facilities and activities has been improved. Work is under to increase the provision of positive activities, in line with the Targeted Youth Support initiative.	●
HCS86: % of people who feel that parents in their local area are made to take responsibility for the behaviour of their children				N/A		No Data	The target for 2010 is 69%. Actions underway include finalisation of the Support for Families Strategy, the development and implementation of integrated parenting support, the widening of the current Childcare Information Service. Joint commissioning arrangements will be developed next year in order to deliver the Support for Families Strategy and work is ongoing to improve the skills and competencies of the people working directly with families to identify and support parenting ability earlier. The Support for Families Strategy includes the provision of more formal parenting contracts and the implementation of parenting orders when necessary	●
HCS38: Proportion of 13 - 18 year olds who feel they can influence decisions affecting local services.	N/A	N/A	N/A	N/A		31%	Youth Survey 2007 has set the baseline for this indicator at 31% and this compares well with adult (18 year olds plus) perceptions which is 29% (HCS 61b). A range of activities are underway to enable young people to influence decision making, including Shadow Children and Young People's Partnership Board, Youth Council and Schools Councils	●
HCS 69: % of young people who feel Herefordshire Council does enough to give opportunity to influence decisions.	19.2% 04/05			19.2% in 2005 Youth Survey	28% by 2008	31%	The Youth Survey 2007 indicates that the 2008 target for this indicator has been exceeded by 3%	★

HCS 37: % of CYP volunteering.	N/A	N/A	N/A	N/A	N/A	31%	The Teenage Lifestyle Survey 2006 indicates that 31% of young people volunteer at least once a month (does not include volunteering inside the family - e.g. baby sitting or caring responsibility for siblings or parents) and this has set the baseline for this indicator. An application has been made for V funding to increase the number of opportunities available for volunteering	●
2061YJ/HCS 36: Recidivism: The rate of re-offending .	54%	56.4%	58.8%	50%	47.5%	No Data	Prevent and Deter scheme fully operational. Traffic light assessment for GOWM (Sep 2007) places scheme as green. Work is ongoing to develop the quality and range of interventions delivered by the YOS with most practitioners trained to deliver Pathways plus. Interventions workshop planned for autumn. A Reducing Re-offending planning Group has been established and undertaking research. Research on the pre-court population was inconclusive with no emerging patterns for those young people re-offending. Group is to continue analysis on Referral Orders.	●
YS-1: Youth Services Contact - the number of young people the Local Authority is working with in a calendar year					25%	11.2%	We are above local target but below the national target. However, the trend is on target.	●
YS-2: Youth Services Participation - The number of young people within the local area that are engaged in activities					15%	8.4%	We are above local target and national targets and work is progressing well	●
APA 2062YJ: The number of first timers in the Youth Justice System	342			396	360	No Data	Quarter 2 outturn will not be available until early November. Early indications of data analysis is that direction of travel is in the right direction	●
CYP-MPC1: Reduce first time entrants in to the Youth Justice System	342			396	2% reduction	No Data	Quarter 2 outturn will not be available until early November. Early indications of data analysis is that direction of travel is in the right direction	●

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Summary - Economic Well Being

Number of indicator outcomes recorded:

10

Direction of Travel Results:

Number Green



0

Number Amber



8

Number Red



1

Number N/A

1

The RAG rating used is based on the following:

Green – on target/met target

Amber – some progress/data not yet available so not possible to determine trend

Red – not on target

NB: Direction of travel is based on previous years' performance trends and anticipated performance for 2007/08.

Summary

1. A range of initiatives are underway to ensure that young people, particularly these in vulnerable groups, remain in education, employment or training. Full year's data will be available at Quarter 3.
2. The number of families housed in B&B accommodation had increased with a high level of homeless presentations in Quarter 2. The year end target will not be met.

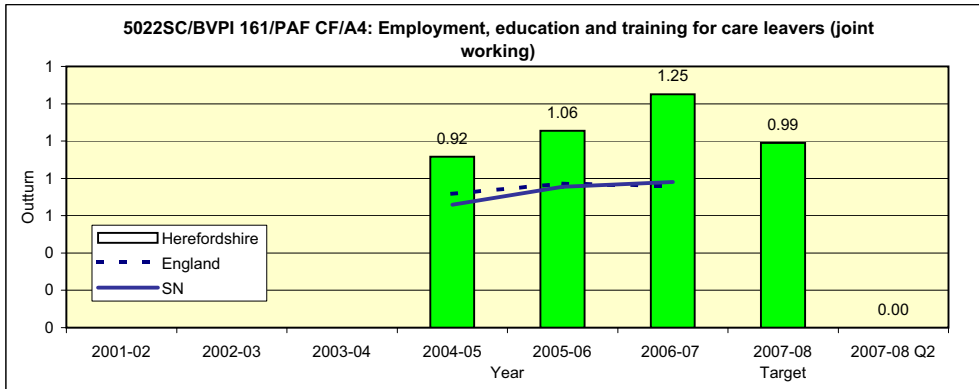
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Achieve Economic Well Being

Looked after children and care leavers data

5022SC/BVPI 161/PAF CF/A4: Employment, education and training for care leavers (joint working) - Ratio of the percentage of those YP who were looked after on 1 April in their 17th year, who were engaged in EET at the age of 19, to the percentage of YP in the population who were engaged in EET at age 19

No Data
(See Bands and Thresholds for details of all PAF Bandings)



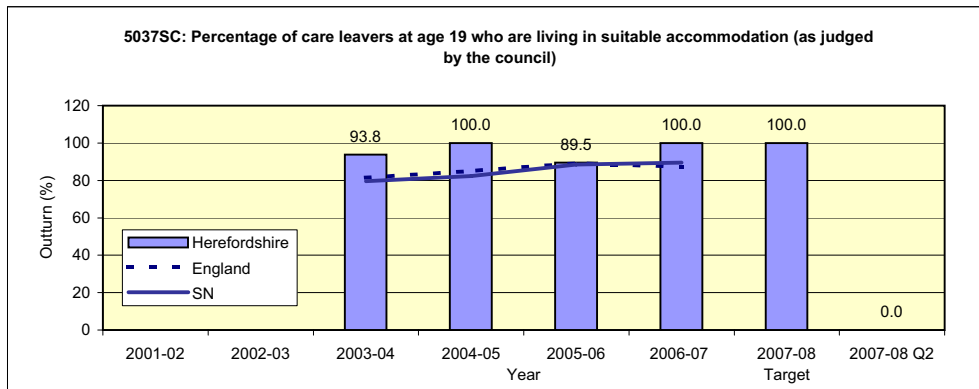
Q2

Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire				0.92	1.06	1.25	0.99	No Data
England				0.72	0.77	0.76		
SN				0.66	0.76	0.78		

Analysis:

Performance is good and work is in train to sustain this performance. Work opportunities through the Council and local employers are being developed. Links to local colleges and prompt action to address individual cases, where necessary, is in place.

