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Children's Services Scrutiny Committee

Date: **Monday, 7th July, 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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Herefordshire 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, BA Durkin, P Jones CBE, G Lucas, JE Pemberton, RV Stockton, 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)

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

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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 on 21 April 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. PRESENTATION BY CABINET MEMBER</p> <p>To provide an overview of Children and Young People Directorate's performance, self assessment and activities for 2008/09. The presentation will also set out the responsibilities of Cabinet Member (Children's Services) and Cabinet Member (ICT, Education & Achievement).</p> | <p>11 - 36</p> |
| <p>7. REVIEW OF DIRECTORATE AND SERVICE PLAN / PERFORMANCE MANAGEMENT</p> <p>To consider the Performance Digest covering the financial year 2007/08 and the Children and Young People's Directorate Plan 2008-2011.</p> | <p>37 - 40</p> |
| <p>Reports for Agenda Item 7</p> <p>Both the attached reports have been issued to Committee Members as separate documents to the agenda.</p> | |
| <p>8. YOUTH SERVICE UPDATE: TARGETED YOUTH SUPPORT AND POSITIVE ACTIVITIES</p> <p>To update Members on the progress of the Youth Service in adapting to the changes in youth work particularly the increased emphasis on Targeted Youth Support (TYS) for vulnerable young people and new legislation on the provision of Positive Activities.</p> | <p>41 - 68</p> |

9. CAPITAL BUDGET OUTTURN REPORT 2007/8	69 - 74
To advise the Committee of the final outturn position for the 2007/08 Children's Service Capital programme and to highlight the proposed programme for 2008/09.	
10. REVENUE FINAL OUTTURN REPORT 2007/8	75 - 78
To report on the final outturn for the revenue budget for 2007/08 for the Children & Young People's Directorate.	
11. RACIST BULLYING "MEWE" VIDEO	
To inform the Committee of the "MeWe" video tackling the challenges of racist bullying.	
12. REVIEW OF BEHAVIOUR AND DISCIPLINE MANAGEMENT IN HEREFORDSHIRE SCHOOLS	79 - 86
To update the Committee with regard to progress made in the action plan following the review.	
13. COMMITTEE WORK PROGRAMME	87 - 90
To consider the Committee work programme.	

PUBLIC INFORMATION

HEREFORDSHIRE COUNCIL'S SCRUTINY COMMITTEES

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

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

The principal roles of Scrutiny Committees are to

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

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

PUBLIC INFORMATION

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

1. Identifying Areas for Scrutiny

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

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

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

Remits of Herefordshire Council's Scrutiny Committees

Adult Social Care and Strategic Housing

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

Children's Services

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

Community Services Scrutiny Committee

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

Health

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

Environment

*Environmental Issues
Highways and Transportation*

Strategic Monitoring Committee

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

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

BROCKINGTON, 35 HAFOD ROAD, HEREFORD.

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COUNTY OF HEREFORDSHIRE DISTRICT COUNCIL

MINUTES of the meeting of Children's Services Scrutiny Committee held at : The Council Chamber, Brockington, 35 Hafod Road, Hereford on Monday, 21st April, 2008 at 10.00 a.m.

Present:	Councillor	SJ Robertson (Chairman)
	Councillor	WU Attfield (Vice Chairman)
	Councillors	ME Cooper, BA Durkin, P Jones CBE, G Lucas, RV Stockton, AM Toon and JD Woodward
	Church Members	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 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)

In attendance: Councillors: WLS Bowen, ACR Chappell, PJ Edwards, JP French, JA Hyde (Cabinet Member - Children's Services), TM James, RI Matthews, AT Oliver and J Stone

46. NEW ATTENDEES AT COMMITTEE

The Chairman welcomed Councillor BA Durkin and explained that he had been appointed to the Committee in place of Councillor JK Swinburne.

She also welcomed Mr S Pugh, Primary School Headteacher representative, and Mr N Parker, Secondary School Parent Governor representative. She also informed the Committee that Mr R Aird was now the representative for Special School Headteachers.

She also welcomed Mr Chris Baird, Head of Performance, Planning and Development in the Children's Services Directorate.

47. APOLOGIES FOR ABSENCE

Apologies were received from Councillor JE Pemberton, Councillor WJ Walling and Mr JD Griffin.

48. NAMED SUBSTITUTES

There were no named substitutes.

49. DECLARATIONS OF INTEREST

The following declarations were made:

Councillor SJ Robertson	Item 7 - Swimming Provision in Hereford City and Surrounding Area.	Personal - Primary School Governor.
Councillor W U Attfield	Items 7 - Swimming Provision in Hereford City and Surrounding Area and 8 - Wyebridge Academy.	Personal - High School Governor.
Mr RI Stevenson	Item 7 - Swimming Provision in Hereford City and Surrounding Area.	Prejudicial and left the room during discussion. Director of potential contracting company.
Revd I Terry	Item 8 – Wyebridge Academy.	Personal - As Diocesan Director of Education connected with the Sponsors of the Academy.
Mr S Pugh	Item 7 – Swimming Provision in Hereford City and Surrounding Area.	Personal - Head of school using the pool.
Councillor JD Woodward	Item 7 - Swimming Provision in Hereford City and Surrounding Area.	Personal - Primary School Governor.
Councillor AM Toon	Item 11 – Capital Budget Monitoring.	Personal - Primary School Governor.
Councillor ACR Chappell	Items 7 Swimming Provision in Hereford City and Surrounding Area and 8 - Wyebridge Academy.	Personal - High School Governor and Director of South Wye Regeneration Partnership.

50. MINUTES

The Chairman reported that two questions had been received from Mr M Gibson in relation to agenda item 4 – Minutes with reference to the Review of Provision of School Places: Progress Report namely: 'can you provide exact details of: a) the name of the person who was responsible for making the decision to announce the proposals as they stood, without them first being made subject to the scrutiny of your Committee? and b) what disciplinary action will be taken against this person?

The Chairman responded that the matter of any disciplinary action was a personnel issue and was out side the remit of scrutiny committees.

Questioned on the third paragraph of minute 38 - Review of Provision of School Places: Progress Report – the Director of Children's Services reported that as at the meeting on 22nd January the proposals had been withdrawn. Subsequent to this the Leader of the Council had made a statement to Council on 8 February 2008 and there was now no review. She further reported that Dr Boden, who had undertaken the independent review of schools data, would be reporting in April to Council Members and schools on the findings from the review. Following this, meetings would be held to pick up and progress the outcomes identified. Further meetings were anticipated later in the year with school clusters to find ways forward.

RESOLVED: that the minutes of the meeting held 22 January 2008 be approved and signed by the Chairman.

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

The Chairman referred to an e-mail suggestion received from Mr M Gibson. Following on from Minute No 38 (Review of Provision of School Places: Progress Report) of the previous meeting and in particular the final paragraph, he put the following written suggestion: "I would strongly request that the Committee investigate what strategies will now be put in place to ensure accountability and credibility in any future plans and decisions made by the council with particular relation to Children's Services."

The Director of Children's Services reminded Members that, as reported by the Leader of the Council at Council on 8 February 2008, the Review proposal had been withdrawn. She assured the Committee that in the future there would be closer liaison with the Chairman and Vice-Chairman of the Committee and that timely reports on issues for scrutiny would be brought to Committee. Any decisions would be in accordance with the Councils Constitution.

The Committee noted the position and assurance by the Director of Children's Services.

52. COMMITTEE MEMBERSHIP - UPDATE

The Committee were informed of the membership of the Committee with particular reference to the co-opted membership.

The Democratic Services Officer presented a report outlining the changes to the co-opted membership following consideration of the membership by the Committee in June 2007. He reported that appropriate representatives for current vacancies were being sought. He highlighted that having considered the implications of the Local Government Act 2003, Cabinet on 18th December 2003 had decided not to confer voting rights on non-statutory co-opted members. He also highlighted alternative means of obtaining wider information on specific issues. He also confirmed that co-opted members were expected to abide by the Councils constitution in relation to their appointment to Committees.

The Chairman referred to a recent request that further representation by small primary schools be included on the Committee. She commented that the education sector, particularly the primary sector through the co-opted and Councillors as governors of schools, was in her view adequately represented. She assured the Committee that should an issue arise on which she or the Vice-Chairman decided that wider input was needed then it would be sought, as demonstrated at this meeting by the invitation of external witnesses for agenda items 7 and 8.

RESOLVED: That the current membership of the Committee and action in relation to current vacancies be noted.

53. SWIMMING PROVISION IN HEREFORD CITY AND SURROUNDING AREA

A prejudicial interest was declared by Mr RI Stevenson and he left the room. Personal interests were declared by Mr S Pugh and Councillors: WU Attfield; ACR Chappell; SJ Robertson; JD Woodward.

The Committee considered the alternatives for making provision for school

swimming in Hereford City and informed the Cabinet Member (Children's Services) of their preferred option.

The Chairman welcomed the following who had been invited to attend: Mr J Argent, Chief Executive, Halo Leisure; Mr J Moynihan, Mr A Thomas and Miss A Taylor representing Headteachers of schools using the St Martin's (LEA) Pool and Mrs W Lewis, Swimming Instructor, LEA Pool.

The Head of Commissioning & Improvement – Schools Services, reported upon the history of the St. Martin's (LEA) swimming pool, the background to its closure and the temporary arrangements made for schools to use the Hereford Leisure Pool operated by Halo Leisure. He also outlined the capital and revenue implications of repairing and continued provision of the St Martin's facility, as set out in the agenda report and appendix 2.

Invited by the Chairman to comment on the use of the Leisure Pool, Mr Argent responded that due to the short notice there had been a number of initial operational issues but these had been overcome. In relation to the problems highlighted by schools, listed at paragraph 7 in the report, he reported that these were not insurmountable and could be reduced or eliminated. Halo had been happy to accommodate the 38 schools for swimming lessons at the Leisure Pool and welcomed the discussions with school Heads concerning its continued use.

Responding to the invitation by the Chairman to comment on the use of the Leisure Pool, Miss Taylor highlighted concerns that the Leisure Pool had not been designed to accommodate the teaching, changing, security and safety of large numbers of pupils (approximately 50) in one session. She also highlighted the inconvenience to the public by having large areas restricted for teaching use.

Mr Moynihan concurred with the comments made by Miss Taylor and reemphasised the importance of safety and supervision set out in paragraph 11 in the agenda report.

Mrs Lewis commented that the LEA Pool had received good Ofsted reports and achieved a high degree of success in its curricular teaching. She further commented that, out of hours, the pool was used by the Hereford Swimming Club and the Blind College, both of which contributed to income generation.

Invited by the Chairman to comment, Councillor ACR Chappell, a Ward Member for St. Martins & Hinton, responded by: outlining the complaints he had received concerning various aspects of using the Leisure Pool; reporting on the use of the LEA pool by swimming clubs; commenting on the potential use by a local Health Centre and questioning how the loss of the facility would effect the Extended Schools Programme. He highlighted the need for the Council's Executive to explore alternative avenues of financing the facility once the repairs had been undertaken. He also commented on the possible use of Section 106 Agreement funding (developer contribution to community infrastructure).

During the course of discussion the following principle points were noted:

- The Director of Children's Service clarified that the recent Section 106 funding had not been specifically allocated to swimming but towards education or Children's Services capital projects. Its use towards the pool would detract from spending on other projects.
- While the Leisure Pool could provide 'Aquamark' and ASA levels of swimming teaching questions were raised whether they matched the specific curriculum teaching levels.

- While Halo were thanked for accommodating the temporary teaching programme and praised for the facilities at the Leisure Pool, a number of comments were made that the specialist teaching at the LEA Pool should continue where the safety and security of the child could be closely monitored.
- Following the closure of the Sydonia Pool, Leominster, a study was undertaken into the total swimming provision in the County. Following the building of the Leominster pool the County as a whole now had a small surplus of swimming provision.
- Questioned further on the revenue costs it was noted that there was a net deficit in the region of £50,000 per annum. This assumed schools continued at the current level of contribution at £66.00 per hour in common with other schools using other pool facilities around the County. In light of the Local Management of Schools (LMS) funding regulations the retention of a central budget, already at the maximum of £80,000 for a facility benefiting certain schools could not be increased. If a Service Level Agreement (SLA) were introduced for schools using the facility then to break-even a charging level of approximately £138.00 per hour would need to be introduced, which schools may not be willing or able to afford. To ensure some level of financial planning it was considered that SLAs covering at least 3 years be entered into.
- Providing further clarification concerning the reduced income over the recent years it was noted that schools had been reducing the number of visits and this had effected income levels.
- It was acknowledged that water leaks from the skimmer channels had contributed to the increased cost of water.

Having debated the issue a general consensus appeared that in view of the value to the local school population the facility should continue. The Cabinet Member should consider undertaking the works set out at paragraph 16 to the value of £72,500.00 to re-open the pool provided that sufficient schools commit themselves to a 3 year period of charge which would cover the net costs. The Committee also considered that a review of the financing of the pool was needed to ensure that it could operate within budget into the longer term.

The Chairman thanked the invited guests for attending and contributing to the debate.

RESOLVED: That the Cabinet Member (Children's Services) be recommended to consider:

- a) That works within the budget of £72,500 to reopen the St Martin's Pool be undertaken, once sufficient schools had committed themselves for a 3 year period at a level of charge which would cover the net costs; and
- b) A wider review of the financing of the pool be undertaken to ensure that it could operate within budget.

54. WYEBRIDGE ACADEMY: PROGRESS REPORT

Personal interests were declared by Revd I Terry and Councillors: WU Atfield; ACR Chappell.

The Committee received a report on the progress being made in Wyebridge Sports College becoming an Academy.

The Chairman welcomed the following who had been invited to attend: Mr P Adams, Partnership for Schools; Mr M Evans, Department for Children, Schools and Families (DCSF); Mr I Main, Navigant Consulting; Mr J Sheppard, Principal (Designate) Wyebridge Academy.

The Head of Commissioning & Improvement (Schools & Services) presented the agenda report and updated the Committee on the following five points:

1. As set out in paragraph 6 Cabinet had authorised the issue of Statutory Notices to close Wyebridge Sports College. While these notices ran for a minimum of 6 weeks the closure of the consultation period had been extended from 8th May to 28th May 2008. Three consultation meetings (dates yet to be confirmed) would be held at other community centres to ensure that members of the community were aware of what was being proposed.
2. Advantage West Midlands (AWM) had now confirmed that provided the Residents Association were accommodated in the relocated info zone building, then no claw back of the £60,000 grant to the Residents Association would be imposed.
3. He confirmed that the 'ICT vision' document need to be included in the Outline Business Case (OBC) document. The ICT Vision document was currently awaiting approval by BECTA.
4. No problems had been raised by Sport England concerning the playing fields as indicated in the Outline Business Case. However, they had recommended that reinforced grass rather than artificial grass be used. They had also recommended that the Academy should not aim to provide for all sports but to work in partnership with other schools.
5. Arrangements were being made concerning the tendering of the project in late May 2008. This would be in accordance with the intended timetable for the project.

During the course of debate the following principle points were noted:

- Mr Main reported that initial costings for ICT indicated that, including a contingent sum for variations, the cost would be within the allocated capital budget.
- In response to two planning issue questions namely: taking account of the sloping ground levels at the site and the potential for parking problems, the Committee were advised that discussions would be held between the Academy and the Council's Planning Service to broker an acceptable solution to the potential parking issue. The possibility of imposing similar parking conditions to those at the 6th Form/Learning Village were mentioned, however, it was cautioned that a limited sum was contained in the project for parking and any extra provision would be to the detriment of the overall learning provision.
- Questioned on the transfer of staff from College to Academy the Committee were advised that the transfer would recognise the National Conditions of Service for teaching staff.
- Responding to questions on the ICT "Cost per pupil" the Head of Commissioning & Improvement (Schools & Services) reported that the sponsors had made a commitment to support teaching and learning and would commit to supporting the ongoing ICT revenue costs. Indications had been made that spend per pupil would be at the higher end of the range and this would be supported from the Academy's Dedicated Schools Grant Funding. The level to be allocated would be set by the Principal.
- Reference was made to recent publicity concerning construction companies rigging tender bids for contracts. Mr Adams reported the National Framework

listed major contractors that had signed up to undertake works to a pre agreed rate. He confirmed that six contractors on the National Framework list were being investigated and that the Framework was being looked at to ensure that it provided a robust tendering mechanism.

- Questioned on the rights of parents to the admissions appeal process Mr Evans responded that to the best of his knowledge the sponsors expected the Academy to apply similar procedures as local authority schools and to abide by the terms set out by the Local Admissions Forum. The Committee noted that parents, staff and pupils would be represented on the Board of Governors.
- In relation to the ICT provision the Committee noted that pre tender talks were being held with potential bidders in an attempt to clear up technical issues at a early stage.
- Reference was made to agenda page 37 "Appendix 1 results of 4th July and 10 December consultation" in that it was alleged that the list of those consulted may be inaccurate.

The Chairman thanked the invited guests for attending and contributing to the debate.

RESOLVED: That the reported progress on the Wyebridge Sports College becoming an Academy be noted and the Scrutiny Working group continue to meet on an ad hoc basis to consider issues of concern if they arise.

55. KINGTON CHILDREN'S CENTRE NURSERY

The Committee considered the related issues around the proposal to close Kington Children's Centre Nursery, 3 Gravel Hill, Kington, and informed the Cabinet Member (Children's Services) of their recommendation.

The Chairman reported that questions or comments on this item had been received from Mr Ian Flood on behalf of concerned parents; Mr Bob Widdowson, Chair, Kington Area Regeneration Company, and Katie Flood on behalf of the Governors at Kington Primary School. The questions together with the written response handed out at the meeting have been entered in the Committee minute book.

The Head of Integrated Services and Inclusion reported that the Committee were being consulted prior to a Cabinet Member (Children's Services) decision on the issue. She presented the agenda report and highlighted the various efforts made by local residents and the authority over the years to identify the needs, retain and finance the nursery facility in Kington, which due to the low attendance numbers and cost of provision, was being considered for closure.

The Manager of Early Years and Extended Services reported that since publication of the agenda report two possible options to continue a nursery facility had come forward, and urgent work was currently underway to assess their viability. She warned that even if an alternate provider could be found the current provision by the authority (the Kington Children's Centre Nursery) may still need to close in September 2008.

The Chairman invited Mr I Flood, nominated representative for concerned parents, to expand on his submitted questions and to put the parent's point of view.

Mr Flood criticised the short notice given to parents over the proposals and the time scale in which to submit questions to the Committee. He highlighted that parents

were now seeking to find suitable alternate provision in the area. While acknowledging there was local crèche provision e.g. at Lady Hawkins, he commented that this did not meet the requirements of working families and that some parents now faced the prospect of having to give up work. Staff at the current facility were seeking new employment and therefore, assuming a new employer could be found, the business would suffer through lack of continuity. He also questioned the level of local advertising for the facility as many locals seemed unaware of it.

