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Children's Services Scrutiny Committee

Date: **Monday, 21st April, 2008**

Time: **10.00 a.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 (Roman Catholic Church) and Revd. I. Terry (Church of England)
	Parent Governor Members	Mr N Parker (Secondary School Parent Governor), Mr R Stevenson (Primary School Governors) and Mr A Wood (Special School Governors)
	Teacher Representatives	Mr C Lewandowski (Teachers)
	Headteacher Representatives	Mr R Aird (Special School Headteachers Rep), Mr S Pugh (Primary Headteacher Representative) and Mrs D Strutt (Secondary School Headteachers)
	Representatives	Ms K Berry (Connexions) and Ms D Scott (The Alliance Community Representative)

	Pages
1. APOLOGIES FOR ABSENCE	
To receive apologies for absence.	
2. NAMED SUBSTITUTES	
To receive 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 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.

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| <p>4. MINUTES</p> <p>To approve and sign the Minutes of the meeting held 22 January 2008.</p> | <p>1 - 10</p> |
| <p>5. SUGGESTIONS FROM MEMBERS OF THE PUBLIC ON ISSUES FOR FUTURE SCRUTINY</p> <p>To consider suggestions from members of the public on issues the Committee could scrutinise in the future.</p> | |
| <p>6. COMMITTEE MEMBERSHIP - UPDATE</p> <p>To note the Committee membership with particular reference to the Co-opted membership.</p> | <p>11 - 14</p> |
| <p>7. SWIMMING PROVISION IN HEREFORD CITY AND SURROUNDING AREA</p> <p>To consider the alternatives for making provision for school swimming in Hereford City and inform the Cabinet Member of the preferred option.</p> | <p>15 - 24</p> |
| <p>8. WYEBRIDGE ACADEMY: PROGRESS REPORT</p> <p>To receive a report on the progress being made in Wyebridge Sports College becoming an Academy.</p> | <p>25 - 56</p> |
| <p>9. KINGTON CHILDREN'S CENTRE NURSERY</p> <p>For Scrutiny to discuss and consider the related issues around the proposal to close Kington Children's Centre Nursery, 3 Gravel Hill, Kington to inform the Cabinet Member Decision.</p> | <p>57 - 62</p> |
| <p>10. CHILDREN AND YOUNG PEOPLES PLAN 2008-2011</p> <p>To consider the new Children and Young People's Plan 2008-2011.</p> | <p>63 - 98</p> |

11. CAPITAL BUDGET MONITORING REPORT 2007/08	99 - 102
To report the capital budget for 2007/08 for the Children & Young People's Directorate.	
12. REVENUE BUDGET MONITORING REPORT 2007/08	103 - 106
To report on the monitoring of the revenue budget for 2007/08 for the Children & Young People's Directorate.	
13. PERFORMANCE DIGEST - QUARTER 3 - 2007/2008	107 - 108
To present the Quarter 3 Performance Digest for Children's Service (October to December 2007) and to highlight key areas arising from the performance for the second quarter.	
The Performance Digest Quarter 3 2007/08	
The attached sizable colour document was issued to Committee Members as a supplement to the agenda.	
14. COMMITTEE WORK PROGRAMME	109 - 112
To consider the Committee work programme.	

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, 22nd January, 2008 at 2.30 p.m.

Present:	Councillor	SJ Robertson (Chairman)
	Councillor	WU Attfield (Vice Chairman)
	Councillors	DW Greenow, G Lucas, JE Pemberton, RV Stockton, JK Swinburne, AM Toon, WJ Walling, PJ Watts and JD Woodward
	Church Members	J.D. Griffin
	Parent Governor Members	Mr R Stevenson and Mr A Wood
	Teacher Representatives	Mr C Lewandowski (Teacher Representative)
	Headteacher Representatives	Mrs D Strutt (Secondary Schools)
	Community Representatives	Ms K Berry (Connexions), Ms D Scott (The Alliance) and Mrs H Tyler (Foster Care representative)

In attendance: Councillors: GFM Dawe, PJ Edwards, JP French, AE Gray, JA Hyde (Cabinet Member - Children's Services), TM James, MD Lloyd-Hayes, RI Matthews, AT Oliver, RJ Phillips and A Seldon

31. APOLOGIES FOR ABSENCE

Apologies were received from Councillors: ME Cooper and Brig P Jones CBE.

32. NAMED SUBSTITUTES

Councillor PJ Watts substituted for Councillor ME Cooper and Councillor DW Greenow for Councillor Brig P Jones CBE.

33. DECLARATIONS OF INTEREST

The following declaration were made:

Councillor W U Attfield	Personal items 9 & 11	High School Governor
Councillor SJ Robertson	Personal items 9 & 11	Primary School Governor
Councillor AM Toon	Personal items 9 & 11	Primary School Governor
Councillor JD Woodward	Personal items 9 & 11	Primary School Governor
Councillor RV Stockton	Personal items	Primary School Governor

	9 & 11	
Councillor JK Swinburne	Personal items 9 & 11	Primary School Governor
Councillor JE Pemberton	Personal items 9 & 11	Primary School Governor
Mr RI Stevenson	Personal items 9 & 11	Primary School Governor
Mr A Wood	Personal items 9 & 11	Special School Governor
Mr C Lewandowski	Personal items 9 & 11	High School Teacher and Governor
Mrs D Strutt	Personal items 9 & 11	High School Head and Governor
Councillor RJ Phillips	Personal items 9 & 11	High School Governor

34. MINUTES

RESOLVED: That

- a) subject to the inclusion at minute No. 19 an additional part to the resolution that c) a report on the Business case for the Academy be considered by the Committee, the minutes of the meeting held on 25th September, 2007, be approved as a correct record and signed by the Chairman.
- b) the minutes of the meetings held on 5th October, 2007, be approved as a correct record and signed by the Chairman

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

No suggestions were made by Members of the public.

36. LEADING ASPECT AWARD

The Committee noted that the Council had received a Leading Aspect Award in recognition of the county-wide impact that the Council's work had had on its schools across all phases.

The Committee appreciated the work done by schools, the communities and officers in achieving this award.

37. PRESENTATION BY CABINET MEMBER - CHILDREN'S SERVICES

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

The Cabinet Member – Children's Services gave a presentation to the Committee. Some of the principle points from the presentation were:

- The Services would continue progress with the five outcome areas identified in the Every Child Matters agenda but also: to make further progress in applying the 'Team Around the Child'; progressing the Common Assessment Framework; make changes to working practices (information sharing/ICT and workforce reform); ensure the further involvement of children and young

people in strategic issues and improve targeted youth support and addressing changes to funding streams.

- Address any outstanding issues identified from the Joint Area Review 2005 (JAR) and the Annual Performance Assessment (APA), referred to in a later agenda item.
- Key issues identified for the coming year were: greater partnership working through the Children's Trust and PST; the development of a new Local Children's Plan by April 2008; reorganisation of the Children's Services Directorate to provide services 'around the child'; provide improved service delivery and outcomes; tackle budget pressures and address staff retention, recruitment and development. The review of school places would need to be progressed and was the subject of a later agenda item.
- Financial – consideration would need to be given to schools delegated budgets; the Directorate's budgets; Children's Trust commissioning arrangements; financial arrangements under the Local Area Agreement and budget pressures due to the number and cost of out of County placements.

Questioned on the retention and training of staff the Committee were informed that, where appropriate, efforts were being made to develop existing staff, otherwise recruitment was sought from various sources.

Responding to questions on the production of a business case for the Wyebridge Sports College Academy project and whether an 'academy' was the right choice the Committee were informed that the business case was still being compiled, however, the academy option offered £20m of capital investment to the area.

The Committee noted that the Children's Trust Board comprised of representatives of key partners concerned with the delivery of services to children. The Director of Children's Services reported that The Children's Trust Board worked collaboratively to steer and monitor the commissioning of services for children. The link between the Children's Trust Board and Council was through the Director of Children's Services.

The Chairman thanked the Cabinet Member – Children's Service, for her presentation and the Committee noted the position.

38. REVIEW OF PROVISION OF SCHOOL PLACES: PROGRESS REPORT

The Committee received a report on the Review of School Places.

The Director of Children's Services reported that since publication of the agenda the proposals for the future provision of school places had been withdrawn for reconsideration. She reported that consultation at a strategic level, rather than at individual school level, had been ongoing for some time with school headteachers, and this strategic level information had been shared with Members of the Executive. The paper that had been published, which named individual schools, had been a professional paper putting forward informal proposals for consultation.

The Committee heard that the proposals had been withdrawn to allow more time for consultation; detailed research and for independent verification to be undertaken before re-drafted proposals could be put to Cabinet for consideration in September 2008.

The Leader of the Council highlighted the difficult position the Council was in due to the falling number of pupils on roll and resultant funding pressures which would have to be addressed. The proposals as published had been politically unacceptable and had been withdrawn for reassessment.

The Chief Executive spoke of the need to ensure that the concerns of schools and communities were heard during the early stages in the consultation and therefore more time had been given for views to be put forward.

The Committee debated a range of issues including: when the Executive had received the published proposals; the timing of the member briefing to hear about the proposals; that school Heads had requested a set of proposals for debate; whether the statistics used were up to date and included accurate birth rate and immigration figures; how the process used so far compared with government guidance on schools reviews; the status of the proposals – were they a fait accompli?, and whether the proposals should have indicated the financial implications.

The Chairman reported that a number of written public questions had been received on this item, however, as events had changed written responses would be made.

Responding to a public question on how the proposals promoted the need to ensure that pupils, and the money that followed them, stayed in the county rather than be attracted to out of county schools, the Director of Children's Services acknowledged that there would be cross-border issues, however, reciprocal notification and discussion arrangements on any proposals were in place with neighbouring authorities.

The Committee noted the current position and requested that an update including a revised timetable for the review be brought to its next meeting.

The Committee also expressed its wish to scrutinise the revised draft proposals prior to the Executive issuing them for public consultation. The Committee also highlighted the need for all elected members to be kept informed throughout the review process.

RESOLVED: That

- a) **an update, including a revised timetable for the review be brought to the next meeting;**
- b) **the Executives proposals be scrutinised prior to being released for public consultation; and**
- c) **all Members of the Council be kept informed through out the review process**
- d) **the written public questions be acknowledged.**

The Committee adjourned for 13 minutes and reconvened at 4.30 pm.

39. ANNUAL PERFORMANCE ASSESSMENT (APA) - UPDATE

The Committee were informed of the outcome of the Annual Performance Assessment (APA) process in Children's Services and the new priorities.

The Director of Children's Services reminded the Committee that following the Joint Area Review (JAR) inspection in 2005 the Authority had been in formal intervention with GOWM. A summary of the strengths and areas for development, by outcome, together with the overall recommendations from the APA inspection were set out in the report. She reported that learning from the inspection process and resultant judgements the Children's Services Directorate would be working with key partners to ensure the new Children and Young People's Plan effectively met the priorities. Consultation on the draft plan had begun and involved discussion with other partners together with children and young people.

She further reported that as a result of the 2007 APA inspection, GOWM had formally confirmed that Children's Services were no longer in formal intervention and this recommendation had been confirmed by the government Minister. The Ofsted letter of 26 November 2007 was appended to the agenda report. The overall recommendations from the APA were set out in the agenda report but she highlighted that further work was needed with partners to deliver the revised strategy for a coherent area-wide 14-19 curriculum that provided access to a wider range of vocational courses.

The Committee noted that while the local referral rate of children in need had significantly risen it was still below that of national and comparable Council averages. The Director of Children's Services reported that independently of the APA outcome the implications of the referral system were being looked at and a report would be made to Cabinet.

Issues identified around CRB checks were multi-agency issues, however, the Council had tightened up its procedures.

Responding to questions concerning the APA recommendation 'improve dental health of children and young people' the Director of Children's Services reported that the dental health of children needed addressing, particularly for those under 5 years of age, and while fluoridation of the water could be seen as the quickest means to tackle the problem there were financial, regional and public choice issues to be taken into consideration.

Responding to a question concerning possible funding cuts to the voluntary sector and whether social workers would continue the work currently being undertaken, the Director of Children's Services responded that this commissioning issue was being looked at by the Children's Trust Board and she undertook to provide members with further information.

RESOLVED: That the report be noted.

40. YOUTH SERVICE UPDATE: TARGETED YOUTH SUPPORT AND POSITIVE ACTIVITIES

The Committee received an update on the performance of the Youth Service within the context of Every Child Matters (ECM) framework and informed of national changes in youth work particularly the increased emphasis on Targeted Youth Support for vulnerable young people and new legislation on the provision of Positive Activities.

The Community Youth Service Manager reported upon: the contribution made by the Service to the Positive Contribution Outcome area within the Every Child Matters (ECM) Outcome framework; the four key performance indicators set by the Department for Children, Schools and Families (DCSF) and additional indicators set by Ofsted; partnership working; work undertaken in the six geographical areas; budgets, including staff and building costs, and the effect of staff vacancies on the service. Details of these issues were set out in the agenda report.

He also reported that the government, as part of the ECM agenda for teenagers, had announced two new policy initiatives: **Targeted Youth Support (TYS)** (detailed further in appendix 1 to the report) and **Positive Activities – Aiming High** a ten year strategy, that directly affected the work of youth services as well as other service providers. These initiatives were part of the wider integration agenda for all

children's services which is more broadly termed **Integrated Youth Support Services (IYSS)** and aimed to increase the co-ordination of all youth support activities to enable agencies to work together better, reduce duplication and avoid gaps in provision. Details of these initiatives were also set out in the report.

The Committee noted the need to move away from the 'leisure provider for young people' towards the governments target driven service.

Questioned on staff vacancy rates the Committee were informed that performance had been effected by the high turnover rate of staff leaving the Services together with resultant budget expenditure for advertising vacancies. Action to address this was contained in the Services Plan 2007-8, (appended to the agenda report) however, it was reported that pay rates in the Service were low compared to other authorities.

The Director of Children's Services reported that there was no new money to support the changes in the Service and therefore a refocusing of the Service was needed. She acknowledged that some elements of funding were available via Extended Schools funding, which had been delegated to schools. While a co-ordinator had been appointed to advise schools in the effective use of the funding this had met with varying degrees of success. The Schools Forum are to consider clawing back the funding to use centrally.

The Committee noted comments that a lack of resources in Youth Services may only move problems into other areas e.g. youth crime and vandalism.

RESOLVED That

- a) **the report be noted and in view of the additional pressures on the Service the Executive be requested as a matter of urgency to review the level of funding to the Youth Service; and**
- b) **a further report be brought to a future Committee updating on how the Youth Service planed to respond to the changes and government initiatives.**

41. ARRANGEMENTS FOR SCHOOL MEALS PROVISION

The Committee were informed of the arrangements for School Meals provision and notified of the take-up of school meals in the County.

Arising from discussion at the meeting on 5th October 2007 (Minute No.26 - Capital Budget Monitoring Report 2007/08) the Property Services Manager presented a report setting out: the Council's School Meals Policy; the percentage of school meal take-up; the Healthy School Meals draft policy Framework; details of contractors and financial details (exempt appendix to the report); initiatives and work done to improve the standard of meals in schools.

The Committee noted that from September 2008 any child in a County school would be able to request a hot school meal. In recognition of this the Council had started to invest in kitchens in high schools in order to increase their capacity to provide meals for the primary schools within their catchment area. The strategic framework for the investment was set out in the policy statement 'Health School Meals for Herefordshire draft policy Framework' at appendix 4 to the agenda report. Accordingly works had been undertaken at John Masefield High, John Kyrle High and Aylestone High Schools. Work to three further High Schools would be considered in 2008.

In considering the arrangements for school meal provision, including proposed capital expenditure on some school kitchens, the Committee identified the need for caution to be exercised, given the possible implications of the review of the provision of school places, discussed earlier at agenda item 9 (minute No.38).

The Committee noted that contracts undertaken by the former Herefordshire Jarvis Services (HJS) had not been taken up by Amey Wye Valley Limited (AWV) and that all contracts were currently with private companies. It was further noted that in some instances assistance with capital outlay had been given to small companies when starting up a contract.

The Committee noted that there were 36 breakfast clubs currently operating within schools and that the intention was to encourage more schools to participate through the Extended Schools agenda.

Responding to questions on the cost of a meal, snack or beverage the Committee noted that while there was a standard cost for items, it was the school Governors that actually set the item costs for their school. The Committee wished to examine the cost of items to the pupils and requested comparative details from around the County e.g. the cost to a pupil of a bottle of water.

RESOLVED That

- a) **the report be noted and, given the possible implications of the review of the provision of school places, the need for caution to be exercised be highlighted to the Executive when considering improvements to school kitchen facilities; and**
- b) **Committee Members be provided with comparative costs of meals, snacks or beverages across the County.**

42. REVENUE BUDGET MONITORING REPORT 2007/08

The Committee received a report on the revenue budget's financial position for Children & Young People's Directorate as at the end of December 2007 and were provided with projections to the end of the financial year.

The Finance Manager reported that as of the end of December 2007 an overspend of £475k was projected. This compared with a projected overspend of £703k in the November Integrated Performance Report. Further detail of the change in the budget profiles, including an indication of budget pressures were set out in the agenda report and appendix.

The Committee noted that a typical external agency placement of a child with complex need on average cost £150,000 per annum, however, a severe complex need case could cost in the region of £300,000 per annum.

RESOLVED: That the report be noted.

43. CAPITAL BUDGET MONITORING REPORT 2007/08

The Committee received a report on the capital budget financial position for Children and Young People's Directorate.

The Capital programme budget monitoring summary position was set out in the report and full details of expenditure on Children and Young People's projects were listed in appendix 1 to the report.

The Finance Manager reported that the revised figure of just over £12m was fully

resourced from a combination of DCSF grant; borrowing approvals supported as part of the Council's capital programme; capital receipts and Section 106 monies. Brief details of significant schemes (over £500k) were set out in the report together with a number of other budget changes.

In view of the review of school places (discussed earlier at minute No 38) a concern was raised regarding the advisability of entering into a tender for the replacement of The Minster College. The Committee noted that under the review, while the number on roll and catchment areas may change, the size and design was not anticipated to change.

Questioned on expenditure for 'Virtual Learning' the Committee noted that this was grant funded and managed by Community Services.

Referring to Appendix 1 to the report the Committee noted that the 'spend to date' for 'Ledbury Primary – extension' related to the cumulative expenditure to date. Also that expenditure against the item: 'site acquisition – Cradley', related to the Council's contribution to the school Governors for the playing field.

Responding to concerns regarding the management of projects the Director of Children's Services reported that projects were now managed through the Corporate Management Team.

RESOLVED That the report be noted.

44. PERFORMANCE DIGEST - QUARTER 2 - 2007/2008

The Committee considered the Quarter 2 Performance Digest for Children's Services (July to September 2007) and key areas specifically highlighted arising from the performance for the second quarter.

RESOLVED That the report be noted.

45. COMMITTEE WORK PROGRAMME

The Committee considered its work programme.

The Chairman reported that a number of concerns had been raised with her regarding the Wyebridge Sports College Academy Project. She proposed that Councillors: A M Toon; ME Cooper; JD Woodward, together with herself, meet with key officers to discuss matters of concern.

Responding to Members wishes to receive a range of background information on the service the Director of Children's Services reported that following discussion with the Chairman a series of information seminars would be held for Members and co-opted-members based on specific themes.

The Committee had earlier identified that it wished to receive reports on the review of school places (minute No 38) and the Youth Service (minute No 40).

RESOLVED: That

- a) The Chairman, together with Councillor AM Toon; ME Cooper and JD Woodward meet with officers to discuss issues of concern regarding the Wyebridge Academy; and**
- b) 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**

**and the programme be referred to Strategic Monitoring
Committee.**

The meeting ended at 6.07 p.m.

CHAIRMAN

COMMITTEE MEMBERSHIP - UPDATE

Report By: Head of Legal and Democratic Services

Wards Affected

None.

Purpose

1. To note the Committee membership with particular reference to the Co-opted membership.

Background

2. The Council's constitution sets out that the Committee will consist of 11 Council Members. It also permits scrutiny committees to co-opt persons who are not members of the Council to assist them in their work. The Committee may also invite partners, services users, experts, etc, to attend to give information, usually for specific agenda items. At previous meetings of the Committee namely 3 October and 16 December 2005, the Committee considered and noted or agreed various terms of reference for the co-opted members. Consideration of any wider representation was deferred for the new Committee to consider following the May 2007 elections.
3. At its meeting on 25th June 2007 the Committee debated the scope of its remit and the various organisations that could assist in its work e.g. Foster Carers, Probation Service; Police; Primary Care Trust; Connexions; Youth Council and those from the education sector. The Committee confirmed the statutory co-opted member arrangements and also confirmed that one member be co-opted from The Alliance. In accordance with the resolution the Chairman and Vice-Chairman took note of the range of organisations suggested at the meeting and advised the Head of Legal and Democratic Services in relation to the appointment of non-voting co-opted representatives from other sectors. These are reflected in this report.

Current Statutory Membership

4. **Diocesan Members** – it is a requirement that the Committee formally co-opt Diocesan representatives to serve on the Committee as full voting members. Where the remit of the Committee goes wider than matters of education, as in the case of this Committee, church and parent governor representatives are entitled to vote only on any matter relating to education, whether in respect of schools or wider educational issues. They may in addition speak on any other matters within the remit of the Committee.
5. Diocesan members are appointed by the respective diocese and there is no statutory term of office. However, in accordance with this Committee's resolution dated 3rd October 2005, following local elections the Head of Legal and Democratic Services writes to the diocese for confirmation of their nomination or re-nomination.
6. The current diocesan members are:

Further information on the subject of this report is available from Paul James,
Democratic Services Officer, on 01432 260460.

Church of England – Revd I Terry.

Roman Catholic Church – Mr J. D Griffin.

7. **Parent Governor Members** - The School Standards and Framework Act 1998 and the Education (Parent Governor Representatives) Regulations 1999 require education authorities to have parent governor representatives as full members on Scrutiny Committees with voting rights. As in the case of Church representatives they are restricted to voting on educational matters only. They may in addition speak on any other matters within the remit of the Committee.
8. The Regulations with regard to Parent Governors set out that the term of office shall be “of such duration as the authority shall determine, being a period not less than two years nor greater than four years”. Cabinet in Sept 1999 decided that “representatives take up their role from the start of the new Council in May 2000”. It was agreed that “the term of office should be coincident with that of the Council, with any vacancy filled on the basis of completing the remaining period of office”. The Council decided that 3 Parent Governor representatives be appointed.
9. The term of office for the current parent governors will expire in May 2011 unless they become ineligible. The following governors have been elected:

Primary School sector – Mr R I Stevenson

Secondary School sector – Mr N Parker.

Special School sector – Mr A Wood.

Non-voting Co-opted Representatives

10. Cabinet on 18 December 2003 considered the implications of the Local Government Act 2003 and decided not to confer voting rights on non-statutory co-opted members serving on any Council Committee.
11. The following is a list of the non-voting co-opted members on this Committee:
12. **Headteacher representatives** –
 - Primary School sector – Mr S Pugh, Hampton Dene Primary School, Hereford.
 - Secondary School sector – Mrs D Strutt, Whitecross High School & Specialist Sports College, Hereford.
 - Special School sector – Mr R. Aird, Barrs Court Special School, Hereford.
13. **Teacher representative** – Mr C Lewandowski,
14. **Foster Care representative** – There is currently a vacancy due to the resignation of Mrs H Tyler. A replacement is being sought via Foster Carers.
15. **Voluntary and Community sector representative** – Ms D. Scott (The Alliance).
16. **Connexions Herefordshire and Worcestershire** – Ms K Berry, Head of Service Delivery Herefordshire.

Further information on the subject of this report is available from Paul James,
Democratic Services Officer, on 01432 260460.

17. **Primary Care Trust** – A request has been made to the Chief Executive for an appropriate nomination.
18. The Committees expectation is that all co-opted members will report back to their respective bodies or organisations.

An alternative to co-opting representatives

19. As reported earlier the Committee may also invite partners, service users, experts, etc, to attend to give information on specific issues. Based on the Committee work programme the Director, in consultation with the Chairman and Vice-Chairman, should be able to identify issues that may require wider expertise. In such instances the Director will arrange for an appropriate level of advice to be available to the Committee depending on the issue under debate. This may be in addition to relevant members of staff being in attendance.

RECOMMENDATION

THAT The Committee note the current membership of the Committee and action in relation to current vacancies.

BACKGROUND PAPERS

- None identified.

SWIMMING PROVISION IN HEREFORD CITY AND SURROUNDING AREA

**Report By: Head Of Commissioning & Improvement
(Schools And Services)**

Wards Affected

County-wide

Purpose

1. To consider the alternatives for making provision for school swimming in Hereford City and inform the Cabinet Member of the preferred option.

Financial Implications

2. There are both capital and revenue consequences on future options for swimming provision, which are explained in more detail in the report.

Background

The St Martin's (LEA) Pool

3. Prior to 1974 and the existence of any indoor public swimming pool in Hereford, Herefordshire Education Committee decided to build the swimming pool at St Martin's designed specifically for swimming tuition. The pool opened in 1975. Since then this pool has provided a valuable service to at least 40% of Primary Schools in the County i.e. to those either in or closer to Hereford City. In the Autumn Term of 2007, 38 Primary Schools used the pool with an average of 1,170 pupils per week. Two Schools, Clehonger Primary and Canon Pyon Primary, opted to use the Leisure Pool to secure the same session throughout the whole year, which was not offered to them from the LEA Pool. These are listed in Appendix 1.
 4. It is a National Curriculum requirement that all pupils by the end of Key Stage 2 are able to swim 25 metres, and have a knowledge and understanding of water safety matters. The St Martin's Pool has a very good record in ensuring children reach this standard with very few children not obtaining this level.
 5. Other schools in the county use alternative swimming provision successfully. Whilst this group of primary schools values the use of St Martin's Pool there is a strategic consideration to be given to on-going capital and revenue costs and the implications of the council supporting both the St Martin's Pool and the HALO arrangements in terms of value for money.
- #### Current Position
6. The St Martin's Pool closed in December 2007 following the failure of a heat exchange unit. Interim facilities for those schools that were programmed to use the pool in the Spring Term were offered by HALO in Hereford Leisure Pool. These interim arrangements are not ideal as they were introduced at short notice although many of the issues could be overcome.

7. Various problems have been highlighted by schools including:
- a) The distance and time taken to move pupils from buses in the front car park, through the Leisure Pool to the changing rooms to the rear;
 - b) The limited size of the changing rooms (which were built to serve the King George V playing field pitches) for larger groups of children. Children have had to change and leave clothes in adjoining shower areas;
 - c) The inappropriate height of the coat pegs;
 - d) The distance between changing rooms and main pool, and the unsuitable floor surfaces, which have led to some children slipping;
 - e) The sharing of the pool with other users;
 - f) The poor acoustics and gradient of pool floor making teaching more difficult;
 - g) The lack of toilet facilities, other than attached to public changing areas, next to the pool; and
 - h) The mixing of children dressed for swimming and the public using other water spaces, the sauna, or the viewing gallery.
8. There have been discussions with HALO over these issues, and the advice of the Property (Operations) Manager has been sought.
9. HALO have undertaken to ensure that the main pool can be dedicated to school use during term times, and public/pupil contact will be removed during any lesson.
10. HALO have also stated that larger changing rooms are available, and in a permanent arrangement it will be possible to allocate the larger changing rooms to those schools with larger groups. Child protection issues are also being addressed.
11. Schools have valued the St Martin's Pool in the past because it is a very safe environment in which children can learn to swim. Once in the building, children can be supervised in changing, showering, toileting, and swimming in the water itself. There are no members of the public present, and all adults will have been subject to a CRB check.
12. If the decision is made to use the Hereford Leisure Pool Facilities, the Business Manager Herefordshire Safeguarding Children Board will have talks with the Head of Operations, Halo Leisure Services to ensure that Safeguarding procedures are in place. This piece of work has already commenced across Leisure Facilities in general, however specific dialogue has recently been undertaken with regard to this proposal. To ensure that any Safeguarding issues are addressed, these officers have agreed to discuss this again in more detail when the decision has been made.
- Revenue Costs**
13. The total expenditure for the pool in 2007/08 was estimated to reach £160,000 compared to a centrally held budget of £80,000. The net costs (once income from school use is taken into account at £66.00 per hour) amount to £130,000. A further analysis estimates that the cost of water, energy and rates have increased by £27,000 since 2005/06, and income has fallen by £42,000.

14. The analysis of costs and usage over the past three years reveals that the average total costs amount to approximately £150,000 per annum, and annual usage involves 856 hours by schools and approximately 500 hours by third parties. School use involves the employment of swimming instructors and lifeguards, which, with the pool operating costs, equate to £138.00 per hour. Use by third parties does not involve, generally, provision of lifeguards, and costs associated with club use equates to £85.00 per hour. In any future service level agreement with schools, charges of £138.00 per hour would be anticipated. This compares to the current charging rate in this and other pools of £66.00 per hour. Before any decision is made on capital investment, a commitment from schools that they would be willing to pay the increased hourly rate for the St Martin's Pool, which covered outgoings, is required.
15. Charges for use of the Leisure Pool are equal to those in other public pools operated by HALO i.e. £66.00 per hour.

Capital Issues

16. Both pools would require capital investment for continued use by schools.

A – St Martin's Pool

Early in December 2007, the heat exchange unit failed. Initially, Property (Operations) Manager advised that the repair cost of this and corrosion to steelwork would be in the order of £20,000, and require the closure of the pool for four to five week period. Since then a detailed inspection has indentified a longer list of maintenance works to bring the pool back into working order:

1	Replacement of corroded heat exchange unit	£5,000.00
2	Repairs to spalding concrete structural elements	£8,000.00
3	Repairs to corroded steelwork at low level	£5,000.00
4	Provision of emergency lighting to main pool area	£6,000.00
5	Repairs to glazed tiles in the main pool following draining	£2,500.00
6	Repairs to skimmer channels to prevent water leakage	£20,000.00
7	Replacement of chlorine dosing plant	£6,000.00
8	Works to sand filters	£20,000.00

Total Cost including Fees	£72,500.00
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17. The total cost of this work and associated fees has been estimated to be £72,500. It maybe possible to delay some of this work, e.g. replacement of chlorine dosing plant, but if this was not done now, it will be required in the next 2-3 years. It is also possible that some work on the skimmer elements could be more extensive and hence more costly. There is no specific budget for this, and if it was deemed to be a priority it could be considered against the composite school maintenance capital programme at the cost of some other maintenance work at a school which would be deferred to 2009/10, or against S.106 monies already received from South Wye Housing developments. Any use of S.106 monies will need to meet the terms of the legal agreement with the development.

18. Even after this work were to be undertaken, over the next two to three years it is envisaged that other areas will need attention. These are:
- i) Replacement boilers. These have failed already, and have been welded in a temporary repair. Their life is uncertain
 - ii) It is recommended that the pool be connected to the Trend Energy Management System if it is to continue to open. (£10,000.00)
 - iii) Insulation levels generally poor and should be improved as part of the Local Authority approach to good environmental management.
 - iv) There is no heat recycling provision so energy conservation is very poor
19. Improvements to insulation levels could be pursued to the extreme, which would effectively involve the rebuilding of the pool. However, reasonable standards on insulation and the works identified in paragraphs 16 and 18 could be achieved within a budget of £282,000.
20. This list of outstanding work is not a result of lack of maintenance in the past. Appendix 2 identifies what work has been done. Although the building was only opened in 1975, the roof and engineering equipment had to be replaced in association with an upgrade of mechanical and electrical services in 1990/91. The warm moist chlorinated atmosphere has a corrosive effect on the fabric of the building. In terms of managing the building as an asset, it does require either considerable investment to secure long term cost effective use or closure.

Capital Issues

B – Herefordshire Leisure Pool

21. This building is of better quality and has higher environmental performance. Problems encountered in the interim use of the Leisure Pool could be overcome by the investment of £31,240 (Improvements to the existing front entrance, redecoration of changing rooms, adjusting the height of the coat pegs and re-flooring and lighting the corridors) or, if the benefits could justify the creation of a school specific entrance, of £33,490.
22. The dimensions of the pool could not be altered, nor could the relationship of changing rooms, toilets and pool, but difficulties in these areas could be minimised by the way in which the facilities and pupils are managed.

CONCLUSION

23. Scrutiny Committee are asked to offer a view to inform the decision which is needed by the Cabinet Member for Children's Services as soon as possible to allow the facilities and programme to be put in place for September 2008. There are two broad options.

Option A

24. The first is to make improvements in the St Martin's Pool. In capital terms it should be assumed that a budget of approximately £72,500 would be needed to achieve this,

but in the longer term, the estimated £282,000, would be needed to overcome some of the inherent inadequacies of the building. It is possible that some funding would be available from S.106 agreements for investment in educational facilities in the South Wye area though there are likely to be other projects in this area similarly requiring investment.

25. As well as consider the capital investment needs, the revenue consequences also need to be assessed. In light of the LMS regulations, the retention of a central budget for a facility benefiting certain schools has to cease. Funding can be delegated in a formula to all Primary Schools. However, there is concern that a service level agreement would have to offer the swimming service on a break-even basis to those schools which chose to use the pool, at a charging level (assessed as £138.00 per hour), which schools may not be willing or able to afford.
26. As a variation to this model it has been suggested that, once improved, the St Martin's Pool could be transferred to a community organisation, which would be responsible for its operation. Although there maybe no objections to this in principle, there is conflicting evidence from elsewhere in the County that such a change of management can overcome the economies of operating a pool.

Option B

27. The alternative option is that the St Martin's Pool is closed permanently and capital investment at the higher or lower level be made in the Leisure Pool.
28. There would be no centrally held revenue budget. Funding would be delegated to all Primary Schools, who would then 'buy' access to pools according to their needs and budget. HALO have undertaken to operate a common pricing policy for schools across all the pools that it manages. Currently the charges are £66.00 per hour.

Views of Primary Schools

29. The issues were raised as part of a budget discussion with Headteachers of Primary Schools on 24 January 2008.
30. From this meeting four Headteachers were nominated to discuss the options with the Local Authority.
31. The group of four Headteachers met with the Local Authority staff on Friday 29 February and 13 March. HALO was also present for the meeting on Friday 29 February. The Local Authority staff visited the Leisure Pool on Wednesday 5 March. The view from Primary School Headteachers expressed at a Primary Headteachers Forum on 11 March is that the St Martin's Pool should be reinstated. This view was taken without the benefit of knowing the revenue consequences, and the longer term capital costs.
32. The views of these Headteachers are now being sought, now that the revenue implications are clear. A Special Schools Forum meeting will be arranged as soon as possible and Scrutiny's views will be shared to inform their debate and subsequently the Cabinet Member will consider.

RECOMMENDATION

THAT Scrutiny Committee offer a preferred option to the Cabinet Member for consideration;

Further information on the subject of this report is available from
George Salmon – Head of Commissioning & Improvement – Schools & Services

Tel: 01432 260802

- (a) that in light of the ongoing revenue costs of the St Martin's Pool, this pool should be decommissioned, capital investment be made at the Leisure Pool, and HALO be asked to programme pool usage to ensure sole use of the main pool by schools from September 2008 onwards. This is in line with the existing council commitment to HALO leisure arrangements; or
- (b) that works within the budget of £72,500 to re-open St Martin's Pool be undertaken, once sufficient schools committed themselves for a 3 year period at a level of charge, which would cover the net costs.