5037SC: Percentage of care leavers at age 19 who are living in suitable accommodation (as judged by the council)







Q2


Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire			93.8	100.0	89.5	100.0	100.0	No Data
England			81.4	85.0	89.1	87.3		
SN			79.7	82.4	88.5	89.5		

Analysis:

Performance is good and work is continuing to develop the range of accommodation available further.

Achieve Economic Well-Being - Other PIs									
Indicator name and reference codes	05/06 Outturn	National comparator data Av. 05/06	Statistical neighbour data 05/06	06/07 Outturn	07/08 Target	Quarter 2 07/08 Outturn	Quarter 2 Analysis/Progress	RAG v Previous Outturn	
50255C/PAF CF/E67: Children in need with disabilities.	N/A	N/A	N/A	N/A	N/A	N/A	Collected as part of CIN Census. Next census 08/09.	N/A	
HCS 41: Increase number of LAC who are in Education, Employment or Training.	16/19			14/14		No Data	Performance is good and the initiatives set in place will continue to support care leavers into suitable EET. Good liaison and data sharing between Connexions, Education of Looked After Children Service (ELSS) and After-care. Connexions targets client group and ensures young people are followed up and supported into EET. A framework of opportunities for young people has been developed which encompasses work experience through to apprenticeships and graduate employment. The offer to young people who are or have been looked after will be a priority and will include a guaranteed interview scheme. Connexions attend review meetings where invited.	●	
50265C: During 2005/06 what percentage of children with disabilities aged 14 + had a transition plan to support their move from Children's services to Adult services.	Up to 50%			up to 90%		66.67% Up to 75%	Since the last round of reporting, 5 young people have moved on into adult services, all of which had transition plans in place. One transition plan is not in place for a 17 year old because, so far, the family has not given consent for other agencies to be contacted. All other 17 year olds have transition planning in place. Young people who are LAC and are under 17 years old have transition plans as part of the review process. We have no additional young people reaching the 14 + age group this quarter. Therefore, the figure has reduced.	●	

<p>CYP-AEW1: The number of families housed in B&B</p>	38			7	0	9	<p>Q2 has seen the Team dealing with a high level of homeless presentations, resulting in a higher number of homelessness acceptances and FWC (families with children) placed in B&B accommodation. The team is working hard to rehouse households currently occupying self-contained units of temporary accommodation, so that this accommodation can become available for FWC in B&Bs to occupy. Projections are difficult to set as performance in this area is, for the most part, reactive. It can be projected, however, that the out-turn will be greater than the target of 0. An improvement throughout 07/08 and into 08/09 is unclear as economic and housing market conditions may impact further upon housing stress. Overall, the numbers of FWC in B&B is reducing, despite the busy quarter just experienced. From the figure of 9 families, 6 are lone parents (4 female lone parents, 2 male lone parents), all with one child each. The three remaining households classed as families are all pregnant with no other dependants (1 single pregnant female, and 2 pregnant heterosexual couples). Therefore, six children in total and 3 pregnancies. None of these h</p>	
<p>CYP-AEW3: Annual increase in the percentage of positive year 11 destinations</p>				93.6%	95%	No Data	<p>From the figure of 9 families, 6 are lone parents (4 female lone parents, 2 male lone parents), all w</p>	
<p>CYP-AEW4a: Increase percentage of 16-19 year olds with learning disabilities and difficulties (LDD) in employment, education and training (EET)</p>				81.5%	85%	No Data	<p>Providing data quarterly against this indicator does not provide an accurate depiction of progress due to fluctuations experienced throughout year (i.e. seasonality). Full year's figures will be available at quarter 3 with a full analysis of progress. However, the latest figures show that the percentage of 16-19s with LDD, who are NEET, has fallen from 14.6% (June '06) to 10.1% (June '07). The national average is 12%. This is the result of a multi agency approach and joint funding to establish a Transitions Team. Transitions pilot commenced, central to which is an early notification scheme to inform adult services of ongoing need.</p>	
<p>CYP-AEW4b: Increase percentage of 16-19 year old teenage mothers in EET</p>				31%	33%	No Data	<p>Providing data quarterly against this indicator does not provide an accurate depiction of progress due to fluctuations experienced throughout year (i.e. seasonality). Full year's figures will be available at quarter 3 with a full analysis of progress. However, based on last year's figures, the percentage of this group that is EET is still relatively low (22%) compared to the cohort as a whole, although not substantially different from the national average. Young Mums To Be (YMTB) course has been cited as good practice nationally, with a multi agency approach to delivery. 36 mums and 12 partners have been accredited to date and a midwife has been seconded to the initiative to coordinate provision.</p>	

HCS40: % of 16-18 year olds NOT in education, employment or training (NEET)	6.1%			5.5%	5.3%	No Data	Providing data quarterly against this indicator does not provide an accurate depiction of progress due to fluctuations experienced throughout year (i.e. seasonality). Full year's figures will be available at quarter 3 with a full analysis of progress.	
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Summary - Service Management

Number of indicator outcomes recorded:

22

Direction of Travel Results:

Number Green



2

Number Amber



16

Number Red



3

Number N/A

1

The RAG rating used is based on the following:

Green – on target/met target

Amber – some progress/data not yet available
so not possible to determine trend

Red – not on target

NB: Direction of travel is based on previous years' performance trends and anticipated performance for 2007/08.