The Chairman invited Councillor TM James, local ward member, to comment.

Councillor TM James criticised the apparent rush towards closing the facility. He commented that many of the answers given to the written questions were flawed highlighting inconsistencies in the expected number of new houses. He also highlighted the difficulties for parents in accessing alternative provision at Eardisley and Lyonshall. He suggested there needed to be some breathing space e.g. 2 or 3 months, to explore possible alternatives. He further commented that to his knowledge Smart Start Nurseries had only advertised the facility by word of mouth.

The Head of Integrated Services and Inclusion reported that there needed to be a point at which a decision was made. She emphasised that help and support would be offered to any family disadvantaged by the closure which was not proposed to happen until July 2008. She responded to the comment concerning new housing numbers that attendance numbers would still not be viable even if double the expected new housing were built. Responding to comments regarding the consideration of options she emphasised that at many times in the facilities history options had always been considered. Currently it did not present a viable business case to offer it for tender, however, the two recent options that had come forward would be urgently explored.

Responding to whether the Government Office West Midlands (GOWM) would claw back the £210,000 Neighbourhood Nursery Initiative funding the Manager of Early Years and Extended Services reported that a case would have to be put to GOWM for individual assessment. Responding to the earlier comment regarding advertising she informed the Committee that a degree of marketing had been undertaken when issues arising out of the Ofsted inspection had been addressed.

RESOLVED that the report be noted and in light of the comments made, particularly regarding two further options, the Cabinet Member (Children's Services) be recommended to reconsider the closure of Kington Children's Centre Nursery if a viable alternative option can be found. However members were anxious not to extend this period indefinitely and suggested a 6 week window of review before a final decision by the Cabinet Member

56. CHILDREN AND YOUNG PEOPLES PLAN 2008-2011

The Committee considered the new Children and Young People's Plan 2008 – 2011.

The Business Manager – Children's Trust, presented the agenda report and appended draft Plan, and highlighted that the Children and Young People's Plan was a statutory document and contained the key priorities for children and young people. She outlined the process and consultation undertaken and reported that the appended draft had been approved by the Councils Cabinet and all agencies within the Children's Trust arrangement. The Plan would now be presented to Council for final approval.

Responding to why "developing a sustainable peer support approach to

breastfeeding” was connected with obesity against the outcome ‘2 Promote healthy lifestyles...’ on agenda page 78, the Director of Children’s Services reported that the Plan followed a set process for its lay out and therefore on the face of it some elements may not have obvious connections, however, following advice from the Primary Care Trust, she assured the Committee that medical links had been established between the two..

Responding to a question on how the priorities, identified at section 7.5 and further set out at sections 8 and 9 in the draft Plan, would be monitored the Business Manager – Children’s Trust reported that the associated delivery plans were being formulated. The Director of Children’s Services commented that the Committee would be kept appropriately involved.

Referring to agenda page 94 – Key Data: Additional Needs – concern was expressed that mixed messages were being given to parents concerning pupils under the ‘statemented’ and ‘banded funding system’ and whether this required further review.

RESOLVED: That the report be noted and the Children and Young People’s Plan 2008-2011 be endorsed.

57. CAPITAL BUDGET MONITORING REPORT 2007/08

A personal interest was declared by Councillor AM Toon.

The Committee were updated on the position of the Capital budget for 2007-08 for the Children and Young People’s Directorate.

The Finance Manager presented the agenda report. Details of expenditure on capital projects were listed in appendix 1. He emphasised that expenditure, rather than any underspend, for projects at both Riverside and Minster College had been re-profiled due to slippages in the schemes.

In response to a question on the Hunderton/Hollybush scheme (agenda page 101) the Head of Commissioning and Improvement reported that this was a scheme to improve both sites under the Children’s Centres programme and was separate from the Riverside junior and infant school amalgamation project.

Following recent proposals to change the Governments Building Schools for the Future programme, in that a number of phases may be accelerated for consideration, the Head of Commissioning and Improvement confirmed that subject to receiving further guidance from DCSF a number of school building schemes submitted under the previous programme would be revised and re-submitted under the accelerated programme.

RESOLVED: That the report be noted.

58. REVENUE BUDGET MONITORING REPORT 2007/08

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

The Finance Manager reported that the end of year forecast indicated an underspend of £196,000 which would be rolled forward to 2008/09. The underspend within the Dedicated Schools Grant of £476,000 was ring fenced and would be considered by the Herefordshire Schools Forum in June.

Responding to comment regarding the anticipated underspend of £172,000 in Assessment and Family Support (agenda page 105) and how its early use in intervention work could have produced savings in other budgets the Head of Safeguarding and Assessment reported that greater thought would be given to how budgets were set and aligned to give better outcomes.

RESOLVED: that the revenue budget monitoring report 2007/08 be noted.

59. PERFORMANCE DIGEST - QUARTER 3 - 2007/2008

The Committee considered the Quarter 2 Performance Digest for Children's Services (October to December 2007).

The Performance Improvement Manager presented the report and arising from discussion the Committee were informed that overseas recruitment had taken place for experienced social workers and it was hoped that a number would be taking up employment in August from the USA.

RESOLVED: That the position set out in the Performance Digest for Quarter 3 be noted

60. COMMITTEE WORK PROGRAMME

The Committee considered its work programme.

The Committee had earlier identified that under the Children and Young People Plan, delivery plans would be submitted to Committee for consideration and that statemented/banded funding issues may be considered as an issue for further consideration. It was noted that Members of the Shadow Children's Trust Board may attend future meetings of the Committee.

Comment was also made regarding the governance arrangements for the Children's Trust and in response the Director of Children's Services stated that the work of the Trust was rapidly developing but she would be considering new guidance.

RESOLVED: That subject to consideration of the above issues by the Chairman the work programme be approved and reported to Strategic Monitoring Committee.

61. MRS ANNE HEATH- HEAD OF INTEGRATED SERVICES AND INCLUSION MR GEORGE SALMON - HEAD OF COMMISSIONING AND IMPROVEMENT

The Chairman reported that this had been the last scheduled Scrutiny Committee meeting for both Mrs Anne Heath and Mr George Salmon as both would be retiring in June 2008. On behalf of the Committee she wished them both a long and happy retirement and thanked them for their commitment to the education of young people in the County and latterly the implementation of the wider Children's Agenda.

The meeting ended at 1.01 p.m.

CHAIRMAN

PRESENTATION BY CABINET MEMBER**Report By: Director of Children's Services****Wards Affected**

County-wide

Purpose

1. To provide an overview of Children and Young People Directorate's performance, self assessment and activities for 2008/09. The presentation will also set out the responsibilities of Cabinet Member (Children's Services) and Cabinet Member (ICT, Education & Achievement).

Financial Implications

2. None identified

Considerations

3. Members will receive a report and the Children and Young People's Directorate Plan 2008-2011 and the Performance Digest Year End Outturns 2007/2008 as a separate agenda item for consideration. The Annual Performance Assessment self assessment document (Appendix 1) is attached together with evaluation of grades (Appendix 2) and will be mentioned in the presentation.

RECOMMENDATION

THAT the Committee note the content of the presentation and consider ways in which Members of Scrutiny Committee can become more involved in the work of the Children and Young People's Directorate.

BACKGROUND PAPERS

- None identified

Annual Performance Assessment – self assessment

PART A – Background

<i>Name of Children's Services authority</i>	Herefordshire Council – Children and Young People's Directorate
<i>Address</i>	Blackfriars, PO Box 185, Hereford, HR4 9ZR
<i>Children's Services contact:</i>	Hilary Hall, Improvement Manager
<i>Telephone:</i>	01432 260801
<i>Email</i>	hhall1@herefordshire.gov.uk
<i>Date self assessment submitted:</i>	26 June 2008
<i>Agreed on behalf of the Children's Services authority:</i>	Sharon Menghini, Director of Children's Services
<i>Involvement of partners in the self assessment</i>	All partners in the Children's Trust have been involved in the preparation of the self-assessment. Each Outcome Group identified the key strengths and areas for improvement for their outcome as an initial exercise and then commented on, and updated, subsequent drafts of the self assessment. The Management Group of the Children's Trust specifically focused on strengths and areas for improvement in relation to Management of Services and the Children's Trust Board took an overview of the entire document.

PART B – Context

Key contextual features

- Herefordshire is a predominantly rural county of 842 square miles; the city of Hereford is the major location for employment, administration, health, education facilities and shopping. The five market towns of Leominster, Ross-on-Wye, Ledbury, Bromyard and Kington are the other principal centres. At 0.8 persons per hectare, Herefordshire has the 4th lowest population density in England. Just below one-third of the population lives in Hereford City, about a fifth in the market towns and almost half in the rural areas.
- The current population of Herefordshire is 177,800 (mid-2006 estimates), a growth of just under 2% since 2001. However, the number of under 16s is forecast to continue to fall until 2016, and numbers are then expected to stabilise at around 29,000 (9.4% below 2006 levels). Herefordshire has low proportions of ethnic minorities; around 3.7% of the county's resident population (2005 estimates) although it has substantial numbers of short-term international migrants, employed predominantly in agriculture
- The most deprived areas in Herefordshire are within Hereford (South Wye and Central) and Leominster. Transport and communication infrastructures are key for the county, as they impact on employment, health, access to services and quality of life.
- In general, health in the county is relatively good, with people in Herefordshire expected to live longer than the average regionally and nationally. However, there are pockets of poor health, predominantly in Hereford City and Leominster. Low average wages, coupled with relatively high house prices, mean that housing affordability is a major issue in the county. Herefordshire has relatively low levels of crime, comparing favourably with similar areas for key crime categories, such as vehicle crime and domestic burglary although anti-social behaviour, criminal damage and common assault are slightly higher.

Arrangements for joint working

- In the summer of 2007, 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. The Children's Trust arrangements comprise all agencies that commission or provide services for children and young people.
- 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.
- Further information on the work of the Children's Trust and associated plans and strategies is available on the Council's website at http://www.herefordshire.gov.uk/community_and_living/young_people/26247.asp

Priorities for children and young people

- The local priorities for children and young people, as agreed in the Children and Young People's Plan 2008-2011, are set out below:

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>Enabled by...</p> <p>A quality infrastructure to support service delivery across partner agencies Quality assured services based on effective performance management and active involvement of service users Targeted and pooled resources providing cost-effective services</p>				

PART C – Analysis, involvement and impact

Be Healthy

Our areas of strengths

- Overall, children in Herefordshire are healthy. Children continue to have a good start in life with 79% starting life being breastfed, compared with 72% nationally. A pilot peer support project to improve breast feeding rates among all women, including teenage mothers, has been operating in South Wye since January 2007. The formal evaluation is underway and early feedback shows that targets have been exceeded. Breastfeeding peer counsellor training to educate mothers to support other mothers within their community has trained 20 mothers in South Wye, four of whom are teenage parents.
 - Perceptions of “being healthy” expressed in the last Tellus survey compare with national figures. 83% of children said that they were very or quite healthy (86% nationally) with 23% reporting that they ate at least five portions of fruit or vegetables each day (23% nationally). 71% had done at least 30 minutes of sport or other activity for three or more days in the last 7 days, compared with 73% nationally.
 - All schools are engaged in the Healthy Schools programme and as at March 2008, 74% of schools had achieved Healthy Schools Status against the national Healthy Schools Standard. The service continues to be rated ‘green’ by Government Office West Midlands. Children’s Centres in Hereford City have been working with Early Years settings and Healthy Schools to develop a Healthy Pre-schools approach for the under 5s and have worked with the Primary Care Trust (PCT) to develop a training programme for healthy eating aimed at Early Years and Extended Services.
 - The number of teenage pregnancies is low and has reduced again with a fall of 29.6% from the baseline (2006 figures). The national target of a 50% reduction from the 1998 baseline will continue to be challenging to achieve because Herefordshire started from such a low percentage. Hotspots have been identified across the county, with South Wye a particular concern. A recent independent review of policy and audit of provision against the national standards confirmed that the service response in South Wye was ‘exemplar/good practice’.
 - Work is ongoing to address the priority of improving dental health of children and young people. There has been an increase in the number of whole time equivalent dentists from 11 to 15 in 2007/2008 in order to meet the target of clearing waiting lists. 7 dental access centres, together with a mobile unit, are in operation. A feasibility study on ‘fluoridation’ has been commissioned by the Strategic Health Authority from Welsh Water and the report is expected in June 2008. In relation to preventative work, a programme of dental hygiene is covered through science and PSHE in primary schools’ Key Stage 1 and again in Key Stage 2 every year. This involves the school nurse or visits to dental surgeries and follow-up work at school.
 - Positive improvements continue to be made in relation to substance misuse assessment and treatment. In 2007/2008, all young people supported by the Youth Offending Service were screened for substance misuse and of those having identified needs, 100% received appropriate assessment within 5 working days. Following the assessment, 100% accessed the early intervention services and treatment services they required within 10 working days
 - Health services for looked after children, including access to them, are very good with health assessments being maintained at 90% in 2007/2008, ahead of statistical neighbours. There is a designated doctor and nurse for looked after children and those requiring dental care have the highest priority of all.
 - Two 8-week “Care2Cook?” courses and some one-off events funded by the Food Standards Agency have been run during 2007/2008. Around 24 looked after children and care leavers aged 14-19 have been involved, several of whom have learning difficulties and/or disabilities. All participants received an award at the annual celebration event, four have already achieved a Food Hygiene Certificate at Level 1, and five more are due to sit this exam shortly. Evaluation (written and a group discussion) by the young people was very positive, especially in terms of social and peer support. Comments from the young people captured in a scrapbook which they helped to create include:
 - *‘I would now make a roast dinner at home and maybe carrot cake.’*
 - *‘I would like to come again and learn more.’*
- Two ‘graduates’ of the first course have continued to develop their skills by helping others who have been in care and aim to pursue careers in catering.

- A health passport for all children and young people in the Council's care has been developed, funded by Government Office West Midlands, in partnership with the National Children's Bureau. This ensures an ongoing health record is maintained for each child, which follows them through placements and beyond. Young people were involved in the design of the passport, and have welcomed this document as a way of keeping their health plans and personal details safe, and ensuring they have a comprehensive record of their health history when they leave care. The passport has also been welcomed by social workers and foster carers as a means of ensuring young people's health needs and details are encapsulated in a single document.
- Healthy lifestyles for children and young people in care are successfully promoted via free access to leisure facilities for them and all members of their foster families. A service level agreement with Halo, the Trust responsible for these facilities, has been in place to secure this provision since 2005 and during 2007/2008, 1059 sessions were accessed by looked after children. The Healthy Care Programme has been adopted by Herefordshire to ensure the above services are well co-ordinated and future developments are based on rigorous multi-agency assessment of need.
- Positive progress continues to be made in relation to a comprehensive child and adolescent mental health service (CAMHS) within the overall CAMHS strategy. Waiting time for assessment is 8 weeks, which is ahead of the national target of 11 weeks. A multi-agency universal training programme is being actively provided and additional funding was made available to ensure no waiting lists for children and young people referred to CLD Youth Counselling Trust, a third sector partner. In 2007/2008, this organisation received 16 referrals of looked after children. The national target of a 10% increase in activity has been achieved and full use has been made of the increased funding allocation to secure additional capacity across the third and statutory sectors.
- Two outreach workers are now in post in Ross and Leominster as part of the targeted service and are able to provide consultations to health visitors and staff across agencies. A vacant psychology post has been reviewed and is now tailored to meet the mental health needs of schools and children and young people in education. Tier 3 CAMHS now offers specialist supervision to school nurses.
- Looked after children have priority access to CAMHS and one psychologist has a specific remit for these children and young people. As part of the recent CAMHS needs assessment, a consultation event was held with 19 looked after children aged between 9 and 18 years who were asked who they talked to when they felt worried about things. One of the key messages from this consultation was concern about access to appropriate support and this is being taken forward as part of the overall CAMHS strategy.
- Services for children and young people with learning difficulties and/or disabilities are provided via an integrated team. In the past 18 months, all referrals are considered at a single, multi-agency meeting. This provides a structure to share knowledge between professionals so there is a clear understanding of which professionals are involved with any child or young person. This process reduces duplicate referrals and allows professionals to join up their assessment processes, reducing the number of professionals visiting one family. The multi-agency meeting occurs weekly and considers between 15-30 referrals per week.
- The provision of short breaks has also improved with 109 provided during 2007/2008 to a range of families. The Children with Disabilities service continues to have two additional Family Support Workers funded through the PCT Partnership Fund. This has provided additional support to families who have a disabled child. The new staff provide the full range of family support ranging from behaviour modelling and short break sessions to monitoring child protection plans in conjunction with the allocated social worker. In the past 12 months, a service level agreement has been established with a partner agency, providing sessional support and family linked short break care. Referrals for this service come from the Children with Disabilities Team. Services for young people with learning difficulties and/or disabilities will be closely linked to the Carer's Hub activity as it develops over the next year.

Our areas for improvement

- Within the overall CAMHS strategy, there are a number of areas of focus for the coming year, including establishing a process of continuous consultation with groups of young people who are traditionally hard to reach in order to ensure that the service they receive is fit for purpose. CAMHS training for universal services and professionals will continue to be developed by the existing outreach workers, together with the CAMHS specialist team. The national target of 18 weeks waiting time to treatment will present a challenge to local services and an action plan is being developed which will focus on new ways of working to achieve the target.