BACKGROUND PAPERS

- None identified

APPENDIX 1

- 1 Barrs Court Juniors
- 2 Barrs Court Senior
- 3 Broadlands Primary
- 4 Burghill Primary School
- 5 Burley Gate CE Primary School
- 6 Canon Pyon CE Primary School *
- 7 Clehonger CE Primary School *
- 8 Ewyas Harold Primary School
- 9 Hampton Dene Primary School
- 10 Holme Lacy Primary School
- 11 Holmer Primary School
- 12 Kingstone and Thrupton Primary
- 13 Little Dewchurch CE Primary School
- 14 Longtown Primary School
- 15 Lord Scudamore Primary School
- 16 Madley Primary School
- 17 Marden Primary School
- 18 Marlbrook Primary School
- 19 Michealchurch Escley Primary School
- 20 Mordiford Primary
- 21 Our Lady's RC Primary School
- 22 Peterchurch Primary School
- 23 Riverside Primary School (Infants)
- 24 Riverside Primary School (Juniors)
- 25 St Francis Xavier RC Primary School
- 26 St James CE Primary School
- 27 St Martins Primary
- 28 St Mary's CE Primary School (Credenhill)
- 29 St Mary's CE Primary School (Fownhope)
- 30 St Michael's CE Primary School (Bodenham)
- 31 St Pauls Primary
- 32 St Thomas Cantilupe CE Primary School
- 33 Staunton on Wye Endowed Primary School
- 34 Stretton Sugwas CE Primary School
- 35 The Aconbury Centre
- 36 The Brookfield School
- 37 Wellington Primary School
- 38 Withington Primary School

* denotes the two schools now using Herefordshire Leisure Pool

Further information on the subject of this report is available from
George Salmon – Head of Commissioning & Improvement (Schools & Services)
Tel: 01432 260802

APPENDIX 2

Date	Work Carried Out	Cost
23/04/04	Install replacement hot water system	£9,979.00
18/05/04	Fencing repairs to LEA Pool	£711.96
01/11/04	Install new circulating pump	£2,254.47
08/06/05	Investigate water loss	£475.40
05/06/06	Replace defective valve	£750.99
07/06/06	Window and doors repairs	£402.98
23/06/06	Electrical repairs and lighting	£648.38
14/08/06	Replacement of fault on control panel	£444.98
08/09/06	Fault on chlorine dosing sensor	£613.00
13/09/06	Defective on clawing dosing panel	£909.00
05/03/07	Repairs to defective motor on air handling plant	£509.44
15/03/07	Removal of old pool cover	£575.08
15/03/07	Provision of replacement pool cover	£19,400.00
26/03/07	Investigate fault on circulating pipe work	£716.61
04/06/07	Replacement of defect flooring – changing rooms	£840.00
25/10/07	Install door entry in to communications system	£606.24
21/12/07	Repairs to low pressure hot water system boiler	£607.97
	TOTAL	£40,445.50

Numerous other minor items – vandalism and annual maintenance costs

Further information on the subject of this report is available from
 George Salmon – Head of Commissioning & Improvement (Schools & Services)
 Tel: 01432 260802

WYEBRIDGE ACADEMY: PROGRESS REPORT**Report By: HEAD OF COMMISSIONING & IMPROVEMENT
(SCHOOLS & SERVICES)****Wards Affected**

St Martins and Hinton
Belmont
Hollington

Purpose

1. To receive a report on the progress being made in Wyebridge Sports College becoming an Academy.

Financial Implications

2. There are both capital and revenue implications which are explained in more detail in the report.

Background

3. In June 2006 the Local Authority was asked by the Department for Children, Schools and Families if there was interest in and support for Wyebridge Sports College becoming an Academy. At a meeting in September 2006, Cabinet approved in principle that this should be explored, and in January 2007 the DCSF agreed that feasibility work should proceed using funding provided by Partnership for Schools (£250,000).
4. The Outline Business Case sets out the conclusions to the feasibility work. The Outline Business Case was considered and approved by Cabinet on 27 March 2008. At this meeting Cabinet resolve that:
 - (a) the draft Outline Business Case for the creation of an Academy at Wyebridge Sports College be approved for submission to the Secretary of State, on the strict understanding that all capital costs associated with the project are met from within DCSF grant (£21,939,195), and that the Academy will be funded after the initial start up period on the same basis of other schools in the county;
 - (b) the relocation of a temporary unit on the Wyebridge site as an alternative provision for Redhill Residents Association be approved in principle, subject to a successful bid being made to the capital programme to secure the necessary funding, estimated at £80,000;
 - (c) the signing of the Memorandum of Understanding between the Council & Partnership for Schools be authorised, thereby agreeing the use of the National Academy Framework for the procurement of the construction of the

Further information on the subject of this report is available from
George Salmon – Head of Commissioning & Improvement (Schools & Services)
Tel: 01432 260802

buildings be approved; and

- (d) the engagement of Navigant Consultants to implement the next stage of the project at the cost of £107,000 be approved.
5. This Outline Business Case is now assessed by Partnership for Schools who make the appropriate recommendations to the Secretary of State. If the Outline Business Case is satisfactory, and the notice to close the predecessor school has been taken, the Secretary of State is in a position to sign a funding agreement with the Sponsors and to approve the opening of the Academy.
 6. On 28 February 2008, Cabinet authorised the issue of Statutory Notices to close Wyebridge Sports College. These were formally issued on 27 March 2008, and there will be a minimum six week statutory consultation period running to 8 May 2008. A copy of the public notices and supporting documentation is attached as Appendix 1. A public meeting will be arranged at Wyebridge Sports College during this period at a time which should be most convenient to parents and community of South Wye. Consideration is also being given to offering meetings at other community centres to ensure that all members of the community are aware of what is being proposed.
 7. The aim is to report to Cabinet on 29 May or 12 June 2008 on the outcome of the consultations for Cabinet to determine those notices.
 8. This timescale does allow Wyebridge Sports College to become an Academy by 1 September 2008. The current Headteacher was appointed Principal (designate) of the Academy in a competitive interview in December 2007. He is working on the curriculum and organisation of the Academy. Steps to ensure the smooth transfer of staff are in hand if the necessary approvals are given.
 9. The subsequent stages to achieve the new building are set out below:

Milestone	Date
Final OBC Approval	28 April 2008
Issue PITT to Framework Contractor	28 April 2008
Receive PITT bids	19 May 2008
Announce short listed bidders	30 June 2008
Issue Draft ITT	18 April 2008
Approve ITT	12 June 2008
Issue ITT to bidders	30 June 2008
Receive ITT bids	20 October 2008
Announce Preferred Bidder	22 December 2008
Award D&B contract for Hereford Academy	24 April 2009
Completion	March 2011

Further information on the subject of this report is available from
 George Salmon – Head of Commissioning & Improvement (Schools & Services)
 Tel: 01432 260802

10. During this process, members of Scrutiny Committee have had a number of queries. Some of these were discussed at a meeting on site on 13 March 2008. The questions raised and the answers given are set out in Appendix 2.
11. A further four queries were raised following the Cabinet meeting on 27 March. These and the responses are set out in Appendix 3.
12. The Sub-Group of Scrutiny Members had a further meeting on Wednesday 9 April. There may be additional issues to verbally report to the meeting on 21 April 2008.
13. It is recognised that at this early stage in the development of the Academy there is a degree of uncertainty. This remains an exciting and rare opportunity for rebuild and investment in one of our secondary schools. Further details will unfold regarding the specifics of the rebuild and it will be important to closely monitor expenditure throughout this process and to appropriately report issues and decisions as they arise through project management processes.

RECOMMENDATION

THAT Scrutiny Committee note the position on this major project.

BACKGROUND PAPERS

- Cabinet and scrutiny papers
- The Outline Business case

Further information on the subject of this report is available from
George Salmon – Head of Commissioning & Improvement (Schools & Services)
Tel: 01432 260802

Notice of intention to Discontinue Wyebridge Sports College

Notice is given in accordance with section 15(1) of the Education and Inspections Act 2006 that Herefordshire Council, Children & Young People's Directorate, Blackfriars, PO Box 185, Blackfriars Street, Hereford HR4 9ZR intends to discontinue Wyebridge Sports College, Stanberrow Road, Hereford, HR2 7NG on 31 August 2008.

This proposal follows statutory consultation undertaken in relation to the establishment of The Hereford Academy.

Pupils will transfer from Wyebridge Sports College to The Hereford Academy. Admission may also be sought to other schools which have places available.

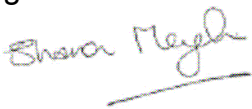
Existing arrangements for the provision of transport will continue for all pupils transferring from Wyebridge Sports College to The Hereford Academy. The proposal will seek to work against increased car use by locating the Academy on the existing Wyebridge Sports College site, which is central to the catchment area.

It is proposed that The Hereford Academy will offer 900 places for pupils aged 11 - 16. This is the same number of 11 – 16 places offered currently by Wyebridge Sports College. It is proposed that the age range of the academy is increased from 11 - 16 to 11 - 19, offering places for 220 post 16 students at the start of the academic year following completion of the new building. It is anticipated that this will be the academic year 2011/2012.

This Notice is an extract from the complete proposal. Copies of the complete proposal can be obtained from: Rob Reid, Herefordshire Council, Children & Young People's Directorate, Blackfriars, PO Box 185, Blackfriars Street, Hereford HR4 9ZR. Tel: 01432 260920. Email: rreid@herefordshire.gov.uk

Within six weeks from the date of publication of this proposal, any person may object to or make comments on the proposal by sending them to the Schools Planning & Access Manager, Herefordshire Council, Children & Young People's Directorate, Blackfriars, PO Box 185, Blackfriars Street, Hereford HR4 9ZR .

Signed:



Sharon Menghini, Director of Children's Services

Publication Date: 27th March 2008

Explanatory note:

Academies are publicly funded independent schools with sponsors from the private and voluntary sectors. The establishment of an Academy is subject to the agreement of the Secretary of State. It is proposed that the closure of Wyebridge Sports College should be approved to take effect only if by the date of closure an agreement has been made under section 482(1) of the Education Act 1996 for the establishment of an academy to replace Wyebridge Sports College.



HEREFORDSHIRE
COUNCIL

Children & Young People's Directorate
Blackfriars, PO Box 185
Blackfriars Street
Hereford
HR4 9ZR

**Proposal under Section 15 (1) of the
Education & Inspections Act 2006**

to discontinue

Wyebriidge Sports College

Stanberrow Road
Hereford
HR2 7NG

On 31st August 2008

Contact:
Rob Reid
Schools Planning & Access Manager
Tel: 01432 260920
Email: rreid@herefordshire.gov.uk

Objective of the proposal

A decision to close Wyebridge Sports College is a pre-requisite to the approval of the Secretary of State to establish the Hereford Academy from 1st September 2008, on the site currently occupied by Wyebridge Sports College.

Consultation

All applicable statutory requirements to consult in relation to the proposal have been complied with and the details of the consultation are provided in Annexe 1.

Effect on Standards and Diversity

Wyebridge Sports College serves wards which are in the bottom 20% in the country in terms of deprivation. Under strong leadership, the school has made consistent progress in the past seven years improving five GCSE pass rates from just over ten percent to 52 percent. Although the right learning atmosphere has been created with improved teaching and learning, the building is in need of major capital investment. The establishment of an academy will allow this to happen and create the conditions to help a continued improvement in standards.

Herefordshire does not have an academy currently. The establishment of an academy will increase the diversity of educational provision available.

Need for places

A recent review of the provision of school places has confirmed falling secondary school rolls which are expected to reduce from 10215 (September 06) to 9380 (September 2011). The longer term suggests that there will be a continued fall to 2020 before rising to a peak again in 2030. The fall is not evenly spread across the county, with the fall in Hereford City being less dramatic than elsewhere. Indeed, the South Wye area is the only area of the County where the number of those under the age of 16 is actually increasing. An average of around 290 children per year group live in the catchment area served by Wyebridge Sports College. Traditionally, a proportion of children in the catchment area opt to attend alternative schools. It is proposed that The Hereford Academy will offer 900 places for pupils aged 11 – 16, and have an admission number of 180. This is the same number of 11 – 16 places offered currently by Wyebridge Sports College. It is proposed that the age range of the academy is increased from 11 - 16 to 11 - 19, offering places for 220 post 16 students at the start of the academic year following completion of the new building. It is anticipated that this will be the academic year 2011/2012.

Current School Information

Source: January 2008 PLASC

Number on roll = 387 girls + 316 boys = 703. The school does not provide any residential places.

Of the above pupils, 232 are identified as having a special educational need - 60 pupils are on School Action, 144 pupils are on School Action Plus and 28 pupils have a statement of special educational need.

Displaced Pupils

Pupils will transfer from Wyebridge Sports College to The Hereford Academy. Admission may also be sought to other schools which have places available.

Impact on the Community

This proposal will have a positive impact on the community by making way for the establishment of the Hereford Academy, in buildings fit for 21st Century teaching and learning, to serve the community from the current Wyebridge Sports College site.

Details of extended services the school offers and what it is proposed for these services once the school has discontinued.

The following extended services are currently offered at Wyebridge Sports College. Info-zone, which provides drop-in advice for children and young people and access to health staff; a breakfast club; after school clubs till 4.30 pm – art, music, ICT, drama; family learning ICT access; and school grounds are open outside school hours to benefit the community.

It is expected that academies, and in this case the Hereford Academy, will be at the heart of the community and will work with all local stakeholders, including pupils, to ensure that extended services, valued by stakeholders, are maintained. The Hereford Academy will provide an opportunity to consider other extended services, in consultation with stakeholders.

Travel

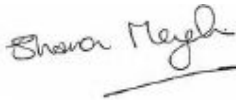
Existing arrangements for the provision of transport will continue for those entitled pupils transferring from Wyebridge Sports College to The Hereford Academy. The proposal will seek to work against increased car use by locating the Academy on the existing Wyebridge Sports College site, which is central to the catchment area.

Related Proposals

The establishment of an Academy is subject to the agreement of the Secretary of State. It is proposed that the closure of Wyebridge Sports College should be approved to take effect only if by the date of closure an agreement has been made under section 482(1) of the Education Act 1996 for the establishment of an academy to replace Wyebridge Sports College.

Within six weeks from the date of publication of this proposal, any person may object to or make comments on the proposal by sending them to the Schools Planning & Access Manager, Herefordshire Council, Children & Young People's Directorate, Blackfriars, PO Box 185, Blackfriars Street, Hereford HR4 9ZR .

Signed:



Sharon Menghini
Director of Children's Services

Publication Date: 27th March 2008

The Hereford Academy

Sponsors and OPM Consultation Report V3 (Long Version)

Introduction

This document details consultation that has been achieved by the Overall Project Manager in collaboration with the DCSF and Sponsor's representatives. Consultation regarding the proposed Academy to replace Wyebridge Sports College has been wide-ranging, and inclusive. Navigant Consulting, in collaboration with the Sponsor and DCSF have organised several consultation events, aimed at the general public and Wyebridge representatives. These have taken place alongside more specific meetings. A large amount of informal consultation by the project team has also taken place. A contacts list has been established so that key individuals are included in the circulation of news updates and invites to events.

Consultation Meetings

The purpose of consultation events is to convey information regarding the Academy, while also addressing community questions and concerns. The overall aim of the consultations was to ensure that the needs of the South Wye area are properly addressed and that community surrounding the Wyebridge Sports College was afforded the opportunity to give feedback. An overview of each of the formal consultation meetings is included below.

Event 1

Date: 4th July 2007, 7.00pm – 8.30pm

Location: Oak Centre, Wyebridge Sports College.

Invitees: Local residents (x1071 - by mail), elected members from local wards, parents, South Wye Regeneration Partnership, other contacts.

Attendance: Circa 40, including 10 Wyebridge parents

Consultation: Academy representatives available to answer questions, information provided.

Minutes: There were no minutes of the meeting, as this was held in an 'open' fashion.

However, comment cards were available to attendees, and comments were logged. These are listed in Appendix 1 below.

Event 2

Date: 10th December 2007, 10am – 6pm

Location: The Kindle Centre, Belmont Road, Hereford.

Invitees: Local residents (x1071 - by mail), elected members from local wards, parents (by e-mail), South Wye Regeneration Partnership, other contacts. An advertisement was also included in the Hereford Journal newspaper on the 6th Dec 2007. The circulation of this publication is roughly 20,000.

Attendance: 23, including 4 Wyebridge parents.

Consultation: Academy representatives available to answer questions, information provided.

Minutes: There were no minutes of the meeting, as this was held in an 'open' fashion. However, comments were logged in an attendance register, included at Appendix 1.

School Staff meetings

Two main staff meetings have been held, on the 4th July and 7th November 2007. Attendance was good at both meetings, where staff were addressed by representatives of the Sponsor, DCSF, Herefordshire Council, and Headteacher, John Sheppard. Open question and answer sessions were held at both meetings.

School Governors

The DCSF and Sponsor have attended meetings of the Wyebridge Sports College governing body on several occasions. Martin Erwin, Chair of Governors at Wyebridge Sports College, has also been invited to join the Academy Project Steering Group.

Newsletter Circulation

An Academy Newsletter, defining the project and inviting questions, was circulated to local and national contacts (listed at Appendix 2) during June 2007.

Trade Unions

Herefordshire Council and the Academy Sponsors met with 8 Union representatives on the 31st January, to discuss TUPE issues and staff welfare related to the transition to the Academy.

Informal Consultation

The Academy project team, especially Bruce Freeman (South Wye ELO) and Ian Terry (Hereford Diocesan Director of Education), have consulted and communicated with a large number of other parties regarding the Academy (Included at Appendix 2). Notably, Dr. Terry has met school management and staff at The Bishop's and Aylestone schools. A list of over 100 contacts made, with details of consultation, is available on request.

Website

The Academy website (www.theherefordacademy.co.uk) has been live since the 4th July 2007, and has received over 1000 hits. A consultation facility exists on the site, where direct communication with the Project Management Company is possible. A range of questions, from local and national individuals, have been received and fielded to the appropriate parties.

APPENDIX 1 – RESULTS OF 4th JULY and 10th DECEMBER CONSULTATION

RESPONDENT NO.	Key Worries and Concerns - Buildings Design	Key Worries and Concerns - Project	What will make the Academy a success for the students?	What will make the Academy a success for parents?	What will make the Academy a success for the community?	What will make the Academy a success for me?	What should architects consider when designing areas for the community?	What should the architects consider when designing the areas for staff?	What should architects consider when designing the Teaching and learning spaces
1		Safety disruption of lessons during construction		Activities during school holidays and weekends?	More access during our of school hours				
2	Little consultation & decisions based on fact	Good practice not reflected in data/tables	Ask them what they would like to see			Consult the staff for their needs	Local primaries + nurseries are worried		Ventilation! An inclusion centre with office space
3		Restrictions on subject choices and amounts	students study at their own speed to develop personal skills	More contact between the school and parents	Adult education, discussions, answer queries quickly				
4		Teachers and other staff leaving	More individual training						
5	Pay + Conditions Contract - Ethos will it reflect the curriculum	Vision that reflects our community, staff terms and conditions	Engaging students in a curriculum that is relevant to them + their experiences		A variety of learning opportunities; academic, vocational + parenting skills	Student achieving their best & staff are supported with resources	Access to facilities: crèche, etc. Meeting rooms with tea and coffee, after school clubs		Multifaceted classrooms that allow a variety of learning opportunities
6		Restrictions on exams and grades and more supporting staff	Opportunities for all abilities, security of staying in one place after GCSEs	Let parents have their say, be local, open to all abilities	Provide facilities for all ages of the community				
7	Disruption during construction	More choice of subjects at GCSE	Better rapport between parents and academy	More activities for the community					

8		Contracts and development opportunities.	A bright , colourful environment ; well resourced with spacious classrooms, corridors and social areas.		A place where they feel welcome, where they can be helped to achieve better aspirations.	Being part of a successful educational provider that has equal or better status in the Herefordshire Community		Meeting Areas – storage spaces – welcoming spaces and a good environment	Open airy – spacious and with excellent facilities. Innovative spaces that emphasize this is a special place.
9	Classrooms which are too small (the current formula used does not work)	Keeping my job						Toilets, sinks, offices and social rooms	That the classrooms are big enough; enough office space, enough storage space and adequate staff rooms.
10						A significant investment in sports equipment, as requested by the Head of Physical Education and the Physical Education Team.		Staff need a location situated in the middle of the buildings to encourage all staff to use it at breaks/lunch. This will encourage and strengthen cross curricular discussions. It will also help develop a stronger team spirit.	Wide corridors
11	Who sets the curriculum? Who is accountable	Role progression; curriculum design and academic/vocational	Access; the curriculum; individual voice		Access and involvement	Pension and role		Preparation space and resources.	Resourcing and location of departments

	for standards and staffing?	aims.							
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Conclusions:

1. Concerns about disruption during construction;
2. Concerns regarding contracts and staff retention;
3. Improved individual learning for students is needed;
4. More communication between the Academy and parents is needed;
5. Increased community access to the Academy during out of school hours is required;
6. Designs should improve access to facilities for staff and the community e.g. crèche, meeting rooms, toilets and staff rooms;
7. Classrooms should be designed around open spaces, have good ventilation and are airy and are Multifaceted.

APPENDIX 2 – LIST OF STAKEHOLDERS CONSULTED DURING THE FEASIBILITY PROCESS

1) List used by project team:

Title	First Name	Last Name	Job Title	Organisation
Mr	Ian	Edwards	Head of Rural Partnerships	Advantage - West Midlands
Cllr	Heather	Davies		Belmont Ward
Cllr	Philip	Edwards		Belmont Ward
Cllr	Glenda	Powell		Belmont Ward
Cllr	Ursula	Attfield	Councillor	St. Martins & Hinton Ward
Cllr	Chris	Chappell	Mayor	St. Martins & Hinton Ward
Cllr	Aubrey	Oliver		St. Martins & Hinton Ward
Ms	Julie	Thornby	Director of Corporate Development	Herefordshire Primary Care Trust
Dr	Frances	Howie	Associate Director of Health Improvement	Herefordshire Primary Care Trust
Ms	Helen	Mapp	Training Centre Manager	Herefordshire Primary Care Trust
Ms	Penny	Jones	Community and Economic Development	Herefordshire Council
Ms	Frances	Roberts	Skills and partnership manager	LSC - Herefordshire & Worcestershire
Ms	Wendy	Coombey	Community Partnership Funding Officer	The Diocesan Office
Ms	Mandy	Evans	SWRP Representative	Pool Farm
Ms	Sarah	Tulk	Representative	Learning & Skills Council
Ms	Sue	Hughes		Wyebridge Sports College
	The	Manager		South Wye Literacy Project

	The	Manger		Hereford Group Training Association
	The	Headteacher		Marlbrook Community Primary School
	The	Headteacher		Riverside Primary School
	The	Headteacher		St. Martin's Primary School
	The	Headteacher		Our Lady's RC Primary School
	The	Headteacher		Blackmarston School
	The	Headteacher		Marlbrook Primary School
	Careers Advice Centre			The University of Worcester
Ms	Jane	Morse	13 - 19 aimhigher Coordinator	AimHigher, School Improvement Service, Herefordshire Council
	A	Representative		The Hereford Chamber of Commerce
	The	Manager		Connexions
	The	Manager		JobCentre
				Hereford Journal
				Hereford Times
Ms	Liz	Kelso	Manager	South Wye Learning Centre
Ms	Anni	Holden	Press Officer	Diocese of Hereford
Ms	Lara	Latcham	General Manager	Kindle Centre
Mr	Paul	Murry	Secondary school Improvement Manager	Herefordshire Council
Mr	Steve	Cole	SWLC & Chairman	Putson Residents Association

Ms	Julie	Wilson-Thomas		Hereford Literacy Project
Mr	Will	Lindesay	Chief Executive	Hereford Voluntary Action
	The	Chairman & Govenor		South Wye Regeneration Partnership & Wyebridge
Mr	John	Sheppard	The Headteacher	Wyebridge Sports College
Mr	Les	Haines	Community Learning Leader	Wyebridge Sports College
Ms	Abi	Hughes	KS3 Coordinator	Wyebridge Sports College
Ms	Tanya	Everard	KS4 Coordinator	Wyebridge Sports College
	School	Council	Pupil Voice	Wyebridge Sports College
Ms	Wendy	Platt	Excellence Cluster Director	Hereford Council
Mr	Gary	Woodman		Hereford & Worcester Chamber of commerce
Mr	Chris	Brooks	Director	LUK Clutches Rotherwas
Ms	Nina	Bridges	Community Regeneration Manager	South Wye
Ms	David	Copner	Manager	ASDA
Ms	Philippa	Lydford		Herefordshire Partnership
Ms	Sue	Black		Voluntary Sector Assembly
Ms	Sue	Brazendale	Development Worker	HVA, i/c Hinton Com Cent
Ms	Carol	Weston	Choice Advisor	Herefordshire Council
Ms	Sue	Carter	Chief Executive	2XL
Mr	Kevin	Bishop	Principle Planning Officer	Hereford Council
Mr	Tony	Featherstone		Parks, Countryside & Leisure Development
	A	Manager		Hereford Council
Mr	Jesse	Norman	Prospective Parlimentary Candidate	Conservatives
Mr	Mike	Ashton	Chief Executive Officer	H&W Chamber of commerce
Mr	Ray	Stone	Managing Director	Special Metals Wiggin
Ms	Penny	Harding	Health Improvement Manager	South Wye

Ms	Wendy	Jones	Chairperson & Vice-chairperson	Redhill Residents Association & Herefordshire Housing Association
Mr	John	Newman	Co-Founder	Newton Farm Information Centre
Mr	Richard	Johnson	Co-Founder	Newton Farm Information Centre
Mr	Paul	Murray	Secondary school Improvement Manager	
Mr	George	Salmon	Head of Commissioning & Improvement	
Ms	Christine	Atkinson	SENCO	Wyebridge Sports College
Mr	Ed	Snellgrove	Learning Leader	Wyebridge Sports College
Mrs	Sally	Kowal	Assistant Headteacher	Wyebridge Sports College
Mr	Phil	Edwards	Councillor	Belmont Ward
Mr	Martin	Erwin	Chair of Governors	Wyebridge Sports College
Mr	Peter	Ding	Lifelong Learning Development Manager	
Mr	Colin	Osborne	Assistant Editor - Chief Reporter	Hereford Journal
Mr	Michael	Hooper	Bishop of Ludlow	
Mr	Brian	Chave	Team Vicar	
Mr	Roger	Phillips	Leader of the Council, Cabinet Member (Corporate Strategy and Finance)	Herefordshire Council
Mr	Terry	James	Chairman of Community Services Scrutiny Committee	Herefordshire Council
Mr	Chris	Bill		
Ms	Anni	Holden	Communications Officer	The Diocese of Hereford
Mr	Bill	Tanner		The Hereford Times
Ms	Anna	Toon	Councillor	Three Elms
Mr	Bob	Preece	Councillor	St Martins and Hinton

2) **Contacts made by Education liaison officer for South Wye (with number of visits/meetings):**

Mandy Evans, South Wye Regeneration Manager (numerous)
Lara Latcham, General Manager, Kindle Centre (numerous)
Paul Murray, Secondary School Improvement Manager (numerous)
George Salmon, Head of Commissioning & Improvement (numerous)
Richard East, Local Authority Technical Advisor (numerous)
Liz Kelso, Manager, South Wye Learning Centre (SWLC) (3)
Steve Cole, SWLC & Chairman, Putson Residents Association (9)
Julie Wilson-Thomas, Herefordshire Literacy Project (HELP) (5)
Will Lindesay, Chief Executive, Herefordshire Voluntary Action (HVA), Chairman, South Wye Regeneration Partnership (SWRP) and Governor at Wyebridge (numerous)
Wendy Coombey, Diocesan Community Officer (2)
John Sheppard, Headteacher, Wyebridge Sports College (numerous)
Cllr Chris Chappell (Mayor of Hereford) (numerous)
Les Haines, Community Learning Leader & Head of ICT, Wyebridge (3)
Abi Hughes, KS3 Coordinator, Wyebridge (2)
Tanya Everard, KS4 Coordinator, Wyebridge (2)
Chris Atkinson, SENCo, Wyebridge (2)
Ed Snellgrove, Learning Leader, Wyebridge, re: "Communiversality" (2)
Sally Kowal, Assistant Headteacher, Wyebridge (2)
Esther Rudge, Systems Manager, Wyebridge (2)
Sarah Longville, Deputy Headteacher, Wyebridge (3)
Pat Childs, Bursar, Wyebridge
School Council (Pupil Voice), Wyebridge
Wendy Platt, Excellence Cluster Director (2)
Gary Woodman, Hereford & Worcester Chamber of Commerce (numerous)

David Griggs, Hereford & Worcester Chamber of Commerce
Chris Brooks, Director, LUK Clutches, Rotherwas (8)
Nina Bridges, Community Regeneration Manager (5)
Cllr Phil Edwards (Belmont Ward) (6)
Cllr Ursula Attfield (St. Martin's & Hinton) (5)
David Copner, Manager, ASDA
Philippa Lydford, Herefordshire Partnership (5)
Sue Black, Voluntary Sector Assembly (VSA) (2)
Sue Brazendale, Development Worker, HVA, i/c Hinton Community Centre (7)
Carol Weston, Choice Advisor, Herefordshire Council
Cllr Aubrey Oliver (St. Martins & Hinton Ward) (4)
Cllr Anna Toon, (Three Elms Ward)
Cllr Glenda Powell (Belmont Ward) (3)
Sue Carter, Chief Executive, "2XL" (6)
Kevin Bishop, Principal Planning Officer, Herefordshire Council
Tony Featherstone, Parks, Countryside & Leisure Development Manager, Herefordshire Council
Jesse Norman, Prospective Parliamentary Candidate (Conservatives) (6)
Mike Ashton, Chief Executive Officer, H & W Chamber of Commerce (2)
Ray Stone, Managing Director, Wiggins Special Metals
Penny Harding, Health Improvement Manager (South Wye) (3) Wendy Jones, Chairperson, Redhill Residents Association & Vice-Chairperson, Herefordshire Housing Association (6)
John Newman & Richard Johnston, Co-founders, Newton Farm Information Centre (4)
Helen Mapp, hpct Training Centre (NHS)
Martin Erwin, Chair of Governors, Wyebriidge Sports College (numerous)
Peter Ding, Lifelong Learning Development Manager (2)
Jenny Tucker, Extended Schools Co-ordinator, Marlbrook (2)
Colin Osborne, Assistant Editor, Hereford Journal (on phone) (2)

Marches Secularists (Public Meeting)
Bishop of Ludlow
Bishop of Hereford (informally) (2)
Brian Chave, ex Rural Dean (3)
Cllr Heather Davies (Belmont) (2)
Philippa Lydford, Herefordshire Partnership (3)
Phillipa Granthier, Herefordshire Children's Trust
Sgt Chris Payne, West Mercia Police
Joe Killer, Herefordshire Partnership (2)
Emma Evans, Community Safety & Drugs Partnership (3)
Richard Griffiths, Job Centre Plus (2)
Sarah Welch, Acting Head, Malvern College
Charles Pickles, Project Engineer, Edgar Street Grid (ESG)
Amanda Sergeant, National Skills Academy for Construction
Officers of DBE/DBF (numerous)
Navigant Consulting (numerous)

Visits:

Bishop Perowne Church of England Arts College
Djanogly Academy, Nottingham
Shireland Languages College, Smethwick
Greig City Academy, Haringay, London
John Masefield Arts College, Ledbury

Academy "Powerpoint" presentation given to:

All congregations in SWTM
All Primary School Headteachers (or their representatives) in the Excellence Cluster
Deanery Synod
Wyebridge School Council
Hereford Chamber of Commerce Advisory Committee
Senior Management Team, LUK Clutches
“2XL” Management Team
Jesse Norman
Chris Chappell
Paul Murray
Michael Hooper, Bishop of Ludlow
“Tuesday Club” (St. Martin’s)
South Wye Regeneration Partnership (SWRP)
Liz Lowenstein, University of the First Age (UFA), Birmingham
Adult & Community Learning, Herefordshire Learning Partnership
Children & Young Peoples’ Advisory Group (SWRP)

APPENDIX 2

Notes of a meeting held at Wyebridge Sports College, Stanberrow Road, Hereford at 2.15 pm on Thursday 13t March 2008

In Attendance:

Councillors: SJ Robertson (Chairman); ME Cooper; AM Toon and JD Woodward.

Mr J Sheppard, Head of Wyebridge Sports College/Principal (designate) Wyebridge Academy

Officers: S Menghini, (Director of Children's Services); G Salmon, (Head of Commissioning & Improvement) C Baird (Head of Performance Planning and Development); P James (Democratic Services Officer).

As reported to Children's Services Scrutiny Committee on 22nd January 2008, (see Minute no 45) a number of concerns had been raised regarding the Wyebridge Sports College Academy Project. This meeting had therefore been arranged to discuss and hopefully clarify a number of those concerns.

It was noted that no representative from the Sponsors had been invited. Mr Sheppard reported that he was a Co-Director of the Trust and would be able to contribute as such.

A number of questions or comments had been submitted prior to the meeting by Councillor Toon and the Chairman decided that the meeting would initially go through these and would conclude with a brief tour of the premises.

Issue 1
<i>Numbers do not stack up and how will it achieve its suggested numbers given the Councils U turn on cutting numbers at other schools.</i>
Reference
900 11-16 places 200 16-19 places
Response
The aim was to keep the majority of the 250/300 students per year who live in the area that in the past have gone to other schools. The Trust was committed to providing places to the students in the HR2 postal area and considered that it should be easy to fill places from within catchment. The 16+ places would include adult learners and would focus on up-skilling for local need e.g. opportunities arising from Rotherwas expansion; ESG and under the social justice agenda. As a result it could be possible to see 600/700 adult learners. The Academy would want the Learning Centre to continue and was exploring taking responsibility for this from the Council. The Academy would include a 6th Form. The post 16 learning should be seen to address social aspirations.
Issue 2
<i>How will the curriculum be different and add value to the already very good results that are already being provided.</i>

Further information on the subject of this report is available from
George Salmon – Head of Commissioning & Improvement (Schools & Services)
Tel: 01432 260802

Reference
-
Response
<p>Pre 2007 Academies had far more flexibility to set their own curriculum. They now have to meet national requirements for Science, English, Maths, ICT (to KS4) PE and RE. It was clarified that RE would be in accordance with the Locally Agreed Syllabus. Since Christmas 07 further work had been undertaken on the principles of the curriculum and the Group noted:</p> <ul style="list-style-type: none"> • There would be three curriculum pathways (Gifted & Talented / Specialist / Transitional). • Also mentioned were Customised Curriculum (14-19 – BTEC, GCSE, Diplomas); Enhanced Curriculum (vocational and post 16 – professional learning e.g. ECDL, and clear collaboration with South Wye Learning; Rotherwas and ESG) Developing a Year 8 Curriculum. • Progression would be by stage not age. Pupils would not be held back but clear emphasis would be given to skills sets and the level of understanding before moving up the curriculum. • The curriculum was about creating and assisting the aspirations for the young people. The School Improvement Team had seen and were supportive of the proposals. Due to the improved/wider provision the Academy expected to attract a greater number of SEN pupils
Issue 3
<i>How will the design of the school be laid out. US and UK best practices arrangements are now showing that smaller units within schools (circa 300) show better learning provision.</i>
Reference
<p>See article "the children left behind" channel 4 dispatches programme. http://www.channel4.com/news/articles/dispatches/the+children+left+behind/1537047</p>
Response
<p>The Academy was anticipated to be based on units of people. 4 Vice-Principals would be responsible for sections of the curriculum and lead learning teams. Learning would be on a pastoral and aspirational basis. This was the Diocese's first Academy and therefore were still learning. However, compared to Hereford, other academy projects were experiencing difficult situations. Director acknowledged all County Councillors would benefit from receiving further information on this important project via a seminar/presentation.</p>
Issue 4
<i>When, Where and who have been consulted at all stages of the proposals.</i>
Reference

Further information on the subject of this report is available from
George Salmon – Head of Commissioning & Improvement (Schools & Services)
Tel: 01432 260802

5.4 Sponsor and School Commitment

This section should set out:

The consultation with stakeholders undertaken in developing the project scope;

Which parties have been consulted; and

Senior commitment, both strategic in terms of commitment to the vision and the objectives of this project, and financial commitment given by the predecessor school(s) and the Local Authority, this should include operational costs for conventionally funded projects (e.g. ICT).

Copies of resolutions for the governing bodies accepting their inclusion into the process, based on the template included at Appendix 6 should be appended to the OBC for all School schemes (PFS National Framework - Template Document - Outline Business Case v3.0)

Response

Navigant Consulting, working on behalf of the Academy Trust, were undertaking the consultation work. Noted that in early stage only local Councillors written to rather than all Councillors (County) being informed. It was noted that despite reasonable advertising public meetings had been poorly attended. Improved consultation was evident since September. Consultation meetings were an ongoing process e.g. under the statutory notice period. Noted that public may not be interested until there was something more tangible or there was specific detail on how the Academy would look/work. Noted that a significant number of residents in the area were on Housing Benefit and meet at the learning centre. These visits may then lead them to undertaking learning courses. £80,000 had been allocated by the Trust to establishing Extended Service Teams, headed by a Deputy Principal. This would enhance the commitment and inform people in the area. A higher profile was being given to the County's involvement in post 16 learning.

Issue 5

Why is the business plan not available at present?

Reference

-

Response

A report would be available in the Cabinet agenda for Cabinet meeting on 27th March (publication due on Monday 17th March) and the Business Plan would be part of that report. The Business Plan followed the format set by Partnership for Schools and therefore may seem disjointed.

Issue 6

Representatives of the sponsors appear to be very clear on the content of the curriculum since Oct 07. Why has this not been made available to the Scrutiny Committee?

Reference

-

Response

Curriculum mentioned earlier.

Issue 7

Only 3 parents attended the last open consultation at the Kindle Centre and many councillors were not aware of the event. Would you deem this suitable consultation and what efforts have you/Navigant consultants made to include more parents.

Further information on the subject of this report is available from
George Salmon – Head of Commissioning & Improvement (Schools & Services)
Tel: 01432 260802

Reference
10 th Dec 07 12 noon – 6 pm (hardly working family friendly) http://www.theherefordacademy.co.uk/pages/news.aspx
Response
Consultation mentioned earlier.
Issue 8
<i>What will be being consulted on given that the statutory notices are to be issued?? Also given that even the cabinet are unaware of what is being consulted on??</i>
Reference
-
Response
There would be a single statutory notice to close the current school and that would be contingent on an Academy being opened. The Secretary of State would then make the decision to open an Academy. Statutory Notice would be published in the press and elsewhere on 27 March. There was a 6 week minimum to the statutory notice period. Consultation events will be held. Report to Cabinet in June to determine the notice.
Issue 9
<i>How much input have the pupils had in the design of the buildings</i>
Reference
-
Response
As no design work had been undertaken then no involvement so far. However, pupils had started to be asked about key elements “what is important to us” and requirements and will have input to the design brief. Pupils will also be involved in the tender selection. Teaching staff will also be involved. Group noted the meeting room had note boards with themes and ideas posted. The current favoured idea seemed to be separate toilets.
Issue 10/11
<i>Are Oracle involved in the IT provision in the School?</i>
Reference
-
Response
No. Procurement will be in accordance with the National Framework.
Issue 12
<i>Given the cash for honours row recently and departure/involvement of Sir Cyril Taylor as the chair of SSAT is it not appropriate for the sponsor to identify the donor</i>
Reference
“We pay the Piper- They call the Tune” http://www.antiacademies.org.uk/index.php?option=com_remository&Itemid=41&func=startdown&id=71
Response
Mr Sheppard stated that he did not know who the donor was. The DCSF had checked the donor and had given assurances that the donation was from a reputable source e.g. not connected with tobacco or drinks. He was unaware of any ulterior motive in having the Academy operate in a particular way. The Group briefly discussed the issue of donations from notable persons/organisations.