Summary

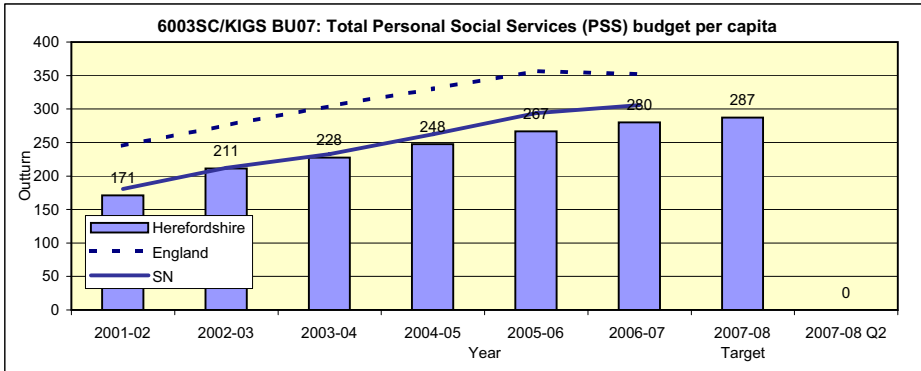
1. Expenditure on looked after children is increasing, particularly the rising numbers of children in residential and agency placements.
2. A number of targets in relation to the financial indicators will not be met and need to be revised.
3. The numbers of operational social workers has increased as a result of the recruitment strategy.

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Service Management

Social Care

6003SC/KIGS BU07: Total Personal Social Services (PSS) budget per capita



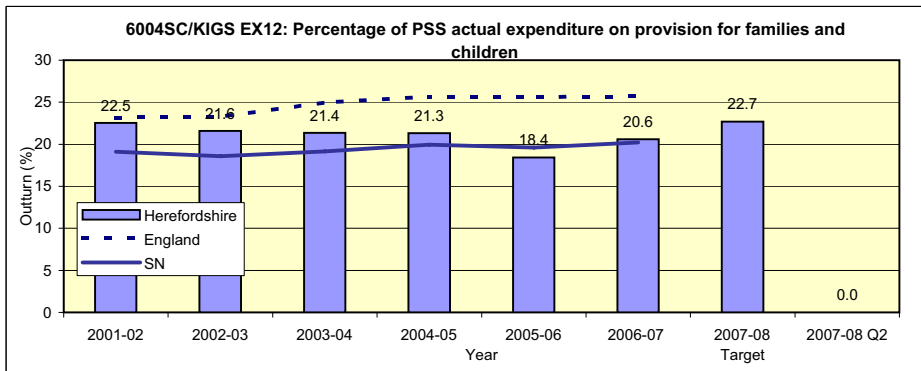
Q2

Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire	171	211	228	248	267	280	287	No Data
England	245	276	304	330	357	352		
SN	180	212	233	262	294	306		

Analysis:

Data available in March 2008

6004SC/KIGS EX12: Percentage of PSS actual expenditure on provision for families and children



Q2

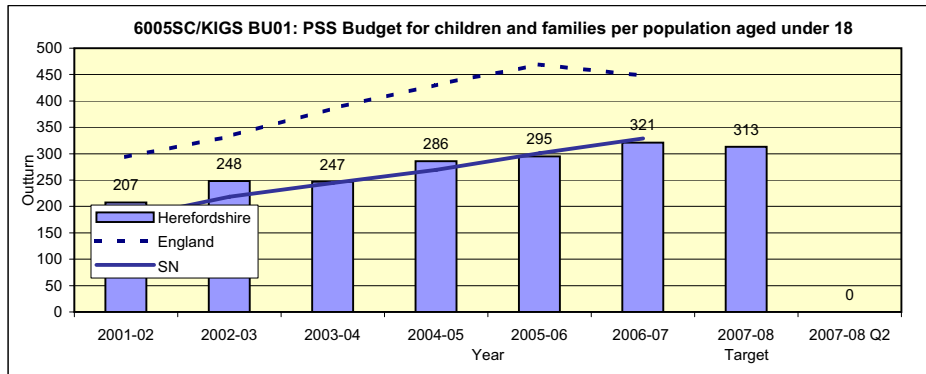
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire	22.5	21.6	21.4	21.3	18.4	20.6	22.7	No Data
England	23.2	23.3	25.0	25.7	25.6	25.7		
SN	19.1	18.6	19.1	19.9	19.6	20.2		

Analysis:

Data for this indicator will be available in Quarter 3

Service Management

6005SC/KIGS BU01: PSS Budget for children and families per population aged under 18



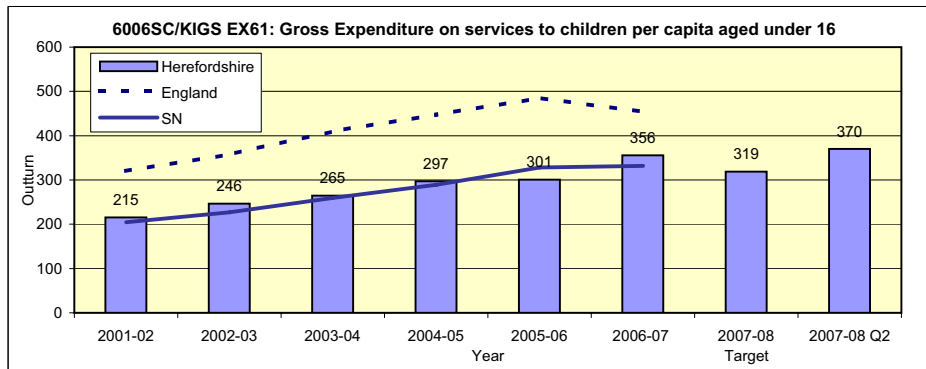
Q2

Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire	207	248	247	286	295	321	313	No Data
England	294	333	386	431	469	448		
SN	178	219	244	270	301	329		

Analysis:

Data available in March 2008

6006SC/KIGS EX61: Gross Expenditure on services to children per capita aged under 16