- The level of obesity among children is consistent with national averages. The 2007 weight and height survey showed 8.9% of children in reception class were obese (a slight increase on the 2006 figure of 8.7%) and 16.7% in year 6 (again a slight increase on the 2006 figure of 16.3%). Obesity in Year 6 is an area of focus and is a target in the new Local Area Agreement. However, more children have opted out of the survey this year. This mirrors the national trend and it is generally the obese children that do not take part. An obesity Care Pathway has been developed for referrals from other sources and a working party has been established to incorporate antenatal women and children up to the age of 5, looking at the prevention and identification of obesity in toddlers. A pilot project of the *Mind, Exercise, Nutrition and Diet* (MEND) programme will be run later this year, which involves counselling and lifestyle changes, for children with obesity and their parents.
- Improving dental health of children and young people remains a key priority for the Children's Trust and all children and young people requiring dental care are prioritised. The focus is on preventative work, using a designated consultant and nurse time. An additional part time oral health promotion worker is currently being recruited who will spend some of their time in schools.
- Although admissions of under 16 year olds account for only 5% of all alcoholic-specific hospital admissions, the actual number rose from 9 in 2002 to 30 in 2006. More girls than boys aged 14 and 15 are being admitted. The Teenage Lifestyle Survey in 2006 reported that 26% of respondents had at least one alcoholic drink in the week before the survey. Year 10 girls are a particular concern and figures from CLD confirm that under-16 males and females represent the biggest increase in presentations for alcohol related issues. New investment has been made available in secondary schools to focus on alcohol awareness, using 2XL, a third sector organisation, and a number of initiatives continue to be run in partnership with the Herefordshire Community Safety and Drugs Partnership, including targeted work with young people on alcohol issues through a local service Zig Zag and media campaigns.
- The local roll out of the national Chlamydia Screening Programme commenced in August 2007. The target for 2007 was 2,800 samples from screening sites including schools and further education, training venues, community pharmacies and postal kits. Responses from screening sites were disappointingly low, with many young people not accepting the offer to take a test. An accelerated action plan to offer the service at night clubs and sports centres increased the number of samples; although the target was still not achieved. Between August 2007 and March 2008, 865 samples were successfully processed. The 2008/2009 target is for 17% of 17-24 year olds in Herefordshire to have a Chlamydia screen (which equates to 3,400 samples). In order to achieve this target, activities include expansion of screening sites to include schools, General Practice, Youth Services and community based pharmacies and a sustained media campaign to engage screening sites and young people.
- Good progress is being made on a transition programme and plan for children and young people with learning difficulties and/or disabilities. Momentum on improving transitions needs to be maintained and the pilot activity will be linked to and embedded within the Disability Strategy. This will be further enforced by the progression of a jointly commissioned 'Carers Hub' services (cf Stay Safe).

Stay Safe

Our areas of strengths

- Arrangements for combating domestic violence have been strengthened. An Independent Domestic Violence Advisor (IDVA) has been appointed and has been able to retrieve information in far more depth than the attending Police Officer, which in turn allows the risk assessment and subsequent care plan to be more accurate and robust. The number of care plans for domestic abuse victims has risen from 12 to 25 in the last two months. The specialist domestic abuse court has been established, operating on a weekly basis with an increasing number of domestic abuse cases being referred. Personal victim support and court attendance of the IDVA is expected to reduce the volume of statements withdrawn by victims which, again, will increase prosecutions in this field; and hopefully provide victims and their children with reassurance. A Multi-Agency Risk Assessment Conference working group is in place and conferences are planned to take place in 2008/2009. A recent Domestic Violence conference was well attended, leading to an increased awareness for professionals and practitioners with regard to the criminal justice system remedies in relation to domestic abuse and how they can improve outcomes for victims.
- Improved safeguarding arrangements identified in the last two Annual Performance Assessments continue to be maintained. Government Office West Midlands has confirmed that positive progress is being made in relation to safeguarding. They noted that "Performance is improving in most areas and in some cases very well"
- Significant progress has been made in relation to establishing and embedding the infrastructure for a safe environment in Herefordshire. The Herefordshire Safeguarding Children Board (HSCB) is operating well and the Chair of the Board has a standing place on the Children's Trust Board. A Children and Young People Sub Group is being established, with a particular focus on recruiting children and young people from vulnerable groups. Child Protection Procedures for Safeguarding Children, which were launched in October 2007 by HSCB and are also available electronically, are reviewed twice a year under the tripartite arrangements and amended or updated accordingly. The HSCB multi-agency training programme has been expanded in 2007/2008 from 24 courses to 70 per annum, with additional specialist courses to link with need and new guidance/legislation.
- The last Tellus survey noted that generally children and young people feel very or quite safe in Herefordshire compared with national figures – 78% feel very/quite safe around the local area (74% nationally), 73% on public transport (63% nationally), 87% going to and from school (85% nationally), 79% in school (85% nationally) and 96% at home (95% nationally).
- A Section 11 audit of all partner agencies has been undertaken by the HSCB and the results and areas highlighted for improvement have been sent to partner agencies with a request for an action plan to be developed. The timescale for completion of the action plans is September 2008 and their implementation will be monitored by the HSCB and reported through the Children's Trust.
- The rate of referrals has levelled off in 2007/2008 to 236 from the high number in 2006/2007 (266). The introduction of the revised Herefordshire Common Assessment Framework across the whole county in 2008/2009 may cause another increase, based on experience in other authorities. 22.1% of referrals were repeat referrals within 12 months which compares favourably with statistical neighbours (26.7% for 2006/2007). Both indicators are part of the set of RADAR performance indicators which continue to be monitored monthly by the Directorate Management Team (DMT).
- There has been an increased focus on timely and regular updating of core assessments, which has resulted in improved completion rates – 71% completion rate in 2007/2008, 5% ahead of target and 10% ahead of the 2006/2007 outturn.
- A successful overseas recruitment of social workers took place in February 2008 resulting in an additional seven social workers scheduled to join the service from September 2008 onwards. The secondment policy for unqualified staff to progress through the qualification route has been extended in order to put in place a career structure and retain local staff. A benchmarking exercise in relation to referrals and initial assessments, undertaken in 2007/2008, highlighted a number of areas for further, more detailed process benchmarking with statistical neighbours, which is due for completion in September 2008.
- Compliance with the requirements to minimise child abuse and neglect are good. There is a consistent application of agreed referral, assessment, planning and review arrangements and clear Interagency Child Protection Procedures for Safeguarding Children (see above). A process for learning from serious

case reviews has been established and Ofsted's first evaluation of a serious case review produced a rating of 'good'.

- Arrangements to support looked after children are good. The looked after children population remains stable, averaging 170 per year and 158 in 2007/2008, with the trend moving downwards. The majority of looked after children come into local authority foster care or are placed for adoption (85% in 2007/2008). Only 12% are in residential accommodation which is always considered as the last resort for provision. A Family Group Conference pilot is being developed in partnership with NCH in order to further develop preventive services for young people on the cusp of care. An over-arching strategic review of preventive services is anticipated to review referral pathways by October 2008.
- Placement stability over the last 12 months (three or more placements) is good at 6% in 2007/2008, as is long term placement stability at 70%. The recent foster care inspection rated the service as 'good with some outstanding features'. Particular strengths noted were the new health passport (cf Be Healthy), children being well matched with foster carers, robust recruitment, assessment and vetting processes for Foster Carers Panel, high level of educational support (cf Enjoy and Achieve), range and quality of consultation with children and young people (cf Positive Contribution), and improved management and procedural infrastructure of the service.
- Support for adopted children and adoptive families is very good and was particularly noted in the recent adoption inspection. There is a low incidence of disruptions for children placed by Herefordshire and with Herefordshire adopters. Adopters are prepared for the realities of parenting an adopted child through training courses and homestudy. A range of ongoing support services is provided, including direct work, support groups, and opportunities for adopted children to have some fun together. In addition, direct and indirect contact is promoted between birth parents and siblings and adoptive families via the Letterbox system and birth parents have a choice of counselling from an independent agency or Herefordshire adoption social worker when adoption has been identified as the plan for their child.
- Planning and provision for looked after children is very good. 99% of reviews were completed on time in 2007/2008 and 11.7% of looked after children were adopted in 2007/2008, a significant improvement on 2006/2007. This has had a positive impact on the educational attainment (cf Enjoy and Achieve) and health of looked after children (cf Be Healthy).
- Increased service provision for children and young people with learning difficulties and/or disabilities has led to more families having access to short breaks (cf Be Healthy). The options have increased providing families with additional choice, for example, via the ongoing additional Family Support Worker hours, sessional support or family based short breaks. This activity will be further enhanced through the delivery of the agreed strategies for children and young people with disabilities and the integrated Carer's Hub model.
- Multi-Agency Public Protection Arrangements (MAPPA) are in place and a MAPPA 2 Co-ordinator is now in post in Herefordshire. The inter-agency MAPPA 2 & 3 process, although resource intensive, clearly provides a sound forum for information sharing, raising concerns and a shared action response. The newly implemented MAPP 2 partnership provides an arena for the identification of potential lower level / less immediate offending, enabling agencies to reach children who potentially become vulnerable to matters which level 3 MAPPA would not consider. It also provides support to agencies normally entrusted with child protection and a further safeguard to any inter-agency strategy and/or conference.
- Consultation on improving family support highlighted the issue of 'hidden harm' for the children of substance misusing parents. The issues are complex, there may be a risk of a child following the parent's behaviour, the child may take on caring responsibilities, and extended family members may take on the parenting role. There has been positive dialogue between the different agencies and partnerships that have a stake in improving the outcomes of members of such families. A Hidden Harm Action Plan has been produced to help ensure that children are safeguarded and their families receive appropriate support.

Our areas for improvement

- To continue to address the staffing issues in children's social care, there is a clear recruitment and retention strategy in place. Agreement for a further overseas recruitment campaign to Australia has been secured for July 2008. The outcomes of the process benchmarking with statistical neighbours, due for completion in September 2008, will be used to further improve performance in relation to initial assessments.

Performance against timescales for initial assessments remains a key challenge for the Council – 57.4% were completed to timescale in 2007/2008 and 52.1% of referrals led to initial assessments.

- One of the knock-on effects of the significant staffing shortages referred to above has been allocation of child protection cases to social workers, particularly in the final quarter of 2007/2008. Although, at the end of March 2008, 14.3% of the children subject to child protection plans had not been allocated to a social worker, by the middle of April 2008, this had reduced to 0%. The issue of unallocated child protection cases arose shortly before the end of March and is not a long standing problem but one that commands constant monitoring. If cases cannot be allocated for any period at all, they are kept under close monitoring and review, with interim child protection plans agreed by the service manager and team manager and shared with other agency professionals who are already involved. This indicator has been added to the RADAR indicators for scrutiny by DMT on a monthly basis.
- Particular attention is currently being applied to the implementation of systems to further improve the safeguarding infrastructure in Herefordshire, notably the Integrated Children's System (ICS), 'ContactPoint' and a new social care IT system, Corelogic Frameworki. Comprehensive action plans are in place, with supporting training programmes, with implementation of ICS and Frameworki by November 2008 and ContactPoint by March 2009 (cf Management of Services).
- The last Tellus survey showed that 19% of children considered that they had been bullied in school in the last month, compared with 17% nationally. 48% felt that their school deals very or quite well with bullying, compared with 57% nationally. An anti-bullying policy was launched in January 2008 which applies to all Children and Young People's Directorate (CYPD) settings. Schools have access to a web-based database for logging incidents of bullying. Take up of the provision has been slow but is steadily improving and an audit will be undertaken each year with schools to assess take up and continue to encourage schools to log incidents.
- The need to implement a systematic approach to CRB checking has been identified as an area for improvement across children's and adults services. Owing to the implications for the wider Council and PCT, the joint Assistant Chief Executive (HR) is the identified lead and is taking forward a corporate action plan. It has also been included on the joint corporate risk register.
- Although significant progress has been made in relation to establishing HSCB and the Safeguarding Procedures, attention is now focused on embedding them and making clearer links with the Children's Trust. The Child Death Overview Panel was implemented on 1st April 2008 and is continuing to develop in response to Government requirements. Recruitment of an Independent Chair is underway with an appointment expected in September 2008. HSCB is working to ensure that the Children and Young People's Sub Group is established with clear terms of reference and a robust way of working
- Support for young carers is important and a 'web based' Carers Hub, funded by the Council and the PCT, is being established by Herefordshire Carers Support. The Hub will provide a signposting service for adult and young carers. It will also provide services to young carers including groups and one to one support. A specific post is in place for parent/carers of children with disabilities. This role will support this group of parents in a range of areas, for example, accessing appropriate support groups, one to one support and referrals on to other services. One of the key outcomes for the Hub will be to facilitate improved integrated family support where there are families that require provision from both adult and child focussed services. The Carers Hub will also provide professionals with access to carers' views within the county to continue to continue to develop services to assist them with their caring responsibilities (cf Be Healthy).
- Private Fostering policy is clear and well understood within social care. However, there is a need to relate more explicitly some of the over-arching policies and guidance to the requirements of the 2005 Children (Private Arrangements for Fostering) Regulations and the National Minimum Standards and Replacement Guidance. Linked with this process, there is a need to raise the profile of private fostering once again. This is particularly relevant given new minority communities arriving in Herefordshire. In response, a review process has been established to focus on this specific area, with a re-launch of the policy area proposed for September 2008.

Enjoy and Achieve

Our areas of strengths

- Outcomes for children and young people in this area have improved significantly through a substantial improvement in educational standards at Key Stages 2, 3 and 4.
- The Foundation Stage Profile (FSP) data shows that Herefordshire is above the national average in average point scores and in the percentage of children achieving a good score in Personal Social and Emotional Development and Communication Language and Literacy. The county's model of moderating the FSP reflects best practice of shared observations and professional dialogue.
- Personal development and wellbeing are very good as a result of explicit support from the Council's 'Values' education programme. Herefordshire won a Leading Aspect Award for this work across its schools in June 2007. OFSTED results up to March 2008 showed that 93% of primary schools achieve good or better ratings for Personal Development and Well Being. In addition, 95% of Herefordshire's primary schools are delivering Primary Modern Foreign Language provision, compared with 85% of schools nationally. 86% of Herefordshire's schools are participating in the eco-schools initiative, the second highest participation rate in the country.
- Key Stage 2 results improved significantly in 2007, reflecting the focus of work by the Council. 77% of pupils achieved Level 4 or above in Key Stage 2 Mathematics in 2007, an improvement of 2% and now in line with national performance. These results were the highest in the West Midlands. Boys' performance at Level 5 or above was 2% above the national average and girls showed a 4% improvement. English has improved at Level 4 or above to 81% and is above the national average. Boys' English results have improved by 4% although girls continue to outperform boys at both Level 4 and 5. 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. In 2007, Herefordshire Key Stage 2 results showed above national for two levels' progress in both English and Maths, with good improvement since 2005. Herefordshire is above national for combined attainment in both English and Maths at Level 4 and writing conversion rates at Level 2-4 are above national.
- Key Stage 3 results continue to improve. 79% of pupils achieved Level 5 or above at Key Stage 3 English in 2007 which is a 2.5% improvement on 2006/2007 and 5% above the national average. Although there was a slight drop of 0.8% on the previous year, 78% achieved Level 5 or above in Mathematics, 2% above national figures. This reflected a drop in results in this subject nationally, although the drop was lower locally than nationally. 78% achieved Level 5 or above in Science, 5% above the national figures.
- Nearly every young person gained at least one GCSE or equivalent qualification with 93.6% achieving 5 A*-G GCSEs, including English and Maths. 62% achieved 5 or more A*-C GCSEs or equivalent, in line with national figures. A particular success was Wyebridge Sports College which saw a 19% improvement from 33% to 52%. 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 High School, 93% of pupils achieved 5 A*-C GCSEs.
- During 2007/2008, no high schools were in negative Ofsted category and Herefordshire had the highest percentage of high schools in the outstanding Ofsted category in the country. All high schools and the special secondary school have specialist school status.
- Early years provision has been enhanced throughout the county. 99.2% of three year olds accessed a free early years place in 2007/2008. There is a robust training programme in place for early years providers which is developing the quality of the workforce. A growing number of practitioners are able to access the Early Years Sector Endorsed Foundation Degree and training for Early Years Professional Status. A comprehensive 3 day training course has been delivered to prepare all settings and schools for the Early Years Foundation Stage (EYFS) Framework which becomes statutory in September 2008. Quality Improvement Processes are having an impact on the quality of settings, with 98% settings currently judged by Ofsted to be at least satisfactory and 65% either good or outstanding.
- Support for speech and language development is a key strength. 2007 saw a significant reduction (approximately 30%) in the number of referrals to Speech and Language Therapy (SALT) for pre-school children. There are a number of contributory factors including a variety of groups, such as Sign and Rhyme, Fun2Talk, Elklan – Let's Talk with under 5s, which are held for parents and children at Children's Centres. Children's Centres have been instrumental in enabling this countywide approach by funding SALT. In addition, there is a rolling programme of Elklan courses for early years practitioners helping them to

support the speech and language development of children under 5. This has been accessed by 50% of settings and 500 practitioners and is recognised nationally to be a model of best practice.

- Educational attainment of looked after children remains stable, in spite of the difficulties faced by this cohort and the high proportion of children with statements of special educational need (SEN) (39.42% in the full cohort and 40% of those leaving school). 75% of looked after children leaving school in 2007 achieved at least one GCSE A*-G or equivalent, 60% achieved 5 or more A*-G and 15% achieved 5 or more A*-C. Attendance of primary school pupils remains stable with 3.85% of sessions missed. An agreement has been reached with the National Strategies advisor regarding missed marks for young people absent from school attending therapy on a regular basis. The educational achievements of looked after children are closely monitored and support to social workers, carers and schools is provided on educational matters by the Education Liaison Support Service (ELSS) who also provide high quality training. Every school has a designated teacher for looked after children and since 2005/2006, there have been no permanent exclusions of looked after children. Transition points are closely monitored and supported by the service. All school trips are centrally funded and taster sessions of activities to promote self-esteem are promoted and funded through a charity. A successful reward scheme is operated to recognise achievements, however small, and includes a highly successful annual celebration evening.
- 100% of statements of SEN, including and excluding exceptions, were issued during the year maintaining excellent performance from 2006/2007. Final statements have also been issued in a timely manner and performance in meeting the 26 week deadline has been good over the past two years. Appeals to the SEN and Disability Tribunal continue to be low with only two new appeals registered in the calendar year 2007. The council seeks to work actively with parents to resolve concerns as far as is possible and only one of these registered appeals proceeded to a hearing.
- The number of statements of SEN continues to reduce as a consequence of funding and support arrangements focussed on enabling mainstream schools to assess and intervene purposefully at an early stage without a statement of SEN. Outreach arrangements from local specialist provisions have supplemented central support teams to help mainstream schools make arrangements that achieve positive outcomes for children even where there are relatively significant special needs. Overall numbers of statements at the January 2008 census show an 8.3% reduction on the January 2007 census number.
- Herefordshire has met its 2007/2008 target of supporting a third of its schools through a thorough process of self-evaluation in the area of SEN. The Quality Mark in the Self Evaluation of SEN has been well received by schools and the three year target set for all Herefordshire schools to participate is on track. A cluster support structure has been developed with primary schools in anticipation of the Inclusion Development Programme. 100% of Herefordshire primary schools are associated with supportive Intervention Partnerships and these will play a key role in the dissemination of the Inclusion Development Programme.
- There were 31 permanent exclusions in 2007/2008, including 8 primary pupils. The current number of exclusions in 2008/2009 has reduced to 11, including one primary pupil. The Social Inclusion Officer has been actively involved with five successful Managed Transfers of primary pupils and works closely with staff in all schools supporting Pastoral Support Programmes, appropriate school support and help available from external agencies in order to prevent exclusion. Training for school governors of the discipline committee takes place each autumn and schools are regularly provided with annual local statistics and updated exclusion guidance from DCSF.
- Overall, attendance in both secondary and primary schools is in line with the national average. Three secondary schools were designated priority for persistent absence (PA). Action plans were implemented in these schools, with a range of additional support offered, resulting in improvement. One school has improved its performance sufficiently to no longer be designated a priority for PA. The Education Welfare Service has begun project work with primary schools, to increase awareness of the importance of school attendance from the earliest age. It has also targeted attendance awareness raising for families with children moving into reception class. The Service has been involved in the first phase of the CAF and supports schools in undertaking CAF work, with the Education Welfare Officer taking the lead professional role where appropriate.
- Family support provision has developed opportunities to access activities that enable families to enjoy and achieve together. For example, Leominster Children's Centre operates a successful group for dads and their children, which has helped fathers to form stronger bonds with their young children. The targeted support of the Children's Fund Panel also supports families to develop their relationships through structured activities, including family outdoor pursuit activities, mask making, golf, or bowling. Such activities have

helped parents to understand their responsibilities, improve their capacity to be good parents and improve family relationships.