Further information on the subject of this report is available from
George Salmon – Head of Commissioning & Improvement (Schools & Services)
Tel: 01432 260802

Issue 13
<i>How has the public taxpayers money been used during the feasibility stage (c£250k) and is this value for money (see Q4) Also another £500k was allocated from the LA funds</i>
Reference
The average amount of funding per academy released by my Department during the feasibility phase is £252,959. This figure is based on the funding released to the 27 open academies and to 30 other academies yet to open but which have entered feasibility and to which payments have been made. (Jim Knight MP) Pasted from < http://www.publications.parliament.uk/pa/cm200506/cmhansrd/vo060511/text/60511w0014.htm >
Response
The £250k had been granted from Partnership for Schools (PFS) to the Council to take the scheme forward and this had supported topographical/ground survey works. Navigant Consulting were involved in the first phase involving the feasibility. A report would be made to Cabinet on the next stage which envisaged Navigant being appointed to ensure adequate resources were available to deliver the project. The Council could start claiming fees against the capital sum once the contract was let. Responding to questions on 'options' the Director reported that Cabinet had been consulted about the retention, or not, of one of the buildings on site. Cabinet had also commented on the 'entrance to the site' option (fait accompli !). The proposal to build on the playing fields had met with PFS approval and a further allocation of funding had been made. Portacabin accommodation was therefore not anticipated. Cllr Toon undertook to provide Mr Salmon with a break down of her estimated potential £1.5m additional costs. Group informed that no additional costs were currently known. The Council would bear the risk for any costs over the tender figure, therefore good project management was in place and any anticipated over spend would require a trimming of the contract.
Issue 14
<i>What arrangements have been made for the Redhill Community Centre? What arrangements have been made about clawback from AWM and Sir Clive Richards</i>
Reference
-
Response
Group informed that a reply from AWM was awaited regarding potential clawback of the £60,000. Residents Association had expressed inability to use a relocated 'info zone' building due to alleged reduced size and capability to accommodate kitchen facilities. Cost of moving info zone building to different site was £80,000 compared to new build costs of £250,000. While sympathetic, the Director expressed concern about using Children's Services capital funding for Resident Association purposes. Group noted that under Extended Schools, schools needed to look at how they provided 'added use', not just at night but throughout the day. Noted that the new Academy would have good restaurant and that residents may want to eat there. Cllr Toon to speak to Wendy Jones, Chair Residents Association to clarify issues of concern.
Issue 15
<i>What will happen to the South Wye Learning Centre with its 100 users per week?</i>
Reference
-
Response
See response for issue 14

Further information on the subject of this report is available from
George Salmon – Head of Commissioning & Improvement (Schools & Services)
Tel: 01432 260802

Issue 16
<i>Will you (the Wyebriidge Academy) have links with the Steiner Academy?</i>
Reference
http://news.bbc.co.uk/2/hi/uk_news/education/6290115.stm
Response
No formal links were anticipated other than through any national body for Academies.

Issue 17
<i>Given that the Academy is a Faith Academy are the sponsors prepared to insert in its contract document that it will always keep the same admission arrangements in line with other community schools in Herefordshire and only select on its specialist status and not on faith?</i>
Reference
-
Response
<p>While C of E sponsored, it was not a Faith Academy. It would serve the community. Admission arrangements were governed by the Funding Agreement.</p> <p>Comment made that this needed to be made clear as the Web site home page for the Academy started with the Bishop saying "God wants the best for each of us....."</p> <p>Responding to a comment that the Trust could change its admission arrangements it was stated that during the first 2 years the Trust could refuse admission if it could be deemed detrimental. It was commented that every school in the county should take its fair share of the full range of pupils.</p> <p>The Academy was not about creating another Bishop of Hereford Bluecoat High School. It will be run by a small number of Governors in accordance with its Articles of Governance and will include representatives from staff and students. In addition there will be three Advisory Councils (students, family and curriculum).</p> <p>The Funding Agreement contained details of the admission process and was controlled by the Secretary of State and the DCSF were checking that the admission appeal process was compliant with national requirements.</p> <p>Concern was expressed that being Church of England sponsored, and therefore obliged to abide by ecclesiastic rules which promoted faith, the church and not community would be at its heart.</p>
Issue 18
<i>Are the sponsors prepared to allow a representative of parents and pupils to be part of the contract with the Secretary of State and ensure that their rights are preserved to challenge the school in the case of a dispute?</i>
Reference
-
Response
See response to 17

The Chairman thanked everyone for attending and thanked Mr Sheppard for hosting the meeting.
The meeting ended at 3.41 pm. Councillors concluded with a tour of the buildings given by Mr Sheppard.

Further information on the subject of this report is available from
George Salmon – Head of Commissioning & Improvement (Schools & Services)
Tel: 01432 260802

Appendix 3.

Responses to further queries raised by Cllr. Toon following Cabinet on 27th March 2008.

- i. ICT provision – To sign off the S151 Officer assurance statement, there should be an ICT specification in place and ICT costings within the OBC. BECTA have confirmed that this is what is required. The Outline Business Case does include a figure for ICT so presumably there is something to back this? Also, there is a letter from George Salmon to the Chair of the Trust dated mid February asking for commitment on the ICT issues – so not sure if there is anything after this point in time that show the specification and costings are in place. If the rules say these things should be ready before the OBC is signed off, we do need to produce them.

It is the Sponsors who are responsible for drawing up the ICT specification, and it will also be their responsibility to procure the ICT hardware initially using the £1,624,000 capital allocation from PfS to do this. This will have to be done in close consultation with the building design and construction but it does mean that the Local Authority is not responsible for that element of the project. The Local Authority is responsible for the provision of ICT infrastructure within the building, and £252,000 has been allocated within the overall sum to do this. In financial terms it does mean that the quarterly drawdown payments from PfS are divided between the costs of construction which are due to the Local Authority and the costs of ICT which are due to the Sponsor. The specification is being completed at present and should be available to include in an annex to the OBC on Monday 7 April.

The letter to the Chair of the Trust sought the Sponsors commitment to ICT in teaching and learning and their reassurance that future annual revenue spending on ICT will be at the level of £80.00 - £160.00 per pupil per annum, and so secure the Sponsors commitment to maintain and upgrade any system provided initially. As the expenditure at the school is at this level, it is anticipated that the Sponsors would be able to commit to this.

- ii. There is a query whether we could rely on the letter from the Planning Officer as a letter of comfort that the planning issues would be okay as it does contain quite a number of queries even for OBC stage. Councillor Toon has spoken to planning, and has reported that they are quite concerned about the proposals.

Planning

The discussion with Planning and the consultant architects were over the size and location of the buildings, and access to the site. There would seem to be no objection from planning officers on these points. It is expected that a traffic impact analysis will be needed, and at this stage of the design process, it is to be expected that there will be many issues to be resolved. Kevin Bishop in development Control has been asked if additional issues have emerged since his meeting with the architects. We do need to remember that in a national context, OBC's will be attempting to assess the likelihood of obtaining planning permission for academies on sites which have had no previous educational use. The fact that the site already is used by a 900 place high school suggests that discussion will be over the detail of the design rather than fundamental issues.

- iii. Funding for the Academy once open and running will go direct to the Academy and not via us as the Local Authority.

Further information on the subject of this report is available from
 George Salmon – Head of Commissioning & Improvement (Schools & Services)
 Tel: 01432 260802

Revenue Funding

The same formula will be used to identify a budget for the academy as applied to other high schools in the County. Malcolm Green's understanding of the 'routing' of the money is as follows:

The DCSF allocate the full Dedicated Schools Grant to the Local Authority, taking into account the number of pupils attending Academies. The Local Authority then calculates each school's budget and informs the DCSF of the budgets due to the Academy, who deduct the monthly DSG payments made to the Authority and pay the Academy the equivalent amounts.

- iv. Is there a letter from Sport England confirming they are happy in principle? Councillor Toon also says that an officer has told her that Sports England funding for this school has never been pursued 'because it's too much paperwork'. This compares to the Blind College that recently got £1,000,000 out of Sports England for improved facilities and wonders why we can't have a slice of the action?

Sport England

Following the advice of the Planners, Navigant arranged a meeting with Bob Sharples, West Midlands Sport England representative as soon as it became clear that the new build option was viable (15th February 2008.) The first opportunity to meet with Bob Sharples was on 12th March 2008 to discuss Hereford Academy Sports proposals, (meeting notes sent by Annabel Choppen on 19th March 2008 are attached). The sports provision shown on the OBC drawings was limited to an exercise demonstrating the maximum sports provision that could be reprovided. Bob Sharples was supportive and appreciated that significantly improved sports facilities outweigh the issue of building on the sports fields. It was in this meeting that we became aware of the need for a Sports Development Plan to support any planning application, to be approved by Sport England.

The outcome of this meeting has prompted John Sheppard to meet with Brenda Grace, Youth Sport Trust Support for DCSF to expand the Academy Sports Development Plan. Working with the Academy there will be a Sports Stakeholder Group with representatives from Herefordshire Council, Sports Partnerships, Academy Trust and Navigant Technical Advisors. Its aim is to identify community sports clubs/ partnerships to use facilities out of school hours, to strengthen the Sports Development Plan and to establish a scope of facilities at the Academy. The initial meeting of this group on 16 April 2008.

In terms of wider funding streams Bob Sharples did identify organisations for the Stakeholder group to consider. The Sports Stakeholder Group are also in a position to recommend other available funding sources and if the Academy meets the funding criteria then applications will be recommended. At this point there is no certainty of additional sports funding, but this could be referred to in the OBC to be submitted to PFS as possible further funding opportunities.

There is no knowledge of any advice being offered about 'too much paperwork' in grant applications, although there is an impression that much of Sports England funding is being directed towards the Olympics, and less towards Sports Development.

KINGTON CHILDREN'S CENTRE NURSERY**Report By: DIRECTOR OF CHILDREN'S SERVICE****Wards Affected**

Kington Town and Kington Rural

Purpose

1. For Scrutiny to discuss and consider the related issues around the proposal to close Kington Children's Centre Nursery, 3 Gravel Hill, Kington to inform the Cabinet Member Decision.

Financial Implications

2. Significant monies both revenue and capital has been invested in the nursery in Kington, over the period 2003-200, these have included Neighbourhood Nursery Initiative revenue which comes to an end March 2008
3. Financial year 07/08 an additional £45,000 has been invested to keep the provision open and running, this money was identified from the local Children's Centre budget
4. If the nursery is to continue to be run under the umbrella of the Children's Centre, under Children's Centre guidance then a full time Early Years teacher has to be employed at a potential additional cost of £ 40,000.
5. If the nursery continues to run under a new management structure then the current CC teacher (0.5) support will continue but will not need to be full time.

Background

6. Kington Nursery (originally Sanderling Nursery) provision has since the summer of 2003 raised challenges to the local authority. Originally a voluntary run organisation, Sanderling Nursery (not for profit) had use of the council owned building (peppercorn rent) to run a full daycare nursery in support of social care. This organisation did so for 20 years but then gave the Local Authority (LA) very short notice in July 2003 to cease trading. The LA was put in a very challenging situation to continue the service and allow continuity of care for the children that were attending and to meet Ofsted regulations. An experienced manager with relevant childcare qualification was required (previous manager and deputy both resigned) the provision came with a young inexperienced staff.
7. At the time (July 2003) the decision was taken to work with a group of parents to continue the nursery provision with a voluntary managed committee (re-named as Arrows Childcare). A great deal of support was put in from the Early Years staff at the time. A member of LA staff with relevant management and Childcare qualification was seconded for several months to enable and secure a smooth transition. During this period the new voluntary management committee secured Neighbourhood Nursery status and a substantial amount of grant money both capital

and revenue was invested in the building and the provision.

8. Neighbourhood Nursery Funding received for Kington Nursery

Capital NNI monies	£150,000
Revenue NNI monies	£ 60,000
TOTAL	£210,000

9. (We are still awaiting [phone call again Tuesday 8th April] - written confirmation information from Government Office West Midlands [GOWM] about any potential payback of monies if Neighbourhood Nursery Initiative nursery closes – originally Neighbourhood Nursery Initiative [NNI] project monies were managed through New Opportunities Funding [NOF] funding stream, this ceased at the same time that NNI status was confirmed and funding released, so no formal agreement was entered into with regards to pay back of monies. [in several of our earlier Neighbourhood Nursery Initiative [NNI] projects in Herefordshire the agreement is that the nursery runs for 7 years])
10. GOWM have however informed me that several Neighbourhood Nursery Initiatives (NNI) nurseries across the West Midlands have closed and that Local Authorities to date have not had to pay monies back.
11. After 18 months (March 2005) the voluntary management committee pulled out. The decision was then taken to tender the nursery and see if interest could be raised with an outside provision, the process commenced and a successful provider was contracted. Mr David Tully from Smart Start Nurseries, Staffordshire. Mr Tully commenced management role of the nursery in April 2005 and took on the existing staff so that both staff and children had continuity of care and Ofsted regulations were adhered to. Mr Tully continued to manage the provision from a distance in Staffordshire, which was challenged on numerous occasions by the Local Authority and also noted the standard of care was unsatisfactory (*written evidence recorded by Early Years and Extended Services*).
12. The numbers of children and babies attending the nursery were not substantial. Provision capacity for 7 babies, currently 2 attending 'sessional care' and no babies registered currently for Sept 2008)
- a. Provision capacity for 24 pre-school children 2 years to 5 years, currently 14 children attending sporadic sessions and 5 children attending to work around parents working day, which potentially shows as shift work. So a morning session or an afternoon session 2/3 times per week.
 - b. A great deal of childcare in Kington is and has been (historically) undertaken
 - c. informally (family members and friends) and parents tendency is to develop
 - d. childcare packages to suit. For example a couple of hours at Nursery, some hours
 - e. with a childminder and the rest as informal childcare with a relative or family friend.
13. The 'political climate' in Kington has always been challenging around the possible closure of the nursery provision, as it is the only full daycare nursery provision in Kington town, [Current full daycare provision at Eardisley, covering babycare for 20 places – looking to expand business in the next 12 months offering a further 15/20 places. New provision at Lyonshall, opening April 10 places. 4 childminders in

Kington, town currently showing some vacancies, 2 further childminders, 1 at Eardisley and 1 at Weobley also showing vacancies.

14. Mr Tully notified Early Years of his wish to terminate his contract early December 2007 following an inadequate inspection judgement from Ofsted. Early Years were then faced with the challenge of continuity of care for the families and children that were attending and also getting the setting back to a satisfactory status. (David Tully reneged his contract with the Local Authority in that the 6 months notice was not complied with)
15. A cabinet member report (Dec 2006) was produced and it was agreed that the Local Authority would take the nursery over under the umbrella of the LA and the local Children's Centre. The setting reverted back to being Kington Children's Centre Nursery. Staff were TUPE'D across (under the current pay and conditions for Local Authority staff, the salaries went up for staff which increased the monthly outgoings for the nursery provision). Following the departure of the Mr Tully a suitably qualified and experienced manager was needed to meet care standards.
16. A manager was seconded from an advert/interview process that went out across all
- settings internally in Herefordshire. The secondment was for 12 months - March 2007 to March 2008. A clear plan was established to enable the setting to move from
 - an inadequate inspection status to satisfactory and this was managed by May 2007. Part of the seconded manager's role was also to look at the on going, long term viability of the provision in Kington and to develop a local marketing plan.
 - To date the number of children has not increased sufficiently to allow the business to become viable, if anything the baby provision has reduced. Although there is some need identified for sessional childcare it would appear that full daycare in the main is not.
 - Consideration has been taken in looking at what other services could be operated out of the building. Unfortunately the layout of the building as a house does not lend itself to this and jeopardises the care standards and safety of the children.
17. Business case to date

Average monthly costs to date

Outgoings	Income
£13,200	£4,500
Breakeven point is 32 children fulltime equivalent – currently averaging 16	Low take up of Nursery Education Funding

Financial Implications

18. Significant monies both revenue and capital has been invested in the nursery in Kington, over the period 2003-2007, these have included NNI revenue which comes to an end March 2008
19. Financial year 07/08 an additional **£45,000** has been invested to keep the provision open and running, this money was found from the local Children's Centre budget
20. If the nursery is to continue to be run under the umbrella of the Children's Centre, under CC guidance then a full time Early Years teacher has to be employed at a potential additional cost of **£ 40,000**
21. If the nursery continues to run under a new management structure then the current CC teacher (.5) support will continue but will not need to be full time.

Risk Management

22. The political arena for Kington – the interest that this will attract
23. That sufficient childcare places are secured for the families that require them – Current and projected ' Childcare Sufficiency Assessment' confirms that with the current childcare place development with childminding, 26 place Local Authority Nursery places at Kington School and the sessional crèche development with the Children's Centre project at Kington Community Centre (8 places) together with considering both the forward planning estimated birth rate figures and also the most recent planning applications for housing in Kington Town and growth market, that sufficiency is secure without the Kington Children's Centre Nursery provision. Confirmation that a new provision has opened in Lyonshall – 10 places.
24. Redundancy payments from the Local Authority

Potential Redundancies	Total
Local Authority to pay against 6 of the current staff	£ 4,589.45

25. A provisional parents meeting set for 12th March 2008, 6.30pm and a follow up meeting 7th May 2008.

Alternative Options

26. That the nursery building together with the contents is put out to full national tender, the business as it stands as a 42 place full day care nursery (process lengthy – nursery will still close)
27. A voluntary run management group takes over the provision.

RECOMMENDATION

That; Scrutiny endorse the closure of Kington Children's Centre Nursery at the end of the Summer Term, July 2008.

Background Papers

- Previous cabinet members report
- Costings
- Projected numbers

CHILDREN AND YOUNG PEOPLE'S PLAN 2008/2011**Report By: Director of Children's Services****Wards Affected**

County-wide

Purpose

1. To consider the new Children and Young People's Plan 2008-2011.

Financial Implications

2. The plan will be used as the basis for commissioning services for children and young people in Herefordshire, alongside emerging commissioning arrangements under the Public Service Trust in Herefordshire. It will also be used to make the most of existing resources across partners targeted towards children and young people

Background

3. The local authority has a duty under the Children Act 2004 to prepare a Children and Young People's Plan, to review it annually and to secure cooperation amongst partners. This is the second plan that has been developed for Herefordshire. This new plan has been produced by the Children's Trust, a statutory partnership of local agencies across Herefordshire that commission and deliver services to children, young people and their families. This covers children and young people from 0-19 years of age and up to 25 for those young people with learning difficulties and disabilities. The partner agencies include:

- Herefordshire Council, including schools
- Herefordshire Primary Care Trust, including GPs
- Herefordshire Voluntary Sector Health and Social Care Alliance
- West Mercia Constabulary
- Learning and Skills Council, Herefordshire, Worcestershire and Shropshire
- Connexions, Herefordshire and Worcestershire
- Hereford Hospitals NHS Trust
- Worcestershire and Herefordshire Youth Offending Service
- Herefordshire Probation Service

There is also a Shadow Board of the Trust, made up of young people from across the county's secondary schools.

4. The Children and Young People's Plan, a statutory document, contains the key priorities for children and young people. These priorities have been arrived at through a needs mapping exercise, which was then debated and discussed during November and December 2007 at various forums to arrive at a draft document. Children, young people and professionals from schools, services and partner organisations were involved in these discussions. The document was then subject to an eight week consultation period, between January and March 2008, for individuals, and agencies to feedback views.

Further information on the subject of this report is available from Philippa Granthier, Business Manager – Children's Trust Tel (01432) 260226

5. There are statutory agencies that must be consulted upon in developing a new plan and these include:
- children, young people and families (including persons with parental responsibility for, or who have the care of children)
 - persons / bodies representing children, young people and families
 - the appropriate diocesan authority for any foundation or voluntary school situated in the authority's area which is a Church of England or Roman Catholic Church school
 - the school organisation committee for the authority's area
 - persons / bodies providing voluntary services relating to children and young people
 - groups / persons representing local communities
 - the Local Safeguarding Children Board
 - each of the authority's relevant partners
 - the proprietor of each school in the authority's area
 - the Schools Forum for the authority's area
 - the Admission Forum for the authority's area

Additionally the plan was registered and published by the Herefordshire Partnership. All Councillors, parish and town councils, schools and school governors were included in the distribution of the plan for comment, either receiving email or hard copy in January 2008.

6. This final document has been amended, where appropriate, to take account of the consultation responses received. The plan has been approved by all those agencies within the Children's Trust arrangements.
7. The Children and Young People's Plan supports the Local Area Agreement and its priorities, as well as covering statutory and preventative service areas for the Council and for partners.
8. A Members briefing was held in April to further raise awareness of the Children's Trust and the new plan. Further briefings are planned to ensure Members are updated on the work of the Children's Trust and the progress made in achieving the priorities within the plan. The shadow board have been invited to attend future meetings of this Committee to provide further challenge to services provided for children and young people.

RECOMMENDATION

THAT the Committee endorses the Children and Young People's Plan 2008-2011.

BACKGROUND PAPERS

- Children and Young People's Plan 2008-2011

Further information on the subject of this report is available from Philippa Granthier, Business Manager – Children's Trust Tel (01432) 260226

The Vision for Herefordshire

Welcome to the second Children and Young People's Plan for Herefordshire. This plan has been developed through the Children's Trust arrangements in Herefordshire and takes us to a new level in partnership working, something which has always been a strength in this county.

Our vision is to achieve the very best for all our children and young people, from birth until 25 years of age for those young people with complex needs, by ensuring all those involved with them, see them holistically and work effectively together to improve their life chances. We need to work closely together, with families and young people themselves to achieve this. The role of parents, carers and families is paramount and we must provide the services to support them. We have high aspirations for all our children and young people and want specifically to narrow the gap for those that are more disadvantaged.

We want every child to grow to reach their full potential within a happy, healthy and secure environment both at home and during their learning. There should be opportunities for children and young people to explore their environment through stimulating play, outdoor adventure and social and cultural experiences. They need to develop their own skills so they are better prepared for adult hood, able to manage their own affairs and inter relate with others effectively. We hope our young people will want to continue their learning and development as adults, taking an increasingly active part as citizens.

We will provide high quality universal and targeted services, whilst also ensuring that specialist services are available to children and young people who have complex needs. Through the delivery of this plan, and our emerging Children's Trust, we aim to be seen as one team, one service through joint working across partner agencies. Together we will pursue the provision of high quality outcomes for children and young people through earlier identification of need and intervention, and provision of preventative services. Joint working will achieve greater efficiency, coordination and integration in planning and service delivery.

*Dr Sharon Menghini
Director of Children's Services*

*Councillor Jenny Hyde
Lead member for Children's Services*

1. Introduction

This is the second Herefordshire Children and Young People's Plan, and will cover the next three years from April 2008 to March 2011.

The Children Act 2004 requires all Local Authorities to develop a Children and Young People's Plan with its partners, which identifies the local priorities to promote the well-being of children and young people. Well-being is defined through the five shared outcomes which are, being healthy, staying safe, enjoying and achieving, making a positive contribution and achieving economic well-being. The government's intention is that there is one overarching strategic plan for a local area, detailing the services for children and young people up to the age of 19, young people aged 20 and over leaving care, and young people up to the age of 25 with learning difficulties.

This plan has been agreed by all those partner agencies that provide or commission services for children and young people in Herefordshire, through the Children's Trust (see section 4). It details the priority areas where improvements are needed to enhance outcomes for children and young people, and to lessen the gap between those who are disadvantaged and those more fortunate. These priority areas have been decided through a comprehensive analysis of need (see section 7), in partner discussions and workshops, and gathering children and young people's views. The outcome groups of the Children's Trust have undertaken much of the detailed planning work, which is contained within an annual delivery / action plan that supports this main strategic plan.

2. National Context

The government, through its challenging Every Child Matters (ECM) programme aims to deliver joined-up arrangements that puts children and young people at the centre, with agencies working together to support them and their families.

The NHS *National Service Framework for Children, Young People and Maternity Services* was launched in 2004 and gives a ten year strategy for change. The Herefordshire Primary Care Trust is leading on this work, although it will be delivered in partnership and links well with the Every Child Matters approach. There are eleven standards against which quality and performance can be measured:

1. Promoting health and well-being
2. Supporting parenting
3. Child, young person and family-centred services
4. Growing up into adulthood
5. Safeguarding and promoting welfare
6. Children and young people who are ill
7. Children and young people who are in hospital
8. Disabled children and young people and those with complex health needs
9. Mental health and psychological well-being
10. Medicines for children and young people
11. Maternity services

At the time of writing, there are NSF delivery action plans in place and on track for Standards 1-5 and 8-9. Standards 10 and 11 now have working groups in place to develop delivery action plans and some work has already been done. Work on action plans for Standards 6 and 7 are to be developed, although some work has already taken place.

The involvement of local schools in delivering the ECM agenda is critical. The Education and Inspections Act 2006 extends the duty on local authorities to promote high standards of education to embrace the whole well-being of the child. The legislation now recognises schools as having a duty to promote well-being and community cohesion, and the views of parents must be taken into account. Again the changes brought about in this legislation can only be delivered in partnership and collaboration by integrating services through children's centres, extended schools initiatives and children's trust arrangements.

The UN Convention on the Rights of the Child is an international human rights treaty that applies to all children and young people aged 17 and under. It gives children and young people a set of comprehensive rights, many of which are compatible with the five ECM outcomes, and also gives them the right to express their views and be taken seriously by adults. There are 54 "articles" most giving children social, economic, cultural or civil and political rights and there are additional rights for some vulnerable groups, for example, children in care or with disabilities. The government has agreed to make all laws and policies compatible with the UN Convention and this must be adhered to by all those agencies delivering services to children and young people in the county.

A new national ten year Children's Plan was launched by the Department for Children, Schools and Families (DCSF) in December 2007. This plan for Herefordshire picks up many of the main areas highlighted in the national plan, particularly the need to support parents and families in raising their children and by involving them in decision making and developing services that they need for their children and young people. The national plan sets out the government's vision and ambitions and this will be supported by new initiatives and action plans over time. The weblink to the plan is: <http://www.dcsf.gov.uk/publications/childrensplan/>

3. Local Context

In Herefordshire, the local strategic partnership is the Herefordshire Partnership (HP), under which the Children's Trust sits (see glossary). The HP manages the Local Area Agreement (LAA) which details the priorities for the whole of the county, negotiated with government. The current LAA covers the same time period as this Children and Young People's Plan and the priorities identified for children were fed into the LAA negotiation process. Additionally, the Community Strategy for Herefordshire launched in 2006 contains a vision for the county to 2020, which links with the LAA priorities. This means that all these strategic documents contain the same priorities for children and young people ensuring consistency and concentration of effort by all agencies in the county.

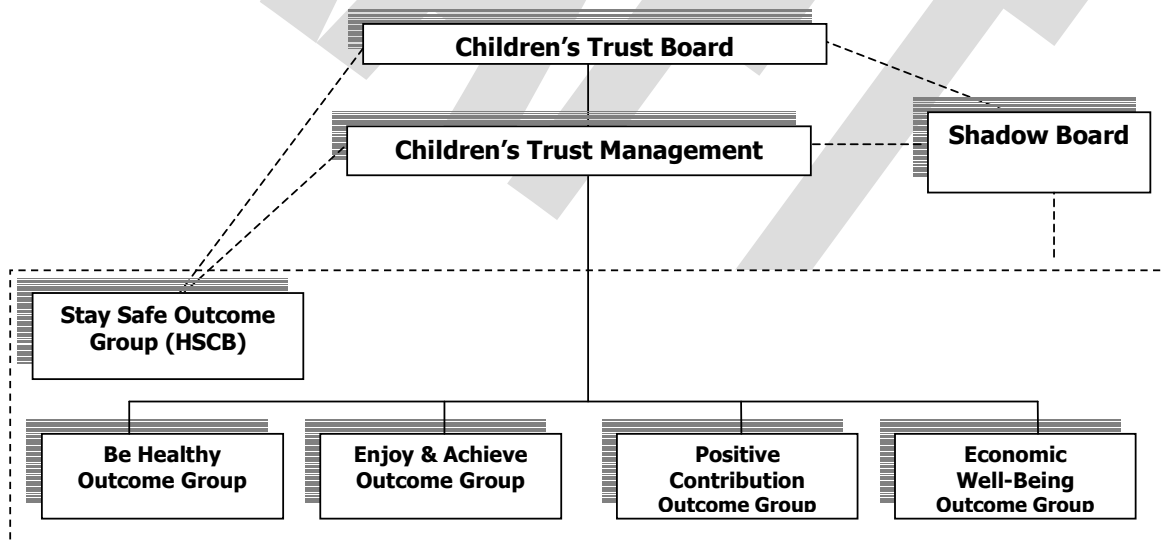
The production of this new plan comes at an exciting time in Herefordshire with the appointment of a joint chief executive across the Council and Primary Care Trust to strengthen partnership working. These changes will complement the Children's Trust.

4. Children's Trust Arrangements

During the summer of 2007, new arrangements were put in place to support the move to a Children's Trust in Herefordshire, replacing the existing Children and Young People's Partnership Board. Whilst in its early embryonic stages (as this plan is written), the new groups are starting to work well together and will support the move to more integrated working across the partner agencies. There is an annual review process to ensure appropriate representation and procedures are in place. Current membership includes:

- Herefordshire Council, including schools
- Herefordshire Primary Care Trust, including GPs
- Herefordshire Voluntary Sector Health and Social Care Alliance
- West Mercia Constabulary
- Learning and Skills Council, Herefordshire, Worcestershire and Shropshire
- Connexions, Herefordshire and Worcestershire
- Hereford Hospitals NHS Trust
- Worcestershire and Herefordshire Youth Offending Service
- Herefordshire Probation Service

The current structure is shown below



Key:

HSCB – Herefordshire Safeguarding
Children's Board

Key roles and responsibilities within the Trust are as follows:

- The Children's Trust Board is the decision-making body, comprising those agencies that currently commission or buy services that impact on children and young people. The Board is supported in this work by a Management Group.
- For each of the five Every Child Matters outcomes, there is an outcome group that is responsible for delivering an agreed work programme that aligns with specific elements of the Children and Young People's Plan and the supporting annual delivery plan.

- The Stay Safe outcome group is the Herefordshire Safeguarding Children Board and has a key role to report to and challenge the Children's Trust on arrangements that safeguard and promote the welfare of children and young people. Currently an audit of section 11(2) of the Children Act 2004 is being undertaken across agencies that have an involvement with children and young people to assess their arrangements to safeguard and promote welfare. An action plan will be produced and implemented.
- The third sector (community and voluntary sector) is represented at every level of the structure, particularly in terms of its role as a key provider of local services.
- The Children's Trust Shadow Board is made up of children and young people and they take an active role in the work of the Children's Trust, commenting on documents and attending meetings of outcome groups, the management group and board.

Further details on the governance structures of the Children's Trust can be found at:
http://www.herefordshire.gov.uk/community_and_living/young_people/29111.asp

The Performance Improvement Team in the Council's Children and Young People's Directorate support the groups with regular performance reports to inform decisions around actions and improvements. Quarterly performance reviews take place at the Board and Management Group levels to review all the performance indicators that link to the priorities and the actions detailed in delivery plan. The quarterly performance review is informed by exception reports from each of the outcome groups.

The Herefordshire Council's Children and Young People's Directorate Plan sets out the contribution that the directorate makes to deliver the priorities set out in this plan. The directorate plan is then supported by a network of team plans which link to individual staff appraisals.

The Primary Care Trust's (PCT) Local Delivery Plan sets out the strategic vision for the PCT, together with its commissioning framework, and covers adults and children.

Other links with organisations, agencies and forums will be through structured reporting lines or representation on the outcome groups.

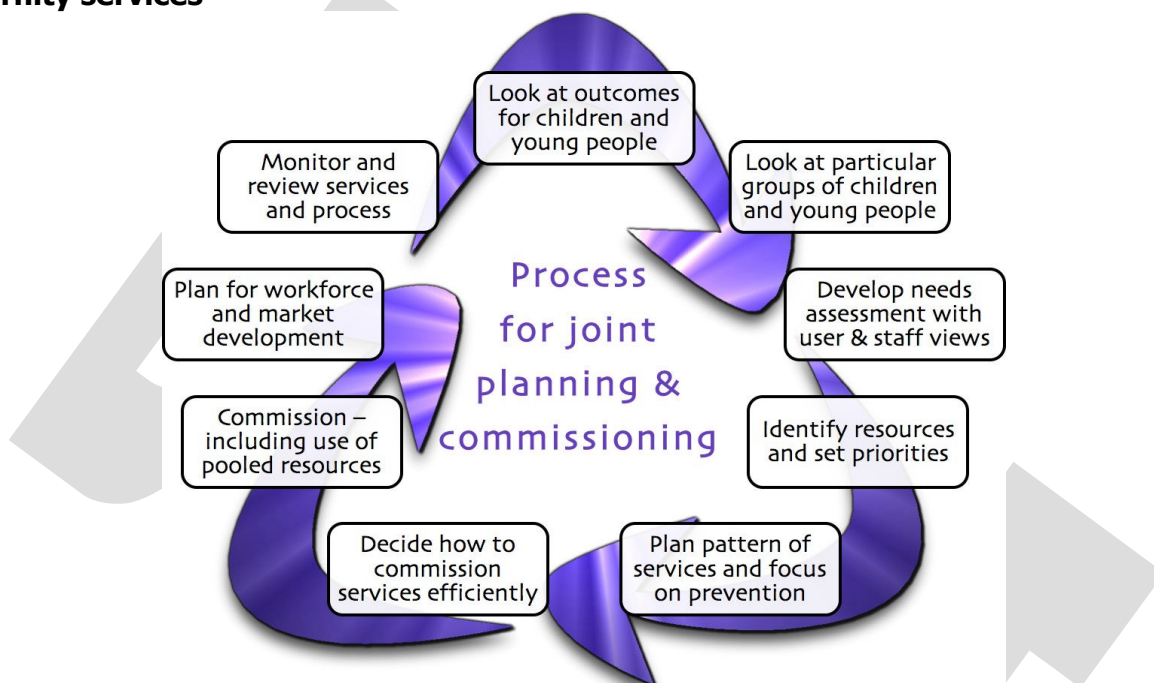
4.1 Joint Commissioning

One of the main aims in developing Children's Trusts is to enable partner agencies to share resources and pool budgets ensuring greater efficiencies and avoiding duplication, when buying services.

To support this in Herefordshire, a joint commissioning function will be set up, though plans are at an early stage. This will sit within a joint commissioning unit under a new, joint Council and PCT Director of Integrated Commissioning. Further details will be picked up through the service management annual delivery plan as this work progresses (see section 9.6).

By undertaking the needs assessment and identifying the priorities in this plan, the next stage will be to develop commissioning plans that enable the priorities to be delivered. A joint commissioning unit would support this work, as well as placing and monitoring contracts and moving in time toward developing the market, and de-commissioning services where necessary. Additionally, through the Compact with the third sector there is agreement over commissioning and contracting processes. Commissioning is a continuous cycle as shown in the nine stage diagram below.

**Department for Education and Skills and Department for Health 2006
Joint Planning and Commissioning Framework for children and young people and
maternity services**



5. Key opportunities and challenges in the delivery of the plan

Over the next three years, and beyond, there are significant opportunities and challenges that must be faced by the Children's Trust which are outlined below and throughout this plan.

5.1 Integrated Services

The ECM agenda is very much about directing resources to delivering multi-agency services based around the needs of the child, young person and their family. Herefordshire has a good track record of working well with partners and the co-terminous county and PCT boundaries have been one driver in achieving good joint working. The government's aim is to deliver services locally and in a more integrated way. In Herefordshire this is being developed, within the level of resources available, in hubs, possibly based around school clusters or partnerships. This links closely with the provision of children's centres and extended schools, where a variety of services are available at a local level. However access and transport are issues that need to be considered, along with information-sharing across agencies for any new model of provision. It will be important to secure a good fit between health, education and social care services.

It is intended that having services delivered at a much more local level, than currently, along with the implementation of a Common Assessment Framework, will enable earlier intervention with more preventative work being undertaken to support children and young people's needs before they escalate. This work is being led by the Director of Children's Services initially, with a restructure of the Children and Young People's Directorate services being implemented for January 2009, with other agencies coming alongside gradually either virtually or through co-location. At the same time there are some services that will need to remain county-wide to foster a cohesive

approach (such as the provision of school transport). Some services are crucial to the safeguarding of children of the county and are therefore more cost effectively delivered centrally.

5.2 Extended Schools / Children's Centres

Linked closely with the move to integrated teams is the use of extended schools and children's centres. The intention is that these facilities will bring together services for children at a local level, providing support for families and responding to local needs. Children's centres aim to support parents and communities through the integration of early education, childcare, health and family support services for under 5's. The aim behind the extended schools agenda is that by 2010 every primary and secondary school will be expected to offer access to childcare, a varied menu of activities (e.g. sport, arts, music, homework clubs etc), parenting support, swift and effective referral to specialist services and community access to ICT, sports and art facilities, including adult learning. How these services are delivered and sustained is an element of partnership working for the Children's Trust.

5.3 14-19 Reform Programme

This is a key area, driven by central government to focus on raising attainment of young people and equipping them for further education and work. Locally, this involves designing new curriculum with schools and colleges in providing new and varied qualifications, for example, vocational qualifications, apprenticeships, that engage more young people in training. Stimulating local collaborative delivery not just with educational establishments but also by engaging local employers, is another key aspect of this.

6. Involvement and Participation

Listening to the voice of children and families in Herefordshire is a critical element to all those involved in delivering services to children. The Children's Trust will continue to ensure that listening and responding to children, young people, families and carer's views is an integral part of its work and over this three year period will develop and implement a participation strategy, using the Hear by Right standards, to further strengthen the existing structures and processes in place.

6.1 Children and Young People

As mentioned above there is already a Shadow Board in existence, plus a Youth Council, Youth Funding Panel, schools councils in 70% of schools, youth forums plus groups specifically dealing with more vulnerable children, like those in care or with learning difficulties and disabilities. Regular consultation events, like "You Talk, We Listen" and surveys, such as the Youth Survey are further methods in which the views of children and young people can be gathered. Ensuring primary and younger children and hard to reach groups are included needs to be further addressed through the participation strategy.

6.2 Parents, families and carers

The Children's Trust is committed to improving the involvement and participation of parents, families and carers, enabling them to shape the services that they need to support their children and young people. The traditional concept of a family unit has changed and the Children's Trust needs to adapt its consultation methods to reflect this.

7. Needs analysis

This piece of work has been developed from a wide variety of sources (see appendix 1). As the population changes, and its needs, this analysis will be regularly refreshed with a major review every three years to support each subsequent children and young people's plan. This will ensure our resources are focused appropriately to address these changing needs.

7.1 Herefordshire – the county context

Herefordshire is a predominantly rural county, covering some 218,283 hectares. The City of Hereford is the major centre of population and there are five market towns – Ledbury, Leominster, Ross-on-Wye, Kington and Bromyard. Its usual resident population is 177,800, a growth of 4.6% since 1998, and the average population density is 0.8 persons per hectare, giving Herefordshire the 4th lowest population density in England.

54 areas in the county, predominantly rural, fall within the 10% most deprived against the Access to Services domain (Index of Multiple Deprivation), which measures road distances to a GP, supermarket, primary school and Post Office.