Q2

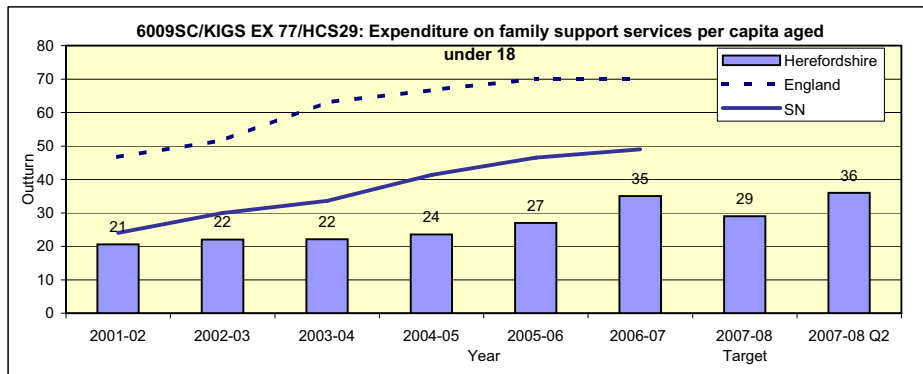
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire	215	246	265	297	301	356	319	370
England	320	358	410	448	485	454		
SN	205	227	259	289	328	332		

Analysis:

This indicator will be affected by the increased expenditure on children looked after, particularly the rising numbers of children in residential and Agency placements. As a result, it is unlikely that the target for 07/08 will be achieved.

Service Management

6009SC/KIGS EX 77/HCS29: Expenditure on family support services per capita aged under 18



Q2

Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire	21	22	22	24	27	35	29	36
England	47	52	63	67	70	70		
SN	24	30	34	41	47	49		

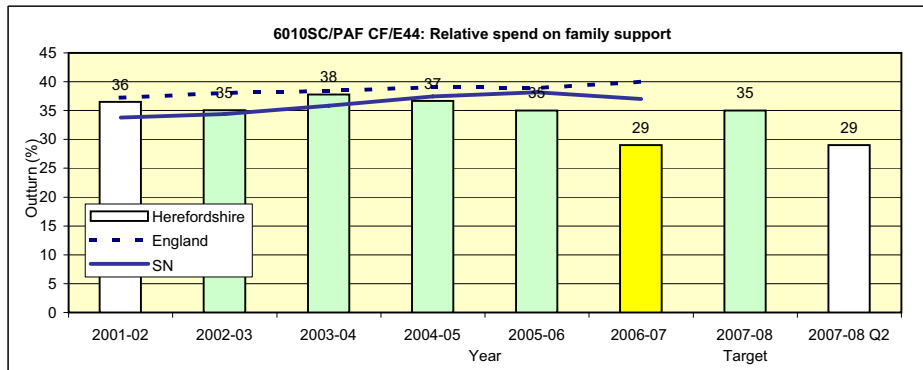
Analysis:

It is anticipated that the expenditure this year will mirror the outturn for 2006/07, given that there has been no increase in the budget and the current overall overspend position. The 2007/08 target is, therefore, unlikely to be achieved.

6010SC/PAF CF/E44: Relative spend on family support -

Gross expenditure on children in need (including a share of commissioning costs) but not looked after, as a percentage of gross expenditure on all children's services

●●●
(See Bands and Thresholds for details of all PAF Bandings)



Q2

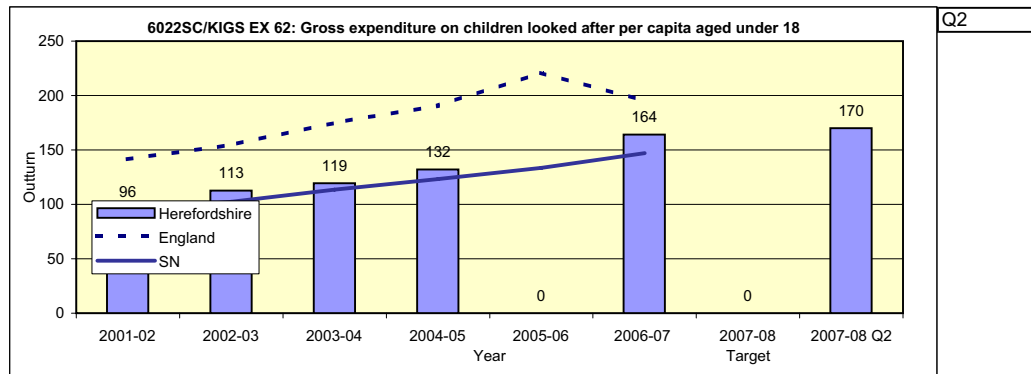
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire	36	35	38	37	35	29	35	29
England	37	38	38	39	39	40		
SN	34	34	36	37	38	37		

Analysis:

There has been no increase in the budget for this area and expenditure is currently being limited to the 2006/2007 outturn figure.

Service Management

6022SC/KIGS EX 62: Gross expenditure on children looked after per capita aged under 18



Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire	96	113	119	132	--	164	No Data	170
England	141	155	175	191	221	195		
SN	95	102	114	123	134	147		

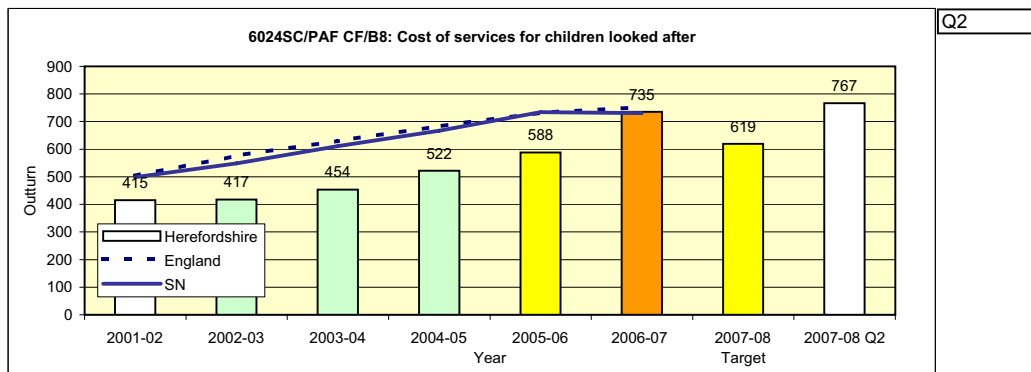
Analysis:

The increase in expenditure is due to the increased numbers of looked after children particularly in residential and agency placements

6024SC/PAF CF/B8: Cost of services for children looked after -

Average gross weekly expenditure per looked after child in foster care or in a children's home

(See Bands and Thresholds for details of all PAF Bandings)



Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire	415	417	454	522	588	735	619	767
England	504	576	630	684	732	753		
SN	499	548	611	667	734	731		

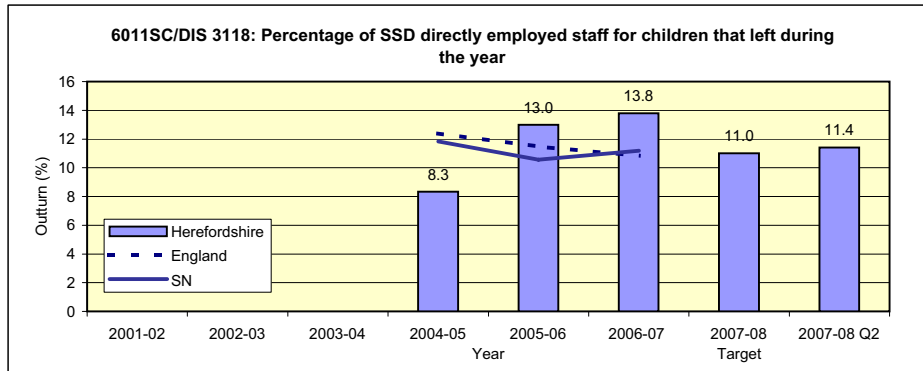
Analysis:

The cost of children looked after continues to rise given the increased numbers of children in residential and agency placements. As a result, it is unlikely that the target for 07/08 will be achieved.

Service Management

Staffing and Related Data

6011SC/DIS 3118: Percentage of SSD directly employed staff for children that left during the year



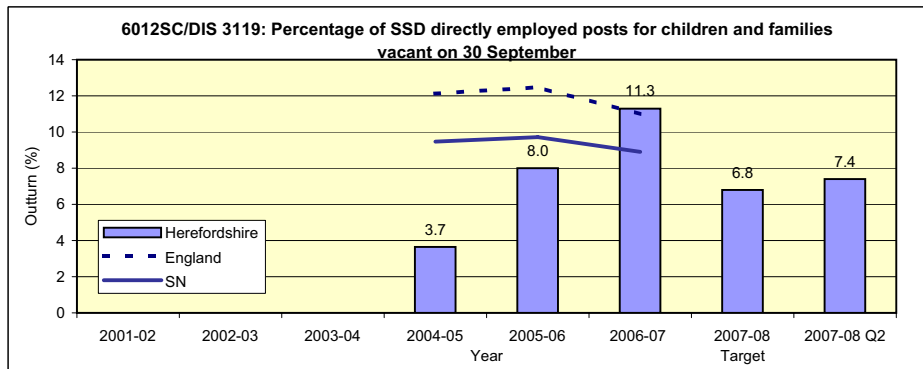
Q2

Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire				8.3	13.0	13.8	11.0	11.4
England				12.4	11.5	10.8		
SN				11.8	10.6	11.2		

Analysis:

11 directly employed staff members left between 1st October 2006 and 30th September 2007. 7 Social Workers, 1 Team Manager, 1 Aftercare Worker, 2 Family Centre Workers. Reasons for leaving were associated with a variety of different reasons; 2 Social Workers left in Fostering, 1 by reason of retirement, the other to set up a private fostering business. 1 Social Worker left in Children with Disabilities Team, who left the profession altogether. 3 Social Workers left across the Children and Families Teams; 1 left to continue with studies, 2 relocated to other parts of the Country. 1 Social Worker left in Referral & Assessment Team to take up a post in a neighbouring Authority. 1 Team Manager left by reason of retirement.

6012SC/DIS 3119: Percentage of SSD directly employed posts for children and families vacant on 30 September



Q2

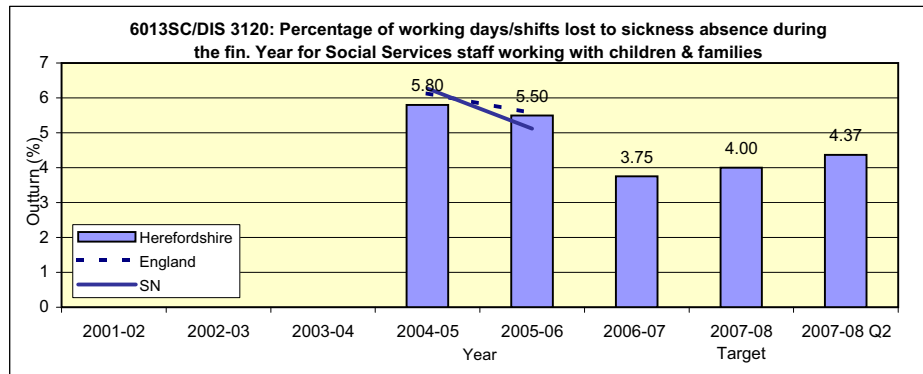
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire				3.7	8.0	11.3	6.8	7.4
England				12.1	12.5	11.0		
SN				9.5	9.7	8.9		

Analysis:

Total vacancies as at 30th September 2007 are 7.6. 1 x CAMHS Social Worker 1 x Fostering Social Worker, 1 x Referral & Assessment Social Worker, 1 Children and Families Social Worker, Children with Disabilities Team Social Worker, 1 x Assistant Team Manager Fostering, 1 x Assistant Team Manager - Referral & Assessment (Temporary Maternity Cover), 1 Family Support Worker. Recruitment continues for permanent Social Workers; interview taking place for Referral & Assessment Social Worker and Children and Families post. Fostering posts (ATM and SW) have been advertised, interviews to take place shortly. Discussions underway on how to fill the 0.6 vacancy in CWD Team. Temporary ATM post in R&A advertised.