- The Council's Family Literacy, Language and Numeracy (FLLN) programme aims to improve the literacy, language and numeracy skills of parents in order that they can help their children learn and improve. The Adult & Community Learning Service, of which the FLLN programme is a part, achieved a 'good' status in their Ofsted inspection in 2007. There has been increased uptake of below level two parents attending courses and also achievement of National Skills for Life qualifications over the last year in the FLLN programme.

Our areas for improvement

- Improving attainment at Key Stage 1 is a priority for the Council and its partners. This is being taken forward by the universal offer of training on the Renewed Framework with particular emphasis on guided writing and number concepts in mathematics. Targeted maths intervention for Key Stage 1 using models and images (structured number line work for schools with poor Maths Key Stage 1 results and NUMICON programme as a Quality First approach) is also being used.
- Work is ongoing to maintain and improve performance at Key Stage 4 and the achievement of 5 A*-G at GCSE or equivalent. This includes improving attendance overall and the attendance of targeted pupils through the development of Behaviour Partnerships. Greater curriculum breadth and choice will also be provided at Key Stage 4 (cf Economic Wellbeing).
- The percentage of looked after children missing more than 25 days' schooling is the focus of sustained work by the Council and its partners. Closer monitoring has identified issues relating to the attendance of young people in private agency placements/residential providers. Ensuring better attendance is being addressed through tighter monitoring of private providers through the Individual Placement Agreements. Attendance of looked after children at Key Stages 3 and 4 is a particular issue.
- Focus on reduction of persistent absence in identified secondary schools is being targeted through the attendance strategy and the Education Welfare Service. This requires access to reliable and timely data, information and analysis and work has begun to address this during 2008/2009. Attendance functions need to be more closely integrated with school improvement. A focus on primary school persistent absence is a new priority for the National Strategies Team. A review of the Education Welfare Service is underway to meet these new challenges, with recommendations for future service configuration to be made by the end of June 2008.
- In relation to early years provision, the focus is on improving the quality and capacity of provision. The target is to have all settings graded good or better by Ofsted. This is being addressed by ensuring all settings attend EYFS training and increasing the number of settings involved in rigorous Quality Improvement Processes. There is a need to improve outcomes for children on the Foundation Stage Profile for lower achieving groups, such as children with English as an Additional language (EAL), boys and the travelling community. Training has been delivered in all schools and settings in relation to the national guidance on supporting boys and children with EAL in the EYFS. A contract has been agreed with Greenways Play, a dedicated organisation working with the travelling community, to deliver portage based activities
- The gender divide at all levels of educational provision, including early years, remains a challenge for the Council and its partners. Whilst boys' performance improved, there is still a significant writing gap between boys and girls at Level 4 and above, with girls achieving more highly. In Maths, conversion rates show girls less likely to make two levels progress from Key Stage 1 to 2, and are less likely to achieve higher levels at both Key Stage 1 and 2. Actions taken so far include writing focus on media literacy to encourage reluctant writers through the renewed framework, and Film Projects to promote visual literacy skills. An action research project into girls and maths involving 10 primary schools aims to improve teaching and learning through the use of 'girl-friendly' strategies.
- Concerted support is being given to the two primary schools in the negative Ofsted category with an expectation that they will show substantial improvement within the expected timeframe. One school has been removed from 'Notice to Improve' (NTI) having achieved a good rating overall, and one has been removed having achieved satisfactory progress. In 2007/2008, one further primary has been in NTI and as a result of council support, has achieved a satisfactory HMI monitoring report. A further school is in the Special Measures category and local monitoring shows satisfactory progress.

Make a Positive Contribution

Our areas of strengths

- Excellent consultation processes are in place with children and young people, including the Youth Council, Shadow Children's Trust Board and school councils. 95% of schools have school councils. The makeup of the Youth Council and Shadow Board reflects the profile of the population and specific groups, including looked after children, and those with learning difficulties and/or disabilities, are also represented.
- Consultation with children and young people has proactively shaped the priorities in the new Children and Young People's Plan 2008-2011. In addition to the Shadow Board, which meets regularly and whose members participate in all Groups of the Children's Trust, a major consultation event in October 2007 ("You Talk, We Listen") highlighted key concerns for young people and was the basis for formulating the Hear By Right action plan.
- The 2007 Youth Survey reported that 31% of children and young people feel that they can influence decisions affecting local services, and this compares well with the figure for adult perceptions which is 29%. A similar percentage (31%) of children and young people feel that Herefordshire Council does enough to give them opportunity to influence decisions, a significant improvement on the baseline figure of 13.8% (2003).
- Volunteering rates for children and young people remain high, and well ahead of adult rates. The 2006 Teenage Lifestyle Survey revealed that 35% of children and young people undertook voluntary work at least once a month. The last Tellus survey showed that 75% had done something to help family and friends and 28% had done something to help a neighbour or someone else in the local area. Successful bids for Youth Opportunities Fund (YOF) and Youth Capital Fund (YCF) grants have been made by members of the VOICES group of looked after children, and have directly benefited children and young people in care. 980 young people have been involved as project leaders in making applications to the YOF and YCF and 6885 young people have been potential beneficiaries of the activities and facilities provided. Projects have covered a wide range of activities, including Ross Youth Music (community music workshops, training and performance).
- Participation of looked after children is actively encouraged and 100% of children and young people participate in their reviews. VOICES provides feedback on services for children and young people in care and runs a comprehensive programme of events, courses and activities throughout the year for this group. The young people concerned are regularly informed about how their input has made a difference. An advocacy service has been in place since 2001 for looked after children and is managed through the Connexions Service. The average referral rate is four cases per month, with the number of interventions in relation to each case ranging from one to 90. The length of the advocacy support provided varies greatly, depending on the complexity of the issue raised and ease of resolution and can be from a day to a year.
- The 'Prevent and Deter' Strategy continues to be effective in identifying those young people at risk of committing anti-social behaviour and putting in place programmes to reduce this risk. The assessment of the scheme by Government Office in September 2007 rated it 'green' and there is good agency participation. The decision making processes have been streamlined and multi-agency programmes are now delivered in a more coherent manner. The Youth Offending Service (YOS) now support the police in assessing the risks associated with young people committing anti-social behaviour at the ABC stage. Support for families is also being provided with the scheme co-ordinating the process for delivering parenting provision linked to anti-social behaviour referrals. The success of the scheme can be shown by the number of first time entrants to the Youth Justice System in 2007/2008 which was 290, substantially below the target of 322 and the previous year's outturn of 396. This represents a reduction in first time entrants of 14.7% compared to the baseline year 2005/2006.
- The rate of recidivism in 2007/2008 showed a significant downward trend at 46.95%, below the target of 47.5% and below the previous year's outturn of 50%. The YOS implemented a new management of risk and risk led case planning policy during 2007, and most practitioners have been trained to deliver the Pathways Plus offending behaviour programme.
- The proportion of young offenders aged 16 and over who are in education, employment or training (ETE) was 74% for 2007/2008, an improvement on the 2006/2007 outturn of 45%. The increase in performance is partly due to the implementation of the YOS Ngage Project which provides support to young offenders in seeking and maintaining ETE placements.

- Transition pathway planning continues to be a high priority for the Council and its partners. A multi-agency transitions protocol has been developed which outlines the roles and responsibilities of all agencies involved in the transition of young people from age 14 with learning difficulties and/or disabilities, and their families. A scheme is currently being piloted with Barrs Court Special School and Weobley High School using new Transition Plan paperwork which meets the Government's new agenda of personalisation and is due to end in July 2008. It monitors young people who have statements of SEN or who are on banded funding levels 3 and 4, and who are in years 9 to year 11 (Weobley) and up to year 14 (Barrs Court). An evaluation of the scheme has been running in parallel with the pilot and early indications show that this has had a positive response.
- In addition to the pilot, a multi-agency transition-planning meeting takes place quarterly. This enables strategic knowledge of the number of young people progressing through the system and their conditions. It provides the opportunity to discuss particularly complex individuals, who may require significant and diverse services as they move through the transition phase and on into adulthood (cf Be Healthy).
- A wide range of organisations, including the third sector, have formed a strong purposeful Play Partnership for Herefordshire. A robust action plan has been developed in response to consultation and in line with the Herefordshire Play Strategy. Approximately 5,000 children and young people aged 8-19 are currently benefiting from a wide range of play centre activities.
- Extended schools and Children's Centres are working together to provide access to a wide range of opportunities for children and young people, as well as increasing levels of family support. For example, Coningsby Children's Centre provides babysitting courses for teenagers drawn from the local high school and youth centres. The CAMHS outreach worker based in the Children's Centres provides professional support to Extended Schools as well as the Centres.

Our areas for improvement

- Whilst there are very good, and well developed, consultation processes in place with children and young people, the aim is to develop the consultation processes with vulnerable groups, including those with learning difficulties and/or disabilities. The development of the Children and Young People sub group of the Safeguarding Board is one area for development but other mechanisms are needed to ensure the meaningful engagement of vulnerable groups in the Children's Trust and service delivery.
- The Hear by Right action plan has been developed, with extensive engagement of children and young people and is now being implemented. Better communication and involvement were key themes and in response a website with positive activities has been set up. A new communication strategy is being developed and more resources have been allocated to hearing the voice of young people.
- In line with *Aiming High for young people: A ten year strategy for positive activities*, promotion and mapping of positive activities is in place through myherefordshire.com website but needs further development. Research on the uptake by vulnerable groups will be taken forward by the Positive Contribution Outcome Group, in conjunction with the Vulnerable Young Peoples Group, in 2008/2009 with the intention of commissioning activities to address gaps identified. The 2007 Youth Survey indicated that, across the county, 50% of young people were unsatisfied with activities and places to go in Herefordshire and this figure rose to 64% in South Wye.
- In 2007/2008, there was an increase in the proportion of looked after children issued with final warnings, reprimands or convictions over the previous year's outturn. The YOS and CYPD are working on a joint protocol to address the issues, following a detailed analysis of the relevant cohorts of young people and the types of crimes in which they are involved.
- Reducing the number of first time entrants to the Youth Justice System and the rate of recidivism continue to be priorities. The YOS is reviewing its delivery in Herefordshire to ensure better targeting of referrals. It has formed an interventions working group to review and evaluate current YOS interventions, establish a core offer and ensure consistent implementation of the Pathways Plus programme.
- There is a need to ensure that children and young people have a stronger voice in terms of their teaching and learning, and developing key aspects of personalisation. Practice in some schools is very strong in this area and can be the catalyst for improvement across the county
- Although there has been significant increase in performance in relation to young offenders in ETE, it remains below the national target of 90% and this area will continue to be a focus for improvement.

- Proposals for the development of a Children in Care Council are being finalised, placing this development at the heart of a revised governance structure to oversee the Council's corporate parenting agenda. The Council should be in place by September 2008, with tangible evidence of the impact of young people on strategic and operational plans by November 2008.
- Following the pilot for the transition pathway planning outlined above, the focus will be on evaluating and learning the lessons of the pilot and then rolling it out across the county. The pilot schools have changed their transition planning, adopting person centred approaches to transition which involves taking into account every aspect of the young person's life to help shape their future. Connexions Transition Team in partnership with the council, Mencap and Family Carers have held several events for young people with learning difficulties and disabilities, their carers and families to inform them of future opportunities.
- There is much good work underway to help parents to develop their parenting skills in Herefordshire. However, there is a need to ensure that this work is better coordinated and effectively targeted to meet identified need. A parenting support action plan is being developed with the wider work to reshape family support.

Achieve Economic Wellbeing

Our areas of strengths

- The outcomes for young people in terms of basic qualifications and training are very good, with 74.8% of learners gaining qualifications at Level 2, a 2% point improvement on 2005/2006. The improvement is replicated at Level 3 which stands at 49.2%, a 1% point increase. Both levels are above the national average. Take up of post 16 education and training is also strong with 95.6% of year 11 children in 2007/2008 continuing in post 16 learning, significantly above the national average of 87.2% in 2006/2007.
- Post 16 attainment in the county is very good. The average point score per student for A/AS levels is above the English average. The Sixth Form College is a Beacon provider with success rates at all levels above the national averages. Whilst the rates at Herefordshire College of Technology (GFE) are below the national rate, they are consistently improving year on year with the gap closing on the national averages. Work based learning is also of a good quality with success rates above national averages.
- The percentage of young people who are not in education, employment or training (NEET) fell again in 2007/2008 to 5.4%, one percentage point below the 2006/2007 outturn and below the national figure for 2006/2007 of 7.7%. Despite the uncertainties around the current economic situation, the county is on course to meet the 2010 Government target of 4.8% and has included a target of 4.7% in its new Local Area Agreement.
- The Council recognises the importance of strategic leadership of the 14-19 agenda, which is reflected in the current change programme (cf Management of Services) and specifically the creation of a post at second tier level of Head of Improvement and Inclusion. This role is being carried out by an interim Head of Service who, with the Director of Children's Services, is providing strategic leadership for joint planning and commissioning, addressing the challenges of the Machinery of Government changes and developing major collaborations required by the implementation of Diplomas
- The 14-19 Consortium continues to develop with roles and responsibilities becoming embedded. The Consortium meets regularly and drives the working groups which look at learners with learning difficulties and/or disabilities (LLDD), information, advice and guidance (IAG) and Curriculum as well as the four Local Area Networks. The Consortium is currently considering the impact of the Machinery of Government changes to ensure that the structure will be fit for purpose in coming years. The Education Business Partnership is already embedded into the 14-19 Team alongside Aimhigher and both programmes successfully interact with school partners.
- The 14-19 Education Plan is in development and consultation activities are currently planned to engage both directorate colleagues and external partners and stakeholders in its development. Partners will determine the priorities for the next period, which will include clarifying and refining the structures already in place. These activities will dovetail with the stakeholder engagement and planning activities linked to the Machinery of Government and should strengthen communication between stakeholders. The Education plan will assess the commissioning needs of the 14-19 Partnership as well as contain the detail of the Diploma Strategy and Employer Engagement Strategy.
- Curriculum Development has been a significant priority in the last year with a countywide curriculum group and network operational groups facilitating relationships between schools and other providers in order to bring about changes to the Key Stage 4 curriculum offer (cf Enjoy and Achieve). Schools are liaising to offer collaborative programmes, mainly BTECs, and also advertising amongst colleagues so students from nearby schools can infill programmes that are undersubscribed. As well as these informal arrangements, the two Young Apprenticeships (YA) programmes continue to run successfully with the first Herefordshire cohort due to complete this summer and funding guaranteed for further starts in September. In addition, Wyebridge Sports College is leading a home grown YA in Sport to meet identified needs that national YA funding could not support.
- The 14-19 Consortium passed through the Diploma Gateway with five lines agreed for a 2010 start and three lines for a 2009 start, pending the outcome of the three appeals submitted. The council has also been successful in securing approximately £270,000 of funding from the LSC and European Social Fund (ESF) to run the School Engagement and Pre-NEETs programme for disaffected and disengaged Key Stage 4 learners. This will build on the successes of the previous ESF funded programmes to reduce the numbers of young people becoming NEET.

- As well as offering an increased number of applied and vocational options, schools are being supported and guided by the 14-19 team to improve the offer of work related learning (WRL) activities. Work experience placements are complemented by a range of other activities including interviews, talks, tasters, visits and countywide enterprise events.
- Connexions Personal Advisors are linked to all schools, colleges, Pupil Referral Units and special schools with partnership agreements in place in all those establishments setting out joint arrangements for delivering IAG. Information is provided to all those in year 9, year 11, in post-16 education and all parents/carers of year 9 and year 11 children on options, progression routes and job search. The Connexions service has been commissioned for the period April 2008 to March 2010.
- The percentage of looked after children who are NEET continues to show excellent performance with only one care leaver out of the identified cohort not in education, employment or training. The Aftercare Service continues to develop a range of services and opportunities that support care leavers into education, employment and training (EET), including a worker with a specific responsibility to source, facilitate, support and enable care leavers to be in EET. This worker also provides support and guidance to other Aftercare Workers case managing difficult to place care leavers. Corporate parent links have been re-established with other services within the council and partner organisations such as AMEY. 100% of care leavers aged 19 are living in suitable accommodation. This has been achieved by increasing the number of supported lodgings providers and supported independent living units.
- Young people in care and care leavers are regularly trained and supported to interview professional staff, up to and including the Director of Children's Services. Two young people who are 'experts' by experience, in that they have been in care, are currently employed by the Council in posts specifically designed for a care leaver.
- 77.9% of children with disabilities aged over 14 years of age had a transition plan in 2007/2008. 100% of 18 year olds had a plan in place before their 18th birthday. Transition reviews take place for all year 9 statemented pupils and those banded level 3 and 4. All year 11 young people and those in post-16 education with learning difficulties and/or disabilities have individual guidance interviews and Section 140 assessments if they are moving on to further learning.
- Direct payments have been in place for children with disabilities for a number of years, enabling families to employ a carer for their child with assistance from a local organisation that can support the recruitment process, payroll etc. A number of families, particularly those with terminally ill children, feel unable to manage the responsibilities of being an employer at a very difficult time for the family and other services assist families in these circumstances.