The recent growth in the population is due to net in-migration, predominantly from London and the South East which accounts for 64% of the net migrants. The largest flows, in and out of the county, are in the 20-24 year old age group.

Herefordshire has an older age profile than the rest of England and Wales – those aged 60 and over represent 26.6% of the total population. 27.6% of the population is under 25.

7 areas in Herefordshire are in the 25% most deprived in England – six in Hereford City and one in Leominster. Two of these areas also fall within the 20% most deprived – the Ridgemoor area in Leominster and the Golden Post-Newton Farm area in Hereford City. However, there are significant areas of deprivation in small pockets throughout the county.

Mid-2004 estimates suggest that 3.5% of the population is from minority ethnic groups, representing a growth of 40.9% compared with a 1.7% growth for the whole population. Migrant workers continue to have the most significant impact on the workforce in the county and Herefordshire has seen the fastest growth in the number of migrant workers, over the last three years, of all the counties in the West Midlands. The majority of migrant workers are single and aged under 35 years of age, and mainly find work in agricultural and related activities.

The employment rate in Herefordshire is good at around 78%. However, there are a higher proportion of part time employees (27.9%) than both the West Midlands and England. Wage levels are, on average, 6% less than in the West Midlands region as a whole and generally people in the county work much longer hours than the rest of the region. Over a quarter of the working age population have no qualifications with higher proportions in the urban areas and rural towns, compared with the rural villages.

Low levels of earnings, coupled with relatively high house prices, mean that affordability of housing is a major issue in the county. There is a higher proportion of detached properties than other areas – but a lower stock of affordable housing.

Given the sparsely populated nature of the county, transport and travel is a significant issue. There are 1.3 cars per household and the 2006 Lifestyle survey suggests that 58% of residents travel to work in a car or van and 46% use the local bus service.

Overall levels of recorded crime are falling although Hereford city centre falls within the 10% most deprived against the Crime and Disorder Domain (Index of Multiple Deprivation). The level of vehicle crime is still relatively low (5.5 per 1000 population) compared with other English authorities. The fear of crime has gone down across all crime categories.

7.2 Herefordshire – Children and Young People

In Herefordshire, 27.6% of the population is under 25 years of age, compared with 31% in England and Wales. Since 1998, Herefordshire's population has grown by 4.6% which is broadly similar to the national rate (3.2%), but there are large differences within individual age groups. The numbers of people in the older age groups have grown much more in Herefordshire than in England and Wales as a whole; conversely, the numbers aged 25-34 and 0-4 have fallen more rapidly.

The only average net out-flows from the county are in the 15-19 and 20-24 year old age groups, the largest in the former group. In general, the highest concentration of the under 25 age groups is in the Hereford City wards and Ledbury.

The population forecasts to 2011, from the State of Herefordshire report 2007, suggest that changes within age-groups in Herefordshire will generally be in the same direction as those seen between 1998 and 2005, i.e. growth in the older age-groups (from 45-54 onwards) and falls in the younger age-groups.

The last school census showed that 3.96% of pupils were from minority ethnic groups.

7.3 Key data is shown at appendix 1

7.4 Annual Performance Assessment 2007

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.”

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.

Further information is shown at appendix 1. The complete letter can be viewed at http://www.herefordshire.gov.uk/community_and_living/young_people/27226.asp

7.5 Priorities meeting with Government Office

An annual Priorities meeting is held with Government Office West Midlands in order to agree the priorities on which the Children's Trust will focus in the coming 12 months. The priorities are derived from an analysis of performance and the recommendations from the APA. The priorities for 2008/2009 have been agreed as:

- Improve dental health of children and young people
- Increase the percentage of initial assessments completed in timescale
- Improve educational attainment, particularly at Key Stages 1 and 2
- Reduce offending of young people
- Deliver the revised strategy for a coherent area-wide 14-19 curriculum
- Deliver an effective strategy for education, employment and training of 16-19 year olds, particularly vulnerable groups

8. Priorities

Based on the needs assessment work, and through various consultation and involvement events with children and young people and professionals across the partner agencies, the following table identifies the main priority areas that will guide the work of the Children's Trust through this plan over the next three years.

Whilst these priorities have been "assigned" to an ECM outcome area, there is clear overlap across the five outcomes and this must always be borne in mind. The achievement of these priorities means they are everyone's business, not just a particular outcome group.

There are specific vulnerable groups (see section 8.1), that are an ongoing priority for the Trust, so for example, priorities for children who are looked after or have learning difficulties or disabilities will be addressed by each outcome group. Additionally specific issues like transitions at key life stages, particularly transition from child to adult services, are critical areas that need to be considered by all outcome groups. This will be monitored through annual delivery plan actions.

Cross-cutting priorities are further emphasised by the enablers. These are mainly processes or tools which will support all five outcomes and will join up and facilitate the services, actions and initiatives identified in this plan. Enablers are described further under the service management section at 9.6. The reorganisation planned for January 2009 in the Council's Children and Young People Directorate will play a major part in ensuring services are structured in a way to enable delivery of these priorities.

This plan is a strategic document, and includes a summary of actions and some key performance indicators or measures that will show progress toward achieving the priority areas (see section 9). Wherever possible the new national indicator set has been used to provide key indicators; in some cases locally set indicators have also been used. This plan does not provide the detail of specific actions that will help to deliver the priorities in this plan. These details will be in an annual delivery plan which will be managed and monitored quarterly by the five outcome groups, reporting to the Management Group and Board. These will also be published on the council's website.

Priorities for Children and Young People in Herefordshire 2008-2011

<i>Be Healthy</i>	<i>Stay Safe</i>	<i>Enjoy and Achieve</i>	<i>Positive Contribution</i>	<i>Economic Wellbeing</i>
<ul style="list-style-type: none"> • To promote emotional health and well-being and improve access to universal and targeted mental health services • To promote healthy lifestyles generally and, in particular, to reduce obesity and dental health problems in children and young people • To provide quality information and services to reduce substance misuse, including alcohol abuse • To provide quality information and services to improve sexual health 	<ul style="list-style-type: none"> • To reduce the impact of domestic abuse on the lives of children in Herefordshire • To ensure that referrals of children in need to children's services are timely and appropriate • To promote e-safety in order to reduce the risks associated with media and the commercial world • To raise awareness of bullying in order to reduce the impact and incidence of bullying (in and out of school) • To ensure safer recruitment practices across all agencies working with children within Herefordshire 	<ul style="list-style-type: none"> • To improve the educational attainment of children and young people, particularly at Key Stages 1 and 2 • To improve school attendance, particularly at Key Stages 3 and 4 and for looked after children • To provide a broad, balanced curriculum (both in and out of school) that engages children and young people in learning, play, cultural and recreational activities at all ages • Improve prospects of children and young people, particularly vulnerable groups, in terms of addressing social inclusion 	<ul style="list-style-type: none"> • To increase the participation of children and young people in shaping strategies and services that affect their lives • To increase access to positive activities for all children and young people, including volunteering and targeted activities for vulnerable groups • To reduce offending, anti-social behaviour and bullying by children and young people 	<ul style="list-style-type: none"> • To implement a strategic approach to support young people into employment, education and training • To ensure all 14 to 19 year olds have access to the 14-19 learning entitlement • To implement a strategic approach to employer engagement that fits with the 14-19 learning entitlement
<p><i>Enabled by...</i></p> <p>A quality infrastructure to support service delivery across partner agencies</p> <p>Quality assured services based on effective performance management and active involvement of service users</p> <p>Targeted and pooled resources providing cost-effective services</p>				

8.1 Specific Groups

At any time, children and young people can come up against situations that make them vulnerable, sometimes requiring additional support. The Children's Trust is mindful of particular groups that have more complex needs. A multi-agency group have agreed a number of categories of vulnerable children (see appendix 3); a child can move in and out, or be included in several categories at any time. Whilst some of these are explicit to a particular outcome group, others need to be considered by all outcome areas, as highlighted below.

Gifted and talented children

Children and young people who show particular talents need to be provided with greater challenge and opportunities to develop their potential, whether this is academic, recreational or cultural pursuits. Without acknowledging and supporting these children, they themselves can become vulnerable through boredom or being treated differently by their peers.

Children with learning difficulties and disabilities

Children and young people with disabilities are valued members of their communities and, as they grow into adulthood, they need support to realise their full potential in personal and social terms. As far as possible, opportunities will be provided to enable children and young people with disabilities to be successful in all the activities typically available to a young person of the same age.

A multi-agency strategy for children with disabilities is currently being developed as this plan is written; the resulting action plan will be implemented through the Children's Trust arrangements.

Looked after and adopted children and young people and those leaving care

There is a statutory obligation across all agencies to monitor and support the needs of looked after children and their families. These children are some of the most vulnerable as a consequence of their traumatic early experiences and it is likely that earlier and more comprehensive support would prevent the tragedy of adoption breakdowns and children having to re-enter the looked after system.

Children from minority ethnic groups, including Travellers and Gypsies

From the needs assessment work (section 7) plus latest information and feedback, it is clear that there is an increase in the number of minority ethnic groups and non-English speaking children in Herefordshire. This is a new challenge for the Children's Trust to ensure these vulnerable children are adequately supported and that services are best delivered to suit their, and their families, needs.

Pregnant teenagers and young parents

Nationally through the government's teenage pregnancy strategy there is clear evidence that these vulnerable young people suffer poorer outcomes than older mothers due to poor emotional health and well-being experienced by teenage mothers, poor child health, and increased risk of teenage parents and their children living in poverty.

Young Carers

There are strong links between being a young carer and underachieving at school, with many failing to attain formal qualifications. Almost a third of young carers have serious educational problems or have dropped out of school, with nearly all reporting missing school when the person they care for is having difficulties. These children often miss out on other aspects of childhood that their peers enjoy.

9. Outcomes into action

9.1 Outcome area: **BE HEALTHY**

We aim to....	Success will be measured by	The actions needed to achieve this are ...
<p>1. Promote emotional health and well-being and improve access to universal and targeted mental health services</p>	<p>Increasing % of children waiting 11 weeks or less from referral to assessment for CAMHS Increasing % of children waiting 18 weeks or less from referral to treatment for CAMHS</p> <p>NB May use the proposed indicator for emotional health of children once published</p>	<ul style="list-style-type: none"> ▪ increasing the number of locality based outreach workers at tier 1 and 2 ▪ raising awareness of existing mental health services ▪ supporting and encouraging schools to promote universal spiritual, mental and emotional health through curriculum / school ethos
<p>2. Promote healthy lifestyles generally and, in particular, to reduce obesity and dental health problems in children and young people</p>	<p>Reducing obesity among primary school aged children in reception year (NI55) and in year 6 (NI56)</p> <p>Increasing % of 5 year olds free from dental decay from 2001/2002 baseline (1020HC – local indicator)</p>	<p>General</p> <ul style="list-style-type: none"> ▪ developing and implementing the Healthy Care Programme for children and young people who are looked after <p>Dental</p> <ul style="list-style-type: none"> ▪ proceeding with investigation of the feasibility of fluoridation of drinking water ▪ employing a Health Promotion worker in dental public health ▪ strengthening capacity in dental public health ▪ developing a dental health promotion action plan ▪ improving communication on how the public can access dental health services <p>Obesity</p> <ul style="list-style-type: none"> ▪ implementing a targeted intervention programme to tackle obesity ▪ developing a sustainable peer support approach to breastfeeding ▪ referring children to specific targeted programmes to tackle obesity

We aim to....	Success will be measured by	The actions needed to achieve this are ...
		<ul style="list-style-type: none"> ▪ developing universal services around physical activity ▪ providing targeted training and development for the children's workforce to enable them to deliver messages to tackle obesity more effectively
3. Provide quality information and services to reduce substance misuse, including alcohol abuse	<p>Reducing substance misuse by young people (NI115)</p> <p>Reducing alcohol related hospital admissions among young people</p> <p>Reducing smoking in young people</p>	<ul style="list-style-type: none"> ▪ ensuring youth workers and healthy schools staff have up to date information to advise and refer young people appropriately ▪ implementing the annual Young Persons Substance Misuse Plan ▪ implementing the Hidden Harm action plan ▪ delivering theatre in education project: teenage alcohol abuse programmes in secondary schools ▪ effective enforcement of underage cigarette sales legislation
4. Provide quality information and services to improve sexual health	Increasing detection of Chlamydia and the number of young people receiving treatment	<ul style="list-style-type: none"> ▪ ensuring schools have a Relationship and Sex Education (RSE) policy and action plan ▪ training professionals to deliver education on RSE ▪ increasing the availability of 4Us clinics ▪ providing greater support for younger parents ▪ increasing the detection rate of Chlamydia

9.2 Outcome area: **STAY SAFE**

We aim to....	Success will be measured by	The actions needed to achieve this are ...
1. Reduce the impact of domestic abuse on the lives of children in Herefordshire	Reducing the repeat incidence of domestic violence (NI32)	<ul style="list-style-type: none"> ▪ raising public awareness of the impact of domestic abuse ▪ raising professional awareness of the impact of domestic abuse through training ▪ launching the multi-agency risk assessment conferences (MARAC) process
2. Ensure that referrals of children in need to children's services are timely and appropriate	Improving initial assessments for children's social care (NI59)	<ul style="list-style-type: none"> ▪ raising awareness of the Herefordshire Safeguarding Children Board (HSCB) and its work ▪ developing a methodology to gather evidence on identified topics e.g. alcohol abuse, road safety, to inform the HSCB about safeguarding arrangements ▪ improving the timeliness of initial assessments
3. Promote e-safety in order to reduce the risks associated with media and the commercial world.	Establishing a baseline in line with the new strategy, and subsequently setting targets	<ul style="list-style-type: none"> ▪ developing and implementing an e-safety strategy ▪ developing an education package for parents / carers ▪ implementing and evaluating a pilot restorative justice programme for schools
4. Raise awareness of bullying in order to reduce the impact and incidence of bullying (in and out of school)	Reducing the number of children who have experienced bullying (NI69)	<ul style="list-style-type: none"> ▪ developing an education package for parents / carers ▪ implementing and evaluating a pilot restorative justice programme for schools ▪ ensuring schools have an effective anti-bullying strategy in place ▪ promoting peer support schemes in schools and other children and young people's settings
5. Ensure safer recruitment practices across all agencies working with children	All HSCB member agencies undertaking regular checks, in line with safer recruitment practices, for their staff working with children and young	<ul style="list-style-type: none"> ▪ appointing a Local Authority Designated Officer (LADO) ▪ developing a network of named senior managers and officers across all agencies ▪ establishing a position statement on safeguarding arrangements for

within Herefordshire	people	<p>all agencies</p> <ul style="list-style-type: none">▪ developing a safer recruitment checklist and quality standard to be used across all agencies▪ training Human Resource officers/operational managers in safer recruitment practices▪ considering the wider involvement of young people in recruitment of children's workforce, as part of the participation strategy
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9.3 Outcome area: ENJOY AND ACHIEVE

We aim to....	Success will be measured by	The actions needed to achieve this are ...
<p>1. Improve the educational attainment of children and young people, particularly at Key Stages 1 and 2</p>	<p>Progression by 2 levels in English between Key Stage 1 and 2 (NI93)</p> <p>Progression by 2 levels in Maths between Key Stages 1 and 2 (NI94)</p>	<ul style="list-style-type: none"> ▪ improving Early Years Foundation Stage Profile results ▪ improving Key Stage 1 (KS1) results year on year ▪ improving Key Stage 2 results in Maths and English by 2 levels progress through the delivery of the Primary action plan ▪ implementing the social, emotional and spiritual aspects of learning ▪ implementing the primary national strategies for assessment for learning, pupil tracking and assessing pupil progress ▪ implementing the Quality Assurance processes for the primary school improvement partners in order to provide greater rigour and challenge to school leadership ▪ maintaining improvements at GCSE level and value added between Key Stages 2 and 4. ▪ working with the School's Library Service to support reading and literacy
<p>2. Improve school attendance, particularly at Key Stages 3 and 4 and for looked after children</p>	<p>Reducing the Secondary school persistent absence rate (NI87)</p> <p>Reducing children looked after absent from school (HCS 35a,b,c)</p>	<ul style="list-style-type: none"> ▪ implementing the school attendance strategy action plan ▪ closely monitoring and providing appropriate interventions for the attendance of looked after children at school

We aim to....	Success will be measured by	The actions needed to achieve this are ...
<p>3. Provide a broad, balanced curriculum (both in and out of school) that engages children and young people in learning, play, cultural and recreational activities at all ages</p>	<p>Increasing young people's participation in positive activities (NI110)</p> <p>Schools and children's centres offering the core range of extended services by 2010 (NI88 and NI109)</p>	<ul style="list-style-type: none"> ▪ improving opportunities to play, through implementation of the play strategy ▪ developing partnerships outside schools to deliver learning, leisure and cultural activities ▪ providing broader experiences and opportunities to try new activities by maximising the use of other local facilities ▪ promoting schemes such as Bookstart, Bookcrawl and the Reading Challenge to parents and carers to engage children and families in reading and learning ▪ full implementation of the extended schools and children's centres activity countywide ▪ developing primary stage curriculum to enable breadth, balance, enrichment and opportunity for cross-curricular skills development ▪ developing collaborative approaches to the curriculum through local area networks
<p>4. Improve prospects of children and young people, particularly vulnerable groups, in terms of addressing social inclusion</p>	<p>Overall reduction in rate of permanent exclusions from school (NI114)</p>	<ul style="list-style-type: none"> ▪ moving to zero permanent exclusions from primary schools through promotion of managed transfer protocol ▪ considering zero permanent exclusions from secondary schools for vulnerable groups, particularly from minority ethnic groups, pupils in the Looked After System, and those with a Statement of Educational Needs ▪ maintaining a consistent approach to dealing with exclusions across the county

9.4 Outcome area: MAKE A POSITIVE CONTRIBUTION

We aim to....	Success will be measured by	The actions needed to achieve this are ...
1. Increase the participation of children and young people in shaping strategies and services that affect their lives	Increasing the proportion of 13-18 year olds who feel they can influence decisions affecting local services (local indicator HCS38)	<ul style="list-style-type: none"> ▪ consideration of developing an advocacy service wider than just for looked after children ▪ improving service user data, information gathering and dissemination to inform service development ▪ promoting the voice of children and young people in wider community agendas, e.g. transport, housing, environment, adult services, education, employment and community safety ▪ feasibility of undertaking research with specific vulnerable groups of children
2. Increase access to positive activities for all children and young people, including targeted activities for vulnerable groups	Increasing young people's participation in positive activities (NI110)	<ul style="list-style-type: none"> ▪ raising awareness of what positive activities are available and how to access information about them ▪ implementing an ongoing programme of seeking views on what children and young people want ▪ enhancing activities available through extended schools and children's centres
3. Reduce offending, anti-social behaviour and bullying by children and young people	<p>Reducing first time entrants to the youth justice system aged 10-17 (NI111)</p> <p>Reducing the rate of proven re-offending by young offenders (NI19)</p>	<ul style="list-style-type: none"> ▪ developing, promoting and implementing a county wide anti-bullying policy ▪ implementing the annual Capacity and Capability Assessment action plan ▪ implementing the children and young people's elements of the Herefordshire Community Safety and Drugs Partnership Strategy and action plan 2008-2011 in respect of offending, anti-social behaviour and bullying

9.5 Outcome area: ACHIEVE ECONOMIC WELLBEING

We aim to....	Success will be measured by	The actions needed to achieve this are ...
<p>1. Implement a strategic approach to support young people into employment, education and training</p>	<p>Reducing the number of 16-18 year olds that are NEET (NI117)</p>	<ul style="list-style-type: none"> ▪ developing early identification, intervention and support systems for young people at risk of disengagement. ▪ developing more flexible post-16 provision for young people not in education, employment and training (NEETs) ▪ supporting national initiatives e.g. National Apprenticeship Service, Skills pledge etc. to increase the availability of jobs with training ▪ ensuring that there is both sufficient and a broad range of childcare provision available and accessible to meet the needs of young people. ▪ ensure young people aged 16-17 who are homeless/estranged from parents are placed in appropriate accommodation and in receipt of relevant support
<p>2. Ensure all 14 to 19 year olds have access to the 14-19 learning entitlement</p>	<p>Increasing the achievement of a level 2 qualification by the age of 19 (NI79) Increasing the achievement of a level 3 qualification by the age of 19 (NI80)</p>	<ul style="list-style-type: none"> ▪ increasing the number of learners undertaking vocational, applied and collaborative options at Key Stage 4 ▪ increasing the number of young people accessing Apprenticeship provision in Herefordshire ▪ mapping progression pathways in priority subject areas ▪ mapping a progression pathway for foundation learning tier provision ▪ implementing an area wide strategy for information, advice and guidance in line with national standards ▪ developing an area wide action plan for workforce development to enable the implementation of 14-19 in the county
<p>3. Implement a strategic approach to employer engagement that fits with the 14-19</p>	<p>Increasing the participation of 17 year olds in education or training (NI91)</p>	<ul style="list-style-type: none"> ▪ increasing the level of employer engagement in 14-19 in Herefordshire ▪ ensuring 14-19 strategy reflects labour market demand by developing links with the County Economic Development Team

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We aim to....	Success will be measured by	The actions needed to achieve this are ...
learning entitlement		<ul style="list-style-type: none"> ▪ increasing the range and opportunities provided by the public service sector

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9.6 SERVICE MANAGEMENT

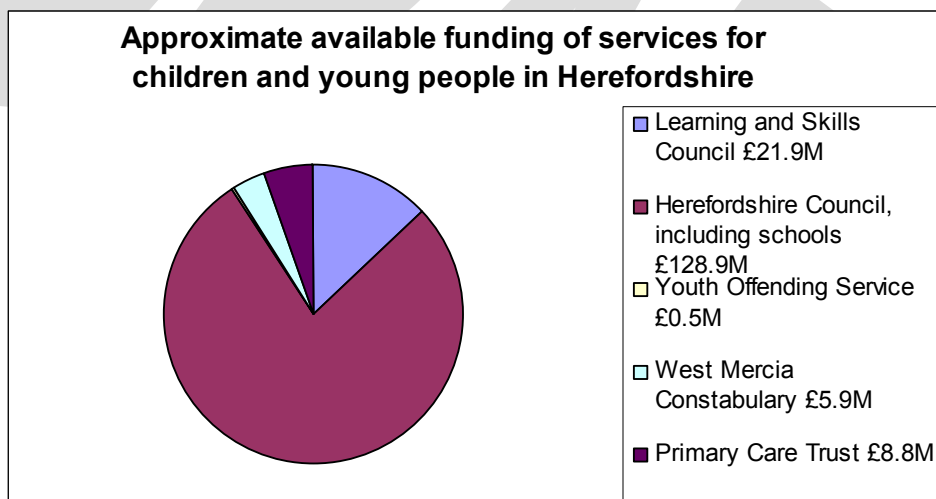
We aim to....	Success will be measured by	The actions needed to achieve this are ...
<p>1. Provide a quality infrastructure to support effective service delivery across partner agencies</p>	<p>Implementing area based teams from January 2009</p> <p>Increasing the number of staff across all agencies achieving common core standards</p> <p>Increasing the proportion of children and young people who do not require access to more specialised / complex services i.e. whose needs can be met via CAF and CAFTAC (see glossary)</p>	<ul style="list-style-type: none"> ▪ reorganising the Children and Young People’s Directorate ▪ implementing the workforce development strategy, as resources allow ▪ working with partners, as appropriate, to support virtual location of teams and possible co-location in the future ▪ highlighting with relevant partners, and the Rural Access Partnership, the need for accessible, rural transport services, and supporting its delivery ▪ developing and implementing information sharing arrangements across partner agencies ▪ developing and implementing action plans for the early identification and targeted support of children and young people with additional needs through the implementation of the Common Assessment Framework and the team around the child concept ▪ critically evaluating and developing early intervention and preventative services to support families, children and young people in local schools and communities ▪ improving access to, and the availability of, good quality Information, Advice and Guidance to service users, professionals and partners
<p>2. Quality assure services based on effective performance management and active involvement of service users</p>	<p>Improved inspection results, survey responses, and RAG ratings on Field Force visits</p> <p>Improvement in key indicators</p>	<ul style="list-style-type: none"> ▪ embedding performance management processes across the Children and Young People’s Directorate and Children’s Trust arrangements

We aim to....	Success will be measured by	The actions needed to achieve this are ...
	<p>Increasing the % of people who feel they can influence decisions in their locality (NI4)</p> <p>Increasing the % of 13-18 year olds who feel they can influence decisions affecting local services (HCS38)</p>	<ul style="list-style-type: none"> ▪ developing and implementing a participation strategy ▪ evaluation of children, young people's, families and carers responses to consultation processes
<p>3. Target and pool resources providing cost-effective services</p>	<p>Improvement in key indicators</p> <p>Increase in services delivered via pooled budgets</p>	<ul style="list-style-type: none"> ▪ ensuring mainstream and grant funding structures are in place to support the priorities within this plan ▪ developing joint commissioning capacity to enable partners to pool resources and budgets in buying services that deliver the priorities in this plan ▪ embedding performance management processes across the Children's Trust arrangements, moving to integrated performance and financial management reporting

10. Financial Arrangements – deployment of resources to achieve outcomes

Under the Children Act 2004 and subsequent government changes to finances, there is increasing expectation that services will be commissioned through the Children's Trust, maximising opportunities for the alignment and pooling of resources and budgets.

The pie chart below shows a very approximate figure of the funding available for children and young people's services in Herefordshire. This must be viewed with caution however. Some partners cover a wider geographical area than Herefordshire; others financial reporting processes do not specifically capture expenditure on children but for the whole population. These figures, therefore, are estimates based on reasoned rationale and calculations.



Area based grant (ABG)

A new Local Area Agreement (LAA) will be in place from April 2008 (see glossary) with funding from the area based grant to support its delivery. Many existing funding sources are being directed through this grant and the Children's Trust will manage this for all children and young people's activities. With the flexibility offered by the ABG in that it is not ring-fenced and can be carried over into subsequent financial years, this is a real opportunity, and challenge, to ensure that resources are directed towards priority areas. This further emphasises the need for effective joint working to ensure the Children's Trust provides value for money and targets resources effectively. Whilst there is very little new money, meaning current activities will need to be reviewed as to whether they are continued or not, the ABG amounts to £3.7million in 2008/09, rising to just over £4million in 2009/10.

Glossary

14-19 Programme

The development of education and training for young people aged 14-19 including new diplomas, qualifications and vocational work to ensure all young people can experience a mix of learning which motivates and challenges them.

Area Based Grant

A non-ring fenced grant which can be used flexibly to address the actions needed to achieve the priorities identified within Herefordshire.

Common Assessment Framework (CAF)

A common approach for determining an individual child's current need which leads to better understanding as to how these needs might be met.

Emotional health and well-being

The spiritual, moral, social and cultural development of children to prepare them for the opportunities, responsibilities and experiences of life. (National Curriculum definition)

e-Safety

Using information and communications technology safely and with an awareness of the benefits and risks involved.

Hear by Right

A standards framework for statutory and voluntary sector organisations to assess and improve the engagement and active involvement of children and young people.

<http://www.nya.org.uk/hearbyright/home.asp?cid=180&cats=215>

Herefordshire Partnership

The local strategic partnership for Herefordshire, combining public, private, community and voluntary sector agencies. <http://www.herefordshirepartnership.com/Partnership.aspx>

Herefordshire Safeguarding Children Board (HSCB)

A statutory Board consisting of all those agencies involved in safeguarding children to ensure their effectiveness in safeguarding and promoting the welfare of children in Herefordshire.

Integrated Services

Multi-agency services working together in a co-ordinated way, normally under one roof, with the common purpose of meeting the needs of children, young people and their families.

Key Stage

Early Years Foundation stage covers children aged 0 to 5 years.

Key Stage 1 – ages 5 to 7

Key Stage 2 – ages 7 to 11

Key Stage 3 – ages 11 to 14

Key Stage 4 – ages 14 to 16 (GCSE)

Key Stage 5 – ages 16 to 18

Local Area Agreement

A formal agreement between Herefordshire and the Government Office for the West Midlands on the priorities and service developments that will be delivered over a certain time period.

Team around the child (caTAC)

A way of providing interprofessional support to a child and his/her family which involves professionals and family forming a Team Around the Child.

Further information can be found at the Department of Children, Schools and Families website at <http://www.dfes.gov.uk/>

and the Every Child Matters website at <http://www.everychildmatters.gov.uk>

Appendix 1 – Key data from the Needs Assessment

Please note that the following provides a selection of key points from a needs mapping exercise undertaken in the autumn of 2007. Data has been drawn from a number of sources, including State of Herefordshire Report 2007, Health in Herefordshire: Annual Report of the Director of Public Health 2007, Tellus2 Survey 2007, Youth Survey 2007, Key Stage examination results 2007 and Performance Digest 2006/2007.

The full report can be viewed at:

http://www.herefordshire.gov.uk/docs/CommunityAndLiving/Every_Child_Matters_in_Herefordshire_November_2007.pdf

Key Data: Be Healthy

- 48% of babies are breastfed at six weeks of age. Although this represents a sharp decrease from initiation when the figure is at 78%, it is above national and regional averages.
- Dental decay rates are high – an average of 1.75 teeth per five year old are either decayed, missing or filled
- Obesity levels are similar to national levels – a weight survey of reception and year 6 classes in 2006 showed that 22.9% of reception and 31.2% of year 6 were either overweight or obese
- Teenage pregnancy levels are relatively low – the conception rate for girls aged 15-17 years was 32.9 per 1000 girls, compared with 45.8 in the West Midlands region. However, the overall low rates mask hotspots in the Belmont, St Martins and Hinton and Leominster South wards.
- The Teenage Lifestyle Survey (2006) revealed that 7% of respondents smoked at least one cigarette in the week before the survey, of which 25% were Year 10 girls. Overall, 8% say they smoke 'regularly' or 'occasionally'. 26% had at least one alcoholic drink in the week before the survey – the biggest consumers were Year 10 girls at nearly 50%. The Tellus2 survey (2007) showed higher levels of drinking and smoking in Herefordshire respondents, than nationally.
- The health of children and young people in Herefordshire is generally good, although here, as elsewhere in the country, poorer health outcomes are experienced by those living in the socially deprived parts of the county. Infant mortality, hospital admissions for falls and hospital admissions for alcohol related conditions are all higher in the areas of highest social deprivation.

Key Data: Stay Safe

- The number of looked after children in Herefordshire averages around 170 per year, the majority of which are placed in local authority foster care.
- On average, less than 10% of looked after children have three or more placements during the year, which is significantly better than national figures.
- The number of children on the child protection register averages around 54 per year and the biggest category of registration is neglect.
- In the Youth Survey (2007), 24% of young people reported being bullied in the last 12 months. Younger ages were more likely to say that they had been bullied and bullying covered "calling them names" and "getting them into trouble", mainly in school/college. Just under half had asked for help or advice and 39% reported that it had been dealt with seriously/very seriously.

Key Data: Enjoy and Achieve

- There are 81 primary schools, 14 high schools, four special schools and three pupil referral units in the county
- Key Stage 1 is an area for improvement. Whilst reading is above the national average, there has been a 3% decline in results for science which is 2% below the national average. The decline in writing mirrors the national decline but maths is also declining and is now 1% below national results.
- There have been improvements at Key Stage 2 compared with 2006. In the summer 2007 exams, 81% achieved level 4 or above in English (compared with the national average of 80%) and 77% achieved level 4 or above in Maths, which is in line with national performance.
- The results at Key Stage 3 are all ahead of the excellence cluster and national comparisons with 80.5% achieving level 5 or above in English and 79.2% achieving level 5 or above in Maths.
- Similarly, at GCSE, results are all ahead of the excellence cluster and national comparisons with 94.3% achieving 5 or more A*-G including English and Maths.
- Herefordshire is just below the median of all English authorities for the percentage of half days missed in primary schools, and just above the median for secondary schools. Issues at individual schools have had an adverse effect on the overall figures.
- The Tellus2 survey (2007) showed that 48% of pupils enjoy school always/most of the time and would enjoy it more or do better if it was more fun and there were more interesting lessons.

Key Data: Make a Positive Contribution

- The Youth Survey (2007) revealed that 31% of young people undertake some kind of volunteering outside of the home, at least once a month, which is ahead of the adult volunteering rates.
- In the same survey, 31% of 13-18 year olds felt that Herefordshire Council did enough to enable them to influence decisions, which is a significant improvement from the 2005 baseline of 19.2%.
- In 2006, 50% of Herefordshire's 2004 cohort of young offenders had re-offended over the last two years – an improvement of 4% on the previous cohort.
- In 2005/2006, 344 young people entered the Youth Justice System for the first time – a decrease of 35 from the previous year. The majority of young offenders are male, aged 15-17 years. Theft and handling, violence against the person and criminal damage are the most common offences committed by young people.

Key Data: Achieve Economic Wellbeing

- In 2006/2007, 5.5% of 16-18 year olds in Herefordshire were not in education, employment or training, compared with 7.7% nationally.
- 81.5% of 16-19 years olds with learning disabilities or difficulties and 31% of 16-19 year old teenage mothers were in education, employment or training.
- Around 13% of children aged under 14 live in households dependent on 'workless' benefits
- Transport is a major issue for the county. Around 20% of respondents to the Youth Survey (2007) said that lack of transport prevented them getting involved in activities outside of

school/college or work time. Young people in the Golden Valley, Kington area and Ross surrounds were more likely to be affected.

Key Data: Additional needs

- Government guidance suggests that as many as 20-30% of children and young people could be defined with additional needs for either short or long term periods
- The number of pupils in Herefordshire with statements has fallen by 16% over the last four years. Increasingly, these pupils are having their needs met through additional resources allocated via the banded funding system.
- Analysis of banded funding applications over the last year show that 43% were to meet specific learning difficulties and 17% to meet behaviour needs. 17% were to meet learning development delays and this category is rising each year. Overall, banded funding applications show significant growth, particularly at levels 3 and 4.
- Up to 90% of children with disabilities aged 14+ have a transition plan to support their move to adult services.
- Around a quarter of the young people identified as at risk of becoming involved in anti-social behaviour or criminal activity are recorded as having special educational needs.

Annual Performance Assessment 2007

A summary of the strengths and areas for development, by outcome, is shown below:

Outcome	Strengths	Areas for development
<p>Be Healthy “The contribution of services to improving outcomes for children and young people in this aspect is good”</p>	<p>All schools engaged in the Healthy Schools programme and 68% have achieved Healthy Schools Status.</p> <p>Very good progress on provision of a comprehensive Child and Adolescent Mental Health Service (CAMHS).</p> <p>Very good access to, and services for, looked after children with health assessments being maintained at 90%.</p>	<p>Improve the oral health of children and young people</p>
<p>Stay Safe “The contribution of services to improving outcomes for children and young people in this aspect is adequate”</p>	<p>Thresholds for service reviewed and understood across agencies</p> <p>Significant increase in numbers of referrals to social care services and proportion of referrals leading to initial assessments</p> <p>Very good compliance with requirements for allocating child protection cases and timeliness of reviews</p> <p>Good arrangements to support looked after children, good placement stability and good quality of care in foster</p>	<p>Some weaknesses remain in safeguarding arrangements</p> <p>Falling performance against timescales for initial and core assessments</p> <p>Delay in auditing of compliance with safe recruiting practices across agencies</p> <p>Need to improve provision to combat domestic violence</p>

	placements	
<p>Enjoy and Achieve</p> <p>“The contribution of services to improving outcomes for children and young people in this aspect is good”</p>	<p>Substantial improvement in educational standards at Key Stage 4 since 2005</p> <p>Good educational outcomes for looked after children, and those with learning difficulties and/or disabilities</p> <p>Significant increase in the proportion of schools judged to be good or better</p>	<p>Decreasing standards at Key Stage 1, with writing the weaker of the three measures</p> <p>Recently increased unauthorised absence figures in the secondary sector, focused on specific schools</p> <p>Limited participation in out-of-school activities because of transport challenges and limited variety</p>
<p>Positive Contribution</p> <p>“The contribution of services to improving outcomes for children and young people in this aspect is adequate”</p>	<p>Progress on improving coordination and provision of earlier intervention and preventative services through the development of a comprehensive family support strategy</p> <p>Good consultation processes for children and young people including the Youth Council, school councils, and Shadow Children and Young People Partnership Board</p>	<p>Family support strategy needs finalisation and implementation</p> <p>Need to effectively address the numbers of first-time entrants into the youth justice system, and the rate of recidivism</p> <p>Increase the proportion of young offenders aged 16 and above in education, employment and training</p>
<p>Economic Wellbeing</p> <p>“The contribution of services to improving outcomes for children and young people in this aspect is adequate, with several good features”</p>	<p>Good outcomes for young people in terms of basic qualifications and training</p> <p>Reduction in numbers of 16 to 18 years olds not in education, employment or training, to below the national average</p> <p>Satisfactory outcomes for 16–19 year old learners and good for vulnerable young people</p> <p>Higher proportion of young apprentices complete their training than nationally</p>	<p>Slow progress towards developing an area-wide programme for 14–19 learning, although now improving</p> <p>More involvement with schools to provide a wider range of vocational opportunities</p>
<p>Service management</p> <p>“The capacity to improve, including the management of children’s services is adequate, with some good features”</p>	<p>Good partnerships between agencies to improve health and welfare for children and young people.</p> <p>Good leadership and effective participation by schools</p> <p>Good outcomes for children and young people with learning difficulties and/or disabilities, and those looked after</p> <p>Sense of common purpose amongst service managers.</p>	<p>Performance management strengthened but needs to be embedded across all service areas.</p> <p>Downward pressure on resources because of falling rolls</p> <p>Challenge to ensure a sufficient proportion of local authority resources is allocated to children’s services.</p>

Appendix 2 – Links to local, regional and national strategies

(NB this is not an exhaustive list)

Local

- Children with Disabilities strategy
- Parenting strategy
- Child and adolescent mental health (CAMHS) strategy
- Workforce Development strategy
- Anti-bullying policy
- Primary and secondary school strategies
- Herefordshire Community Safety and Drugs Partnership strategy
- Capacity and Capability Assessment and action plan (Youth Offending Service)
- Early Years foundation stage framework
- School attendance strategy
- Play strategy
- Economic Development strategy
- Early Years and extended schools strategy
- Childcare Sufficiency strategy
- Teenage pregnancy strategy
- Sustainable school travel strategy
- 14-19 strategy and education plan
- HSCB business plan

Regional

- "Choosing health for the West Midlands"
- Regional health and well-being strategy

National

- Children's Plan (DCSF)
- Primary and secondary school National Strategies
- Health Care Matters White Paper
- Every Child Matters; agenda for change
- Children Act 2004
- National Service Framework for Children, Young People and Maternity Services

Appendix 3 - Categories of Vulnerable Groups

as defined by the Vulnerable Young People's Group

Those in looked after system including aftercare
Pregnant teenagers and young parents
Those excluded from school – permanent and temporary
Home educated young people
Those out of education system / 'local' arrangements
Those in receipt of hospital education
Young offenders and those at risk of offending
Substance misuse including alcohol
Homeless (including those in temporary accommodation)
Young carers
Learning difficulties and disabilities and 'statemented' children
Those with difficult home circumstances including those on Child Protection Register and those identified as part of Child Concern Model
Non English speaking young people and those with English as a second language
Minority ethnic groups including migrant working families, and those from the travelling community.
Disaffected young people
Lower ability young people requiring access to provision other than mainstream including those needing access to pre E2E (Entry to Employment) provisions
Young people subject to bullying
Truants / non-attenders
Young people with mental health issues
NEET (Young people not in education, employment or training)
Young people who are rurally isolated
Vulnerable young people in further education and in work based learning
Young people who self harm
Young people who have been sexually abused

CAPITAL BUDGET MONITORING REPORT 2007/08**Report By: Finance Manager, Children's Services****Wards Affected**

Countywide

Purpose

1. To report the capital budget for 2007/08 for the Children & Young People's Directorate.

Financial Implications

2. As set out in the report.

Background

3. The Capital Programme Budget Monitoring Summary reported to Cabinet on the 22nd January is set out in the table below. Full details of all the expenditure on all Children & Young People's capital projects are listed in the Appendix, divided into categories according to their progress and type of project.