Service Management

6013SC/DIS 3120: Percentage of working days/shifts lost to sickness absence during the fin. Year for Social Services staff working with children & families



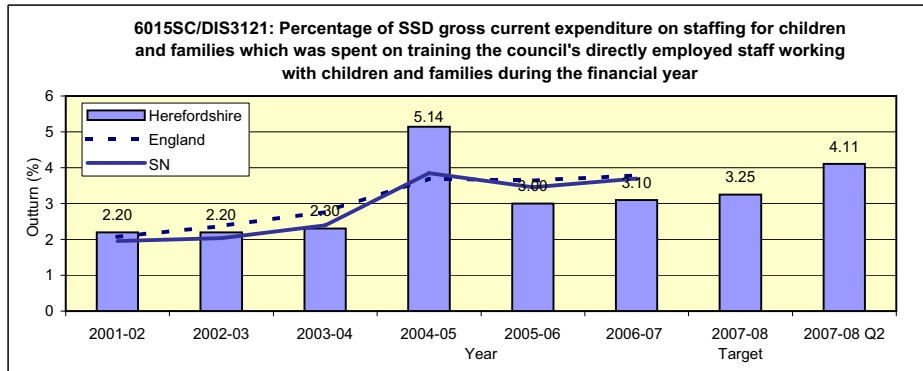
Q2

Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire				5.80	5.50	3.75	4.00	4.37
England				6.13	5.56			
SN				6.27	5.12			

Analysis:

% of days/shifts lost equates to 1523.86 days lost across Children's Social Services. 931.35 (61%) days relates to long term absence, which is absence over 4 weeks or more. Of the 11 long-term cases 1 has left on ill-health retirement grounds, 1 is leaving shortly on ill-health retirement grounds, 3 have left the authority, 2 are on maternity leave, 2 cases relate to post op recovery, 1 has returned to work, and 1 is still currently absent. Of the 1523.86 days, 35% relates to Stress & anxiety, followed by Viral Infections (16.3%). Other reasons for absence include Headaches, back, Stomach, chest & respiratory, post op etc etc

6015SC/DIS3121: Percentage of SSD gross current expenditure on staffing for children and families which was spent on training the council's directly employed staff working with children and families during the financial year



Q2

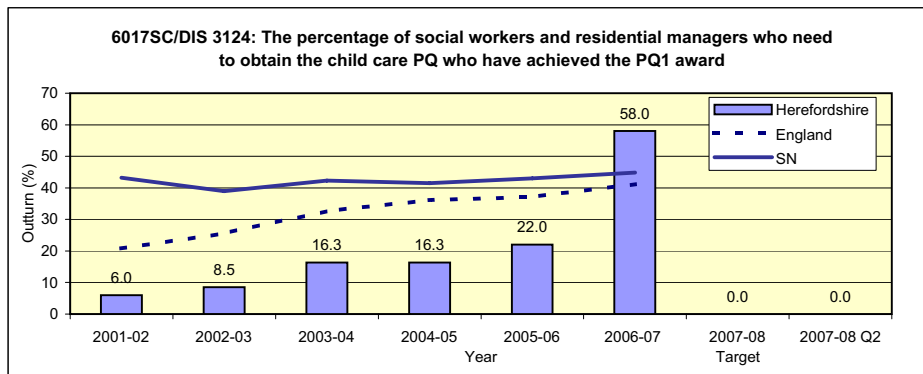
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire	2.20	2.20	2.30	5.14	3.00	3.10	3.25	4.11
England	2.07	2.37	2.77	3.70	3.64	3.79		
SN	1.96	2.04	2.39	3.85	3.45	3.70		

Analysis:

Although we run NVQ courses throughout the year, we also run foundation degrees, scholarships and sponsored students. Because of this, we have to pay course fees and replacement time in September and October. Therefore, the expenditure by Learning and development was higher in the 6th and 7th month of the financial year

Service Management

6017SC/DIS 3124: The percentage of social workers and residential managers who need to obtain the child care PQ who have achieved the PQ1 award



Q2

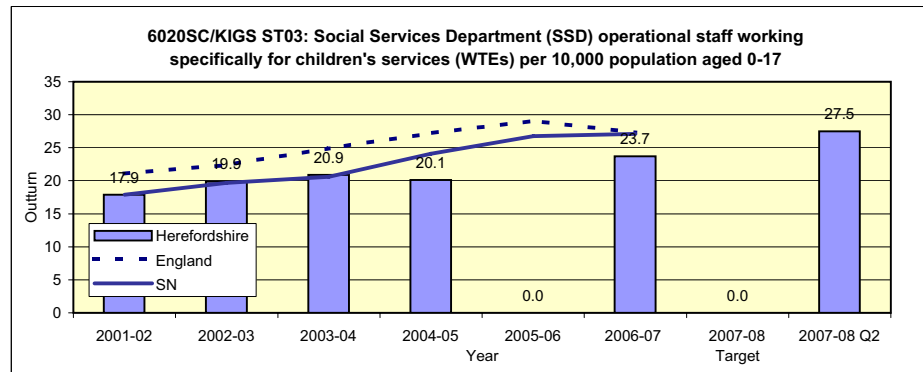
6017SC/DIS 3124: The percentage of social workers and residential managers who need to obtain the child care PQ who have achieved the PQ1 award

Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire	6.0	8.5	16.3	16.3	22.0	58.0	N/A	No Data
England	20.8	25.6	32.7	36.1	37.1	41.2		
SN	43.2	38.9	42.3	41.5	43.0	44.8		

Analysis:

PQ1 becomes the Consolidation Unit of the P.Q. Specialist Award. Intake to academic Programmes will begin in September. The new programme of development for Newly Qualified Social Workers will prepare them for entry to this in the future.