Our areas for improvement

- Workforce reform for 14-19 requires further development. Although local arrangements are in place, training requirements identified and opportunities are sourced, there is a need for a more joined-up and strategic approach to this area. This will be addressed by the collaboration between the 14-19 Consortium and team and the newly appointed Workforce Strategy Manager (cf Management of Services).
- Data collection processes in respect of all 14-19 learners need to be streamlined. The directorate's Performance team is being developed to support this, with input from the LSC and Connexions in particular. The data collection needs have been identified and processes and systems will begin to be implemented. This will improve tracking for all learners but also specific vulnerable groups including NEETS, looked after children, teenage parents and children and young people with learning difficulties and/or disabilities.
- Full-time education provision for those with learning difficulties is good but there needs to be better progression routes into work-based learning opportunities. Data collected for the Area Prospectus is being used to analyse the current offer and research is planned to determine whether there is significant breadth of choice for learners. This will dovetail with the impending roll out of the Foundation Learning Tier where progression routes and gaps in provision will be clearly demonstrated. Level 1 programmes are also being developed (in advance of the Foundation Learning Tier) and procured to address the relatively low levels of learners with LDD engaging in Apprenticeships. This programme will seek to provide a clear progression route for learners with additional support needs.
- Whilst there is average progression from Entry to Employment (E2E) into work based learning and further education etc, performance this year shows that the numbers progressing into employment without training

are high. Work is ongoing to address this through the development of the Just for You and Youth Express programmes (contracts funded by the ESF and LSC) which provide intensive personalised support for young people who are NEET or at risk of being NEET. This complements E2E and aims to improve progression into work based learning.

- The number of young people completing an Apprenticeship declined last year and this has been identified as a key issue within the Children's Trust Economic Well Being Outcome Group. As the largest employers in the county, the Council and PCT have committed to the Public Sector Skills Challenge which seeks to increase the uptake of Apprenticeships within the public sector locally.

PART D – The management of services for children and young people, the use of resources and the capacity to improve

The management of services for children and young people

Our areas of strength

- Significant progress has been made on the overall capacity to improve since the last APA in terms of ambition, planning and performance management and partnership working; all of which underpin the key strengths in delivery, outlined in the previous pages, across the five *Every Child Matters* outcomes. This has been further strengthened by the partnership between the PCT and the Council, providing increased opportunities for different ways of working. In particular, the newly appointed Directors of Public Health and Integrated Commissioning have already signalled a clear commitment to invest in children and young people, recognising that they are the adult population of the future.
- The vision and ambition to deliver excellent outcomes for children and young people in Herefordshire is huge and there is a commitment to improvement and change across all the organisations involved with delivering services for children and young people. The Director of Children's Services is leading a major change programme, involving the reorganisation of the CYPD, in order to further improve capacity and address the challenges of the *Every Child Matters* agenda. A new senior management structure has been agreed and two new Heads of Service will start in September 2008. In the meantime, interim Heads of Service have been appointed to take forward specific tasks, recognising the potential of losing momentum on key aspects of work during the change process. The reorganisation will deliver locality work, aligning with the revised Herefordshire Common Assessment Framework and the Family Support and Parenting Strategies and will be operational from January 2009 onwards.
- Improvements have been made to the management structures to deliver the *Every Child Matters* agenda. Children's Trust arrangements were introduced in Herefordshire in July 2007, building on the previous Children and Young People's Partnership. The Trust Board is chaired by the Lead Member for Children's Services and Welfare and the Management Group is chaired by the Director of Children's Services. The Third Sector is a key partner in the Children's Trust arrangements, being represented at all levels. The Shadow Board of children and young people plays a critical role in the Trust's work, has representatives from different age groups and includes children with additional needs. The Management Group comprises the leads for the five Outcome Groups and the chairing of each Outcome Group is allocated across the partner agencies:
 - *Be Healthy – PCT*
 - *Stay Safe – Herefordshire Council*
 - *Enjoy and Achieve – Herefordshire Council*
 - *Positive Contribution – Youth Offending Service*
 - *Economic Wellbeing – Connexions*
- The priorities in the new Children and Young People's Plan 2008-2011 have been developed through a comprehensive mapping of need and user feedback. The needs mapping, which has also informed the draft Joint Strategic Needs Assessment, led by the Director of Public Health, included:
 - analysis of performance indicators and other research information, including population estimates;
 - survey outcomes, including the Youth Survey, Tellus2 survey and Teenage Lifestyle Survey
 - consultation with children and young people, including the Shadow Board and the major consultation event in October 2007 ('You Talk, We Listen')
 - review of the 2004-2007 Plan, led by each of the Outcome Groups of the Children's Trust
 - feedback from inspections, including the 2007 APA and the 2007 Priorities meeting
- The Children and Young People's Plan provides the overarching framework within which individual partners, as defined in the Children Act 2004, deliver their contribution. For the CYPD, this contribution is set out in the three-year directorate plan which, in turn, is supported by a network of team plans and then individual staff appraisal (Staff Review and Development). The directorate plan is structured around the five *Every Child Matters* outcomes and for each outcome identifies the high level actions, indicative budgets and teams who will deliver the objectives identified. Other statutory partnerships, including the Herefordshire Safeguarding Children Board and the Herefordshire Community Safety and Drugs Partnership, have business and action plans which identify the actions and resources needed to deliver their contribution to the overarching priorities.

- The CYPD completed a full programme of equality impact assessments in 2007/2008, in line with its Comprehensive Equality Policy and the Council is working, with the PCT, towards a single diversity scheme for both organisations. Other partners represented in the Children's Trust have equality schemes and action plans in place.
- The performance management infrastructure has improved significantly through the introduction of a comprehensive quarterly Performance Digest, including data and analysis of all national and local performance indicators, and monthly RADAR performance indicators. The performance function of the CYPD is responsible for performance management across the wider Children's Trust arrangements, thus ensuring an integrated and flexible approach. Quarterly reporting timetables are aligned to enable Outcome Groups to consider their performance and report, on an exception basis, to the Management Group and Trust Board. The performance function provides advice and challenge to each level of the Children's Trust arrangements to ensure a continual focus on outcomes and improvement.
- The role of elected Members in performance management has also improved. The Cabinet Members for Children's Services and the Children's Services Scrutiny Committee review the Digest and the Cabinet Members also review the RADAR performance indicators on a monthly basis. A briefing session for the Scrutiny Committee was held in January 2008 to look at the content of the Digest and identify how they can use it to challenge performance.

Our areas for improvement

- The change programme involving the reorganisation of the CYPD is in the early stages of implementation and will be operational from January 2009. The new senior management structure will be in place from September 2008 and the new Heads of Service will play a key role in designing and implementing the structures needed to deliver the vision for children's services in Herefordshire.
- Although the Children's Trust has come a long way in organisational terms, there is a recognition at the Board level that further improvement is required to embed the arrangements further. This is being supported by the wider joint working arrangements between the Council and the PCT. Key areas for improvement identified by the Children's Trust Board are commissioning (cf Use of Resources), ambition and strategic lead; and performance management and accountability (see below).
- In relation to performance management, particular emphasis is now being given to better analysis of data and then interpreting it into management action at the front line. There is also a need to integrate all elements of performance, including finance. The role of elected Members in supporting performance management is also being further developed. Peer support through the Improvement and Development Agency is being provided to the Lead Member for Children's Services and Welfare and the Chair of the Children's Services Scrutiny Committee to increase their effectiveness. Specific briefing sessions for all Members of the Council are timetabled over the next two years to focus on specific areas of performance; the first of these in April 2008 considered the new Children and Young People's Plan and the work of the Outcome Groups and Shadow Board. The RADAR performance indicators have also been refined for 2008/2009 to focus on areas requiring closer scrutiny.
- A number of strategies were developed and agreed by the Children's Trust in 2007/2008, including the family support strategy and children with disabilities strategy, following extensive consultation with practitioners and service users. Clear action plans are being developed to ensure that they are capable of being delivered on the ground in order to make a real impact on children, young people and their families. Interim Heads of Service have been brought into the CYPD to provide further capacity to do this and provide some continuity in the move to the new structures. Progress will be actively monitored to ensure the desired outcomes are being achieved, services are being reshaped to include family support elements and costs are being contained. This will consolidate the move to locality based working and full implementation of the revised Herefordshire Common Assessment Framework.
- The first phase of the revised Herefordshire Common Assessment Framework and Team Around the Child was completed in 2007/2008 with an external evaluation. The directorate and partners have considered the first phase of implementation and have now put detailed plans in place to ensure a successful countywide CAF approach is in place through 2008/2009 in line with an agreed action plan, including a full programme of multi agency practitioner training.
- A multi agency workforce strategy was developed in 2007/2008. The Council also engaged with the Children's Development Workforce Council, contributing to the development of an interactive Core Skills Training tool. This should be available for implementation in 2008/2009. The Council is strengthening its

lead role by appointing a Workforce Strategy Manager to drive forward the strategy and coordinate activities across the directorate and with partners.

The use of resources

Our areas of strength

- A pooled budget is in place between the Council and the PCT for specialist out of county placements. This is managed through a Joint Agency Meeting, led at a senior level across partner agencies. It is supported by the directorate's Contracts Officer who provides professional support and expertise in order to improve value for money for all partner agencies.
- Social care contracts and service level agreements have been reviewed through the directorate's Contracts Officer which has led to a tightening of performance requirements and monitoring intervals. This will support the re-tendering process in 2008/2009 as part of the overall commissioning framework and review of the Area Based Grant.
- A strategy has been developed and is being implemented to address the social work staffing issues, as part of the overall Workforce Development Strategy.
- The consequent increase in surplus spaces as a result of falling rolls in schools has been recognised. A radical approach, involving school amalgamations and closures, has been forcibly rejected. Alternative solutions are being explored with schools, including investigating different forms of school organisation, such as federations, third party use of surplus space, delivering extended schools and wider children's services from schools, considering changes to formula funding methods of schools and, through the Local Admissions Forum, amendments to the current school capacity and admission levels.
- A review of the directorate's financial arrangements has been completed which recognises that improvements need to be made to the way in which the financial resources of the directorate are managed in order to meet the needs of children and young people within the constraints of reducing resources. An action plan is being devised which the Resources Directorate will be implementing, in partnership with DMT and managers in the directorate.

Our areas for improvement

- In Herefordshire, the children's element of the Area Based Grant (ABG), amounting to some £3.7m, has been devolved to the Children's Trust to manage and allocate. Whilst in this first year (2008/2009), priority is being given to maintaining existing services, a fundamental review of those services, including outcomes and value for money, is being undertaken to inform the allocation from 2009/2010. Each Outcome Group will review areas of spend within their area of responsibility in a series of challenge workshops to be held during June. The outcome of the workshops will be to identify gaps in provision, value for money of existing services and areas for additional investment. This will then inform commissioning of services from September 2008 for implementation from April 2009.
- The commissioning process for children's services will be enhanced and mainstreamed within the overall framework proposed by the newly appointed joint Director of Integrated Commissioning, which will provide strategic and operational focus across the PCT and Council. The ABG review workshops have played a major part in establishing commissioning needs for 2009/2010. Within the overall corporate framework, further work is planned on the Trust's commissioning framework, making best use of the partnership approach set out in the Children and Young People's Plan and the use of pooled budgets where they add value.

Capacity to improve

Our areas of strength

- As outlined, considerable progress has been made on the overall capacity to improve since the last APA in terms of ambition, planning and performance management and partnership working. The recent joint partnership of the PCT and the Council has further strengthened Herefordshire's position on partnership working, providing increased opportunities for exercising value for money, ensuring commissioning and provision of better services for local people and enhancing their experience of services. The newly formed Joint Management Team (JMT) has set out priorities and a vision, which is being developed with all staff

before public consultation later this year. Many new colleagues have joined JMT, bringing greater experience and knowledge of commissioning in particular. Improvements are being implemented across the Council and PCT on many aspects of joint working, such as infrastructure and governance.

- Each Outcome Group now has a work programme in place, drawn from the overall priorities in the Plan. These plans, in turn, are underpinned by a number of performance indicators. The Children's Trust Management Group is overseeing the quality of the delivery plans and has a programme of review and challenge in place to ensure delivery.
- The Directorate capacity and focus is being addressed through restructure of its functions to enable greater integration at all levels and a sharper focus on teams around children.

Our areas for improvement

- Although substantial progress has been made, the Trust and all the partners are not complacent about what still needs to be done to achieve our ambition of delivering excellent outcomes for children and young people. Our areas for improvement, outlined below, are focused on refreshing and restructuring in a number of key areas to ensure that we remain fit for purpose for the future.
- An audit of the governance structures of the Children's Trust will be implemented in 2008/2009. This will review the effectiveness of the structures and ways of working to date. Changes will then be made based on the outcome of the review and the latest statutory guidance on Children's Trust implementation.
- The allocation and targeting of resources to areas of need will be facilitated through the move, within the CYPD, to locality teams, effective from January 2009. The model will be based on three localities and will support the implementation of the revised Herefordshire Common Assessment Framework. It will also enable earlier intervention strategies to be implemented which will significantly strengthen safeguarding arrangements in the county, particularly in relation to referrals.
- In terms of capacity, improving the links with the PCT, both corporately and through the Children's Trust, will strengthen service delivery within the context of the joint working with the PCT and the new JMT. Within the CYPD, recruitment of two interim Heads of Service and a new Workforce Strategy Manager in 2008/2009 has provided additional capacity to give the work on the strategies further momentum.
- The consultation on the Children and Young People's Plan has highlighted areas where systematic, statistically valid consultation requires development, specifically with younger children (under 11) and vulnerable groups. Coordinating with the existing Tellus and schools surveys, a strategic approach to consultation across all partners is agreed which will reduce the burden on schools and give a holistic picture of the needs and views of children and young people. It will primarily involve a survey for all children and young people to be undertaken every two years (starting in October 2008) and replacing the range of different small surveys that had previously been undertaken. The outcome of all interactions with users, whether qualitative or quantitative, will be incorporated into the quarterly Performance Digest, highlighting key themes and actions taken/proposed. This will form part of the broader participation strategy for the Children's Trust which will also pick up the particular needs of parents/carers.
- The Integrated Children's System is being taken forward, as part of the new social care system, Corelogic Frameworki, with implementation due in October 2008. Local arrangements to support eCAF will be implemented from April 2009. A multi-agency steering group is also in place to deliver ContactPoint, chaired by a Head of Service.
- Herefordshire's Fostering Service is a well-regarded and effective service which has grown in complexity in recent years, with a number of different schemes developed in response to specific areas of need. This has made the service complicated to administer, and some of the differences in payment rates, support levels and expectations placed upon foster carers are difficult to justify. In response to these issues, a fundamental review of the Fostering Service is underway and is due to report in October 2008, with a new fee structure in place from April 2009. Its four broad aims are to improve and widen the support provided to young people in foster care and their carers; rationalise the payment systems for foster carers; clarify the expectations and tasks of foster carers and consider how best to meet the needs of young people with challenging behaviour, currently placed in external placements.

ANNUAL PERFORMANCE ASSESSMENT 2008: SELF-EVALUATION GRADES

Please provide the following grades using the LSIF four point scale and descriptors as a guide.

Name of Local Authority	HEREFORDSHIRE COUNCIL
Name of APA Link Officer :	HILARY HALL
Contact details for APA Link officer	Telephone: 01432 260801 Email: hhall1@herefordshire.gov.uk
Date Form submitted:	26 JUNE 2008
Signed/agreed on behalf of the children's services authority	
Name:	SHARON MENGHINI
Position:	DIRECTOR OF CHILDREN'S SERVICES
Signature:	

Areas for judgement	Being healthy	Staying safe	Enjoying and achieving	Making a positive contribution	Achieving economic well-being
The contribution of the council's services in maintaining and improving this outcome for children and young people.	3	2	3	2	2

The council's children's services	Grade
The contribution of the council's children's services in maintaining and improving outcomes for children and young people.	2

Capacity to improve	Grade
The council's capacity to improve its services for children and young people	3

This form is to be returned together with the self-assessment or CYPP review by 26 June 2008

REVIEW OF DIRECTORATE AND SERVICE PLAN / PERFORMANCE MANAGEMENT

Report By: Director of Children's Services

Wards Affected

County-wide

Purpose

1. To consider the Performance Digest covering the financial year 2007/08 and the Children and Young People's Directorate Plan 2008-2011.

Financial Implications

2. The Children and Young People's Directorate has an annual revenue budget of approximately £23m (excluding grants and Dedicated Schools Grant), with a capital programme for the Directorate of just under £12m. The Directorate Plan 2008-2011 covers activity funded in the context of the Council's Medium Term Financial Strategy (broadly an assumption of nil growth, except for pay inflation; the budget outturn reports regarding revenue and capital (covered elsewhere in the Scrutiny Committee's agenda); Herefordshire's position as one of the lowest funded authorities in the country, and falling school rolls which will affect the level of Dedicated Schools Grant over the period.

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. Some of the Year-End outturns for Performance Indicators are sourced from statutory Government returns due for submission in May/July 08. The outturns for these Performance Indicators are subject to change and will not be finalised until validation of these returns.
4. The Directorate Plan 2008-2011, included with the agenda for Members and available to the public on request, covers the Children and Young People's Directorate's contribution to support and deliver Herefordshire's Corporate Plan. The Directorate's Plan also contains the work of the Directorate to support the Children and Young People's Plan. Members will recall that the Children and Young People's Plan is a statutory requirement, covering Children's Trust activities across the Local Authority, partners and children and young people themselves. As part of the creation of the Directorate Plan, performance is assessed and objectives set to improve. The Directorate Plan is put into operation across the Directorate through individual team plans. This is the first year that the Directorate has adopted this approach. Team plans are used by managers to focus and drive activity to achieve the objectives set out in the plan (see pages 20 to 37 of the Directorate Plan).
5. The Performance Digest captures the National and local indicators the Directorate and partners are judged against. Performance indicates the experience of children

and young people in relation to services and contributes to the Annual Performance Assessment and the Corporate Area Assessment. Performance is therefore important for the service users and also for the reputation of the Council.

Digest Considerations

6. The Performance Digest 2007/2008 is included with this agenda, for Members' consideration. Copies are available to the public on request. The Digest is set out under the five outcomes of Every Child Matters, and service management, and provides 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.
7. 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

8. The number of schools achieving the Healthy Schools Standard (page 11 of 65) finished slightly below target, 74 compared to a target of 78. Quarter 3 data confirmed that 100% of young offenders received appropriate substance misuse assessments and interventions. Quarter 4 data is expected to maintain this position. Excellent performance has been achieved in relation to reducing the percentage of teenage pregnancies (-29.6% against the 1998 baseline). However, these are based on national figures which are 2 years out of date. The directorate is working with the PCT to provide more timely figures to target activity. Good performance has been maintained in the percentage of children who are looked after who had a dental check and an annual health check (90% compared to a target of 93%). The number of Common Assessment Framework (CAF) assessments completed in Phase 1 is probably under reported at 46. A central CAF registry has now been established as part of a countywide roll out and this will ensure a more accurate capture of information.