	£ '000
Capital Budget Reported as at 22 nd January 2008	12,235
Capital Budget Decreases	
Riverside amalgamation – re-profiling	(500)
Minster College replacement – re-profiling	(600)
Capital Budget Increases	
Other Budget Revisions (each less than £250,000)	97
Projected Capital Expenditure 2007/08	11,232

This revised figure of just over £11m is fully resourced from a combination of DCSF grant, borrowing approvals support by Council fund, capital receipts and S106 monies. Expenditure is £1.1m less than planned but this has not led to a loss of funding.

Further information on the subject of this report is available from Malcolm Green, Finance Manager on
Tel: 01432 260818

4. The revised cash flow for the Minster College for 2007/08 is £266,000. 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 of this change. Tenders from three contractors are expected to be returned on April 16th. This will determine future patterns of spend on the Minster scheme.

The Riverside amalgamation of Junior and Infant schools has a revised cash flow for 2007/08 of £3,374,640. This is within the overall sum approved by Cabinet. The scheme is due for completion in Feb 2009.

5. 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.
6. The other budget revisions total £97,090 and are made up of budget changes set out in the table below. Essentially these reflect additional sources of funding to the local authority within the financial year.

St Martins Primary School	£34,090	Section 106 money that has been granted. There are no plans for this money as yet. We have until 25/02/2020 to spend this amount.
Kingstone Mobile Family Centre	£13,000	Increase in spend due to contractor charges. This is 100% grant funded by the DCSF.
Big Lottery Fund, Hereford Skate Park	£50,000	Big Lottery funding for the Skate Park project. This will be paid to Wheeled Sports 4 Hereford when contracts have been completed.

7. Completion of the scheme to provide a new school at Sutton St. Nicholas is expected in May. Full payment to the contractor is withheld from 12 months to ensure that the specification is met in full. It does mean however that payments on this scheme will continue in 2008/09 and into 2009/10.
8. Following the successful appointment to the Schools Planning and Access Manager, the presentation of future reports on the capital programme will be improved to include much more detailed information on the progress of major capital schemes. Members will be aware not only of the financial information but also progress and performance of all Children's capital schemes.

RECOMMENDATION

THAT the report be noted

BACKGROUND PAPERS

Further information on the subject of this report is available from Malcolm Green, Finance Manager on
Tel: 01432 260818

Childrens Services					
Accountant: Katie Smith					
Code		Scheme	Original Budget	Revised Forecast	Spend per Cedar *
CC	JC		30/09/07	31/03/08	31/03/08
			£	£	£
CAPITAL INVESTMENT IN SCHOOLS					
Schemes completed - outstanding payments					
M0009	CE14	Ledbury Primary - Extension	759	759	3,058
M0018	CE50	John Kyrle High - Kitchen refurb	146,178	146,178	159,547
M0018		John Kyrle High (s106)	11,514	11,514	0
M0020	CE29	Kingstone High - Sports Hall	32,000	32,000	23,804
M0023		Walford Primary	265	265	265
M0033	CE06	Fairfield High School	102	102	29,832
M0044	CE57	Kingstone & Thrupton Primary - S106	24,000	24,000	
M0054	CE29	Weobley High - Sports Hall	165,000	165,000	101,025
M0083	CE48	Little Dewchurch Primary - Upgrade Playing Field	30,000	30,000	22,060
M0065	CE03	Kington Primary - Rebuilding	62,343	62,343	54,216
M0062	CE48	Whitecross High - upgrade playing field	25,000	25,000	10,113
M0048		Michaelchurch Escley Primary	2,362	2,362	2,362
M0007	CE50	John Masefield - kitchen refurb	196,129	196,129	92,504
M0019	CE50	Aylestone High - Kitchen refurb	166,044	166,044	160,203
M0011	CE39	Site Acquisition - Cradley	75,000	75,000	75,106
Schemes in progress					
M0082	CE49	Feasibility Work	50,000	50,000	58,672
M0080		Sutton Primary replacT School	2,144,376	2,144,376	1,710,012
M0088	CE03	Riverside Junior & Infants Amalgamation	4,539,540	4,039,540	3,374,640
M0030	CE16	Queen Elizabeth - refurbishment S106	16,000	16,000	688
M0045	CE55	Conversion of Squash Courts - Lady Hawkins High School	-	-	3,450
M0025	CE10	Temporary Classrooms	100,000	100,000	194,546
M0490		School Building Improvements	84,022	84,022	22,424
M0499		Nds Condition Property	900,000	900,000	769,697
M0500	CE15	Individual Pupil Needs - Disabled Access Initiative	263,000	263,000	152,122
Schemes - design stage					
M0016		Trinity PS - S106	46,879	46,879	0
M0043		Leominster Infants (S106)	40,000	40,000	13,506
M0039		Wigmore (S106)	-	0	58
M0071	CE33	Minster School - Replacement	866,000	266,000	177,471
M0095		Academy-Wyebridge Replacement School	100,000	100,000	56,320
M0066		Withington (S106)	24,511	24,511	-
M0041		St Martin's Primary School	-	34,090	-
		Total Schools Capital Investment	10,111,024	9,045,114	7,267,702
ICT CAPITAL INVESTMENT					
M0076		E Learning Credits	191,720	191,720	191,604
M0370		Improving Management Information	25,000	25,000	5,135
M0371		ICT Mobile Technology for Social Workers	29,739	29,739	38,612
M0457		MLP/VLE	-	-	14,936
M0501		Intergrated Childrens system	21,462	21,462	6,196
		Total ICT Capital Investment	267,921	267,921	256,483
MISCELLANEOUS EDUCATION CAPITAL INVESTMENT					
M0087	CE12	Hope Sure Start - New Centre	12,505	12,505	12,505
M0094		Transport	-	-	60
M0408		BLF Hereford Skate Park		50,000	
		Total Miscellaneous Capital Investment	12,505	62,505	12,565
CHILDREN'S CENTRES AND EXTENDED SCHOOLS CAPITAL PROGRAMME					
Schemes completed - outstanding payments					
M0008		Bosbury	10,000	10,000	10,000
M0089		Ross Childrens Centre	168,022	168,022	137,277
M0090		Ledbury Childrens Centre	447,136	447,136	454,130
M0406		Kingstone Mobile Family Centre	30,000	43,000	42,399
M0410		Bromyard Mini Sure Start	600	600	23,138
Schemes in progress					
M0091		Hereford City North (Widemarsh Workhop)	475,000	475,000	52,140
M0092		Golden Valley - Peterchurch	255,000	255,000	14,893
M0099		John Kyrle ES			1,926
M0111	CE51	Kington Youth Centre	107,000	107,000	1,049
M0455		Hunderton/Hollybush Childrens Centre	100,000	100,000	8,313

Childrens Services					
Accountant: Katie Smith					
Code		Scheme	Original Budget	Revised Forecast	Spend per Cedar *
			30/09/07	31/03/08	31/03/08
CC	JC		£	£	£
M0057		Cradley			
		Total Children's Centre & Extended Schools Capital	1,592,758	1,605,758	745,266
LPSA CAPITAL PROGRAMME					
M0200		LPSA2 - Health	114,500	114,500	19,500
M0201		LPSA2 - GCSE	9,304	9,304	9,304
M0202		LPSA2 - school attendance	41,300	54,297	
M0203		LPSA2 - NEET	46,000	72,491	
M0202		LPSA2 - school attendance	54,297	54,297	65,265
M0203		LPSA2 - NEET	72,491	72,491	28,151
		Total LPSA Capital	250,592	250,592	122,221
		TOTAL CAPITAL	12,234,800	11,231,890	8,404,237
Zcodes		Devolved Formula Capital	2,897,893	2,897,893	3,155,090

* Spend according to the Cedar system reflects payments made to contractors, generally on receipt of invoices. The figures do not necessarily reflect the amount of work completed i.e. Contractual commitments have been made and/or work completed on schemes but contractors have not as yet requested payments. The spend figures should not therefore be taken as a precise reflection of progress on the scheme.

REVENUE BUDGET MONITORING REPORT 2007/08**Report By: Finance Manager, Children's Services****Wards Affected**

Countywide

Purpose

1. To report on the monitoring of the revenue budget for 2007/08 for the Children & Young People's Directorate.

Financial Implications

2. As set out in the report

Background

3. The Children & Young People's Scrutiny Committee receives regular budget monitoring reports with the last one covering the first nine months of the financial year. The position presented to the meeting on 22nd January 2008 projected a £475k overspend.

Overall Position

4. The Integrated Performance Report to Cabinet on 27th March 2008 was based on expenditure to 29th February 2008 and anticipated that the Children's revenue budget will be overspent by £832,000 however this was before the application of the social care contingency. This report has been updated to include expenditure up to the 31st March and the inclusion of the contingency funding. An overspend of £272,000 is now projected after allowing for £650,000 of extra budget from the social care contingency.
5. Also included in the expenditure is the estimated £468,000 cost arising from the Invest to Save/Spend to Mitigate programme. This expenditure will be re-imbursed at year end and after allowing for this re-imburement the expected outturn is an underspend of £196,000. It is intended to carry this underspend forward to new 2008/09 financial year to fund an 11 extra school transport days (which costs around £26,000 per day).

Children's Services

6. The Safeguarding and Assessment budgets are projected to overspend by £589,000. Application of the corporate social care contingency, as described above, is £650,000 and this results in a small underspend of £61,000. The underlying increase in costs results from the number of external agency placements (£694,000) and increased fostering placements (£290,000). External agency and fostering placements have also both risen during the year. Each new placement typically costs

Further information on the subject of this report is available from Malcolm Green, Finance Manager on Tel number: 01432 260818

in excess of £150,000 p.a. and unless placements can be reduced there will be a continuing cost pressure in 2008/09. It is difficult to restrict expenditure within budget and meet statutory responsibilities.

7. Schools redundancy commitments have not yet been fully finalised because not all confirmation letters have been received from schools. However the final cost will be approximately £300,000 overspent largely arising from falling rolls in schools. This is a similar cost to that incurred in 2007/08.
8. Subject to the final determination of creditors for 07/08, school transport savings of £144,000 are projected from continuing route reviews. Savings of £97,000 have accrued 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)

9. Dedicated Schools Grant is expected to under spend in total by £476,000 which has increased by approximately £200,000 from the last report due to lower projected spend on the nursery payments. The underspend comprises of an additional £416,000 extra grant from higher than budgeted pupil numbers however this is offset by a projected overspend of £278,000 on Nursery Education Funding to Private, Voluntary and Independent providers. Additionally there is a projected underspend on the budget put aside for the Joint Agency Management Agency/out county placements budgets. An allowance for costs arising from the schools VLE computer project has been made in the forecast. The Dedicated Schools Grant is ring fenced and must be spent on schools and specific services to schools and any under or over spend will be carried forward.

RECOMMENDATION

THAT the report be noted

BACKGROUND PAPERS

- None identified.

APPENDIX

Children & Young People's Directorate Revenue Budget Monitoring Report – as at March 2008

	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	-82,758	-82,758	639	DSG income more than expected and includes £223k c/fwd from 06/07
Primary Schools	35,953	35,811	35,811	142	
High Schools	36,766	36,817	36,812	(46)	
Special schools	3,112	3,314	3,314	(202)	September pupil increase
School Related Expenditure	404	43	396	8	
Less LSC income	-2,613	-2,664	-2,613	0	
Less owing to Bank Account Schools	0	0	0	0	
Central spending within DSG					
Special Needs Banded Funding	850	985	1,042	(192)	Higher numbers of allocations at Banding Panel
Special Needs Support Services/Inclusion	1,517	1,514	1,508	9	
Fees to Independent Schools for SEN placements	1,319	824	920	399	Fewer children than expected due to leavers and delayed new placements
Pupil Referral Units	852	859	859	(7)	
Nursery Education Funding	2,407	2,659	2,685	(278)	Extra week in Financial year and increase in numbers. Reduced from last report.
Other Early Years	500	441	471	29	
Miscellaneous	1,052	658	1079	(25)	
Music	0	191	0	0	
Schools absence fund c/fwd	44	-107	44	0	C/fwd from 07/08
Dedicated Schools Grant Total	44	-1,414	-430	476	
B. Children's Budget					
External Agency Placements	2,400	2,332	2,444	(44)	Includes £650k social care contingency allocation
Fostering	2,231	2,499	2,518	(287)	Extra placements in year
Social Work	3,609	3,554	3,600	9	Includes spend to save income of £300k
Assessment & Family Support	1,881	1,549	1,709	172	
Children with Disabilities	1,067	1,125	1,143	(76)	Increase in direct payments and increase in JAM contribution.

Strategic Management	506	643	719	(213)	
School Improvement	997	810	900	97	
Transport	5,207	4,409	5,063	144	Savings from route reviews
Asset Management	859	708	734	125	
Severance costs and former staff pension liabilities	446	339	746	(300)	Estimated severance cost from continued falling rolls
Central Recharges	-264	-207	-156	(108)	
Finance General	1,592	865	1,399	193	Includes contingency, Standards Fund windfall and Awards
Youth Offending Team	315	276	315	0	
SEN – Integrated Services	915	881	904	11	
Youth Service	1,075	948	1,055	20	
IS - Management Costs	138	181	184	(46)	
Early Years	407	375	400	(7)	
Other	79	47	55	24	
Children's Total	23,460	21,334	23,667	(272)	

PERFORMANCE DIGEST – QUARTER 3 – 2007/2008**Report By: Director of Children's Services****Wards Affected**

County-wide

Purpose

1. To present the Quarter 3 Performance Digest for Children's Service (October to December 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 3 of 2007/2008 is included with this agenda, for Members' consideration (copies are available from the below contact). 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 final Performance Digest for 2007/2008 is being compiled and will include all the year end outturns, including statutory returns which are due to be submitted to the Government in May 2008.
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 11 of 66) remains on target to be achieved. The target in this financial year is 78 and at the end of the third quarter, 71 schools had achieved the standard. Quarter 2 data confirmed that 100% of young offenders received appropriate substance misuse assessments and interventions and Quarter 3 data is expected to maintain this position.

Staying Safe

The rate of *referrals of children in need per 10,000 population aged under 18* (page 19 of 66) has continued to decrease over the year 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 20 of 66). There continues to be pressure on performance in this area because of the increased workload and insufficient numbers of suitably qualified and experienced social workers. Overseas recruitment has taken place, as part of the overall recruitment and retention strategy, to increase the social worker establishment. The *percentage of repeat referrals* (page 20 of 63) increased slightly in Quarter 3. There continues to be sustained good performance in relation to looked after children, specifically those looked after in foster placements or placed for adoption, timeliness of reviews, stability of placements and allocation of a named social worker.

Enjoy and Achieve

The majority of the 2007 exam results have now been nationally validated and show improvement on previous year's outturns (pages 35-40 of 66). Absenteeism amongst looked after children, particularly in secondary schools, remains an issue (pages 35 and 42 of 66), although the numbers involved are small. An action plan is being implemented to address the causes. There is sustained 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

The *percentage of looked after children who communicated their views in reviews* (page 47 of 66) continues to show good performance with Herefordshire ahead of its statistical neighbours and in the top performance band.

Achieve Economic Wellbeing

The *percentage of positive Year 11 destinations* has increased over 2006, although within that, there appears to be a decrease in the numbers continuing in education (page 53 of 66). However, in terms of vulnerable groups, the *percentage of 16-19 year olds with learning disabilities and difficulties* and the *percentage of teenage mothers in Education, Employment & Training* has decreased compared with 2006 by around 4% in both cases (pages 53-54 of 66). The *percentage of 16 -18 year olds not in education, employment or training* shows sustained good performance (page 54 of 66). The year end target for the *number of families in bed and breakfast accommodation* will not be met. However, the outturn for Quarter 3 (5 families) is lower than the Quarter 2 outturn (9 families).

Service Management

Expenditure on *family support services* (page 58 of 66) has increased in the last quarter owing to an increase in the number of approved direct payments. Conversely, there has been a reduction in the *expenditure on looked after children* (page 59 of 66) owing to a fall in the overall number of children. Sickness absence rates have decreased slightly from 4.37% to 4.16% (page 61 of 66).

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 3

Outturn data to 31st December 2007 (Academic data is for 2006/07)



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Introduction

Welcome to the third quarter 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, 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
February 2008

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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	-	-	-	-	0<16.01	-	-	16.01<20	20<=100
CF/A2	0<25	25<45	45<50	50<70	70<=100	-	-	-	-
CF/A3	0<3	3<6	6<8	8<10	10<15	15<17.21	17.21<20	20<24	24<=100
Revised 2004-05	0<0.4	0.4<0.5	0.5<0.6	-	0.6+	-	-	-	-
New for 2006-07 **	4.5	6-8	9-11	12-14	15,16	-	-	-	-
CF/B7	0<55	55<70	70<80	80<85	85<90	90<95	-	95<=100	-
CF/C18	-	0<1	1<3	-	-	-	-	3+	-
CF/C19	0<50	50<60	60<70	70<80	80<=100	-	-	-	-
CF/C20	0<92.5	92.5<95	95<97.5	97.5<100	100	-	-	-	-
CF/C21	-	-	-	-	-	0<10	10<15	15<20	20<=100
CF/C23	0<3	3<6	6<7	7<8	8<25	-	-	25<=100	-
CF/C24	-	-	-	-	0<5	5<10	10<15	15<20	20<=100
CF/D35	0<40	40<50	50<60	60<70	70<80	-	-	80<=100	-
CF/E44	-	0<27	27<32	32<43	-	-	43<48	48<=100	-
CF/C63	0<70	70<80	80<90	90<95	95<=100	-	-	-	-
CF/C64	0<60	60<70	70<75	75<80	80<=100	-	-	-	-
CF/B8	0	£0<£394	£394<£423	£423<£564	£564<£630	-	-	>=£630	-
MR/D74	-	(>0)<5	5<11	11<17	17+	-	-	-	-
New for 2006-07	0<80	80<85	85<90	90<95	95<=100	-	-	-	-
CF/C68	-	-	-	-	-	-	-	-	-
CF/C69	-	-	-	-	-	-	-	-	-

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%
Mid year 2005 population figures	37,215	178,763	21%
Estimated resident population mid-2006	36,700	177,800	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 (%)
2004			4749	124,387	4%
2005	3202		5222	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)
2003	10,442	11,968	87%
2004	7751	8863	87%
2005	9074	11,369	79%

Key Denominators	Total
Number of Looked after Children at 31st December 2007	164
Number on the Child Protection Register at 31st December 2007	71
Total number of children taking KS2 exams in summer 2007	1908
Total number of children taking KS3 exams in summer 2007	1864
Total number of children taking GCSE's in summer 2007	2022
Total number of Youth Service Contacts (age 13-19) Apr-Oct 2007	2006
Local Population aged 13-19 in 2007 (taken from Gov. funding figs)	14830

Statistical Neighbours for Herefordshire:	
Somerset	Norfolk
Wiltshire	Suffolk
Dorset	Cornwall
Gloucestershire	Shropshire
East Sussex	Devon

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Acronyms

ACPI	Audit Commission Performance Indicator
AEF	Aggregate External Finance
APA	Annual Performance Assessment
ASBO	Anti-Social Behaviour Order
BV	Best Value
BVH	Best Value in Housing
BVPI	Best Value Performance Indicator
BVPP	Best Value Performance Plan
BVR	Best Value Review
CAF	Common Assessment Framework
CAMHS	Child & Adolescent Mental Health Service
CIN	Children In Need
CIPFA	Chartered Institute of Public Finance Accountants
CLIP	Central and Local Government Information Partnership
CLSPs	Community Legal Service Partnerships
CPA	Comprehensive Performance Assessment
CPR3	DCSF Statutory Return - Child Protection & Referrals Return
CRE	Commission for Racial Equality
CSCI	Commission for Social Care Inspection
CSSR	Council with Social Service Responsibilities
DAT	Drug Action Team
DCSF	Department for Children, Schools & Families
DIS	Departmental Investment Strategy
DMT	Directorate Management Team
DoH	Department of Health
EET	Education, Employment & Training
ELSS	Education Liaison Support Service
EWS	Education Welfare Service
EYES	Early Years and Extended Services
FTE	Full Time Equivalent
FWC	Families with Children
GOWM	Government Office West Midlands
GSCC	General Social Care Council
HB/CTB	Housing Benefit/Council Tax Benefit
HCS	Herefordshire Community Strategy
HCSDP	Herefordshire Community Safety and Drugs Partnership
HFA	High Focus Area
HSCB	Herefordshire Safeguarding Children Board
ICPC	Initial Child Protection Conference
IdEA	Improvement and Development Agency
IPC	Institute of Public Care
IPR	Integrated Performance Report

Acronyms

KIGS	Key Indicators Graphical System
KPI	Key Performance Indicator
KS1,2,3	Key Stage 1,2,3
LA	Local Authority
LAA	Local Area Agreement
LAC	Looked After Children
LEA	Local Education Authority
LGA	Local Government Association
MAPP	Measurement and Performance Project (Cabinet Office)
NDTMS	National Drug Treatment Monitoring System
NEET	Not in Education, Employment or Training
NHS	National Health Service
NVQ	National Vocational Qualification
OC2	DCSF Statutory Return – Outcomes for Children
ONS	Office for National Statistics
PAF	Performance Assessment Framework for Social Services
PAT	Policy Action Team (Social Exclusion Unit, Cabinet Office)
PCT	Primary Care Trust
PEP	Personal Education Plan
PI	Performance Indicator
PSA	Public Service Agreement
PSS	Personal Social Services
PSSEX1	Personal Social Services Expenditure Return
RAP	Referrals, Assessments and Packages of Care (Department of Health)
SaLTS	School & Local Authority Target Setting
SEN	Special Educational Need
SWAHN	Sexual Wellbeing and Health Network
SSDA 903	DCSF Statutory Return - Skills Sector Development Agency Return
YOS	Youth Offending Service

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Summary - Being Healthy

Number of indicator outcomes recorded:

19

Direction of Travel Results:

Number Green



5

Number Amber



12

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. Quarter 2 data confirmed that 100% of young offenders received appropriate substance misuse assessments and interventions and Quarter 3 data is expected to maintain this position.

3. Proxy indicators for each of the areas identified from the Teenage Lifestyle Survey have now been developed and are awaiting sign-off from the Children's Trust and Herefordshire Partnership. Perceptions of 11-15 year olds in relation to these areas will be tested out again in the 2009 Youth Survey, subject to agreement by the Children's Trust.

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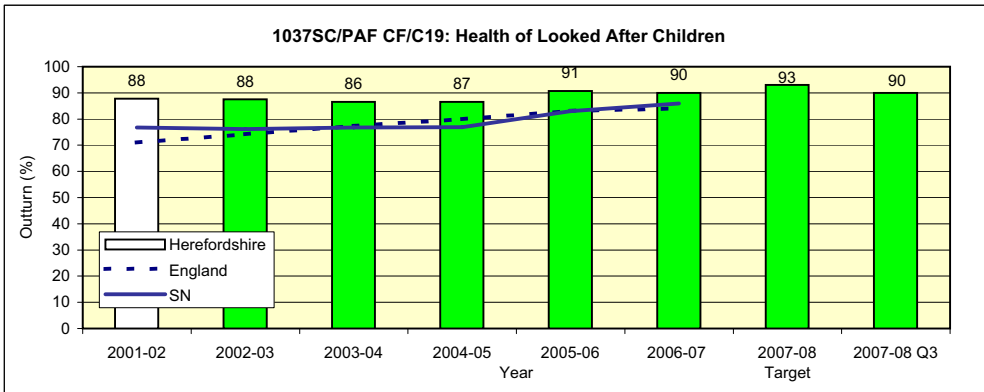
Being Healthy

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

●●●●●
(See Bands and Thresholds for details of all PAF Bandings)



Q3

Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire	88	88	86	87	91	90	93	90
England	71	74	77	80	83	84		
SN	77	76	77	77	83	86		

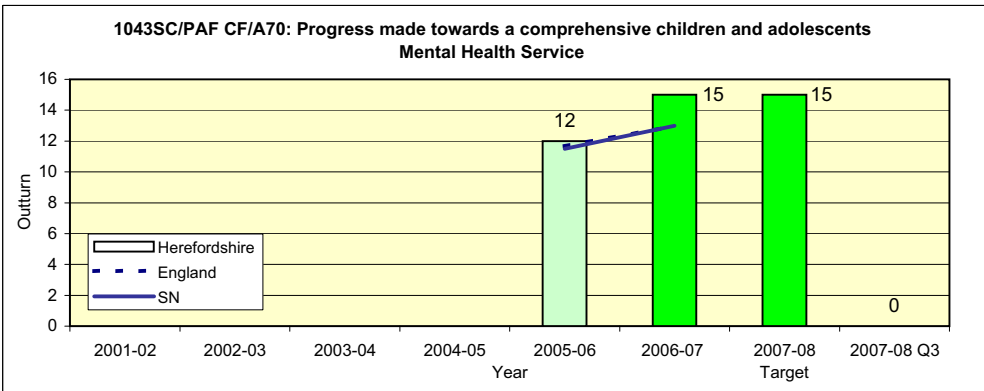
Analysis:

The appointment of a LAC Nurse has ensured that Looked After Children's health remains a priority. Maintained performance since 2006-07 year end.

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)



Q3

Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire					12	15	15	No Data
England					12	13		
SN					12	13		

Analysis:

Progress remains on target, to achieve 15 of 16 possible points. The comprehensive CAMHS strategy is in place and meets requirements except in respect of tier 4 provision. This is a regional issue.





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 3 07/08 Outturn	Quarter 3 Analysis/Progress	RAG v Previous Outturn
1047SCI/BVPI 197/HCS85: Percentage change in number of conceptions amongst 15-17 year olds	1.4%	0%	0%	-15.7%	-19%	No Data	Information is collected centrally by the national Teenage Pregnancy Unit. Data is available only annually. However, 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 February 08.	●
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 2008/9. Consultation is underway to see if data collection and the collation of CAFs can be moved to a central point by Sep 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 Early Years Provider)	●
CYP-BH16: Number of Children aged 0-15 killed or seriously injured in road traffic accidents	13			13	15	11	This data is collected on a calendar year basis (January - December) and the quarter 3 outturn figure covers the period 1st January - 30th November (the latest available data). With only one month unreported, it is likely that we will be within target	★
HCS 20: Percentage of babies who are breast fed at 6 weeks in the county.	TBA			40%	43%	No Data	Quarter 2 Outturn: 33.06% Quarter 3 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 2 Outturn: 29.50% Quarter 3 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 2 Outturn: 12.73% Quarter 3 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	▲

Be Healthy - 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 3 07/08 Outturn	Quarter 3 Analysis/Progress	RAG v Previous Outturn
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. Other actions also underway as for HCS 22c (see above).	●
HCS 22e: Measure of Healthy Lifestyles for 11-15 yr olds: Alcohol Consumption.	N/A			N/A	N/A	No Data	Actions ongoing: 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	N/A	No Data	Actions ongoing: 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	71	Progress on course to meet target.	★

Be Healthy - 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 3 07/08 Outturn	Quarter 3 Analysis/Progress	RAG v Previous Outturn
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%	Qtr 3 data received from YOS. Achieved 100% on both targets (assessments and interventions). 10/10 young people received SM assessments within 5 days.	
1040NT: Proportion of those in substance misuse treatment who are aged less than 18				24%	?	No Data	No in treatment as at end Qtr 2 = 69 = 12.5% as a percentage of number of adult in treatment. Quarter 3 data is not yet available from NDTMS, will be mid-February 2008. The HCSDP Commissioning Officer has recently completed a Young Person's Needs Assessment (December 2007). The Assessment includes a mapping exercise to show the referral routes young people have taken to enter into treatment.	
1041YJ: The referral of juveniles manifesting mental health difficulties to Child and Adolescent Mental Health Services	90%	91%	94%	91.2%	100%	100%	The YOS continues to achieve the targets of providing an assessment within 5 working days of referral for acute cases and 15 days for non acute cases in Herefordshire.	




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Summary - Staying Safe

Number of indicator outcomes recorded:

38

Direction of Travel Results:

Number Green		<table border="1"><tr><td>17</td></tr></table>	17
17			
Number Amber		<table border="1"><tr><td>14</td></tr></table>	14
14			
Number Red		<table border="1"><tr><td>6</td></tr></table>	6
6			
Number N/A		<table border="1"><tr><td>1</td></tr></table>	1
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

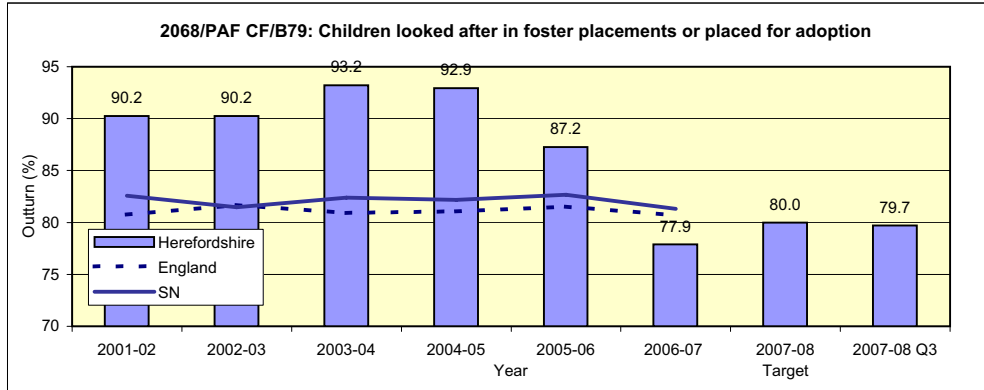
1. There continues to be sustained good performance in relation to looked after children, specifically those looked after in foster placements or placed for adoption, timeliness of reviews, stability of placements and allocation of a named social worker. The growth in the number of children placed in residential accommodation represents a challenge, although family based care is always the primary option considered.
2. The percentage of repeat referrals has increased slightly in quarter 3 and an audit is underway to assess the reasons for this. The percentage of initial assessments completed in 7 working days continues to be closely monitored and shows signs of some improvement.
3. Performance on the child protection indicators shows sustained good performance.

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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



Q3



Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire	90.2	90.2	93.2	92.9	87.2	77.9	80.0	79.7
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:

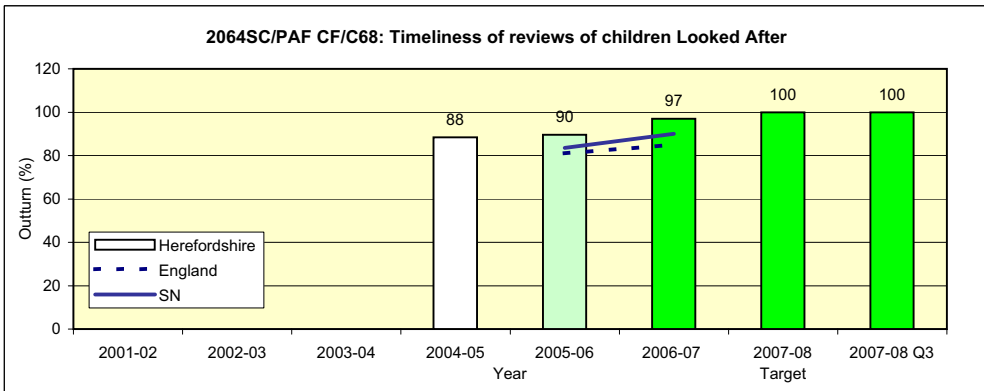
This performance continues to be monitored to ensure the continual good performance.

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)



Q3



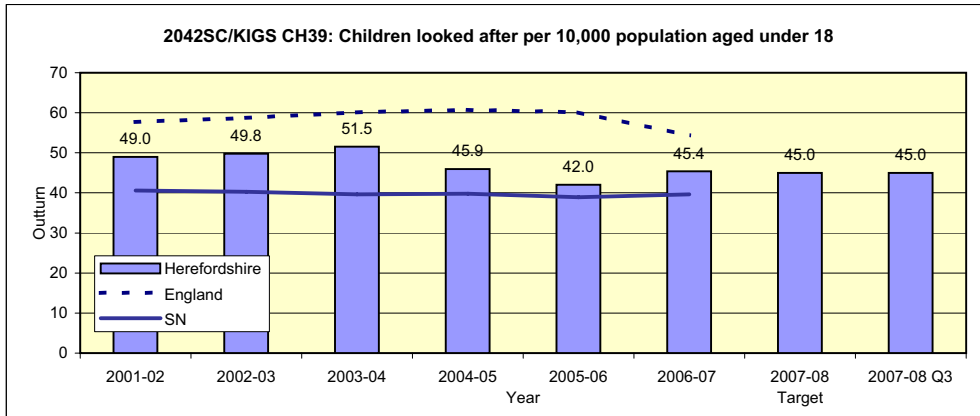
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire				88	90	97	100	100
England					81	85		
SN					84	90		

Analysis:

We continue to have a "5 blob" rating which is the highest category possible. The direction of travel is to maintain the current statistical performance through 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



Q3



Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire	49.0	49.8	51.5	45.9	42.0	45.4	45.0	45.0
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		

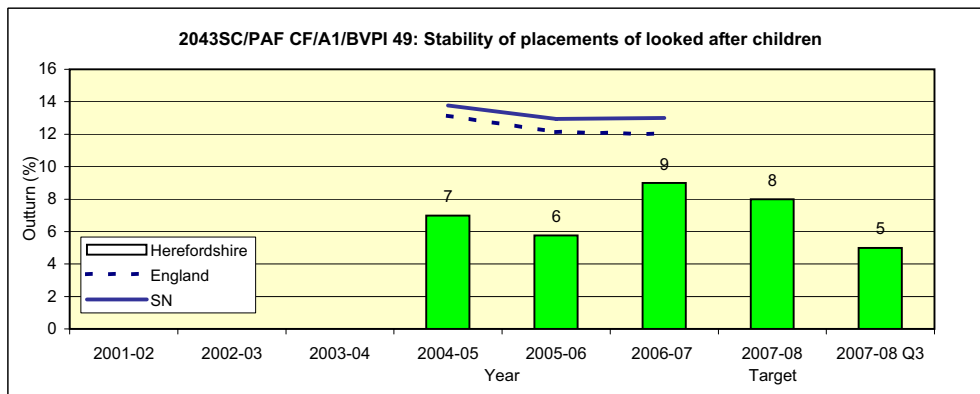
Analysis:

The number of Children Looked After has experienced a slight drop - Current number 165 at 31/12/07. Level with Target and slightly below previous years Outturn.

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)



Q3



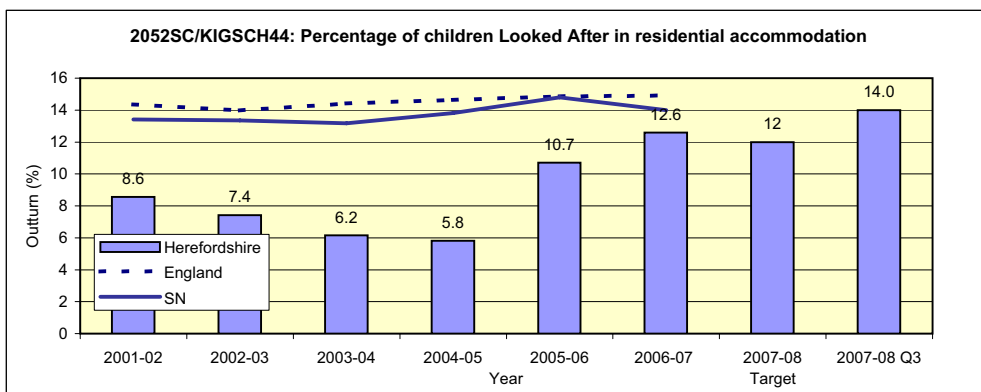
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire				7	6	9	8	5
England				13	12	12		
SN				14	13	13		

Analysis:

This continues to be monitored through the LAC Reviews to ensure that children's placements meet their needs.