6020SC/KIGS ST03: Social Services Department (SSD) operational staff working specifically for children's services (WTEs) per 10,000 population aged 0-17



Q2

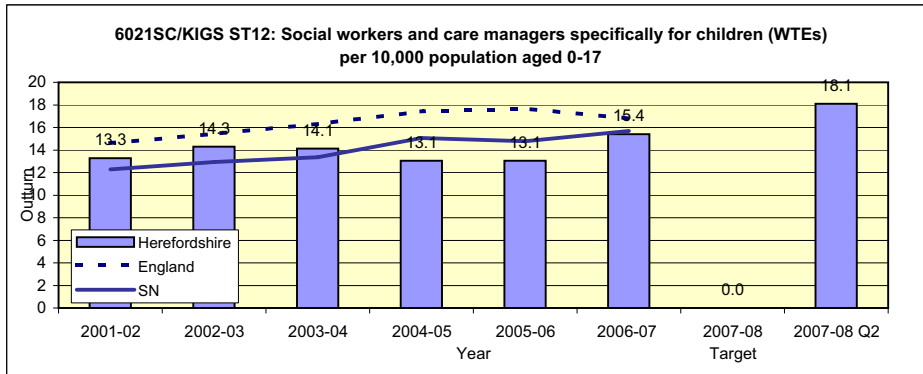
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire	17.9	19.9	20.9	20.1	--	23.7	No Data	27.5
England	21.1	22.4	24.9	27.2	29.1	27.3		
SN	17.9	19.7	20.6	24.1	26.8	27.1		

Analysis:

Increased numbers of Assistant Team Managers, Team Managers, Social Workers and Senior Prac post

Service Management

6021SC/KIGS ST12: Social workers and care managers specifically for children (WTEs) per 10,000 population aged 0-17



Q2

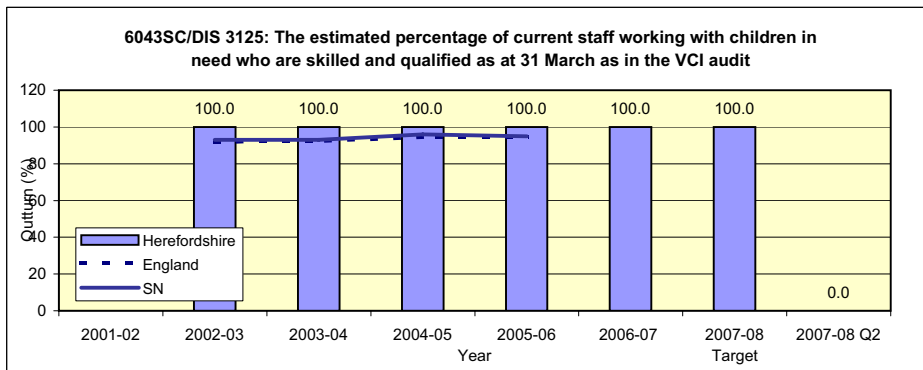


Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire	13.3	14.3	14.1	13.1	13.1	15.4	No Data	18.1
England	14.6	15.4	16.3	17.4	17.7	16.8		
SN	12.3	12.9	13.4	15.1	14.8	15.7		

Analysis:

Increase in Team Manager, 2 Assistant Team Managers and 1 Senior Prac

6043SC/DIS 3125: The estimated percentage of current staff working with children in need who are skilled and qualified as at 31 March as in the VCI audit



Q2



Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire		100.0	100.0	100.0	100.0	100.0	100.0	No Data
England		92.0	92.3	94.6	94.3			
SN		92.9	92.9	96.0	94.9			

Analysis:

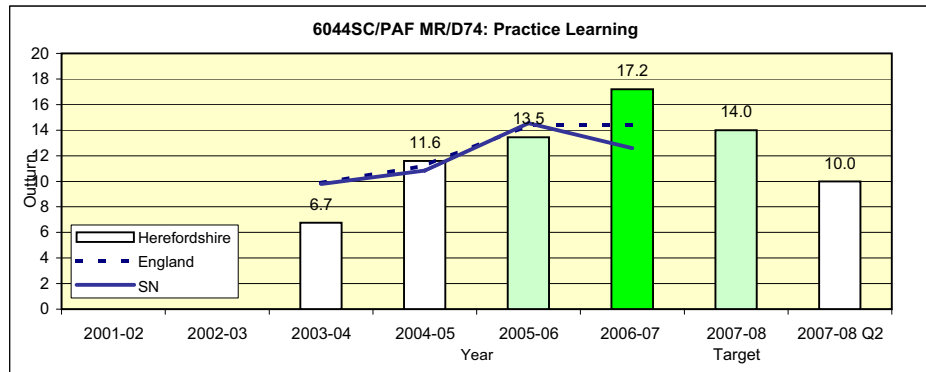
All staff working with children will be recruited with the appropriate qualifications i.e. Social Work degree & GSCC registration. A number of social workers are also completing post qualifying awards. Data available March 2008

Service Management

6044SC/PAF MR/D74: Practice Learning -

The number of assessed social work practice learning days per whole time equivalent social worker

●●●
(See Bands and Thresholds for details of all PAF Bandings)



Q2

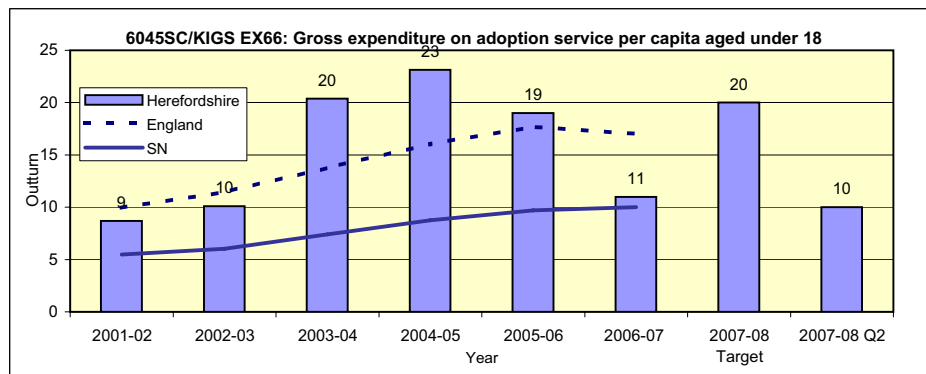
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire			6.7	11.6	13.5	17.2	14.0	10.0
England			9.9	11.2	14.4	14.4		
SN			9.8	10.8	14.5	12.6		

Analysis:

There has been a low demand from universities for placements in children's services in the County, and the unavailability of an appropriate placement in Safeguarding and Assessment for one student who went into private, independent or voluntary adult setting instead. We will direct the New Year requests into children's practice areas in order to reach the target. We are currently awaiting written approval for a project to establish placements for students in the Children's Centres to increase range and number of practice learning opportunities on offer.