Staying Safe

9. Performance in relation to looked after children, specifically timeliness of reviews, percentage in foster care or placed for adoption, stability and long term stability of placements has been excellent, ahead of target. The percentage of adoptions has also significantly exceeded the target this year. The number and timescale for completion of core assessments has significantly improved, exceeding target and is probably more in line with statistical neighbours performance (data has yet to be released to verify this).
10. The Directorate experienced significant staff shortages in 2007/08, and this is being in part addressed through overseas recruitment. These shortages had a significant affect on some areas of performance, notably the timeliness of initial assessments which are substantially below the performance of statistical neighbours. The snapshot of percentage of children and young people on the child protection register who are not allocated a social worker (page 23 of 65) was also affected. Members will note that at the snapshot of 11 April 2008, 7.14% were unallocated. This reduced to 0% unallocated by 14 April.
11. The rate of referrals of children in need per 10,000 population aged under 18 (page 19 of 65) has levelled off during the year but is low compared to our statistical neighbours and the national level. The rate continues to be monitored closely by the Herefordshire Safeguarding Children Board and the Directorate Management Team.

The number of referrals is linked to initial assessments (page 20 of 65) and the outturn of 52.1% is low compared to target (65%) and performance for the previous year (66%). There continues to be pressure on performance in this area because of the workload and staff shortages (including suitably qualified and experienced social workers) through the year. A recruitment and retention strategy has been put in place and the staffing situation is improving. The percentage of repeat referrals increased compared to 2006/07 (22.1% compared to 20.3%) and was higher than the target of 18%. Performance does compare favourably to statistical neighbours but the Directorate undertook benchmarking and audit work in relation to referrals and assessments, which has led to activity within the Directorate to improve practice.

Enjoy and Achieve

12. The 2007 exam results show improvement on previous year's outturns (pages 35-40 of 65). Excellent performance has been achieved regarding the percentage of young people leaving care with 5 or more GCSEs at A*-C or equivalent (20%) which is likely to be significantly higher than the performance of statistical neighbours and is a proud achievement for this vulnerable group of young people. Sustained excellent performance in relation to the provision of statements of Special Educational Needs was achieved throughout the year (page 39 of 65) with performance remaining at 100%. Absenteeism amongst looked after children, particularly in secondary schools, is an area of concern (pages 35 and 42 of 65). The numbers involved are small and an action plan is being implemented to address the causes.

Make a Positive Contribution

13. The percentage of looked after children who participated in their reviews (page 47 of 66) improved from last year, was ahead of target and continues to show good performance with Herefordshire ahead of its statistical neighbours and in the top performance band. The focus on enabling young people to gain recorded and accredited outcomes has resulted in significant achievement, with national targets exceeded (pg 48 of 65). The proportion of looked after children receiving a final warning, reprimand or conviction has increased in 2007/08, above target and above 2006/07 outturn. We are putting in place timely data capture to ensure a targeted and more immediate response for 2008/09.

Achieve Economic Wellbeing

14. The percentage of 16 -18 year olds not in education, employment or training shows sustained good performance, improving on last years performance by slightly more than the target (page 54 of 66). Performance is still on course to meet the DCSF 2010 target of 4.7%. The percentage of positive Year 11 destinations has increased over 2006/07 performance and exceeded the target. The percentage of 16-19 year olds with learning disabilities and difficulties in employment, education or training has increased from 81.5% to 86%, though the percentage of teenage mothers in Education, Employment & Training has decreased compared with 2006 (see page 52 of 65 for further details). The year end target for the number of families in bed and breakfast accommodation will not be met. There are signs however that the supply of suitable accommodation should improve in the first two quarters of 2008/09, which should improve the situation.

Service Management

15. The Digest contains provisional figures which indicate that there has been an increase in gross expenditure on services for children. There is a significant amount of detail contained in pages. 55 to 64. The increase is accounted for by the increase in expenditure on looked after children, preventative budgets and the increase in social work establishment.

RECOMMENDATION

THAT the Committee assess the levels of performance achieved in 2007/2008, alongside the Directorate Plan 2008-2011 and consider if further reports and/or actions should be recommended to improve outcomes for children and young people.

BACKGROUND PAPERS

- Children and Young People's Directorate: Directorate Plan 2008-2011
- Children and Young People's Performance Digest 2007-2008 Year End



Final Version
submitted to Corporate Policy and
Performance on 4 April 2008

Children and Young People's Directorate

Directorate plan 2008-2011

"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"

Director:

Dr Sharon Menghini

Heads of Service:

Anne Heath, Shaun McLurg, George Salmon, Chris Baird

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Section 1 The role of the directorate : what we do

1.1 Overall purpose

The Children and Young People's Directorate, with its local partners, is responsible for delivering services to improve the outcomes for all children and young people in Herefordshire.

The overarching framework for the directorate's activities is the **Children and Young People's Plan**. The Children Act 2004 requires all local authorities to develop a Children and Young People's Plan with its partners, which will identify the priorities to promote the well-being of children and young people. Well-being is defined through these five shared outcomes:

- Being healthy
- Staying safe
- Enjoying and achieving
- Making a positive contribution
- Achieving economic wellbeing

The Plan is an overarching strategic plan, 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. The Children and Young People's Plan 2008-2011 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. 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.

The **vision** for children and young people in Herefordshire is set out in the Children and Young People's Plan:

"Our vision is to achieve the very best for our children and young people ... 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.... 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 adulthood, able to manage their own affairs and interrelate 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."

The **Director of Children's Services**, through management of the directorate and leadership of the Children's Trust arrangements, has statutory responsibility for all requirements of the legislation relating to children and young people's services and the Children Act 2004, in particular.

The **Children and Young People's Directorate Plan** sets out the contribution the directorate will make to deliver the vision and supporting priorities in the Children and Young People's Plan. It is supported by the following network of primary team plans:

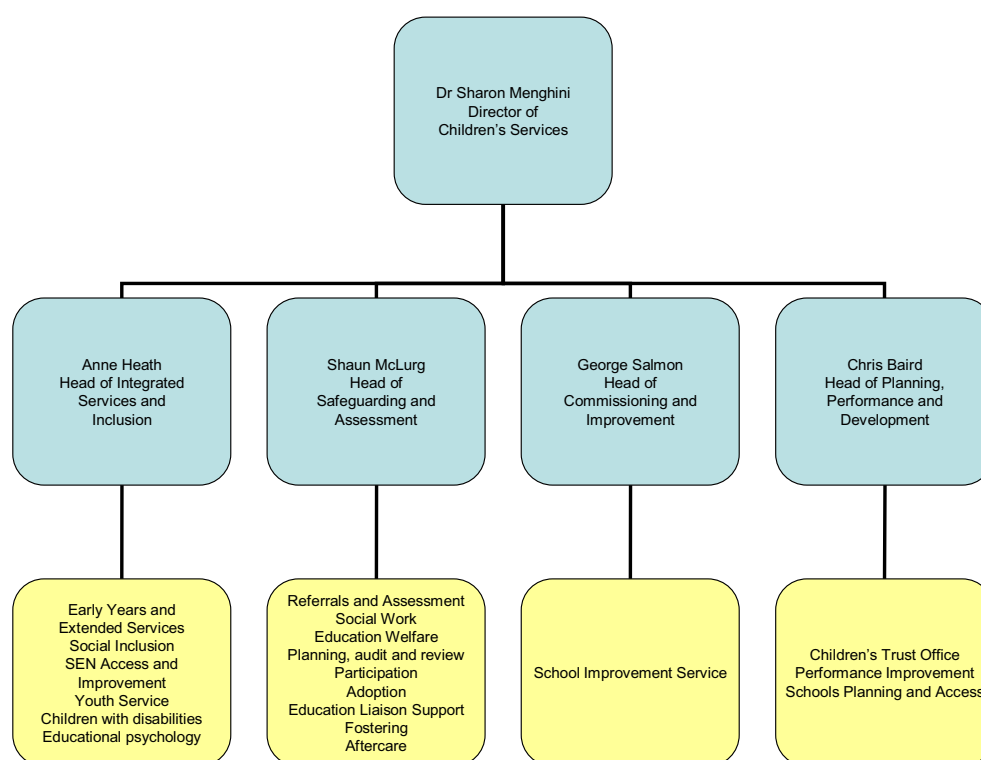
Adoption Aftercare Community Youth Services Disabilities and Ill Children Early Years and Extended Services Education Liaison and Support Service Education Welfare Service Educational Psychology Fostering Performance improvement	Participation (Voices) Planning, Audit and Review Referrals and Assessment Schools accommodation and forward planning Schools admissions and transport School Improvement Service Social Inclusion Special Educational Needs Access and Improvement Social Work Service
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1.2 Overall context of the directorate

The Children and Young People's Directorate employs 4,036 staff and has an annual revenue operating budget of approximately £23m (excluding grants and Dedicated Schools Grant). The capital programme for the directorate was just under £12m in 2007/2008.

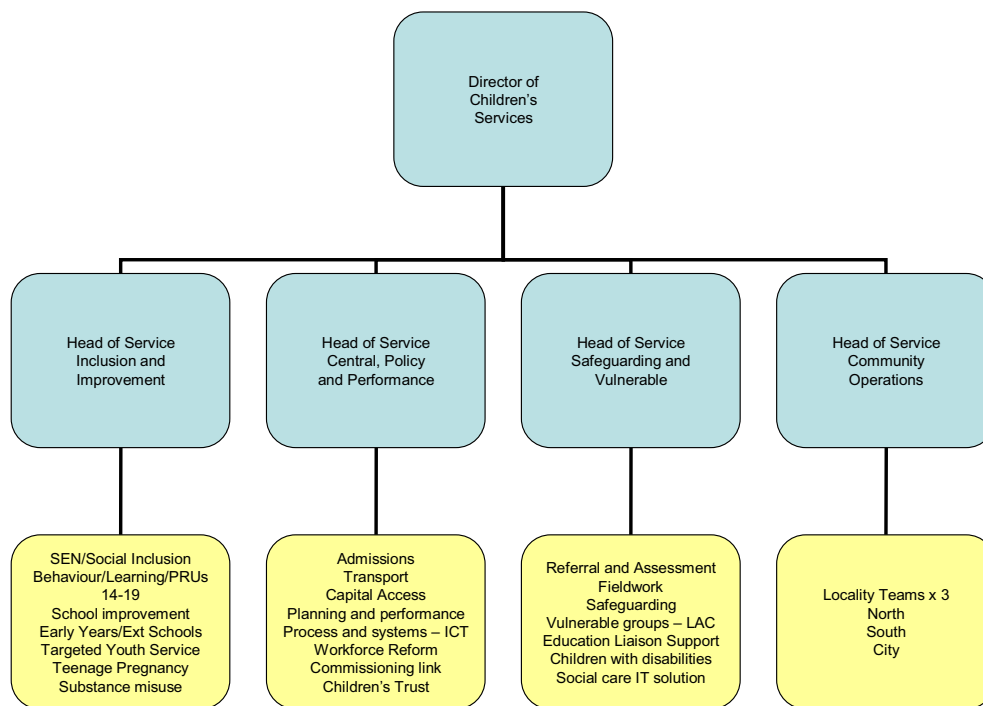
At a political level, there is a Cabinet Member for Children's Services and a Children's Services Scrutiny Committee.

The current structure of the directorate is shown below, together with a brief overview of the services provided within each division.



Advice and support in relation to HR and finance is provided to the directorate by the HR Department and Resources Directorate respectively. Service level agreements are in place that detail the nature and scope of services provided by them.

A restructure of the directorate, being implemented for January 2009, is aimed at delivering services at a more local level, alongside the implementation of the Common Assessment Framework. The draft structure, which is still subject to consultation with staff and partners, is shown below, together with an indication of the services likely to be covered in each of the four divisions.



1.3 Core values and working with other directorates and partners

Examples of the way in which the directorate demonstrates the core values and behaviours in its work include:

Service:	Children and Young People's Plan and Children's Trust arrangements, built around the five shared outcomes for children and young people Joint commissioning of services across the Children's Trust Annual delivery plan with named responsible officers and performance management arrangements
Integrity	Agreed information sharing protocols between agencies and data quality processes for performance indicators Priorities for the Children's Trust, based on comprehensive analysis of need and consultation Full range of consultation processes with children and young people
Equity	Inclusion agenda in schools Equitable access to information, facilities and services – to be facilitated further by the move to integrated teams Encouraging local democracy through school councils and Youth Council
Empathy	Consultation processes with children and young people Working in partnership with others to achieve the five shared outcomes through the Children's Trust arrangements Common Assessment Framework providing earlier intervention and prevention services

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. The current membership includes Herefordshire Council, including schools; Herefordshire Primary Care Trust, including GPs; Herefordshire Voluntary Sector Alliance; West Mercia Constabulary; Learning and Skills Council, Herefordshire, Worcestershire and Shropshire; Connexions, Herefordshire and

Worcestershire; Herefordshire Hospitals NHS Trust; Worcestershire and Herefordshire Youth Offending Service and Herefordshire Probation Service. The Children's Trust Board, chaired by the Cabinet Member for Children's Services, is the decision-making body, comprising those agencies that currently commission or buy services that impact on children and young people.

The directorate works closely with other **directorates of the Council** in order to deliver its improvement priorities, notably:

Directorate	Areas of joint working	Directorate	Areas of joint working
Resources	Asset management Schools capital programme Schools building / maintenance School meals Revenue budget Schools budget Risk Capital programme Value for Money Procurement	Corporate and Customer Services Equality and diversity Research	ICT in schools Herefordshire Partnership
		HR	HR advice and support Staffing and appointments Recruitment Training
Adult and Community Services	Housing Leisure Cultural projects Lifelong learning Transition planning	Environment	Transport

Section 2: Current performance on improving outcomes : how well we are doing

2.1 Annual Performance Assessment

The Annual Performance Assessment grading for 2006/2007 is rated satisfactory. The inspectors concluded 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 summary of the gradings is set out below and a summary of the strengths and areas for improvement, by the five outcomes, is included at Appendix 1 to this plan.

Areas for judgement	Grade awarded 2005	Grade awarded 2006	Grade awarded 2007
The contribution of the local authority's children's services in maintaining and improving outcomes for children and young people	2/4	2/4	2/4
The council's overall capacity to improve its services for children and young people	2/4	2/4	2/4
The contribution of the local authority's social care services in maintaining and improving outcomes for children and young people	1/4	2/4	2/4

Since the Joint Area Review in 2005, the Council has operated under a Government Office West Midlands Improvement Board. Success criteria had been agreed with Government Office relating to performance management, school review and children with disabilities strategy, and as a result of demonstrating improved outcomes against these criteria, formal engagement ceased in October 2007.

2.2 Herefordshire Community Strategy and Herefordshire Council Corporate Plan

The estimated end of year outturns against the targets for children and young people in the Community Strategy and the Council's Annual Operating Plan are set out at Appendix 2 to this plan. The Appendix also details whether the indicators are used to measure the directorate's contribution to the Performance Improvement Cycle 2007/2008, the current Local Area Agreement which finishes in March 2008, and the Children and Young People's Delivery Plan 2007/2008. All England comparative data is provided for statutory indicators. The full set of indicators against which the directorate is required to report is set out in the Performance Digest and year end outturns will be published in May 2008.

In summary, there is a solid foundation of performance across children's services. Embedding performance management across all service levels is a key challenge for the directorate. Looking at the trend over the last three years, 42% show a positive improving trend, 39% show no discernible trend and 14% show a declining trend. It is worth noting that a number of indicators rely on a small cohort of children and young people for calculation and as a result, a small fluctuation in numbers will have a disproportionate effect on the overall percentages making it difficult to map trends.

Along with the priorities identified through the Annual Performance Assessment and Priorities meeting, the areas of underperformance highlighted are being taken forward as part of the directorate’s improvement planning for 2008/2009.

2.3 Employee Opinion Survey

There was a 37% response rate to the 2007 Employee Opinion Survey and key issues highlighted in the survey for the directorate were:

- Staff in the directorate are more likely to speak highly of the Council to others outside the organisation than the rest of the Council as a whole. This has improved significantly from the 2006 survey. Morale is generally higher in the directorate than in the rest of the Council, with 86% of staff agreeing that they feel valued by their immediate line manager/supervisor and 71% agreeing that they get recognition for a job well done.
- Staff in the directorate are more likely to work excessive hours than the rest of the Council to meet the requirements of their job and are less satisfied with their physical work environment. However, satisfaction with these two aspects has improved over the 2006 survey. The directorate restructure, informed by the current clerical/admin review, is aimed at addressing capacity and workloads within the directorate and is to be implemented for January 2009.
- 80% of staff in the directorate agree that Herefordshire Council is good to work for and 70% intend to still be working for the Council in 12 months’ time.
- Confidence with the fairness of senior management decision making has improved significantly over the 2006 survey although a quarter of the respondents disagreed that the organisation communicates with employees regularly when going through change. 61% of staff agree that senior management is visible and approachable.
- 86% of staff have a clear understanding of their job priorities and objectives, with 82% agreeing that they have adequate training and development to do their job.

2.4 Council’s cross cutting themes and Pay and Workforce Strategy

The Council’s cross cutting theme “better outcomes for children” is a golden thread running throughout the work of the directorate and all its services are directed towards achieving this outcome.

The cross cutting theme of “enabling older people to live fulfilled lives in their local communities” is not a key areas of focus for this directorate and has not been included in the assessment although, through its support of families, the directorate indirectly contributes to the caring capacity of families, including those of older people.

In relation to the other cross cutting themes and the Pay and Workforce Strategy, the directorate makes the following contributions:

Cross cutting theme	Contributions
Rural proofing	<p>Taking account of rurality through the provision of extended schools and children’s centres</p> <p>Moving to integrated teams in 2008/2009 to further ensure that services are provided at a local level</p> <p>Improving information, advice and guidance to young people</p>

Cross cutting theme	Contributions
	<p>Rationalising communication links, making full use of IT wherever possible</p> <p>Improving the publicity and promotion of positive activities for young people in their communities</p> <p>Establishing Local Area Networks for 14-19 year olds and minimising excessive travel by taking resources to learners and encouraging local collaboration</p> <p>Incorporating rurality within the ongoing Childcare Sufficiency Assessment to ensure that there are sufficient childcare places available in the county</p> <p>Maintaining existing school provision through alternative models, in the light of falling school rolls</p>
Thriving communities	<p>Addressing the housing needs of vulnerable families and young people through the Children's Trust Economic Wellbeing Outcome Group</p> <p>Improving the curriculum offer through the 14-19 strategy and education plan</p> <p>Moving to integrated teams in 2008/2009 to provide better opportunities for consultation with communities about the services they need</p> <p>Increasing the number of volunteering opportunities available to young people</p> <p>Developing children's centres and extended schools at the heart of communities, including a wide range of services in support of families</p>
Diversity and equality	<p>More effective transition planning for young people with disabilities with Adult and Community Services</p> <p>Moving to integrated teams in 2008/2009 to ensure that services are provided at the most appropriate, local level</p> <p>Strengthening arrangements to combat bullying</p> <p>Researching the needs of vulnerable young people and delivering services to address their identified needs through the multi agency Vulnerable Young People's Group established as a sub group of the 14-19 Consortium</p> <p>Implementing the 14-19 Learning Entitlement that will be accessible to all, including vulnerable or disadvantaged groups</p> <p>Developing transition sessions for parents across the county in partnership with schools, supporting children entering school and also when they transfer from primary to secondary phase</p>
Sustainability Safeguarding the environment	<p>Building sustainability and environmental considerations into the planning and development of the directorate's assets, specifically schools, including Building Schools for the Future.</p> <p>Moving to integrated teams in 2008/2009 with opportunities for co-location to enable rationalisation and better use of existing physical assets</p>
Pay and Workforce Strategy	<p>Recruiting social workers to meet the target of 53 by March 2009.</p> <p>Implementing the Children's Workforce Strategy 2007-2009</p> <p>Reducing staff absence through training of managers, undertaking return to work interviews, responding appropriately to trigger points and monthly monitoring by DMT.</p> <p>Supporting the corporate commitment to seek Investors in People accreditation</p> <p>Responding to the outcomes of the Employee Opinion Survey 2007, primarily through the directorate restructure.</p> <p>Ensuring that flexible working is a key feature of the roll out of the Common Assessment Framework and integrated teams</p> <p>Ensuring that all Staff Review and Development interviews are completed in line with the corporate deadline, with training provided for new managers and monitoring arrangements in place in each division.</p>

2.5 Budget / Finance

The Council's Medium Term Financial Strategy provides the budgetary context for the delivery of the directorate plan. The broad financial outlook is one of nil growth (except for pay inflation) and increasing requirements to deliver Gershon efficiencies until the end of 2011. The financial constraints during this period will pose significant challenges to the directorate's capacity to deliver high quality services to all client groups. Inevitably, some services will have to be reduced or alternatively, delivered differently at a reduced cost.