Staying Safe

2052SC/KIGSCH44: Percentage of children Looked After in residential accommodation



Q3

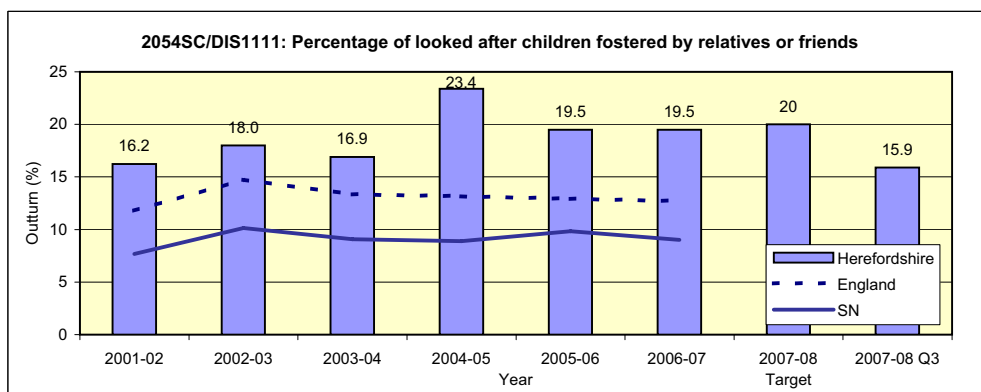


Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire	8.6	7.4	6.2	5.8	10.7	12.6	12	14.0
England	14.4	14.0	14.4	14.6	14.9	14.9		
SN	13.4	13.3	13.2	13.8	14.8	14.0		

Analysis:

The growth of children in the residential sector represents a challenge to the Authority. Family Based Care is always our first option for children. However, when children's behaviour is more challenging, Residential Care can meet their needs.

2054SC/DIS1111: Percentage of looked after children fostered by relatives or friends



Q3



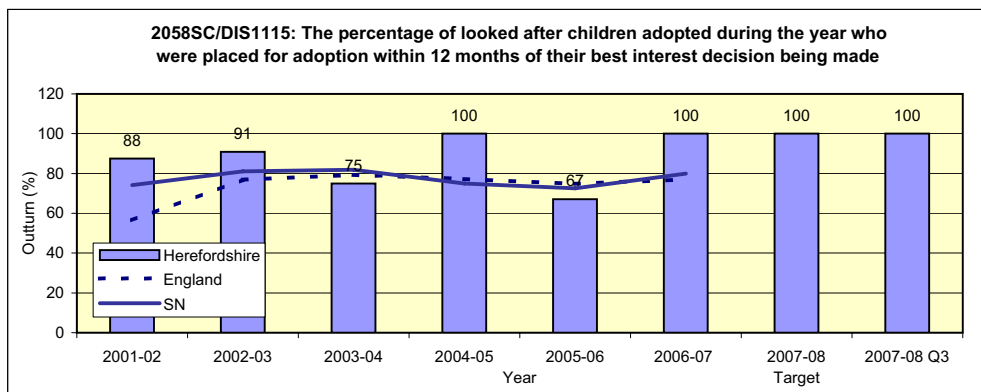
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire	16.2	18.0	16.9	23.4	19.5	19.5	20	15.9
England	11.8	14.7	13.3	13.2	12.9	12.7		
SN	7.7	10.1	9.1	8.9	9.8	9.0		

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



Q3



Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire	88	91	75	100	67	100	100	100
England	56	77	79	77	75	77	100	100
SN	74	81	82	75	73	80	100	100

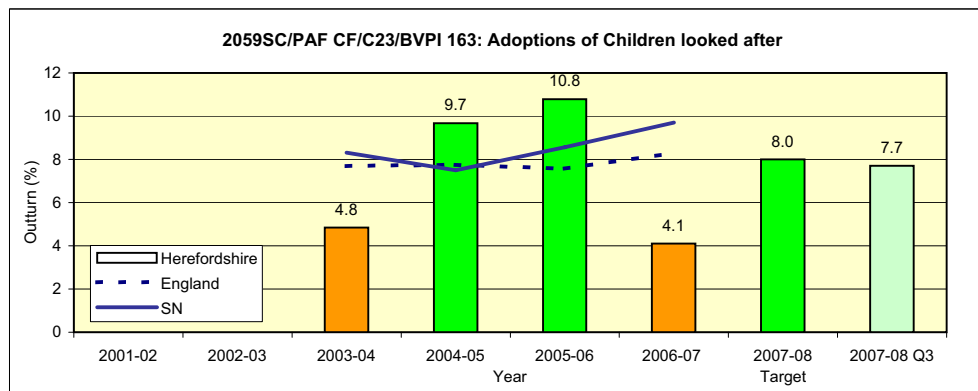
Analysis:

This performance is being monitored to maintain high performance.

2059SC/PAF CF/C23/BVPI 163: Adoptions of Children looked after -

The number of LAC adopted during the year as a percentage of the no. of children looked after at period end who had been looked after for 6 months or more on that day

●●●●
(See Bands and Thresholds for details of all PAF Bandings)



Q3



2059SC/PAF CF/C23/BVPI 163: Adoptions of Children looked after

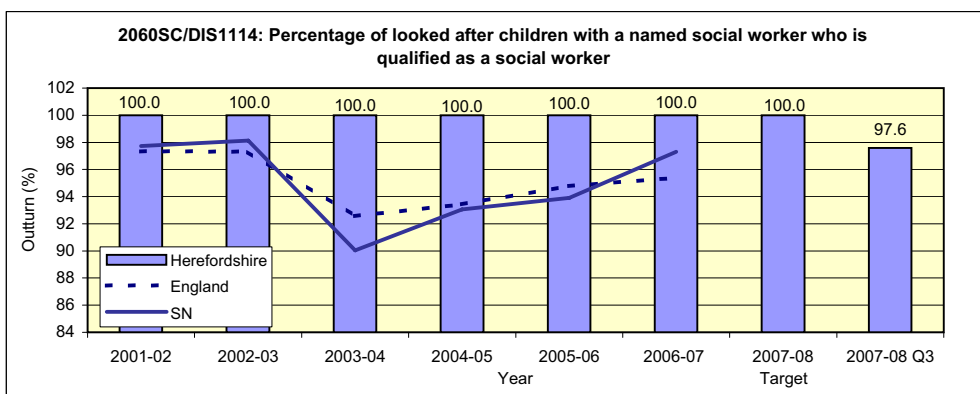
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire			4.8	9.7	10.8	4.1	8.0	7.7
England			7.7	7.7	7.6	8.3		
SN			8.3	7.5	8.6	9.7		

Analysis:

There is a steady improvement on from Quarter 1 (4.6%) and quarter 2 (6%) and the year end performance for 06/07.

Staying Safe

2060SC/DIS1114: Percentage of looked after children with a named social worker who is qualified as a social worker



Q3



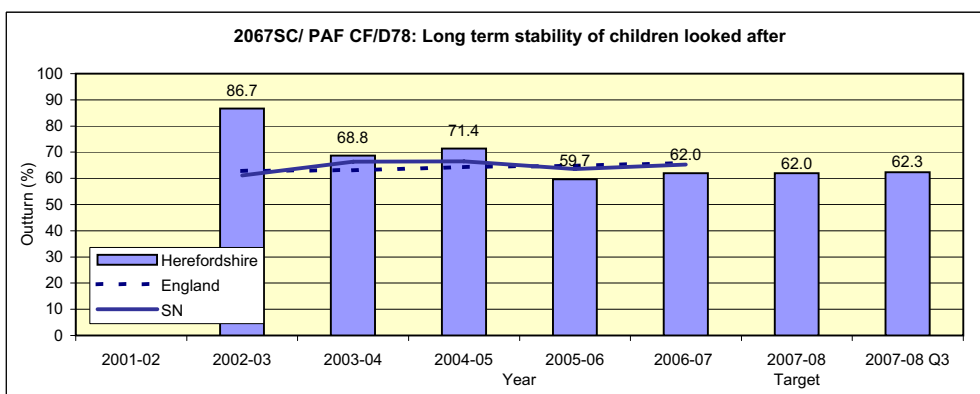
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire	100.0	100.0	100.0	100.0	100.0	100.0	100.0	97.6
England	97.3	97.3	92.6	93.4	94.8	95.4		
SN	97.7	98.1	90.0	93.1	93.9	97.3		

Analysis:

Vacancies for social workers in Children and Families teams have increased. Recruitment and retention work continues, in order to address this matter. In the interim, unallocated cases are managed by the team manager, in accordance with a care plan agreed with the service manager.

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



Q3



Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire		86.7	68.8	71.4	59.7	62.0	62.0	62.3
England		62.8	63.1	64.4	64.8	65.9		
SN		61.1	66.4	66.5	63.6	65.3		

Analysis:

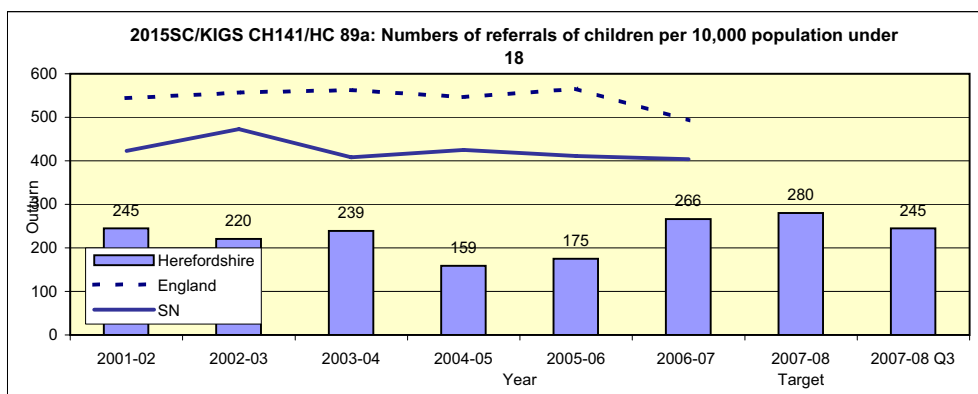
This performance is ahead of target.

Staying Safe

Child Protection data

a) Referrals & Assessments

2015SC/KIGS CH141/HC 89a: Numbers of referrals of children per 10,000 population under 18



Q3

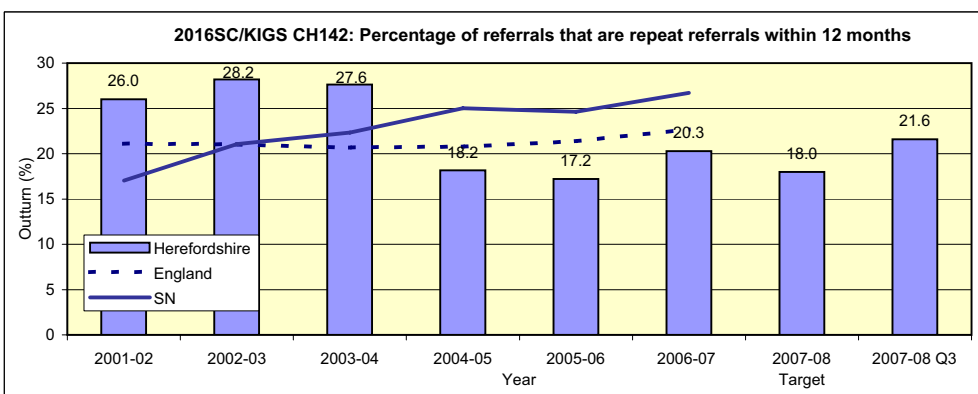
2015SC/KIGS CH141/HC 89a: Numbers of referrals of children per 10,000 population under 18

Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire	245	220	239	159	175	266	280	245
England	544	557	562	546	566	493		
SN	423	473	408	425	411	404		

Analysis:

This has levelled off at slightly lower than the target set for the year, but is not significantly lower. There was evidence of thresholds for referral being a cause for concern amongst other agencies, but the steady level of referrals after a large increase in the previous year is an indication of better understood threshold criteria.

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.



Q3

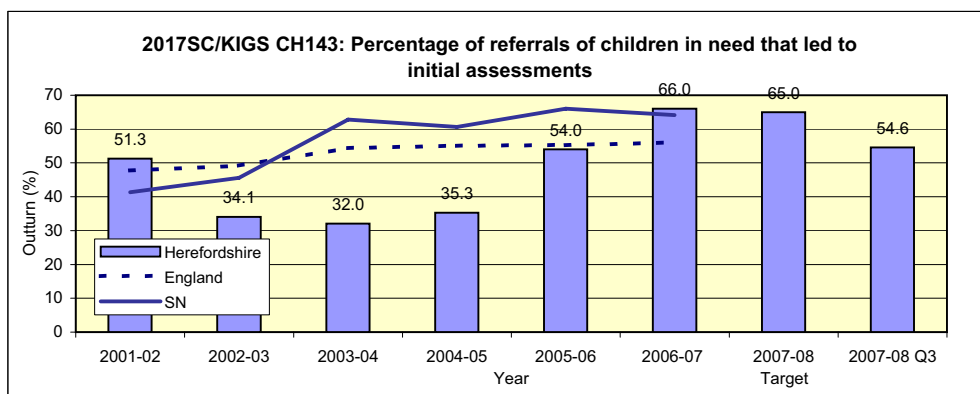
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire	26.0	28.2	27.6	18.2	17.2	20.3	18.0	21.6
England	21.1	21.0	20.7	20.8	21.4	22.7		
SN	17.0	21.1	22.3	25.0	24.6	26.7		

Analysis:

There has been a slight increase in the outturn in this PI over the third quarter. An audit of repeat referrals is planned for January 2008 to assess the reasons for this, and findings will be incorporated into the service planning.

Staying Safe

2017SC/KIGS CH143: Percentage of referrals of children in need that led to initial assessments



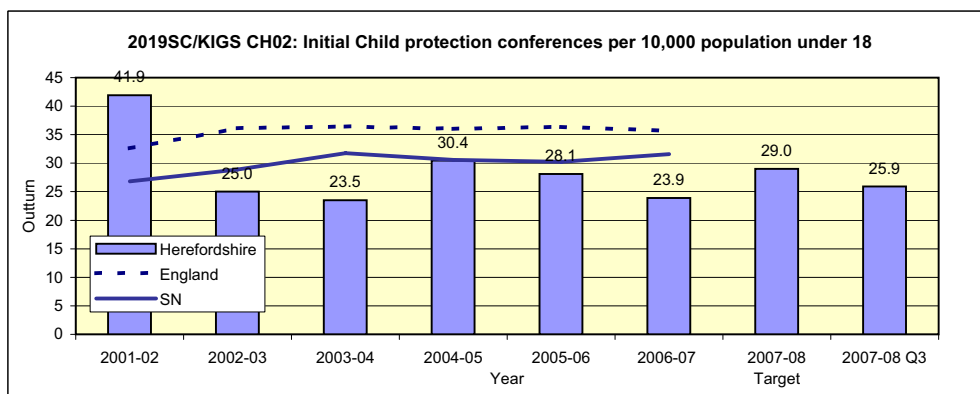
Q3

Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire	51.3	34.1	32.0	35.3	54.0	66.0	65.0	54.6
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:

Performance remains at a lower percentage than the annual target. It is currently closely in line with the performance level for England for last year, and slightly lower than statistical neighbours. This present performance is likely to continue in the next period, but the percentage of referrals leading to initial assessment should increase in the next year as the CAF and integrated team working is embedded across Herefordshire.

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.



Q3

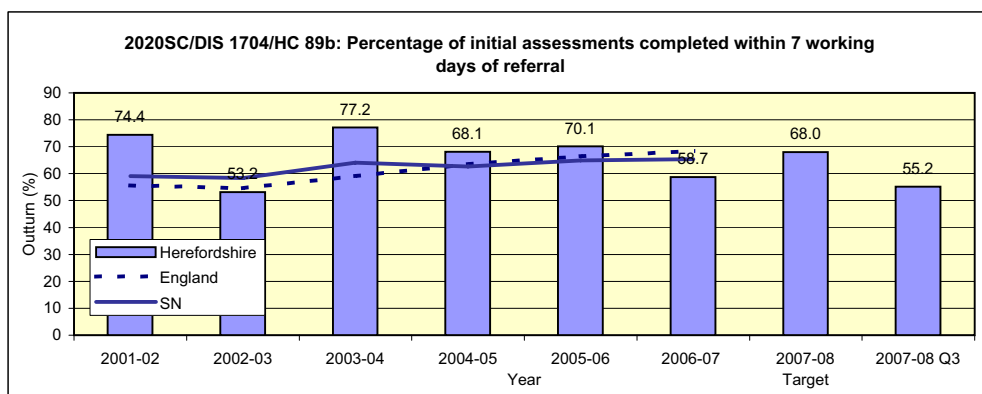
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire	41.9	25.0	23.5	30.4	28.1	23.9	29.0	25.9
England	32.6	36.1	36.4	36.0	36.3	35.7		
SN	26.8	28.9	31.8	30.6	30.2	31.6		

Analysis:

The indicator is addressed at a Performance Improvement Group to ensure the development of thresholds are identified and constantly under review

Staying Safe

2020SC/DIS 1704/HC 89b: Percentage of initial assessments completed within 7 working days of referral



Q3

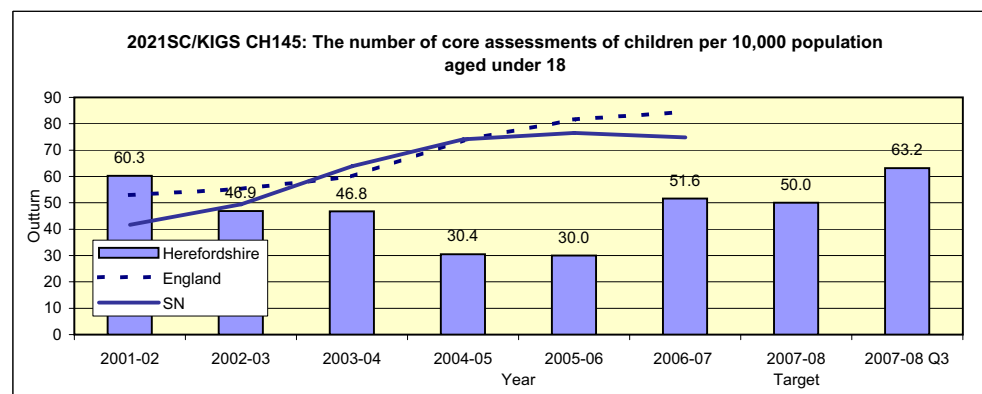


Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire	74.4	53.2	77.2	68.1	70.1	58.7	68.0	55.2
England	55.7	54.5	59.1	63.5	66.4	68.4		
SN	59.1	58.4	64.1	62.7	64.9	65.4		

Analysis:

The third quarter has seen a gradual improvement in performance, compared with the previous two quarters. This will be under pressure in the last quarter because of staff vacancies, but work continues to address this through the recruitment and retention strategy. The situation is kept under review monthly, in conjunction with PCT and Education managers, and action taken to ensure an appropriate response on a case by case basis. Bench-marking work is under way by the Performance Improvement Team and an action plan arising from the audit of initial assessments has been formulated.

2021SC/KIGS CH145: The number of core assessments of children per 10,000 population aged under 18



Q3



Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire	60.3	46.9	46.8	30.4	30.0	51.6	50.0	63.2
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:

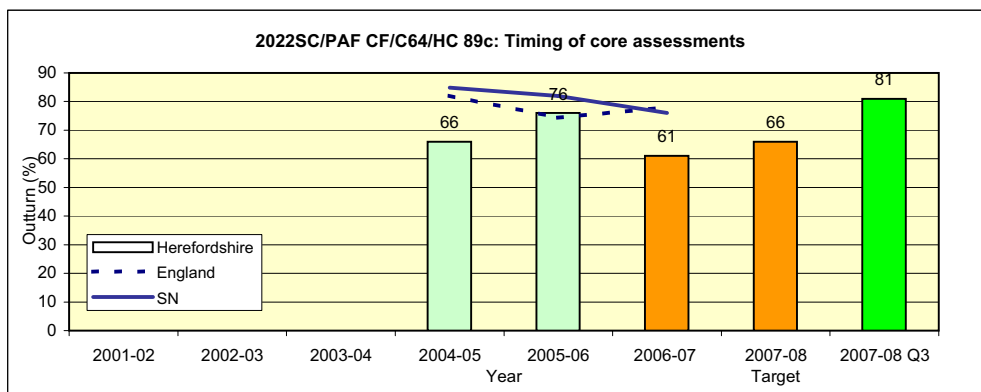
Performance continues to improve in the area. This has been the result of increased focus by team managers on ensuring accurate recording of work undertaken, and is bringing the outturn more closely in line with statistical neighbours' performance for last year.

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)



Q3



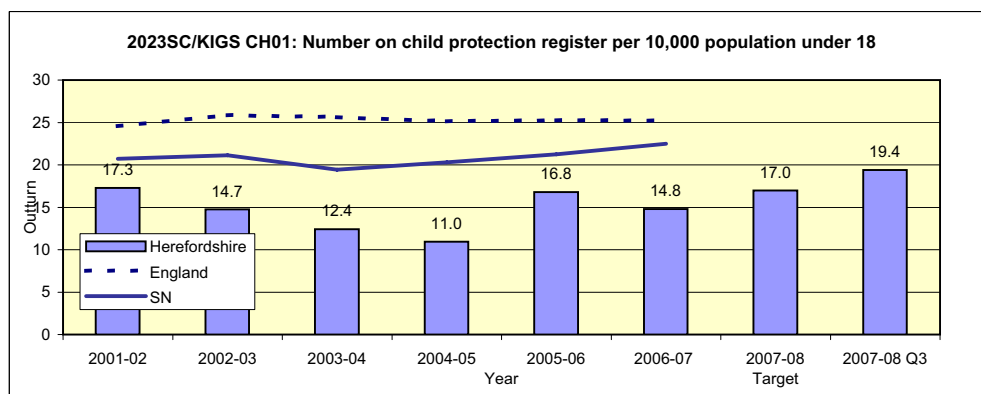
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire				66	76	61	66	81
England				82	74	78		
SN				85	82	76		

Analysis:

The performance on completion of core assessments within timescales has been steadily improving throughout the year and now exceeds the target by a considerable margin, and is better than England and statistical neighbour performance for 2006/7. This good performance has been achieved through greater focus on accuracy of recording and monitoring of data in teams. The PI will be under pressure in the final quarter because of increased numbers of staff vacancies, an area which is being addressed through the recruitment and retention strategy.

b) Child Protection Register Data

2023SC/KIGS CH01: Number on child protection register per 10,000 population under 18



Q3



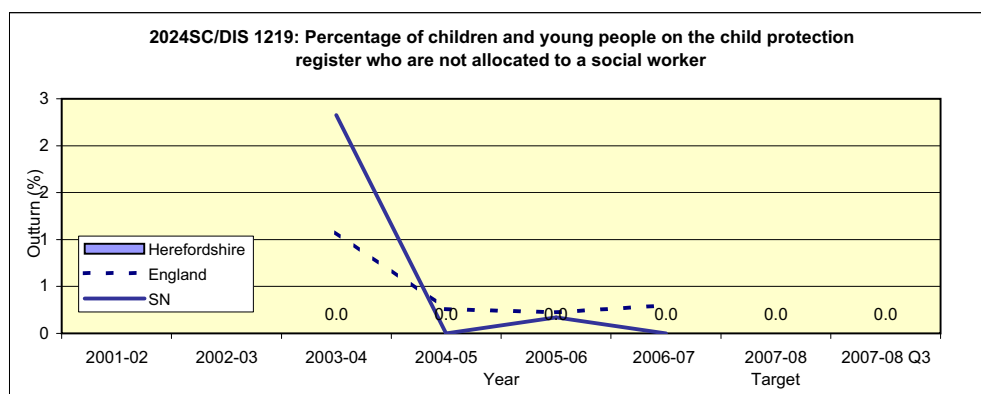
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire	17.3	14.7	12.4	11.0	16.8	14.8	17.0	19.4
England	24.6	25.9	25.6	25.1	25.3	25.2		
SN	20.7	21.1	19.4	20.3	21.2	22.5		

Analysis:

This has exceeded the target for 07/08. 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



Q3

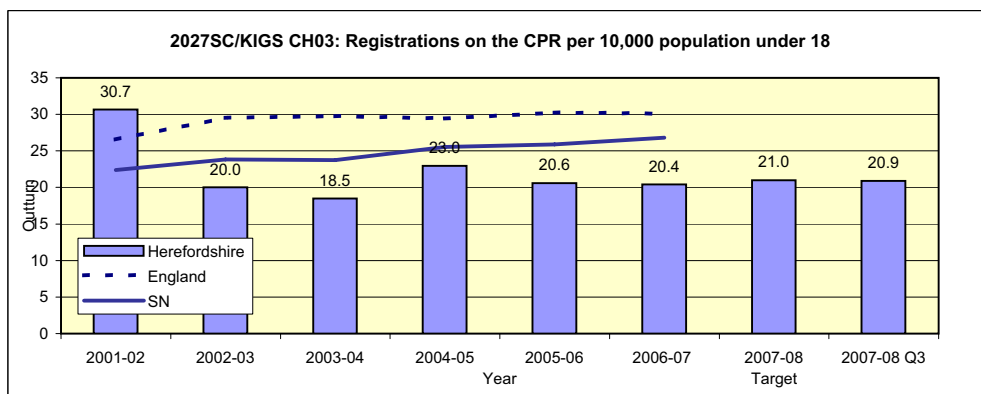


Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire			0.0	0.0	0.0	0.0	0.0	0.0
England			1.1	0.3	0.2	0.3		
SN			2.3	0.0	0.2	0.0		

Analysis:

Vacancies in social work posts will put this PI under pressure in the next quarter. Allocation of children with a Child Protection plan is the highest priority. Service manager and team managers maintain close oversight of the workloads and cases requiring allocation through the weekly Performance Improvement Group.

2027SC/KIGS CH03: Registrations on the Child Protection Register per 10,000 population under 18



Q3



Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire	30.7	20.0	18.5	23.0	20.6	20.4	21.0	20.9
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:

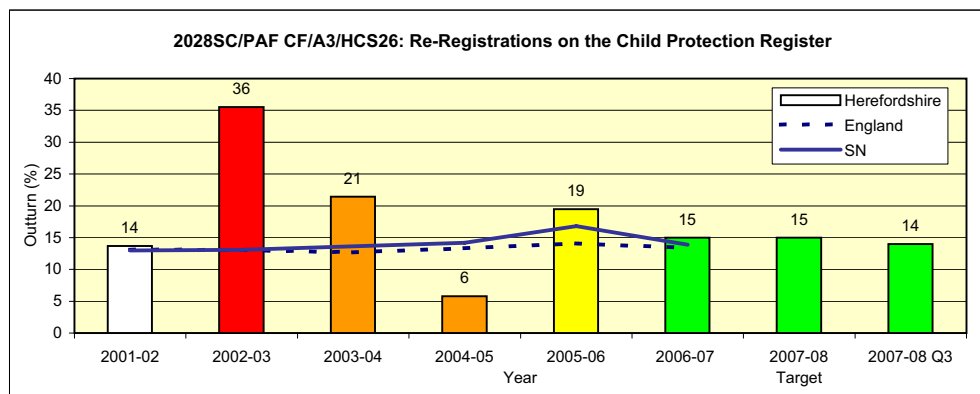
This target is addressed in a performance clinic to ensure that we remain vigilant around the thresholds in relation to Section 47 investigation

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)



Q3

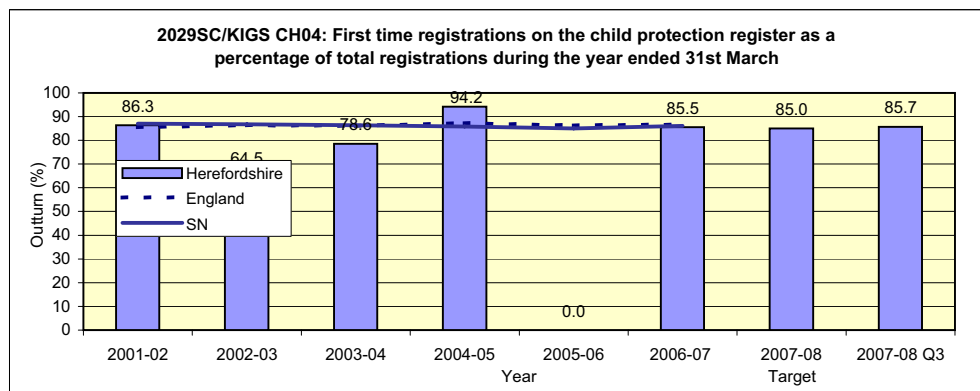


Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire	14	36	21	6	19	15	15	14
England	13	13	13	13	14	13		
SN	13	13	14	14	17	14		

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



Q3



Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire	86.3	64.5	78.6	94.2	--	85.5	85.0	85.7
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:

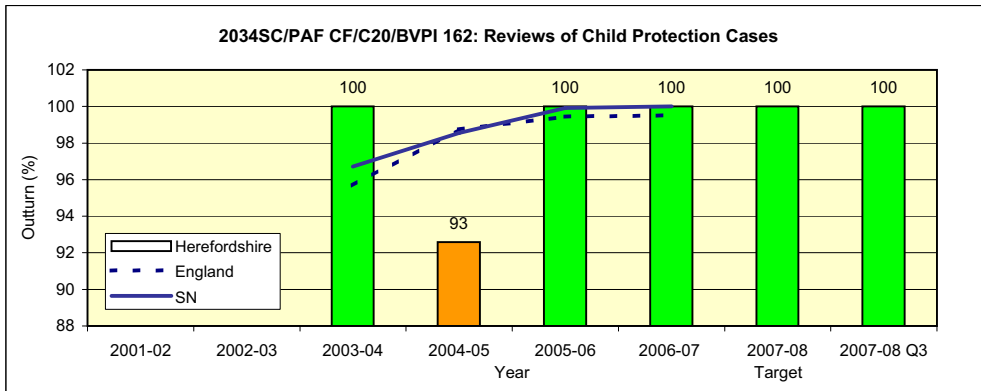
Action is in place for monthly monitoring through multi agency core groups so that recommendations regarding de-registrations are reached through robust assessments and a multi agency level in order to prevent re-registrations. This is monitored through the HSCB

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)



Q3

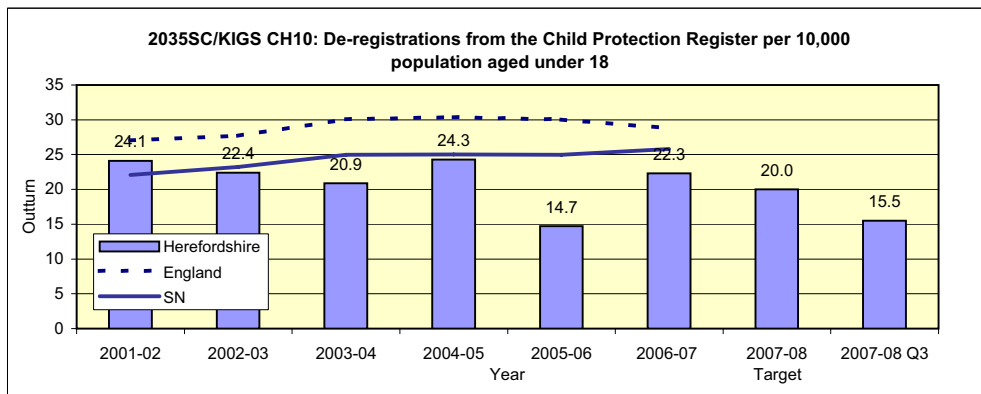


Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire			100	93	100	100	100	100
England			96	99	99	100		
SN			97	99	100	100		

Analysis:

We continue to have a "5 blob" rating which is the highest category possible. The enhanced structure in place ensures that Child Protection Conferences take place within the agreed timescales. The direction of travel is to maintain 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



Q3



Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire	24.1	22.4	20.9	24.3	14.7	22.3	20.0	15.5
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:

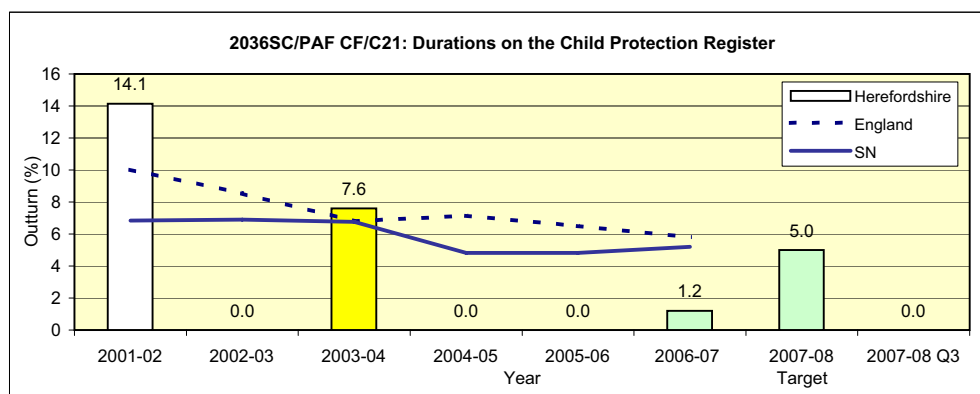
The plans for de-registration are agreed at a child protection case conference following the completion of a child protection plan and a multi agency decision making.

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)



Q3

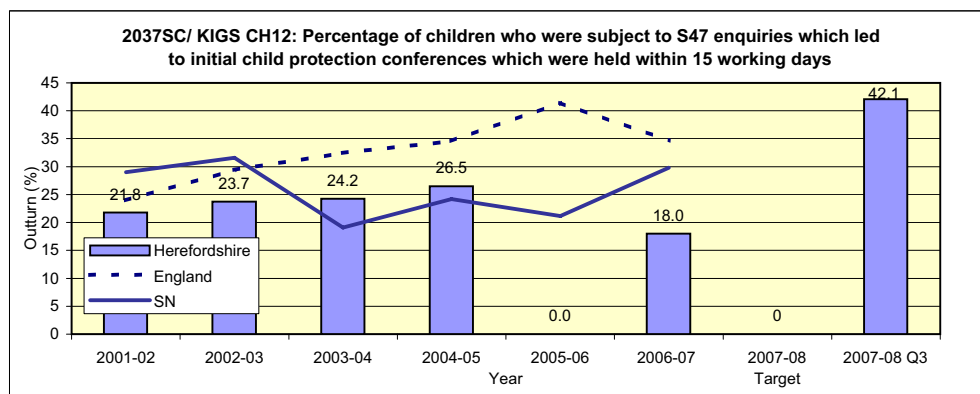


Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire	14.1	-	7.6	-	0.0	1.2	5.0	0.0
England	10.0	8.5	6.8	7.1	6.5	5.8		
SN	6.8	6.9	6.8	4.8	4.8	5.2		

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



Q3



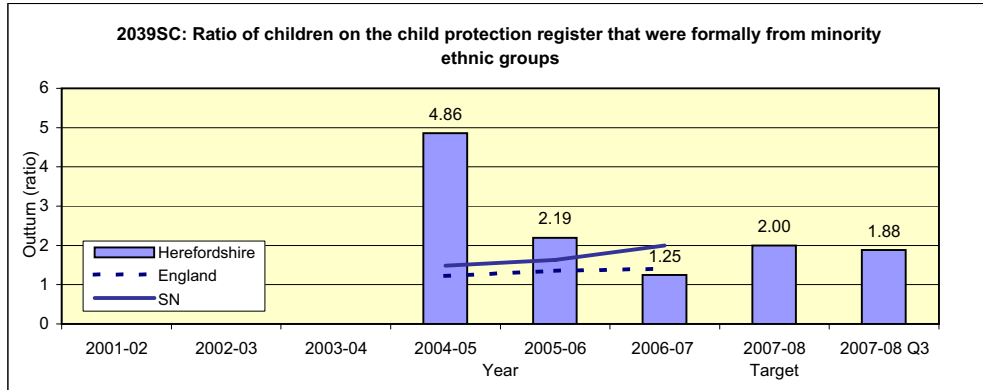
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire	21.8	23.7	24.2	26.5	--	18.0	No Data	42.1
England	23.9	29.4	32.4	34.5	41.5	34.6		
SN	29.0	31.6	19.1	24.2	21.2	29.8		

Analysis:

The process of evaluating this performance is through quarterly auditing and ensuring that practice issues are addressed where appropriate Section 47 investigations take place prior to ICPC.