Expenditure/Funding

6045SC/KIGS EX66: Gross expenditure on adoption service per capita aged under 18



Q2

Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q2
Herefordshire	9	10	20	23	19	11	20	10
England	10	11	14	16	18	17		
SN	5	6	7	9	10	10		

Analysis:

Placements of adoptive children have generated very little expenditure so far this year due to placements being made on an exchange basis or at a reduced consortium cost. There are a number of children waiting to be matched so costs could increase in the second half of year.

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Service Management - Other PIs

Indicator name and reference codes	05/06 Outturn	National comparator data Av. 05/06	Statistical neighbour data 05/06	06/07 Outturn	07/08 Target	Quarter 2 07/08 Outturn	Quarter 2 Analysis/Progress	RAG v Previous Outturn
BVPI 222A: % of early years leaders funded or part-funded by the Local Authority with a qualification at Level 4 or above.	14.97%			29.24%	34.9%	No Data	Data will continue to be collected via annual audit of settings until we are able to put into practice a method of alternative collation (via Mentors/Dev Team etc.) All Early Years Leaders in the PV Sector continue to be offered support from EYES to include Information, Advice and Training opportunities which allow them to access courses leading to further relevant qualifications. The Foundation degree courses are continuing supported through EYES, and Transformation funding is available to support the employment of graduate level leaders	●
BVPI 222B: % of early years leaders which have input from staff with graduate or post-graduate training in teaching or child development.	100%			100%	100%	No Data	All early years leaders continue to have input from staff with graduate or post-graduate training in teaching or child development. Data will continue to be collected via annual audit of settings until we are able to put into practice a method of alternative collation (via Mentors/Dev Team etc.)	●
6014SC: Do you have recruitment and retention difficulties with any of the following groups that present risks to delivery.	N/A			N/A	N/A	No Data	The indicator requires the authority to indicate whether there are particular recruitment and retention difficulties with any particular groups of staff against a defined list. This indicator is collected annually and data will be available in March 2008	●
6016SC/DIS 3123: The % of residential child care workers who have achieved level 3 in the NVQ 'Caring for Children and Young People'.	0%	50.3%	61.8	0%	0%	0%	This measure is not applicable within Herefordshire	N/A

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Service Management Supporting Data

6014SC - Recruitment and Retention of specific groups of staff

Indicator 6014SC	Do you have recruitment and retention difficulties with any of the following groups that present risks to delivery?		
	Spring 2005		Spring 2006
Central and strategic staff	1. Yes		1. Yes
Field Social Work	1. Yes		1. Yes
Occupational Therapists	2. No		2. No
Residential Care	2. No		2. No
Foster Carers	2. No		2. No
Adopters	2. No		2. No
Leaving care personal advisers	2. No		2. No

CHILDREN'S SERVICES SCRUTINY COMMITTEE WORK PROGRAMME

Report By: Head of Legal and Democratic Services

Wards Affected

County-wide

Purpose

- 1 To consider the Committee work programme.

Financial Implications

- 2 None

Background

- 3 In accordance with the Scrutiny Improvement Plan a report on the Committee's current Work Programme will be made to each of the scheduled quarterly meetings of this Scrutiny Committee. A copy of the suggested Work Programme is attached at appendix 1.
- 4 The programme may be modified by the Chairman following consultation with the Vice-Chairman and the Director of Children's Services in response to changing circumstances.
- 5 Should any urgent, prominent or high profile issue arise, the Chairman may consider calling an additional meeting to consider that issue.
- 6 Should Members become aware of any issues they consider may be added to the scrutiny programme they should contact either the Director of Children's Services or the Democratic Services Officer to log the issue so that it may be taken in to consideration when planning future agendas or when revising the work programme.

RECOMMENDATION

THAT subject to any comment or issues raised by the Committee the Committee work programme be approved and reported to Strategic Monitoring Committee.

BACKGROUND PAPERS

- None identified.

Children's Services Scrutiny Committee - Work Programme 2007/08 for 22nd January 2008

21st April 2008	
Officer Reports	<ul style="list-style-type: none"> • Principles on future provision of School places – update. • Capital Budget Monitoring. • Revenue Budget Monitoring • Performance Digest • Behaviour and Discipline Management in Herefordshire Schools – progress against the action plan. • Committee Work Programme.
Scrutiny Reviews	
7 July 2008 (provisional date)	
Officer Reports	<ul style="list-style-type: none"> • Presentation by Cabinet Member (Children's Services). • Capital Budget Monitoring. • Revenue Budget Monitoring • Performance Digest • Committee Work Programme.
Scrutiny Reviews	
29 September 2008 (provisional date)	
Officer Reports	<ul style="list-style-type: none"> • Capital Budget Monitoring. • Revenue Budget Monitoring • Performance Digest • Committee Work Programme.
Scrutiny Reviews	
8 Dec 2008 (provisional date)	
Officer Reports	<ul style="list-style-type: none"> • Capital Budget Monitoring. • Revenue Budget Monitoring • Performance Digest • Committee Work Programme.
Scrutiny Reviews	
30 March 2008 (provisional date)	
Officer Reports	<ul style="list-style-type: none"> • Capital Budget Monitoring. • Revenue Budget Monitoring • Performance Digest • Committee Work Programme.
Scrutiny Reviews	

The Chairman and Vice-Chairman are discussing with the Director of Children's Services possible future items on

- Extended Schools
- Early Years provision.
- School transport particular reference to Yellow Bus scheme

In consultation with the Chairman and Vice-Chairman the Director of Children's Services is working up a programme of open seminars for Committee Members based on defined themes.