The Dedicated Schools Grant will continue to reduce over the period, which will impact on the capacity of schools to deliver high quality education and the necessity to use the grant effectively to focus on support for children with additional needs.

Transport savings have, so far, supported a balanced budget position for the directorate. This is not sustainable and more creative use of funding streams and effective review and commissioning of services will be essential. Spend to mitigate and invest to save proposals, which support the directorate's priorities, will be developed.

The directorate has achieved a balanced budget position for 2007/2008 but it faces ongoing financial pressures, mainly as a result of the increasing costs of external agency placements and increased fostering placements. The Council has a statutory responsibility to meet the needs of individual children and as each new placement typically costs in excess of £150,000 per year, this will be a continuing cost pressure over the next three years. Effective early intervention and support for families will be essential in ensuring that the directorate can stay within budget, together with an ongoing commitment to ensure value for money from placements through tighter commissioning and contract monitoring.

2.6 Consultation and customer/stakeholder feedback

Throughout 2007, the **Shadow Children's Trust Board** has been meeting regularly and influencing the work of the Children's Trust and the directorate. Key issues of concern highlighted by the Board, and from the consultation event held with children and young people ("You Talk, We Listen") during the year, include:

- More involvement and participation in decision making
- Better access to information
- Better sex education
- Action to stop bullying
- Improved transport
- Help with setting up clubs/groups
- More sport and recreational facilities

17% of schools responded to the Audit Commission's **schools survey** in July 2007 which asks schools to assess the contribution of services offered by the Council. Although the responses provide an indication of the satisfaction of schools with the services provided, some caution should be exercised, given the low response rate. However, in summary, the survey found that:

- Overall, schools were satisfied with the effectiveness of the school meals service in encouraging children and young people to eat healthily but were dissatisfied with the effectiveness of local services in meeting the mental health needs of children and young people

- With the exception of two areas (reducing fear of crime and support to help families in danger of harming or neglecting their own children), schools are satisfied or better with the effectiveness of local services in the area of Staying Safe
- The Council is in the top quartile nationally for the provision of early years education, the provision for pupils out of mainstream schools, the quality of advice, support and training for teachers with a designated responsibility for looked after children, the effectiveness and reliability of home to school transport and the co-ordination of services to support the education of looked after children. Satisfaction with support for promoting school attendance decreased significantly from the 2006 survey, particularly in secondary schools.
- The Council is in the top quartile nationally for the effectiveness of the Youth Service and its support for young carers to achieve positive outcomes. Providing adequate interventions to deflect children and young people from anti-social behaviour is the only area rated 'below satisfactory' by schools.
- The effectiveness of advice from local services to pupils on their future beyond school is rated 'above satisfactory' by schools. Consultation and communication with schools, working in partnership to deliver the five ECM outcomes and leadership of senior officers and elected members is rated 'above satisfactory' by schools and improved significantly from the 2006 survey.

In the summer of 2007, the **Tellus2 survey** was undertaken of pupils in selected secondary schools. In Herefordshire, there was a 24% response rate and key issues highlighted from the survey were:

- 83% considered themselves to be very or quite healthy and only 5% said that they ate no portions of fruit or vegetables each day.
- Nearly 100% of respondents felt safest at home but a significant number felt a bit or very unsafe on public transport, in the local area and at school. 12% said they had been bullied at school at least once in the last week.
- 48% enjoy school always or most of the time with more fun / interesting lessons being the one thing that might help them do better.
- The main reasons for lack of involvement in sport, cultural and recreational pursuits related to the proximity of facilities to young people's homes and the lack of transport.
- 25% said they felt their views were listened to in decisions about the local area Volunteering rates appear high with 75% of respondents having done something to help family/friends and 28% having done something to help a neighbour/someone in the local area
- 44% of respondents expected to study and go to university when they left school.
- More/better shops, better public transport, and better activities for children and young people were the three things that would make the area a better place to live.

The **Youth Survey 2007** surveyed all young people on the Connexions database and key issues highlighted were:

- 31% of young people agreed that they felt they could influence important local decisions and the same proportion agreed that the Council gives young people enough opportunity to influence important decisions about local services.

- The three most commonly mentioned activities that young people reported that they did for 1 hour or more for fun on a weekly basis were sport or other physical activities (76%), watching films (67%) and walking/enjoying the countryside (41%).
- 18% of young people reported that they attend a youth club regularly, with 87% of those attending being either very satisfied or satisfied with the youth club overall.
- 28% of young people reported that they had caring responsibilities, with 16% of those young people having caring responsibilities for a brother or sister.
- Connexions was by far the most commonly used information service accessed by young people in the last year (62%), followed by the Young People's Health Clinic in Gaol Street (8%) and CLD Youth Counselling (6%). 32% of young people had not used any information service over the last year.
- 24% of young people reported that they had been bullied in the last 12 months. 88% of young people said that the bullying took place at school or college. The other most common locations included: 'Walking to or from school/college/work' (21%), 'On a bus going to school/college/work' (14%) and 'At home' (11%).

In October 2007, a report was published identifying the common trends in action planning emerging from the 41 **parish plans** published in the county over the last 6 years. It focused on those actions that required the support of organisations working with children and young people in the county. In summary:

- Over a quarter of the actions were capable of being resourced or funded at parish level. A further third of all actions required a mix of local and external funding.
- The largest category of actions related to clubs, courses and cultural activities being set up within parishes which would require agencies within the Children's Trust to offer advice, guidance and training, rather than manage the operation.
- The second largest category related to sports and recreational facilities.
- 19% of actions related to young people having an opportunity to influence the decision making process, at a parish level.

The detailed support provided by the directorate to enable these actions to be realised is set out in the supporting team plans.

The directorate's consultation plan for 2008/2009 is set out at Appendix 3 to this plan.

2.7 External assessments

In addition to the Annual Performance Assessment, a large number of the directorate's services are subject to external assessment and inspection throughout the year, including the rolling programme of Ofsted inspections of schools and childcare settings. The overall current inspection ratings are:

	Outstanding	Good	Satisfactory	Inadequate
Primary schools	7%	47%	42%	4%
Secondary schools	28%	36%	36%	0%
Special schools	50%	25%	25%	0%
Pupil Referral Units	67%	0%	33%	0%
All childcare settings	2%	72%	24%	2%

The RAG ratings applied by Government Office West Midlands, supported by the Field Forces, to other services in the directorate include:

Service	RAG rating
14-19 Strategy and Education Plan	Amber/Green
Children's Centres	Green
Early Years – Education	Amber
Extended schools	Amber/Green
Healthy Schools	Green
Targeted Youth Support	Amber
Teenage pregnancy	Amber/Green
Workforce strategy	Amber/Green

Section 3: New service requirements and priorities : what is changing

3.1 Emerging issues from customer / stakeholder consultation

The Priorities meeting was held with Government Office West Midlands in November 2007 when the priorities for the Children's Trust, and directorate, were agreed for the coming year. These were informed by the outcome of the Annual Performance Assessment and current performance. The agreed priorities are:

- Good dental health for children and young people
- Increase the percentage of initial assessments completed in timescale
- Improve educational attainment, particularly at Key Stages 1 and 2
- Reduce re-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

3.2 Summary of new legislation / national guidance

New legislation will have a significant impact on the directorate, particularly in the light of the new national children's plan, **The Children's Plan, Building Brighter Futures**, published by the Secretary of State for Children, Schools and Families in December 2007. A summary of relevant legislation is set out below:

The **Education and Inspection 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.

The Government has agreed to make all laws and policies compatible with the **UN Convention on the Rights of the Child**, which applies to all children and young people aged 17 and under, and this has been extended to all agencies delivering services to children and young people at a local level.

The **Early Years Foundation Stage** is a comprehensive framework for the learning, development and care of children in the early years. It will become statutory in September 2008 and will apply to all settings offering provision for children aged 0-5.

The **Children's Workforce Action Plan**, to be published in early 2008, will set out the details of integrated working, identifying the key workforce roles and expectations of them.

A **Green Paper** will be published in 2008 to improve the services young people receive once they leave custody or the supervision of a Youth Offending Team, including wider proposals for improving education for young offenders linking more strongly with the 14-19 curriculum. There will also be a consultation on the intention to place a duty on local authorities to make them responsible for a young person's education while they are in custody.

The new **Youth Task Force** will publish an action plan in 2008 setting out how it will improve delivery on young people's issues, working with local areas and regional partners to provide support and build improvement capacity.

Aiming high for young people: A ten year strategy for positive activities sets out the Government's ambition to transform the opportunities for young people in their leisure time. The challenge is to deliver this strategy in a way that involves and empowers all young people, removes barriers to access, and increases the quality of what is on offer locally.

Funding for the education of 16–19-year-olds will be transferred from the Learning and Skills Council to local authorities and there will be a consultation on proposals for how the system will work under these new arrangements, both before and after age 19.

Care Matters: Time for Change, published in June 2007, sets out a detailed programme of work to improve the services provided for children in care.

A fundamental review of the **primary curriculum** will begin in spring 2008 and report back to the Secretary of State by March 2009 so that agreed changes to the curriculum can be implemented in September 2011.

A comprehensive programme to improve children's safety will be set out in the **Staying Safe Action Plan** which will include reducing risks associated with media and the commercial world; reducing accidents, both on the roads and in the home; tackling bullying; ensuring that children's and young people's concerns are listened to; fostering greater collaboration to keep children safe, and preventing unsuitable people from working with children.

There will be an externally-led **review of CAMHS** with a remit to take stock of progress to date and to identify how mainstream and universal services could play a more effective role in promoting the emotional wellbeing and mental health of children, young people and their families.

A new **Children and Young People's Health Strategy** is due to be published in spring 2008, building on the National Service Framework for Children, Young People and Maternity services.

Aiming high for disabled children: better support for families sets out the Government's strategy for improving the lives of disabled children and their families, including improved short breaks provision for severely disabled children and their families, more accessible childcare, improved transition planning and parent involvement in service development

3.3 New corporate policies

A new three-year **Local Area Agreement** (LAA) will be negotiated, effective from April 2008. It will contain 15 locally determined priorities, supported by up to 35 indicators from the new National Indicator Set (as well as the 16 mandatory education targets). Stretch targets will be negotiated with Government Office West Midlands in relation to the up to 35 indicators in the Agreement.

A further enhancement of the LAA is the **Area Based Grant**, which is a non-ringfenced general grant. This will have a significant impact for the directorate, as over 50% of the former grants now included in the Area Based Grant are for children and young people. From April 2008, the Children's Trust will manage the Area Based Grant for all children and young people's activities. With the flexibility offered by the Grant, it is a

real opportunity, and challenge, to ensure that resources are directed towards priority areas. The Grant amounts to £3.7million in 2008/2009, rising to just over £4million in 2009/2010.

In 2009-2010, the new **Comprehensive Area Assessment (CAA)** will be introduced, replacing the current Comprehensive Performance Assessment. The CAA framework is concerned with those outcomes delivered by councils working alone or in partnership including health and wellbeing; community safety and cohesion; sustainable communities; economic development; housing; and children's and older people's services. Other performance frameworks for specific services, such as schools/colleges, police, probation, housing, and health and social care, will continue but will be developed alongside the CAA. The CAA assessments will draw on the new National Indicator Set and will also be heavily influenced by the views of residents and those using services.

Locally, the Council is moving to **more joined up arrangements with the Primary Care Trust**, including a joint senior management team. This will inevitably have consequences for structures and systems of working for both organisations, the details of which are not yet fully developed.

3.4 Changes to directorate structures and systems

To make the Every Child Matters agenda a reality requires resources to be directed at delivering multi-agency **integrated services** based around the needs of the child, young person and their family. This is being developed, within the level of resources available, in hubs, based around school clusters or partnerships, linking closely with the provision of children's centres and extended schools. The new model of provision will take account of access and transport issues, along with information sharing across agencies.

It is intended that having services delivered at a much more local level than currently, along with the implementation of the **Common Assessment Framework**, will enable much earlier intervention and prevention work to be 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 directorate being implemented for January 2009, and with other agencies coming alongside either virtually or through co-location. At the same time, there are some services that will remain county-wide to foster a cohesive approach, such as the provision of school transport, and other services that will remain centrally managed either because they are crucial to the safeguarding of children or because they provide for a small number of children and are therefore more cost effectively delivered centrally.

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. By 2010, every primary and secondary school will be expected to offer access to childcare, a varied menu of activities (such as 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.

Building Schools for the Future is a central Government initiative which aims to rebuild or refurbish all secondary schools in the country over a 20 year period. Each

authority has been placed in a phase or wave. Herefordshire has been placed in the last phase, which means that the work in the majority of high schools would begin after 2018. However, those authorities in the later phases have been promised that one High School would be complete by 2010 and another by 2015. With Whitecross High School occupying new premises and Wyebridge Sports College having the potential to become an academy, this would mean that 10 out of the 14 high schools will have to wait to the end of the second decade of the 21st Century. Whenever the funding is made available, it is only released when a vision and strategy for secondary provision has been completed.

A similar programme, **Primary Strategy for Change**, has been established to replace the worst 5% of primary schools in every authority (for Herefordshire, this would equate to 4 schools) and refurbish 50% (42 schools) over the next 14 years. Herefordshire has already been allocated £8m to be spent in 2009/2010 and 2010/2011 on this programme. It is then envisaged that funding will continue at that level until the work is complete. However, before funding is released, the Government has to approve the Council's vision and strategy for primary provision which needs to be submitted by the middle of June 2008.

The Department of Children, Schools and Families (DCSF) proposes that two **academies** will be created in Herefordshire at some point in the 2008/2009 academic year. One at Much Dewchurch would bring the Waldorf Steiner School into the maintained sector. The DCSF has completed feasibility work, but the planning application for the DCSF preferred scheme has been rejected at appeal by the Planning Inspector. The Steiner Foundation and the DCSF are now considering how to move forward bearing in mind that planning permission exists for a smaller scheme.

The second involves Wyebridge Sports College moving to academy status with the sponsor being the Hereford Diocese. Feasibility work and the outline business case have yet to be completed, but the existing Headteacher has been offered the post as Principal of the new academy. Both schools would be part of the maintained sector, operating within the financial framework shaped by the Schools Forum, and the admissions framework managed by the Local Admissions Forum. They are, however, independent of the Council.

The **14-19 Reform Programme** is a key area, driven by Government, focused on raising attainment of young people and equipping them for further education and work. Locally, this involves designing new curriculum with schools and colleges to provide new and varied qualifications, including vocational qualifications and apprenticeships, which 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.

3.5 Value for Money

As resources continue to tighten, securing efficiencies and value for money from the services provided by the directorate becomes even more important. Herefordshire remains one of the lowest funded authorities in the country and gross total cost for children's social care services is the lowest of all the authorities in the West Midlands.

In 2006/2007, the average gross weekly cost of a looked after child in foster care was £736 – only Warwickshire and Dudley in the West Midlands reported lower gross weekly costs. 29% of the directorate's gross expenditure was spent on children in need (but not looked after), again the lowest in the West Midlands. Conversely, Herefordshire spends the most on out of county placements, compared with all

authorities in the West Midlands – the average gross weekly expenditure per looked after child is £3,340. Expenditure on local authority and agency foster carers is around the average of all West Midlands authorities. Tighter commissioning and contract monitoring will be a priority during the lifetime of this plan to ensure that value for money is obtained from all the directorate's contracts.

In relation to schools funding, Herefordshire is ranked 147 out of 149 for the amount of Dedicated Schools Grant received but the county consistently delivers high exam results. The authority delegates significantly more funding to schools than many other authorities in the country (for primary schools, the authority is 94th out of 149 and for high schools, 118th out of 149)

In line with the corporate commitment¹, the directorate will carry out a systematic review of value for money during 2008/2009.

3.6 Directorate training plan

The directorate training plan is largely shaped by the workstreams of the Children's Workforce Strategy and in 2008/2009 will include:

- Training for all staff involved in the implementation of the Common Assessment Framework
- Social worker training
- Training in new legislation and national guidance
- Equality and diversity
- Integrated teams

¹ Recommendation 5.3 of the Use of Resources 2007 assessment

Section 4: Priorities and actions 2008-2011 : what we will do

Our aim is to provide excellent services for our children and young people, either directly or working with partners including schools and early years settings. We have some service areas that are very good and achieve very positive outcomes. We also need to make improvements, some of which will take time to realise. Our immediate goal is to be judged a grade 3* Good service overall, and within this to make significant improvements over the life of this plan in key service areas. The priorities and actions for 2008-11 are set out below under the five Every Child Matters outcomes, and service management.

The outcome improvements and performance management arrangements to support them are informed by the 2007 Annual Performance Assessment, the Priorities meeting held with Government Office West Midlands in November 2007, performance against key indicators and feedback from consultation. Assumptions underlying the priorities include an imperative to work within the Council's Medium Term Financial Strategy.