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 Q3
Herefordshire				4.86	2.19	1.25	2.00	1.88
England				1.22	1.36	1.40		
SN				1.49	1.63	2.00		

Analysis:
Outturn impacted by small size of 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 3 07/08 Outturn	Quarter 3 Analysis/Progress	RAG v Previous Outturn
CYP-SS1: Increase the Social Worker establishment					53	46.70	1.2 FTE currently covered by agency staff, making headcount 47.9 FTE. Performance on this PI has declined in recent months due to leavers and individuals taking internal promotions. Social Work vacancies exist within CAMHS, Children with Disabilities Team, Referral & Assessment, Children and Families Teams; East, South and North. Plans underway to implement rolling advertising programme nationally and locally, and also to target Universities.	▲
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 08/09.	
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 31 for details			See Page 31 for details	N/A	No Data	Collected Annually Performance has been good in this area in the last year. Care leavers are able to access appropriate accommodation both supported lodgings and independent living. Access to employment, training and further education is also good. Pathway planning is a priority area for further work. The Aftercare Team is currently updating procedures and working with Children and Families Teams to target an improvement in performance in this area.	●
HCS 28: % of 11-15 year olds who stated they had been bullied in the last 12 months	N/A			N/A		No Data	5 schools submitted data - 18 incidents of bullying reported. Fair progress but more schools need to be submitting their data. Percentages are not yet available as work is still ongoing to encourage more schools to submit their data and on a regular basis. Baselines will be available in Autumn 2009, from which percentages will hopefully be available.	●
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	There are agreed protocols in place. Each agency has been informed of the New Interagency Child Protection Procedures for Safeguarding Children. Herefordshire's Safeguarding Children Board has completed a Section 11 audit and included in that are all private residential establishments within Herefordshire who provide a service to other Local Authorities who place their LAC.	●
2066SC (KIGS CH121): Percentage of children on the Child Protection Register who are white				98.2%	98%	97.2%	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	●

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 3 07/08 Outturn	Quarter 3 Analysis/Progress	RAG v Previous Outturn
2066SC (KIGS CH122): Percentage of children on the Child Protection Register who are of mixed ethnic origin				1.8%	2%	2.8%	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.	●
2066SC (KIGS CH123): Percentage of children on the Child Protection Register who are Asian or British Asian				0%	0%	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 CH124): Percentage of children on the Child Protection Register who are black or black British				0%	0%	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.	●
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				1.6	1.6	2.40	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.	●

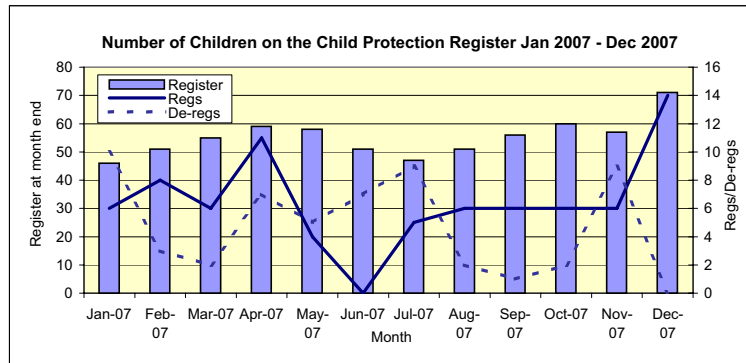
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Staying Safe - Supporting Data

Child Protection

At the end of December 2007 there were 71 children on the Child Protection Register

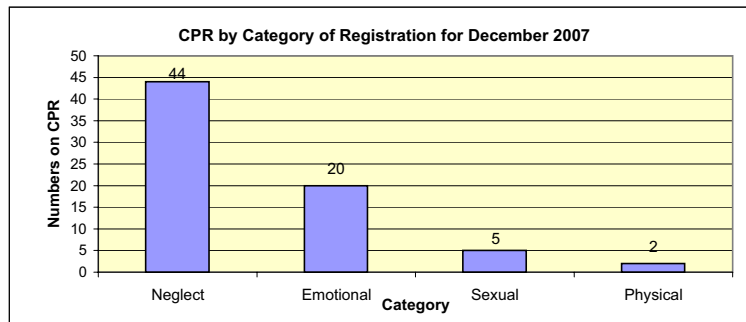
Registrations and deregistrations on the Child Protection Register



CPR - Registrations & Deregistrations

Month	Jan-07	Feb-07	Mar-07	Apr-07	May-07	Jun-07	Jul-07	Aug-07	Sep-07	Oct-07	Nov-07	Dec-07
Register	46	51	55	59	58	51	47	51	56	60	57	71
Regs	6	8	6	11	4	0	5	6	6	6	6	14
De-regs	10	3	2	7	5	7	9	2	1	2	9	0

Child Protection Register by category of abuse



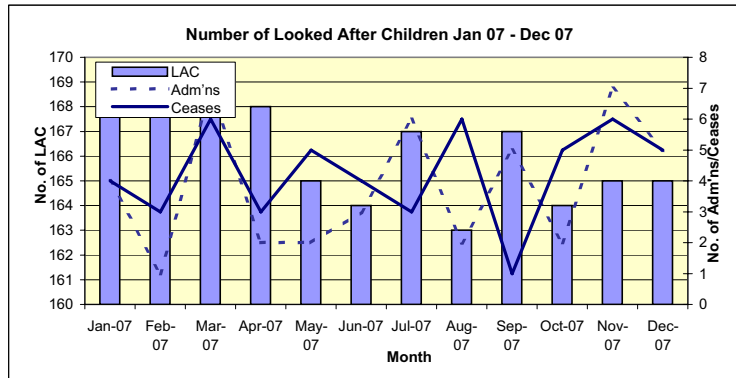
CPR by Category of Abuse

	Neglect	Emotional	Sexual	Physical
Dec-07	44	20	5	2

Staying Safe - Supporting Data

Looked After Children

At the end of December 2007 there were 165 Looked after Children in the County



Numbers entering and leaving the LAC System

Month	Jan-07	Feb-07	Mar-07	Apr-07	May-07	Jun-07	Jul-07	Aug-07	Sep-07	Oct-07	Nov-07	Dec-07
LAC	168	168	169	168	165	164	167	163	167	164	165	165
Adm'ns	4	1	7	2	2	3	6	2	5	2	7	5
Ceases	4	3	6	3	5	4	3	6	1	5	6	5

Looked After Children by type of placement and geographical placement

Type of Placement	No.	%	No. in County	No. out County
Foster Care – LA	82	50%	75	7
Foster Care – Agency	15	9%	6	9
Relative or Friend	25	15%	19	6
Adoptive Placement	11	7%	~	~
Residential Agency	20	12%	13	7
Placed with Parents	7	4%	7	0
Independent Living	1	1%	1	0
Regular Respite Care	0	0%	0	0
Family Centre/Mother & Baby Unit	1	1%	0	1
Residential Schools	2	1%	0	2
Secure Unit	1	1%	0	1
Total	165	100%	121	33

Children in the LAC system at end December 07 by age group

Breakdown by age			
0 years	5	9 years	6
1 year	6	10 years	7
2 years	7	11 years	5
3 years	3	12 years	10
4 years	8	13 years	16
5 years	5	14 years	14
6 years	3	15 years	21
7 years	3	16 years	19
8 years	8	17 years	19
TOTAL	48		117
		TOTAL	165

Children in the LAC system at end December 07 by legal status

Breakdown by legal status	
Care Order C A 1989	74
Deemed Care Order	0
Interim Care Order	7
Section 20 Accommodated	68
S.O. with residence requirement	2
Police Protection Order	1
EPO	0
Remanded into LA accom	2
Freeing/Placement Order	11
TOTAL	165

2038SC (DIS1507-1509)

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.

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.

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

Summary - Enjoy and Achieve

Number of indicator outcomes recorded:

33

Direction of Travel Results:

Number Green



10

Number Amber



13

Number Red



9

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. 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. Absenteeism of looked after children remains an issue, although the numbers involved are small. An action plan is being prepared to address the causes.

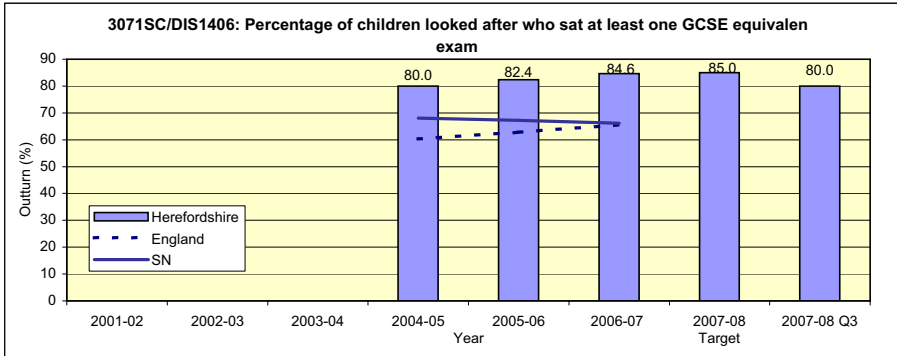
3. The percentage of proposed statements of SEN issued and prepared within 18 weeks continues to show sustained good performance at 100%. The length of current staff shortages within key posts could impact on the year end target

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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



Q3

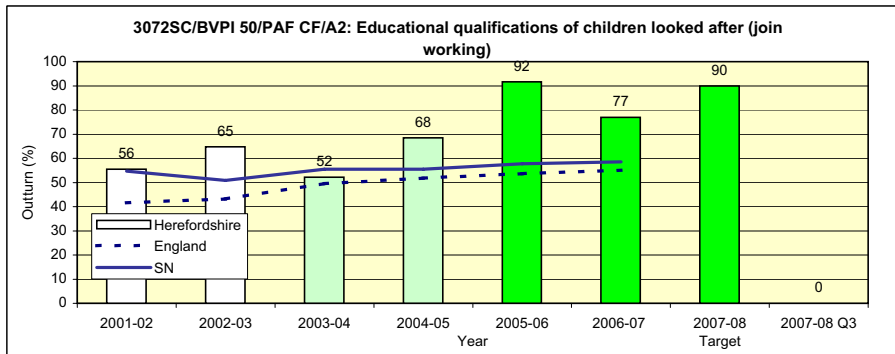
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire				80.0	82.4	84.6	85.0	80.0
England				60.3	62.9	65.6		
SN				68.1	67.3	66.1		

Analysis:

This is traditionally a good outcome. This figure is due to a young person who was not entered because she is placed a year behind. Three others with special needs were also not entered. Two of these have profound needs.

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)



Q3

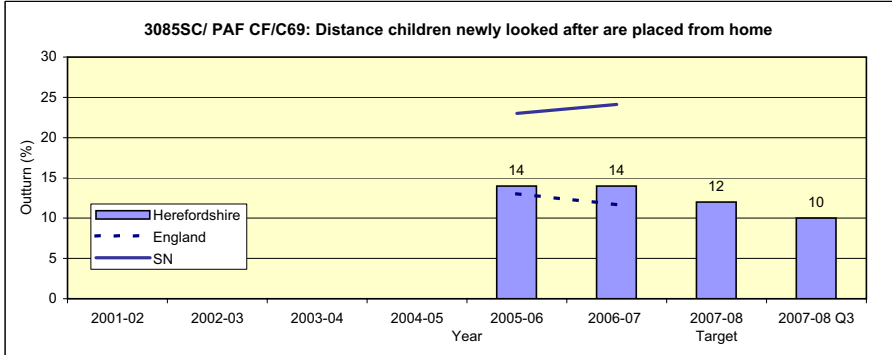
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire	56	65	52	68	92	77	90	No Data
England	42	43	50	52	54	55		
SN	55	51	56	55	58	59		

Analysis:

Data will be available in March 2008

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

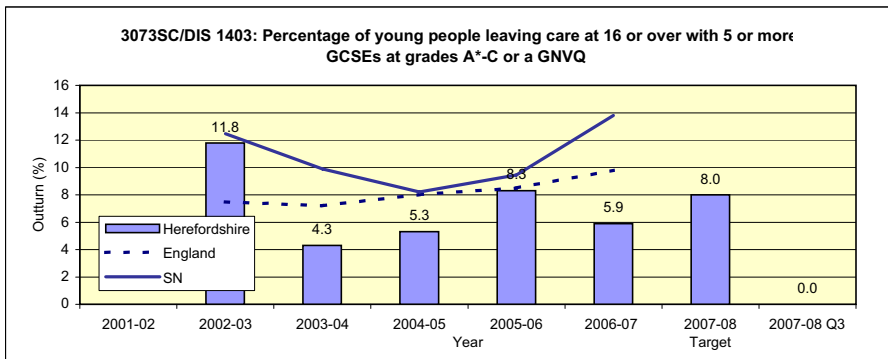


Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire					14	14	12	10
England					13	12		
SN					23	24		

Analysis:

Although this is not as good an outturn as Q2 (0%), the Q3 outturn exceeds the 2006/07 outturn and 2007/08 Target. 10% equates to 3 children placed over 20 miles from 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



Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
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:

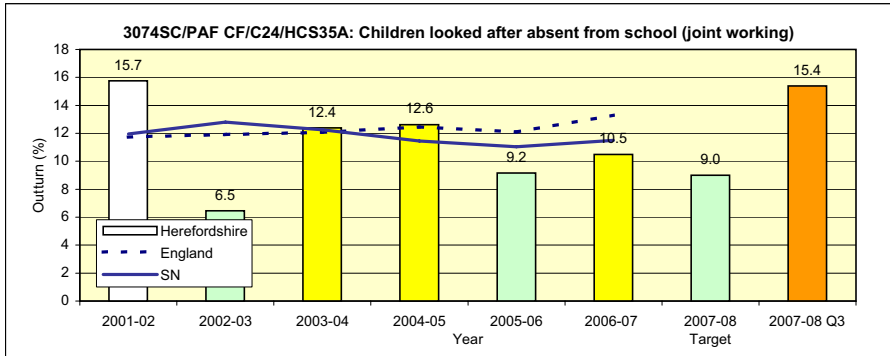
The data for this indicator will be available in March 2008

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

●●
(See Bands and Thresholds for details of all PAF Bandings)



Q3



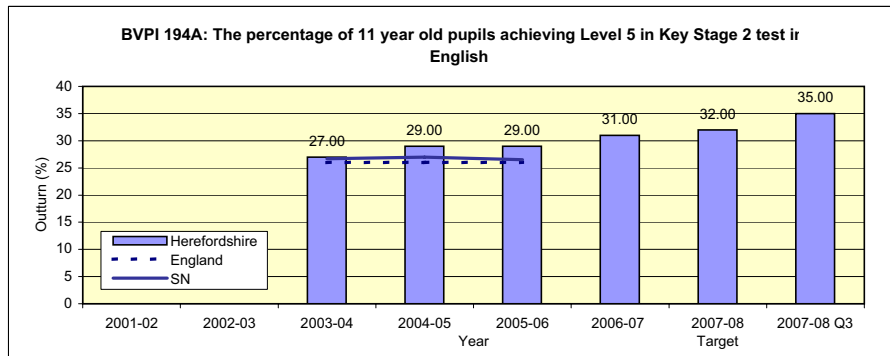
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire	15.7	6.5	12.4	12.6	9.2	10.5	9.0	15.4
England	11.7	11.9	12.1	12.5	12.1	13.3		
SN	12.0	12.8	12.2	11.4	11.0	11.5		

Analysis:

A paper reporting the problems being faced in reducing the absenteeism of looked after children is being prepared for DMT. The difficulties are mainly with young people in residential and private resources (40%) and living with parents or relatives on care orders(40%)

Key Stage 2 Data

BVPI 194A: The percentage of 11 year old pupils achieving Level 5 in Key Stage 2 test in English



Q3



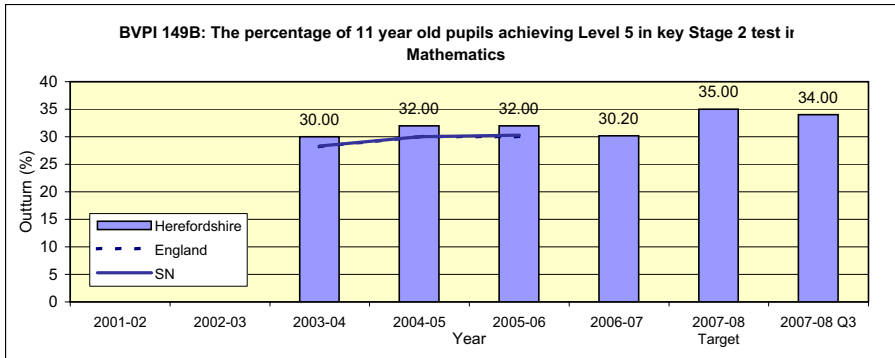
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire			27.00	29.00	29.00	31.00	32.00	35.00
England			26.00	26.00	26.00			
SN			26.70	27.00	26.50			

Analysis:

Validated Results (Source DCSF Website 4/1/2008) 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.

Enjoy and Achieve

BVPI 194B: The percentage of 11 year old pupils achieving Level 5 in key Stage 2 test in Mathematics

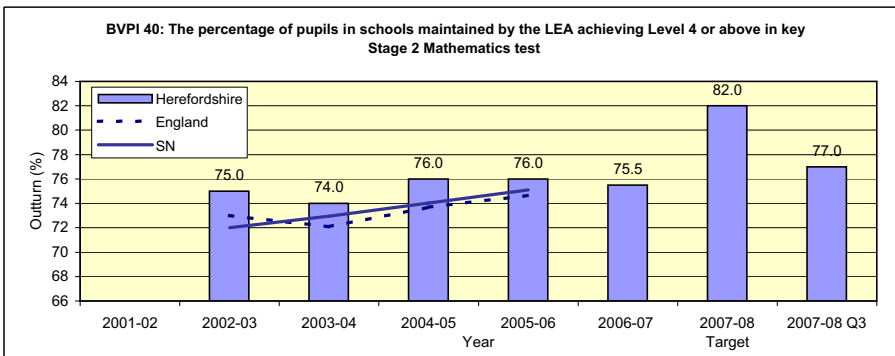


Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire			30.00	32.00	32.00	30.20	35.00	34.00
England			28.20	30.00	30.00			
SN			28.30	30.00	30.30			

Analysis:

Validated Results (Source DCSF Website 4/1/2008) 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.

BVPI 40: The percentage of pupils in schools maintained by the LEA achieving Level 4 or above in key Stage 2 Mathematics test



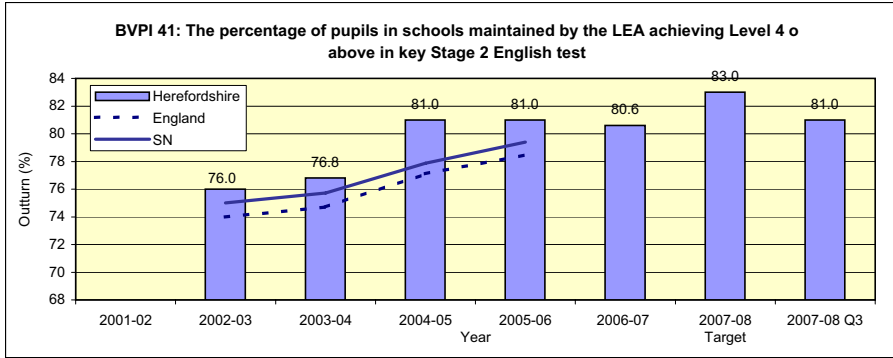
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire		75.0	74.0	76.0	76.0	75.5	82.0	77.0
England		73.0	72.1	73.7	74.7			
SN		72.0	73.0	74.0	75.1			

Analysis:

Validated Results (Source DCSF Website 4/1/2008) 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.

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



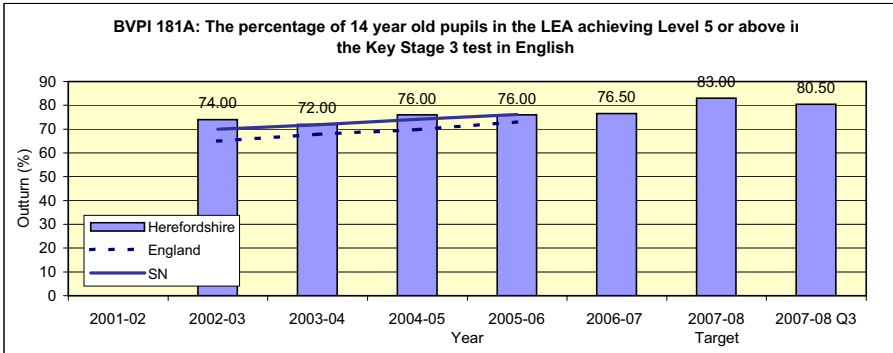
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire		76.0	76.8	81.0	81.0	80.6	83.0	81.0
England		74.0	74.7	77.1	78.5			
SN		75.0	75.7	77.9	79.4			

Analysis:

Validated Results (Source DCSF Website 4/1/2008) 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. 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.

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



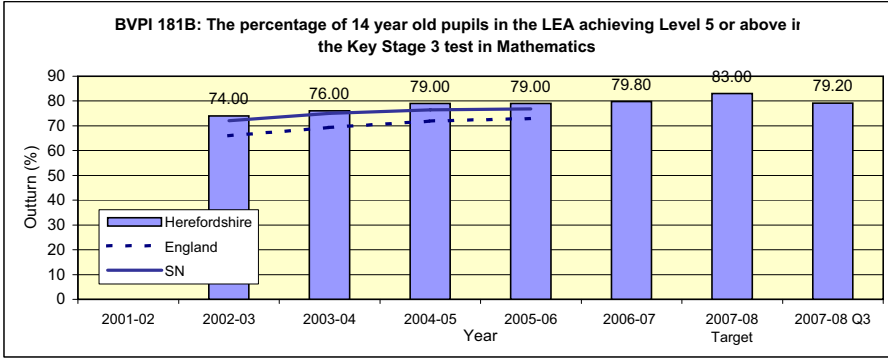
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire		74.00	72.00	76.00	76.00	76.50	83.00	80.50
England		65.00	67.76	69.80	73.02			
SN		70.00	71.85	74.17	76.20			

Analysis:

Non Validated Results (KS3 Results published January 2008). 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**



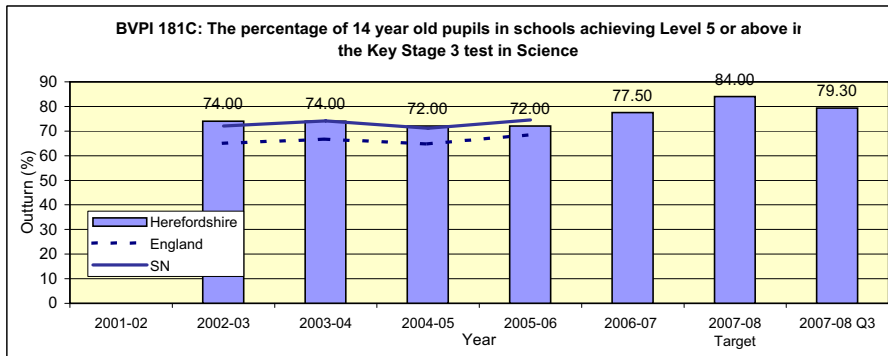
Q3

Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
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:

Non Validated Results (KS3 Results published January 2008). 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**



Q3

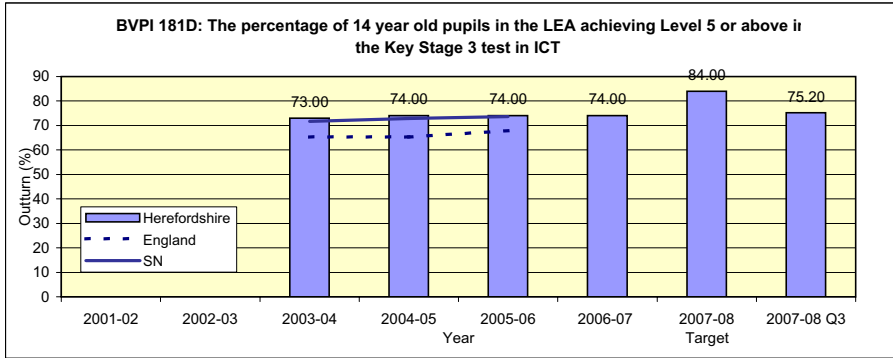
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire		74.00	74.00	72.00	72.00	77.50	84.00	79.30
England		65.00	66.69	64.73	68.49			
SN		72.00	74.14	71.11	74.50			

Analysis:

Non Validated Results (KS3 Results published January 2008).

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



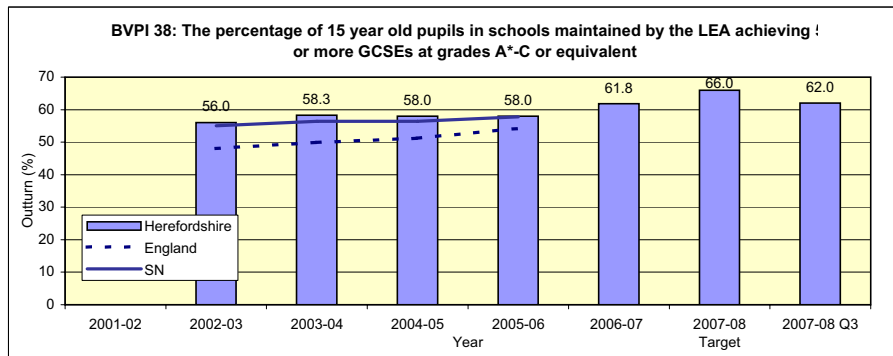
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire			73.00	74.00	74.00	74.00	84.00	75.20
England			65.28	65.29	67.84			
SN			71.64	72.88	73.70			

Analysis:

Non Validated Results (KS3 Results published January 2008).

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



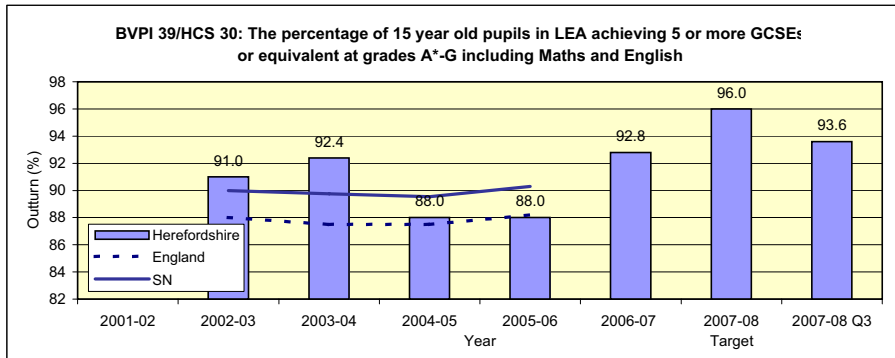
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire		56.0	58.3	58.0	58.0	61.8	66.0	62.0
England		48.0	49.9	51.2	54.2			
SN		55.0	56.4	56.4	57.8			

Analysis:

Validated Results (January 2008) - 07/08 performance in line with national figures but still below DCSF target. 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



Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire		91.0	92.4	88.0	88.0	92.8	96.0	93.6
England		88.0	87.5	87.5	88.2			
SN		90.0	89.8	89.5	90.3			

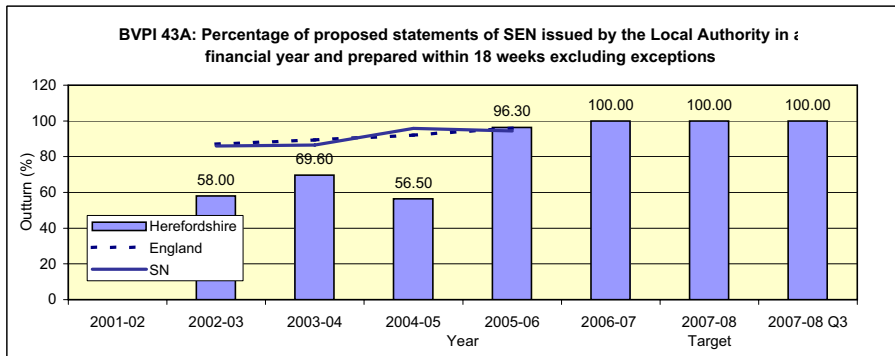
Analysis:

Validated Results (January 2008).

Improvement on 06/07 but still below DCSF target.

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 Q3
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:

Numbers of Proposed Statements issued since the start of the full reporting period is 40 as at 01/01/08. Staff shortages continue and could potentially impact on final outturn figure.

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 3 07/08 Outturn	Quarter 3 Analysis/Progress	RAG v Previous Outturn
CYPEA-6: Personal Education Plan for all LAC	75				100%	15.38%	Percentage with up to date PEPS which have been sent to ELSS. 66.34% have a PEP where ELSS have a copy but many are out of date.	
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		51.7%	Validated Results (January 2008) - Significant Improvement on 06/07 of 3.5%. The gap between 5 A*-C and 5 A*-C including English and Maths reduced from 13.6% to 10.6%. Results in both 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%	Numbers of Proposed Statements issued since the start of the full reporting period is 40 as at 01/01/08. Staff shortages continue and could potentially impact on final outturn figure.	
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% (relates to 05/06 AC year)	6%	No Data	Performance is average overall compared with national performance. Work is being undertaken to improve data collection, in particular concentrating on persistent absentee rates, as part of the attendance strategy, and raising awareness of the importance of good attendance. Two secondary schools are now priority for persistent absenteeism, and have action plans in place to address this.	
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% (relates to 05/06 AC year)	4%	No Data	Performance at primary level is also average overall compared with national performance. There has been considerable focus on raising awareness of the importance of good attendance at primary level, as part of the attendance strategy. Work is also being undertaken with primary schools to improve data collection, concentrating on persistent absentee rates.	
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.	


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 3 07/08 Outturn	Quarter 3 Analysis/Progress	RAG v Previous Outturn
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%	3.85%	The figure for primary attendance is significantly lower than the figure for 25 days plus. No primary children featured in this cohort. This figure includes maintained Primary Schools but excludes Pupil Referral Units and residential Private Schools).	
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%	9.04%	The figures for secondary attendance is significantly lower than the figure for 25 days plus. This includes maintained Secondary Schools but excludes Pupil referral Units and residential Private Schools). All the children who missed 25 days plus were of secondary age.	
HCS 66: % of 3 year olds who have access to a good quality free early years education place.	85%			85%	85%	99.2%	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		-31pp	There has been a minor improvement to 31pp compared with the 2006 baseline. This is accounted for by more people thinking that activities have got better in their local area compared with 2006, while fewer think it has stayed the same. However, the number that think activities have got worse has risen by 1pp. Other data is available regarding young people's own perception of available activities. The 2007 Youth Survey showed that only 3% of young people overall were 'very satisfied' with what there is to do in Herefordshire in their free time. 42% reported that they were satisfied, but some improvements could be made, 50% said that they were unsatisfied and things need to be a lot better and 5% didn't know. Work to adapt the adult and young people's surveys, to provide a better comparison will be considered. Action is being taken with the Youth Service and corporate communications team to improve the number and quality of press releases and good news stories regarding activities for teenagers.	

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 3 07/08 Outturn	Quarter 3 Analysis/Progress	RAG v Previous Outturn
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)	1/7 - 14.3%	The results for this cohort were disappointing but included a number of young people with special needs whose applications were withdrawn from or not entered in the end of Key stage assessments.	▲
English Level 4+								
OC2B (Local PI) Attainment of pupils who have been in local authority care for at least 1 year to September 2008				6/9 - 66.7%	3/7 50% (3/7 Likely)	1/7 - 14.3%	The results for this cohort were disappointing but included a number of young people with special needs whose applications were withdrawn from or not entered in the end of Key stage assessments.	▲
Maths 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%)	3/20 15%	Of the cohort, 13 young people achieved GCSE in both English and Maths but only 3 at A*-C	▲
5+ A* - C including English and Maths								
HC 97e: The adult publics perceptions of improvement in EDUCATION PROVISION				+15pp		+11pp	The early release of data from the 2007 satisfaction survey shows a reduction from the 2006 baseline to +11pp. This means that the public's perception of education provision is moving in the wrong direction. The % of people that thought there had been an improvement has decreased, while the % of people that thought provision had got worse had increased. This conflicts with other data that shows that educational attainment is improving in broad terms, with Herefordshire inline with or above the national average and statistical neighbours for many measures. There are a few areas that have shown a decline, but the general picture is that attainment is improving in Herefordshire. Action is being taken with the School Improvement Team and corporate communications team to improve communications with schools and to regularly produce more positive news stories. The outcome of the Schools Review could present increased challenges to improving the public perception of education provision.	▲
HC 91: % of schools with a functioning school council				N/A		71%	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	Academic year data for 07/08 unavailable until 08/09	

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 3 07/08 Outturn	Quarter 3 Analysis/Progress	RAG v Previous Outturn
3080YJ: Education, Training and Employment – Proportion of supervised juveniles in full time ETE	75%	68.7%	71.3%	62.4%		84.7%	A significant improvement in performance has been seen compared to the last quarter for both pre and post 16 year olds in Herefordshire. The work of Ngage workers recruited in partnership with the YMCA in September 2007 to work with post 16 young people has proved to be very successful with 72.4% of all young people above statutory school age with YOS interventions closing being in full time ETE. The YOS education group now meet on a monthly basis to identify young people of school age not in full time ETE. This has resulted in 93.9% of statutory school age young people in full time ETE on completion of YOS programmes compared to 46.2% in the last quarter.	

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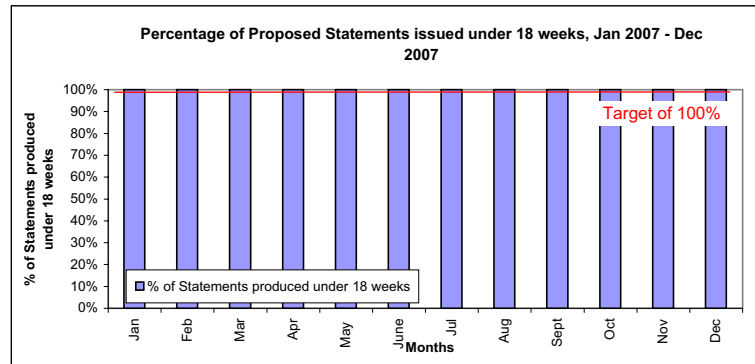
Enjoy & Achieve - Supporting Data

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 third 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 Jan 2007 - Dec 2007											
	Jan	Feb	Mar	Apr	May	June	Jul	Aug	Sept	Oct	Nov	Dec
18		1										
17	1	2	3	3	8	5	5	2	3	2	1	
16								1	1			1
15									4			
14												
13						2			1			
12						1						
11												
10												
9												
8												
7												
6												
5												
4												
3												
2												
1												
Total No Of Proposed Statements Issued	1	3	3	3	8	8	5	3	9	2	1	1
% of Statements produced under 18 weeks	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%



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Summary - Making a Positive Contribution

Number of indicator outcomes recorded:

14

Direction of Travel Results:

Number Green



3

Number Amber



11

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. The participation of looked after children in reviews continues to show good performance and is a high priority.

2. Performance of the Youth Service is generally on target although ICT problems have impacted the services ability to collect full data in quarter 3.

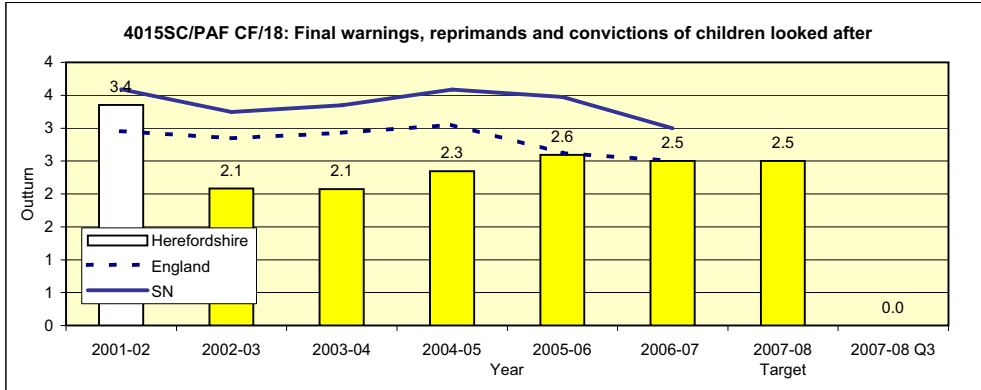
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Making a Positive Contribution

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

●●●●
(See Bands and Thresholds for details of all PAF Bandings)



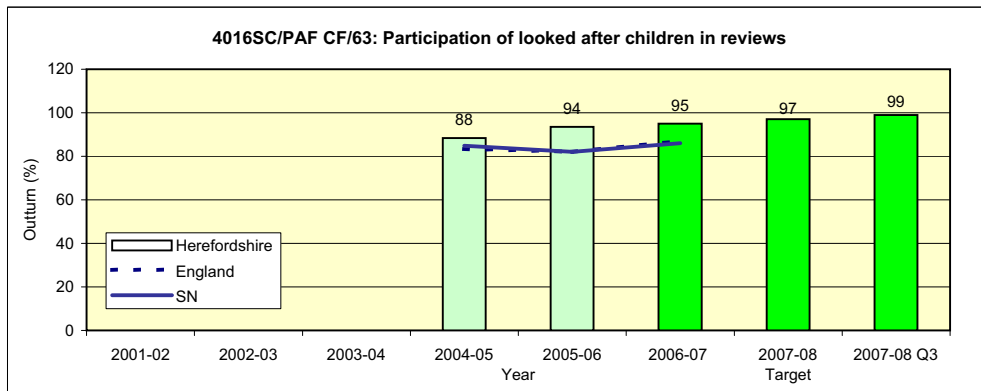
Q3

Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
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:
The numerator is sourced from the OC2 return (submitted end of November). The denominator for 2007 will be updated on the DCSF website in the near future - We should then be able to calculate a final outturn.

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)



Q3

Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire				88	94	95	97	99
England				83	82	87		
SN				85	82	86		

Analysis:
This continues to be a priority. The direction of travel is to increase the current statistical performance through the constant monitoring by the Independent Reviewing Officers and the work with VOICES, which considers 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 3 07/08 Outturn	Quarter 3 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%	41.4%	Partial figures - these figures only relate to the period up until 31st October 07. We are currently experiencing a problem with our client monitoring software and cannot validate any information past this date. IT are currently seeking to resolve this.	●
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%	31.1%	Partial figures - these figures only relate to the period up until 31st October 07. We are currently experiencing a problem with our client monitoring software and cannot validate any information past this date. IT are currently seeking to resolve this.	●
HC90: Increase Adults perceptions of improvement in facilities for young children				-5pp		-2pp	There has been a good improvement to -2pp compared with the baseline of -5pp in 2006. If this improvement continues, the target of -1pp by 2010 should be easily achieved, however, this would still be below the +2pp result achieved in 2005. The breakdown of 2007 results show that the % of people that thought facilities had got worse has remained unchanged since 2005, while the % that thought that there has been an improvement had increased, and those that thought there things were the same had decreased. Action is being taken with the Early Years & Extended Services and corporate communications team to improve the number and quality of press release and good news stories regarding facilities for young children. This will include ensuring that relevant staff and service delivery partners have the skills needed to effectively promote their successes.	★
HCS86: % of people who feel that parents in their local area are made to take responsibility for the behaviour of their children				N/A		65%	The 2007 Satisfaction Survey Outturn was maintained at 65%. The Parenting Strategy, implementation of CAF and associated Family Support work should result in better support for parents to influence their children's behaviour positively.	●
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's trust 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%	★

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 3 07/08 Outturn	Quarter 3 Analysis/Progress	RAG v Previous Outturn
HCS 37: % of CYP volunteering.	N/A	N/A	N/A	N/A		35%	The Teenage Lifestyle Survey 2007 indicates that 35% 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 for V' funding to increase the number of opportunities available for volunteering has been successful and jobs related to this will be advertised in Jan 2008	●
2061Y/JHCS 36: Recidivism: The rate of re-offending .	54%	56.4%	58.8%	50%	47.5%	No Data	<ol style="list-style-type: none"> 1. Continued Development of the Prevent and Deter Strategy - Prevent and Deter scheme fully operational. Traffic light assessment for GOWM (Sep 2007) places scheme as green. 2. Introduce a revised methodology for the local measurement of re-offending rates -Work has been put on hold – not cost effective. 3. Continue the development of the quality and range of interventions delivered by the Yes - Most practitioners trained to deliver Pathways plus. Interventions workshop planned for autumn. Pathways training to be commissioned in 2008 for new starters. 4. Establishment of a Reducing Re-offending planning group (Yes) - Group established and undertaking research. Research on the pre-court population and on community case orders has been inconclusive as there were no emerging patterns or trends between time based cohorts and too many variables to be controlled. 	●
YS-1: Youth Services Contact - the number of young people the Local Authority is working with in a calendar year					25%	13.5%	Partial figures - these figures only relate to the period up until 31st October 07. We are currently experiencing a problem with our client monitoring software and cannot validate any information past this date. IT are currently seeking to resolve this.	●
YS-2: Youth Services Participation - The number of young people within the local area that are engaged in activities					15%	10.7%	Partial figures - these figures only relate to the period up until 31st October 07. We are currently experiencing a problem with our client monitoring software and cannot validate any information past this date. IT are currently seeking to resolve this.	●
APA 2062YJ: The number of first timers in the Youth Justice System	342			396	360	73	Quarter 1 outturn = 94 which is a 10.4% reduction on the previous quarter. Quarter 2 outturn = 67 which is 28% reduction compared to Quarter 1. Quarter 3 outturn = 73. This is a slight increase on the number recorded for the previous quarter, however YOS remain on target for this measure.	●

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 3 07/08 Outturn	Quarter 3 Analysis/Progress	RAG v Previous Outturn
CYP-MPC1: Reduce first time entrants in to the Youth Justice System	342			396	2% reduction	No Data	Quarter 1 outturn = 94 which is a 10.4% reduction on the previous quarter. Quarter 2 outturn = 67 which is 28% reduction compared to Quarter 1. Quarter 3 outturn = 73. This is a slight increase on the number recorded for the previous quarter, however YOS remain on target for this measure.	●

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Summary - Economic Well Being

Number of indicator outcomes recorded:

10

Direction of Travel Results:

Number Green



1

Number Amber



6

Number Red



3

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 percentage of positive Year 11 destinations has increased over 2006, although within that, there appears to be a decrease in the numbers continuing in education. However, in terms of vulnerable groups, the percentage of 16-19 year olds with learning disabilities and difficulties and the percentage of teenage mothers in Education, Employment & Training has decreased compared with 2006 by around 4% in both cases.

2. The percentage of 16 -18 year olds not in education, employment or training shows sustained good performance.

3. The year end target for the number of families in bed and breakfast accommodation will not be met. The outturn for quarter 3 (5 families) is lower than the quarter 2 outturn (9 families).

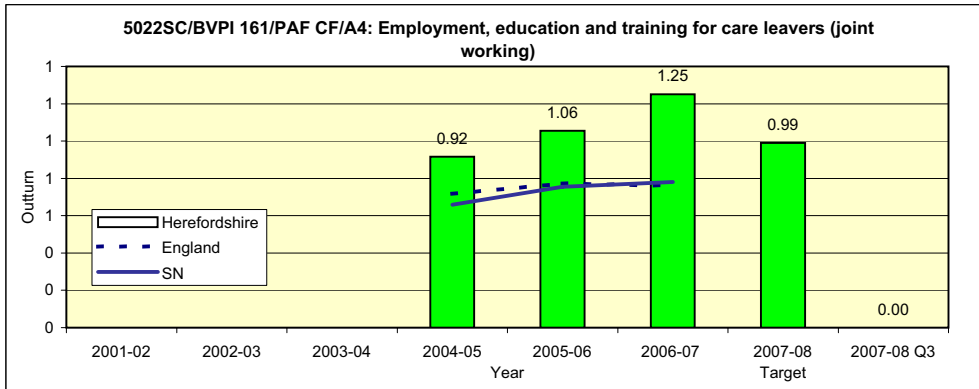
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Achieve Economic Well Being

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)



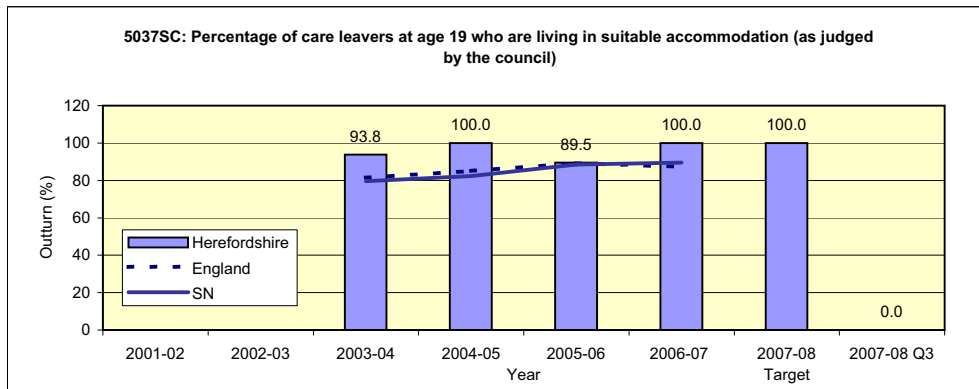
Q3

Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
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:

Good performance is being maintained in this area. Further work is being undertaken by the Aftercare Team in conjunction with other agencies to enhance the training and employment opportunities of the hardest to place young people.

5037SC: Percentage of care leavers at age 19 who are living in suitable accommodation (as judged by the council)





Q3

Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
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:

Excellent performance continues in this area, and additional accommodation is soon to be available in line with the service plan. This will ensure a choice of accommodation options for care leavers.

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 3 07/08 Outturn	Quarter 3 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.	●	
HCS 41: Increase number of LAC who are in Education, Employment or Training.	16/19			14/14		No Data	Good performance is being maintained in this area. Further work is being undertaken by the Aftercare Team to enhance the training and employment opportunities of the hardest to place young people.	●	
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%		Up to 75%	Actual outturn 66.67% - 11 young people have become adults and 100% of this group had transition plans. There has been an increase in the number of 14 year olds becoming known to the team who will not have a transition plan in place yet. This may reduce the figures over the coming months	●	
CYP-AEW1: The number of families housed in B&B	38			7	0	5	Q3 has seen the Team continue to deal 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 outturn 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 5 families, 3 are lone female parents (1 with 1 child, 1 with 2 children and 1 with 3 children). The 2 remaining households are both heterosexual couples one pregnant and the other with 4 children. Therefore, 10 children in total and 1 pregnancy. 3 of these households have more than 1 child.	▲	
CYP-AEW3: Annual increase in the percentage of positive year 11 destinations				93.6%	95%	95.7%	2007 figures still to be verified. 2007 performance overall is an improvement on 2006. Within this however, there appears to be a decrease in nos continuing in education by 0.4% compared to 06. Non employed work based learning up by 1.6%, jobs with training including Apprenticeships down by 1.1%, no s not settled up by 0.3%	★	
CYP-AEW4a: Increase percentage of 16-19 year olds with learning disabilities and difficulties (LDD) in employment, education and training (EET)				81.5%	85%	77.1%	Published outturn by DCSF - Personal advisors working with young people to identify appropriate opportunities , some mismatch between young peoples aspiration and opportunities available.	▲	

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 3 07/08 Outturn	Quarter 3 Analysis/Progress	RAG v Previous Outturn	
CYP-AEW4b: Increase percentage of 16-19 year old teenage mothers in EET				31%	33%	26%	Published outturn by DCSF - All young mums known to Connexions are contacted regularly and supported into EET (education, employment & training) at a time appropriate to them. Some young mums are engaged in personal development opportunities which are not classed as EET. Funding is still to be secured to continue Young Mother To Be provision for 08/09		
HCS40: % of 16-18 year olds NOT in education, employment or training (NEET)	6.1%			5.5%	5.3%	5.4%	Provisional figure - awaiting ratification by DCSF. Drop out notification processes are in operation with schools, colleges and work based learning providers so Connexions are aware of more NEET (not in education, employment & training). Ongoing work to place in appropriate opportunities		

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Summary - Service Management

Number of indicator outcomes recorded:

22

Direction of Travel Results:

Number Green



0

Number Amber



17

Number Red



4

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 family support services has increased in the last quarter owing to an increase in the number of approved direct payments. Conversely, there has been a reduction in the expenditure on looked after children owing to a fall in the overall number of children.

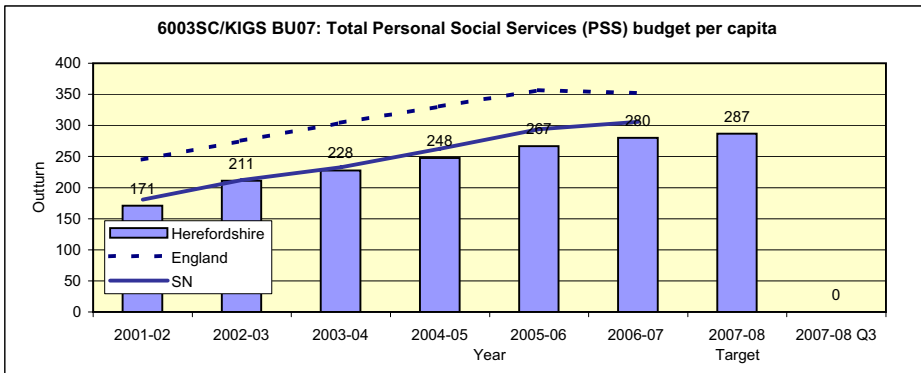
2. The number of vacancies has increased and turnover has increased from quarter 2 (11.4%). Sickness absence rates have decreased slightly (from 4.37% to 4.16%).

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Service Management

Social Care

6003SC/KIGS BU07: Total Personal Social Services (PSS) budget per capita



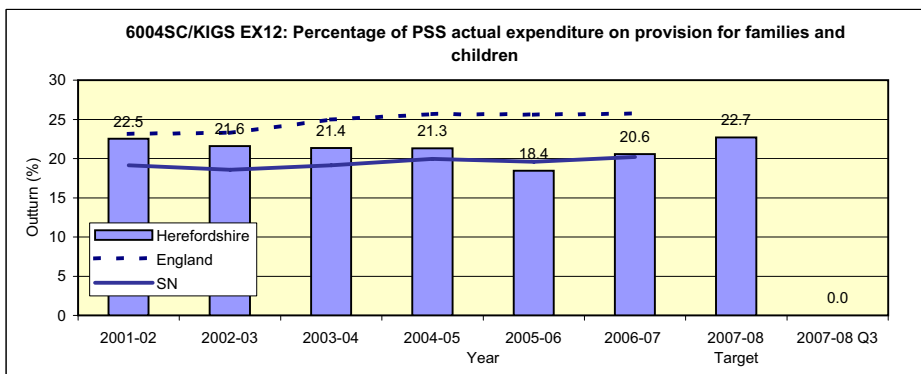
Q3

Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
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 will be available in March 2008

6004SC/KIGS EX12: Percentage of PSS actual expenditure on provision for families and children



Q3

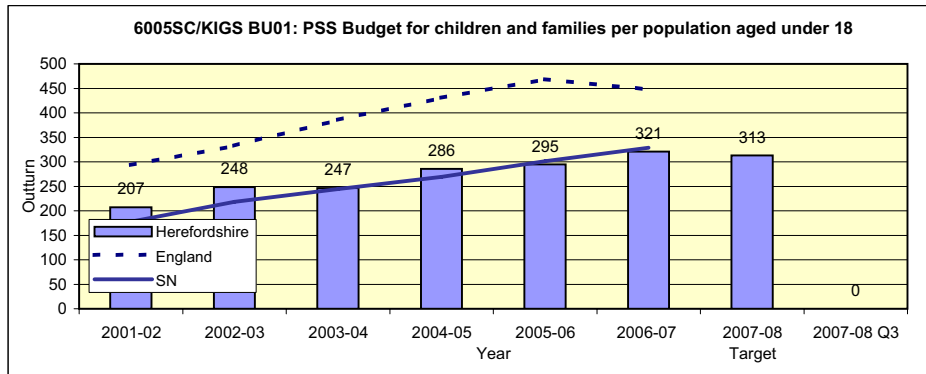
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire	22.5	21.6	21.4	21.3	18.4	20.6	22.7	No Data
England	23.2	23.3	25.0	25.7	25.6	25.7		
SN	19.1	18.6	19.1	19.9	19.6	20.2		

Analysis:

Data for this indicator will be available in Quarter 4

Service Management

6005SC/KIGS BU01: PSS Budget for children and families per population aged under 18



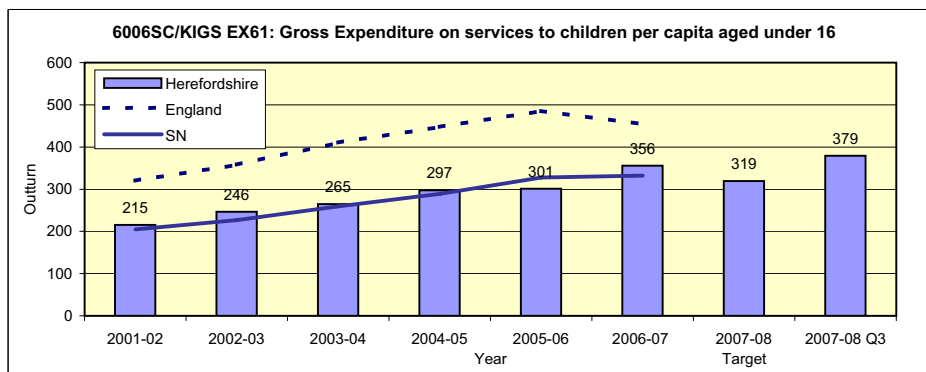
Q3

Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
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 will be available in March 2008

6006SC/KIGS EX61: Gross Expenditure on services to children per capita aged under 16



Q3

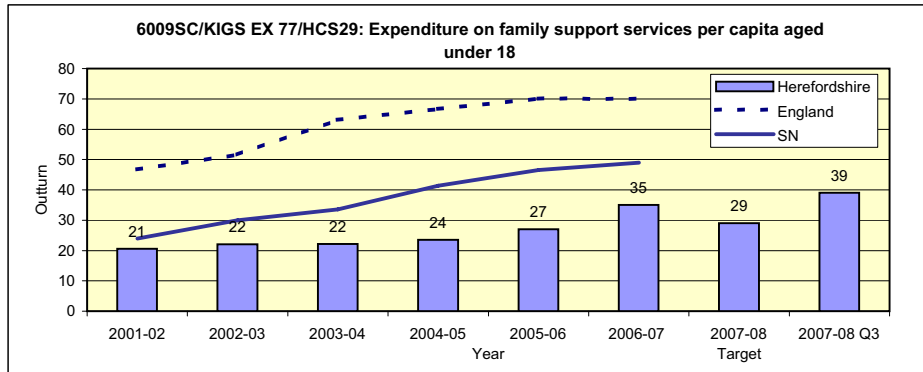
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire	215	246	265	297	301	356	319	379
England	320	358	410	448	485	454		
SN	205	227	259	289	328	332		

Analysis:

Spend has increased in the area of social work staff costs and family support, some of this work is preventive work to avoid numbers of children looked after increasing.

Service Management

6009SC/KIGS EX 77/HCS29: Expenditure on family support services per capita aged under 18



Q3



Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire	21	22	22	24	27	35	29	39
England	47	52	63	67	70	70		
SN	24	30	34	41	47	49		

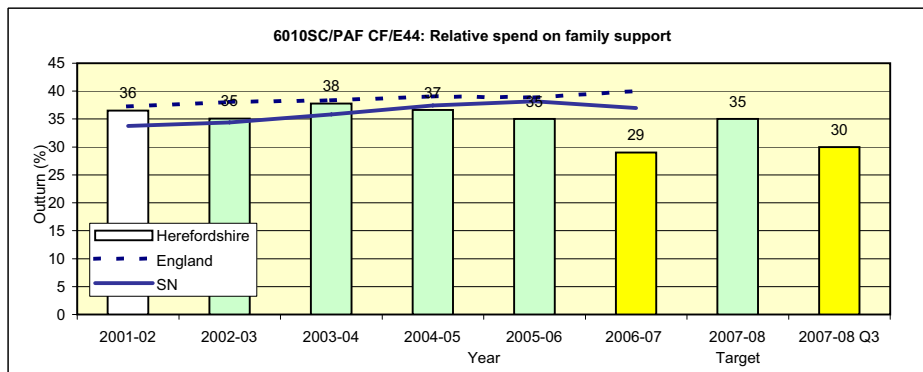
Analysis:

The increase from last quarter is due to an increase in the number of direct payments approved.

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)



Q3



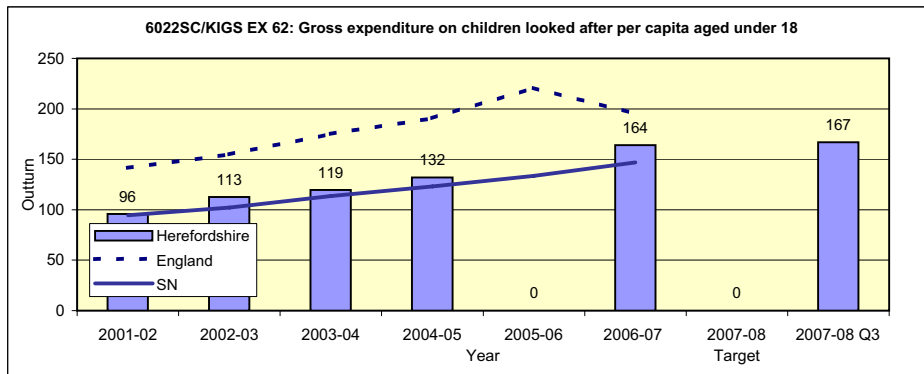
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire	36	35	38	37	35	29	35	30
England	37	38	38	39	39	40		
SN	34	34	36	37	38	37		

Analysis:

There has been an increase in the number of Direct payment approvals

Service Management

6022SC/KIGS EX 62: Gross expenditure on children looked after per capita aged under 18



Q3

Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire	96	113	119	132	--	164	No Data	167
England	141	155	175	191	221	195		
SN	95	102	114	123	134	147		

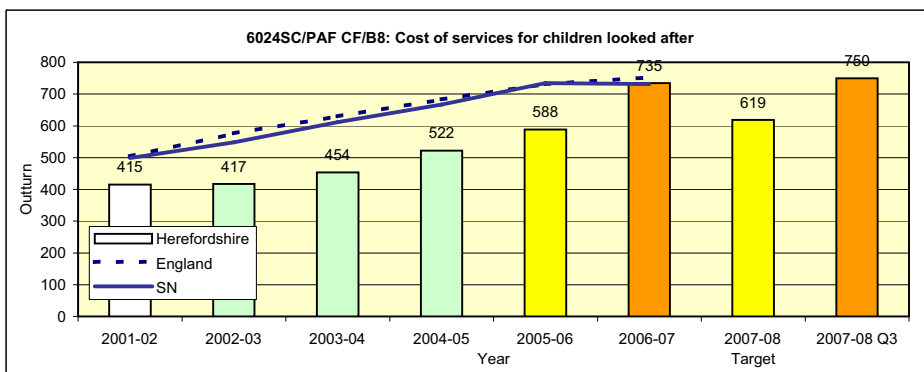
Analysis:

Reduction from last quarter due to reduction in the numbers of children looked after

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)



Q3

Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire	415	417	454	522	588	735	619	750
England	504	576	630	684	732	753		
SN	499	548	611	667	734	731		

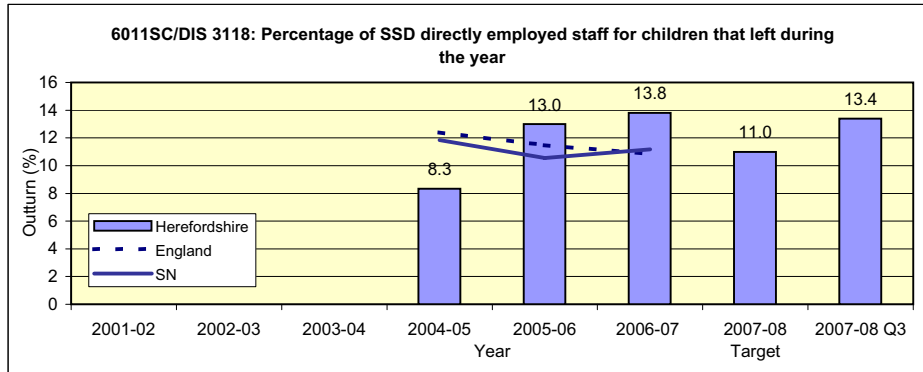
Analysis:

Reduction in the numbers of children looked after from the previous quarter and reduction in some of the weekly agency fees following negotiations with providers

Service Management

Staffing and Related Data

6011SC/DIS 3118: Percentage of SSD directly employed staff for children that left during the year



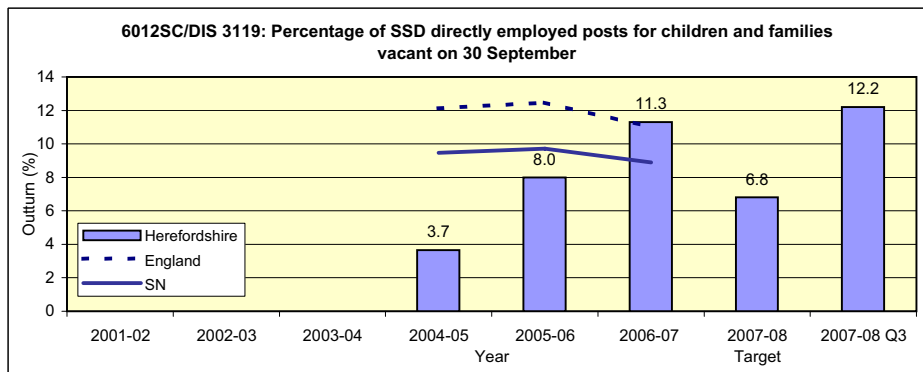
Q3

Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire				8.3	13.0	13.8	11.0	13.4
England				12.4	11.5	10.8		
SN				11.8	10.6	11.2		

Analysis:

13 Directly employed leavers left between 1st Jan and 31st Dec 2007. 8 Social Workers, 1 Team Manager, 1 Manager (Centre 18), 1 Aftercare Worker, 2 Family Support Workers. Reasons for leaving were due to a number of different reasons; ill-health retirement, retirement, relocation, leaving profession, setting up private business, career opportunity outside of locality.

6012SC/DIS 3119: Percentage of SSD directly employed posts for children and families vacant on 30 September



Q3

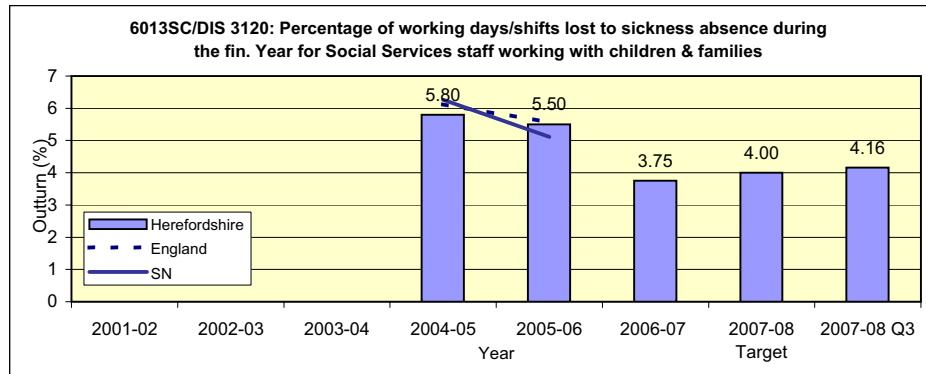
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire				3.7	8.0	11.3	6.8	12.2
England				12.1	12.5	11.0		
SN				9.5	9.7	8.9		

Analysis:

Vacancies 11.8. 3 x Social Worker Referral & Assessment Team, 2 x SW East, 1 x SW South, 1 x SW CAMHS, 1 x SW Children with Disabilities (0.8 FTE), 1 x ATM Children with Disabilities, 1 x Family Support Worker Referral & Assessment, 1 x Family Support Worker Children with Disabilities Team.

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



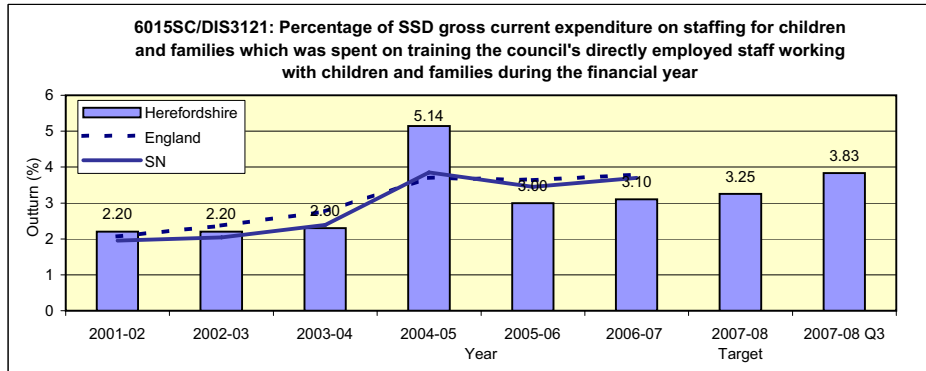
Q3

Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire				5.80	5.50	3.75	4.00	4.16
England				6.13	5.56			
SN				6.27	5.12			

Analysis:

% of days/shifts lost is 4.16% which equates to 1436.48 days. 54% of total days were long term absence cases. Of 11 long term cases; 2 have left on ill-health retirement grounds, 3 have left the authority, 3 have returned to work, 1 currently on maternity leave, and 2 are currently still absent. Working ongoing to address absence issues.

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



Q3

Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire	2.20	2.20	2.30	5.14	3.00	3.10	3.25	3.83
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		

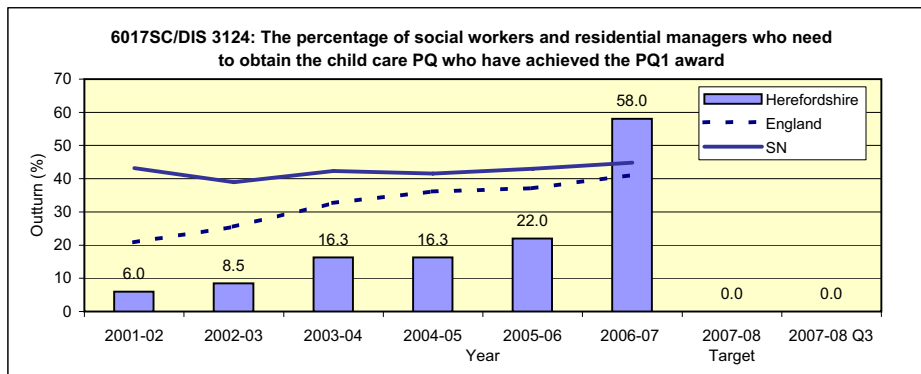
Analysis:

The activities are covered by the Learning & Development Plan 2007/08 and have supported the achievement of the non-negotiable position agreed with managers. This includes working towards 50% of all front-line staff working in social care holding an NVQ 2, 100% of all staff working in learning disabilities settings holding a relevant Learning Disability Qualification and to ensure all new workers complete an induction.

This also includes support to some of the developmental work around increasing assessment capacity, learning & development opportunities and distance learning programmes (which include such awards as Equality & Diversity, Healthy Eating, Safe Handling of Medicines and Dementia awareness.). In addition the council has provided places on the Social Worker Scholarship Scheme and maintains the Post Qualification activities for Qualified Social Workers. Corporate Training also takes place which includes Induction, Health and Safety etc., in addition to training courses commissioned by individual services.

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



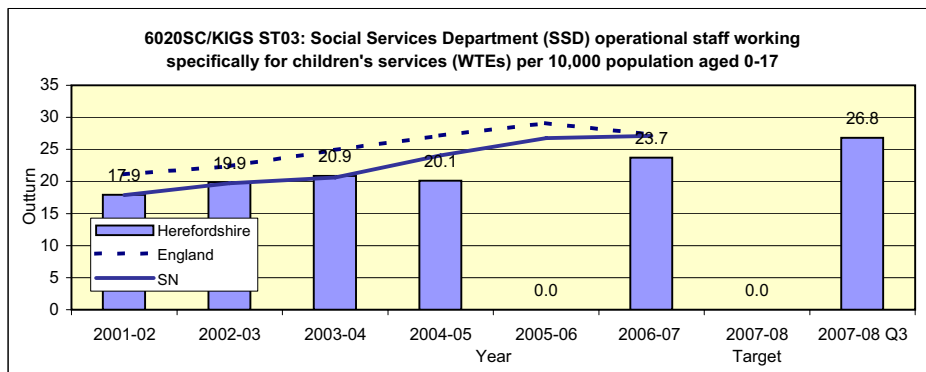
Q3

Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
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:

Projected performance is on target and higher than 06/07. Result will be affected by the projected loss of staff at end of the year which will produce higher than expected figure. As a relatively small authority small variances in staff numbers translate into large changes in performance figures. There is continued investment to support staff completing Post Qualification Work

6020SC/KIGS ST03: Social Services Department (SSD) operational staff working specifically for children's services (WTEs) per 10,000 population aged 0-17



Q3

Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire	17.9	19.9	20.9	20.1	--	23.7	No Data	26.8
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		

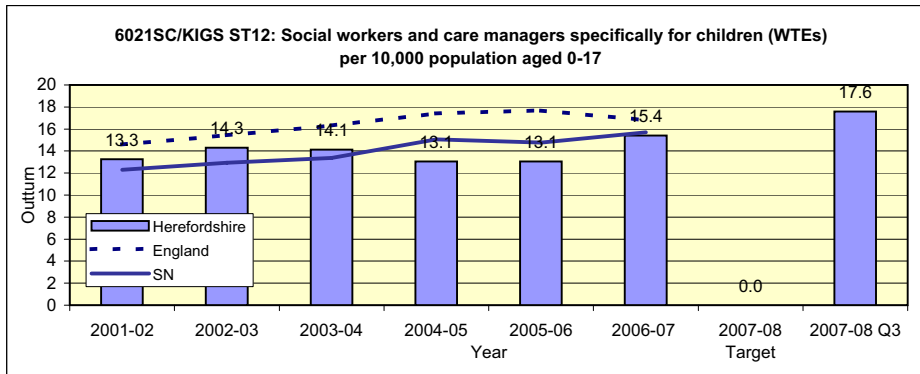
Analysis:

Performance dropped slightly compared to last quarter because of leavers.

Service Management

6021SC/KIGS ST12: Social workers and care managers specifically for children (WTEs) per 10,000 population aged 0-17

Q3



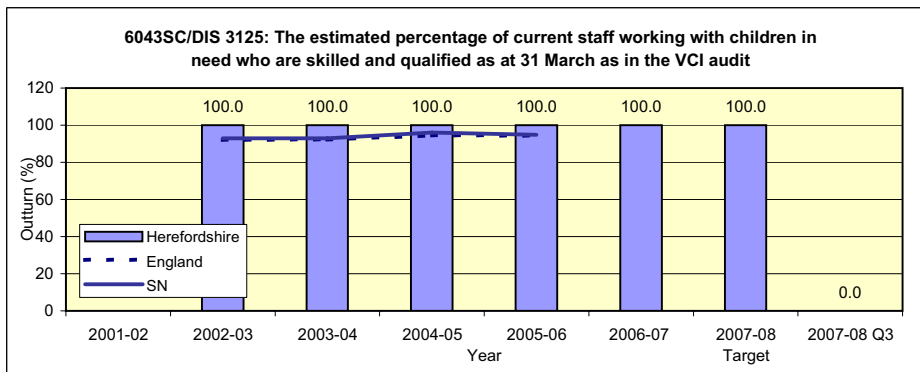
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire	13.3	14.3	14.1	13.1	13.1	15.4	No Data	17.6
England	14.6	15.4	16.3	17.4	17.7	16.8		
SN	12.3	12.9	13.4	15.1	14.8	15.7		

Analysis:

Performance dropped slightly compared to last quarter because of leavers.

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

Q3



Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
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:

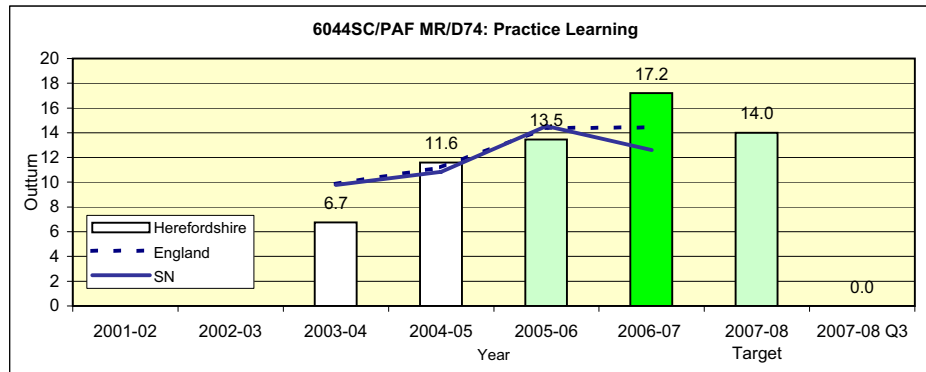
All staff working with children will be recruited with the appropriate qualifications i.e. Social Work degree & GSCC registration. A number of social workers are also completing post qualifying awards.

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)



Q3

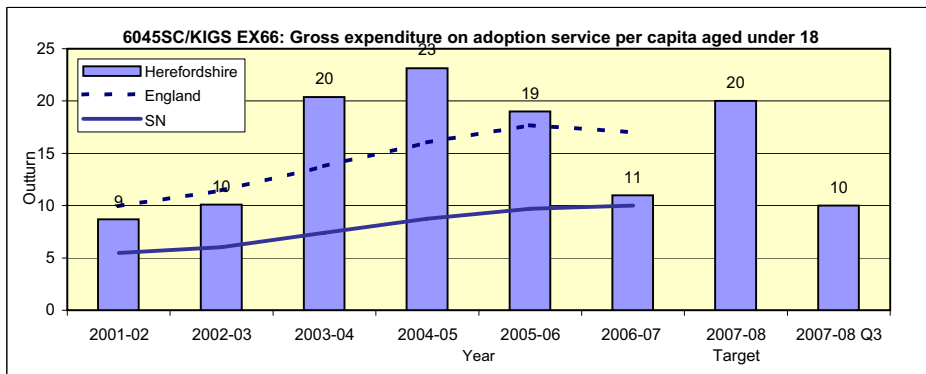
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire			6.7	11.6	13.5	17.2	14.0	No Data
England			9.9	11.2	14.4	14.4		
SN			9.8	10.8	14.5	12.6		

Analysis:

Students are in placements. Performance anticipated to be on target but below 06/07 outturn (due to the number of Social Workers employed by the authority. Last year there were a number of vacancies which increased the statistic) - full report available at the year end.

Expenditure/Funding

6045SC/KIGS EX66: Gross expenditure on adoption service per capita aged under 18



Q3

Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08 Q3
Herefordshire	9	10	20	23	19	11	20	10
England	10	11	14	16	18	17		
SN	5	6	7	9	10	10		

Analysis:

Very little change from last quarter, A number of children awaiting a placement and if these are found before the end of the financial year this will affect this indicator

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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 3 07/08 Outturn	Quarter 3 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, there will be no quarterly updates until we are able to put into practice a method of alternative collation (via Mentors/Dev Team etc.) we obtain data from an audit late in the year/early in the new year - but we are expecting targets to be attained. 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. The Audit will be carried out in January 2008 and therefore we will have a year end figure in March	●
BVPI 222B: % of early years leaders which have input from staff with graduate or post-graduate training in teaching or child development.	100%			100%		No Data	Data will continue to be collected via annual audit of settings, there will be no quarterly updates until we are able to put into practice a method of alternative collation (via Mentors/Dev Team etc.) we obtain data from an audit late in the year/early in the new year - but we are expecting targets to be attained. All early years leaders continue to have input from staff with graduate or post-graduate training in teaching or child development. The Audit will be carried out in January 2008 and therefore we will have a year end figure in March	●
60145C: 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	Yes. Still have significant recruitment difficulties in recruiting experienced social workers, particularly for Referral & Assessment team, and CAMHS. We are also struggling to attract agency staff to fill permanent positions in the interim. This is causing significant operational difficulties across teams.	●
60165C/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	

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 21 April 2008

7 July 2008	
Officer Reports	<ul style="list-style-type: none"> • Annual presentation by Cabinet Member (Children's Services). • Review of the Directorate and Service Plan. • Youth Service – response to changes and government initiatives. • Capital Budget Monitoring. • Revenue Budget Monitoring. • Performance Digest. • "Me We" film. How individual thoughts and actions, both negative and positive, feed into community attitudes. • Behaviour and Discipline Management in Herefordshire Schools – Update on progress against the Executive action plan. • Committee Work Programme.
Scrutiny Reviews	
29 September 2008	
Officer Reports	<ul style="list-style-type: none"> • Capital Budget Monitoring. • Revenue Budget Monitoring • Performance Digest • Committee Work Programme.
Scrutiny Reviews	
8 Dec 2008	
Officer Reports	<ul style="list-style-type: none"> • Capital Budget Monitoring. • Revenue Budget Monitoring • Performance Digest • Committee Work Programme.
Scrutiny Reviews	
30 March 2008	
Officer Reports	<ul style="list-style-type: none"> • Capital Budget Monitoring. • Revenue Budget Monitoring • Performance Digest • Committee Work Programme.
Scrutiny Reviews	

The Scrutiny Review of Transition from Leaving Care to Adult Life is nearing completion. Both this Committee and the Adult Social Care and Strategic Housing Scrutiny Committee have obvious interests in this subject, however, it was agreed from the outset that the resultant report from the review would be reported to Adult Social Care and Strategic Housing Scrutiny Committee with Members of this Committee specifically invited to attend.

The Director has briefly informed the Chairman and Vice-Chairman that scrutiny may be invited to comment on forthcoming issues in respect of the APA Inspection and Directorate Management Structures.

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.