4.1 Overarching areas of focus

The overarching areas for service delivery focus, set out in the Children and Young People's Plan, provide the framework within which the directorate works, namely to:

- Provide greater efficiency, coordination and integration in planning and service delivery for children, young people and families in Herefordshire
- Be seen as one team, one service through joint working across partner agencies
- Provide high quality outcomes for children and young people
- Provide intervention and prevention services to meet need earlier and thus reduce the need for intervention by more specialist services later
- Best meet the needs of the population with the provision of high quality universal and targeted services
- Ensure that specialist services are available to children and young people who have complex needs
- Endeavour to make services available locally, thus reducing the need for children and young people to seek additional support through independent or out of county provision enabling them to maintain family and community links
- Make more efficient use of resources by more effective commissioning of services and the pooling of budgets

4.2 Performance management arrangements

The key mechanism which informs performance reporting and management within the directorate, and the wider Children's Trust, is the **Performance Digest**. Produced on a quarterly basis, the Digest contains all the indicators against which Children's Services is required to report, including the National Indicator Set, Herefordshire Community Strategy indicators (HCS) and Children and Young People's Delivery Plan indicators (CYP). In addition to the data, the Digest provides commentary against each of the indicators to highlight direction of travel or issues for determination by DMT. Following

DMT, the Director of Children's Services discusses progress with the Cabinet Member for Children and Young People.²

This directorate plan is also the basis of SRDs for Heads of Service and is discussed, as necessary, in 1-1 sessions that take place at least monthly. Similar SRD/1-1 progress reporting takes place between Heads of Service and their Service Managers in relation to the team plans that support the overall directorate plan.

Integrated performance reports (IPRs) are the highest level Council performance reports. They are the principal means of reporting strategically to Cabinet, Strategic Monitoring Committee (SMC) and Corporate Management Board on the targets, milestones and key actions in the Council's Corporate Plan. Responsible officers are required to complete templates bi-monthly detailing activities planned and underway in relation to those indicators that can only be collected annually. All other data is collected and fed through from the Performance Digest. SMC determines whether any matters in the IPRs should be referred to the Children's Services Scrutiny Committee for its consideration.

In addition to the Performance Digest, DMT receives a set of key **RADAR performance indicators** monthly, covering school performance, special educational needs and social care referrals and assessments. These outturns are also reported to the Cabinet Member for Children's Services.

As outlined above, the demands on the directorate's budget are great and there are continuing cost pressures in relation to external agency and fostering placements. Monthly monitoring of the directorate's budget is undertaken through DMT, in line with the Council's financial procedure rules³.

The directorate **risk register** is considered monthly by DMT and signed off quarterly by the Director of Children's Services⁴. The directorate risk register for 2008/2009, set out at Appendix 4 to this plan, contains the overall, high level risks that will prevent the directorate from achieving the objectives set out in this plan.

Benchmarking data is included within the directorate and team plans and Performance Digest using Herefordshire's Statistical Neighbours Group defined by Ofsted⁵. The directorate also participates in the West Midlands Quality and Performance Network and the CIPFA Children Looked After Benchmarking Club. At a corporate level, the Council is a member of the New Unitaries Benchmarking Group. Where appropriate, the directorate undertakes benchmarking exercises with the Statistical Neighbours Group and New Unitaries Benchmarking Group in order to inform service improvements.

The directorate works in line with the Council's **data quality** policy and is committed to ensuring that all its data is accurate, valid, reliable, timely and complete, not only to report and manage performance effectively but also to aid decision making and service delivery. Over the next year, the directorate will implement a rolling programme of data quality audits.

The directorate's requirements for corporate project management and ICT support are set out at Appendix 5 to this plan.

² In compliance with Recommendation 5.2 of the Use of Resources 2007 assessment

³ In compliance with Recommendation 2.6 of the Use of Resources 2007 assessment

⁴ In compliance with Recommendation 4.1 of the Use of Resources 2007 assessment

⁵ In compliance with Recommendation 5.4 of the Use of Resources 2007 assessment

4.3 Action Plan 2008-2011

The following action plan sets out the key directorate objectives, indicators and targets for the next three years, together with the high level actions that will need to be taken, in order to deliver the directorate's contribution to the Children and Young People's Plan, Corporate Plan and Herefordshire Community Strategy. It also shows where those objectives and actions will contribute to the delivery of the cross cutting themes and the Pay and Workforce Strategy.

In addition to service delivery, the action plan details those internal management issues on which the directorate will be making progress, including issues arising from the Employee Opinion Survey.

The indicators relating to children and young people that are to be included in the new Local Area Agreement are highlighted in blue in the action plan.

There are a number of performance indicators included in the National Indicator Set and the Herefordshire Community Strategy, for which the directorate is the lead within the Council but for which data is provided by partner organisations. There are further indicators in the new Place Survey, over which the directorate will have a direct or indirect influence. All of these additional performance indicators are set out at Appendix 6 to this plan.

4.3.1 Outcome area: BE HEALTHY

Priority outcomes identified in the Children and Young People's Plan 2008-2011 for this outcome area:

- To promote emotional health and wellbeing and improve access to universal and targeted mental health services
- To promote healthy lifestyles in order 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

Directorate objective	Measures of success	Outturn 2007- 2008	Targets			Summary of actions	Dir./ HoS	Serv. Mgr.	Contributes to:
			2008- 2009	2009- 2010	2010- 2011				
Implement the Teenage Pregnancy Strategy to continue trend of reducing conception	Under 18 conception rate (NI 112)	-29.6%	-	-50%	n/a	Implement multi-agency action plan	AH	DL	Diversity and equality
Increase the capacity of the substance misuse service and improve its identification and referral systems	Substance misuse by young people (NI 115)	New indicator*	-	-	-	Support the implementation of the Young People's substance misuse action plan through the Drugs Education Officer	AH	TB	Thriving communities
Implement the Healthy Schools Standard across all schools in Herefordshire	Healthy schools standard (HCS 24) Take up of school lunches (NI 52)	78% New indicator*	82%	90%	99%	Deliver Healthy schools standard	AH	TB	Thriving communities Diversity and equality

* No targets have been set for any new indicators included in the National Indicator Set. Initial baselines will be established in 2008/2009 to inform future target setting

Teams:

Indicative budget:

Partners:

Director/Heads of Service:

Service Managers:

PSHE/Healthy Schools

£50,000

Primary Care Trust, Youth Offending Service; Schools Sports Partnership, Schools

Anne Heath (AH)

Dennis Longmore (DL); Tess Boyes (TB)

Resources to be deployed to achieve these objectives

4.3.2 Outcome area: STAY SAFE

Priority outcomes identified in the Children and Young People's Plan 2008-2011 for this outcome area:

- 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

Please note: *outturns and targets for education performance indicators relate to academic years rather than financial years, so the data in the 2007-2008 column relates to the 2006-2007 academic year and so on*

Directorate objective	Measures of success	Outturn 2007- 2008	Targets			Summary of actions	Dir./ HoS	Serv. Mgr.	Contributes to:
			2008- 2009	2009- 2010	2010- 2011				
Increase the percentage of initial assessments completed in timescale and maintain the percentage of core assessments completed in timescale	Number of referrals of children per 10,000 population (HCS 89a)	245	250	*	*	Implement service improvements following benchmarking exercise Recruit and retain staff to target establishment * targets for 2009/2010 and 2010/2011 will be set in October 2008 following the outcome of more detailed process benchmarking with identified authorities	SMC	LM	Diversity and equality
	Referrals to children's social care going on to initial assessment (NI 68)	54.6%	66%	*	*				
	Percentage of referrals that are repeat referrals within 12 months (CYP/CH142)	21.6%	18%	*	*				
	Initial assessments for children's social care (NI 59)	55.2%	60%	65%	70%				
	Core assessments for children's social care (NI 60)	81%	75%	*	*				
Monitor and review the timescales and effectiveness of child protection plans	Child protection plans lasting 2 years or more (NI 64)	0%	0%	0%	0%	Undertake appropriate case work allocation Undertake comprehensive staff training Undertake child protection conferences and reviews in required timescales Implement appropriate procedures for deregistration	SMC	ND	Diversity and equality
	Children becoming the subject of a Child Protection Plan for a second or subsequent time (NI 65)	14%	14%	13%	13%				

Directorate objective	Measures of success	Outturn 2007- 2008	Targets			Summary of actions	Dir./ HoS	Serv. Mgr.	Contributes to:
			2008- 2009	2009- 2010	2010- 2011				
	Child protection cases which were reviewed in required timescales (NI 67) Percentage of child protection cases not allocated to a social worker (CYP/DIS1219) Registrations per 10,000 population under 18 (CYP/CH03) De-registrations per 10,000 population aged under 18 (CYP/CH10) Ratio of children subject to a child protection plan that were from minority ethnic groups (CYP/2039)	100% 0% 20.9 15.5 1.88	100% 0% 21 16 2	100% 0% 21 16 2.25	100% 0% 21 16 2.5				
Develop adoption and fostering services to meet legislative and regulation standards	Timeliness of placements of looked after children adopted following an agency decision that the child should be placed for adoption (NI 61) Adoptions of children looked after (CYP/C23) Children looked after in foster placements or placed for adoption (CYP/B79)	New indicator* 7.7% 79.7%	- 8% 80%	- 8% 81%	- 8% 82%	Implement training for foster carers Develop specialist fostering scheme Work with services in the directorate and across partner agencies to provide integrated support for adoptive families Recruit adopters to meet the needs of county's children	SMC	ND	Thriving communities Diversity and equality
Continue to improve the stability and participation of looked after children and children leaving care	Emotional and behavioural health of children in care (NI 58) Stability of placements of looked after children :	New indicator*	-	-	-	Review and revise kinship care arrangements and support Implement effective care plans through placement provision	SMC	ND	Diversity and equality

Directorate objective	Measures of success	Outturn 2007- 2008	Targets			Summary of actions	Dir./ HoS	Serv. Mgr.	Contributes to:
			2008- 2009	2009- 2010	2010- 2011				
	<ul style="list-style-type: none"> ▪ number of moves (NI 62) ▪ length of placement (NI 63) <p>Looked after children cases which were reviewed in required timescales (NI 66)</p> <p>Participation of looked after children in reviews (CYP/CF63)</p> <p>Health of Looked After Children (CYP/C19)</p>	5%	8%	8%	8%	Promote and run projects to encourage participation Establish a Children in Care Council			
Continue to improve the educational attainment and attendance of looked after children	<p>Children in care reaching level 4 in English at KS2 (NI 99)</p> <p>Children in care reaching level 4 in Maths at KS2 (NI 100)</p> <p>Children in care reaching 5 A*-C GCSEs or equivalent at KS4 including English and Maths (NI 101)</p> <p>Children looked after absent from school – 25 days lost (HCS 35A)</p> <p>Children looked after absent from primary school (HCS 35B)</p> <p>Children looked after absent from secondary school (HCS 35C)</p>	14.3% 14.3% 15% 15.39% 3.85% 9.04%	40% 45% 16%	50% 50% 18%	60% 55% 20%	Continue joint work with school improvement service on target setting and challenging low expectations Continue close liaison with education welfare service to monitor attendance and take appropriate action as required Improve completion and review of Personal Education Plans to help each young person achieve their potential through the Personal Education Allowance Work with carers, social workers and schools to improve attendance of young people causing concern Maintain access to a range of extra curricular activities which build confidence and self esteem	SMc	ND	Diversity and equality

Directorate objective	Measures of success	Outturn 2007- 2008	Targets			Summary of actions	Dir./ HoS	Serv. Mgr.	Contributes to:
			2008- 2009	2009- 2010	2010- 2011				
Ensure timely and good quality assessment and provision for children in need receiving services from Safeguarding and Assessment Service	Percentage of looked after children with a named social worker (CYP/DIS1114) Children who have run away from home/care overnight (NI 71) Care leavers in suitable accommodation (NI 147) Care leavers in employment, education or training (NI 148)	100% New indicator 09/10* 100% 1	- - 100%	- - 100%	100% - 100%	Carry out timely and good assessments of children in need to ensure that the services they receive are appropriate to their needs Improve life skills preparation for looked after young people reaching independence	SMc	RT	Diversity and equality
Implement arrangements to reduce bullying	Children who have experienced bullying (NI 69) Percentage of 11-15 year olds who stated they had been bullied in the last 12 months (HCS 28)	New indicator* 24%	- 22%	- 20%	Complete anti-bullying policy Monitor bullying incidents logged by schools via the Healthy Schools website Set baselines by the end of 2009 Establish targets for future years Provide training and/or other support for schools as required	AH	DL	Diversity and equality	

* No targets have been set for any new indicators included in the National Indicator Set. Initial baselines will be established in 2008/2009 to inform future target setting

Resources to be deployed to achieve these objectives

Teams:
Indicative budget:
Partners:
Director/Heads of Service:
Service Managers:

Social Work; Planning, Audit and Review; Fostering; Adoption; Aftercare; Social Inclusion; Education Liaison and Support
£11m
Herefordshire Safeguarding Children Board
Shaun McLurg (SMc); Anne Heath (AH)
Linda Maden (LM); Nick Dunster (ND); Dennis Longmore (DL); Ruby Thomas (RT)

4.3.3 Outcome area: ENJOY AND ACHIEVE

Priority outcomes identified in the Children and Young People's Plan 2008-2011 for this outcome area:

- 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
- To improve the prospects of children and young people, particularly vulnerable groups, in terms of addressing social inclusion

Please note: outturns and targets for education performance indicators relate to academic years rather than financial years, so the data in the 2007-2008 column relates to the 2006-2007 academic year and so on

Directorate objective	Measures of success	Outturn 2007- 2008	Targets			Dir./ Hos	Serv. Mgr.	Contributes to:
			2008- 2009	2009- 2010	2010- 2011			
Improve the quality of early years provision	Achievement of at least 78 points across the Early Years Foundation Stage with at least 6 in each of the scales in Personal Social and Emotional Development and Communication, Language and Literacy (NI 72) Narrowing the gap between the lowest achieving 20% in the Early Years Foundation Stage profile and the rest (NI 92)	48.9%	53%	53%	54%	AH / SM	RH / SP	Diversity and equality
Improve educational attainment at KS1 and KS2	Achievement at level 4 or above in both English and Maths at KS2 (NI 73) Progression by 2 levels in English between KS1 and KS2 (NI 93) Progression by 2 levels in Maths between KS1 and KS2 (NI 94)	35.5	32.5	32.5	31			
		76.7%	78%	78%	78%			
		New indicator	86%	88%	90%			
		New indicator	83%	85%	87%			

Directorate objective	Measures of success	Outturn 2007- 2008	Targets			Summary of actions	Dir./ HoS	Serv. Mgr.	Contributes to:
			2008- 2009	2009- 2010	2010- 2011				
	Achievement gap between pupils eligible for free school meals and their peers achieving the expected level at KS2 (NI 102) KS2 attainment for black and minority ethnic groups (NI 107)	19.9% New indicator 63%	18% 65%	16% 67%	15% 69%	targeted support for schools with low or declining performance			
Maintain and enhance educational standards at KS3 and KS4	Progression by 2 levels in English between KS2 and KS3 (NI 95) Progression by 2 levels in Maths between KS2 and KS3 (NI 96) Achievement at level 5 or above in both English and Maths at KS3 (NI 74) Achievement of 5 or more A*-C grades or GCSE or equivalent including English and Maths (NI 75) Achievement at level 5 or above in Science at KS3 (NI 83) Achievement of 2 or more A*-C grades in Science GCSEs or equivalent (NI 84) Progression by 2 levels in English between KS3 and KS4 (NI 97) Progression by 2 levels in Maths between KS3 and KS4 (NI 98)	27% 60% 72% 52% 78% 55% 52% 34%	28% 62% 74% 56% 84% 58% 54% 35%	29% 64% 75% 56% 84% 59% 56% 36%	30% 65% 76% 57% 84% 60% 57% 37%	Implement Secondary Strategy Implement support and intervention model Follow annual cycle through SIP programme of target setting with schools Analyse and interpret individual school and pupil related performance data Identify and provide targeted support for schools with low or declining performance Promote curriculum development through the implementation of the 14-19 strategy and education plan (see achieve economic wellbeing)	SM	PM	Thriving communities Diversity and equality

Directorate objective	Measures of success	Outturn 2007- 2008	Targets			Summary of actions	Dir./ HoS	Serv. Mgr.	Contributes to:
			2008- 2009	2009- 2010	2010- 2011				
	Achievement gap between pupils eligible for free school meals and their peers achieving the expected level at KS4 (NI 102) KS4 attainment for black and minority ethnic groups (NI 108)	New indicator 46%	26%	25%	24%				
Improve monitoring of statements of special educational needs (SEN)	Special Educational Needs – statements issued within 26 weeks (NI 103) Percentage of proposed statements of SEN issued and prepared within 18 weeks (CYP/BV43)	New indicator 100%	90%	95%	98%	Analyse achievement of 26 week deadline during the period 2006/2007 and 2007/2008 Review and revise procedures between 18 week deadline and 26 week deadline in light of analysis Implement new monitoring and reporting arrangements for NI 103 Maintain performance and reporting protocols for the 18 week deadline	AH	LN	Diversity and equality
Improve the attainment of children with special educational needs (SEN)	The Special Educational Needs/non-SEN gap – <ul style="list-style-type: none"> ▪ achieving KS2 English and Maths threshold (NI 104) ▪ achieving 5 A*-C GCSE including English and Maths (NI 105) 	51.7% 46.5%	54%	53%	52%	Develop peer monitoring arrangements in the context of wider monitoring strategy for SEN provision Provide training on effective wave 3 interventions and further develop intervention partnerships	AH	LN	Diversity and equality
Provide a targeted Education Welfare Service to tackle school attendance effectively	Secondary school persistent absence rate (NI 87)	New indicator	6.5%	5.75%	5%	Issue and review SLAs with schools,, including Education Welfare Officer time allocation for schools	SMc	LM	Diversity and equality

Directorate objective	Measures of success	Outturn 2007- 2008	Targets			Summary of actions	Dir./ HoS	Serv. Mgr.	Contributes to:
			2008- 2009	2009- 2010	2010- 2011				
	Percentage of half days missed due to total absence in primary schools (HCS 33) Percentage of half days missed due to total absence in secondary schools (HCS 34)	4.1% 6.5%	3.4% 5.3%	3.4% 5.3%	3% 5%	Pilot truancy call system in secondary schools			
Reduce the number of permanent exclusions from schools	Rate of permanent exclusions from school (NI 114)	25	23	22	20	Negotiate and agree with primary school heads a zero permanent exclusions protocol Monitor and analyse annual exclusions (permanent and fixed term) data and circulate to schools Visit schools with high numbers of exclusions to explore reasons and provide appropriate support	AH	DL	Diversity and equality
Support the standards of school performance, including behaviour	Number of schools in special measures (NI 89) Secondary schools judged as having good or outstanding standards of behaviour (NI 86)	1 88%	0 88%	0 88%	0 94%	Implement the Behaviour Support Plan Provide appropriate support to schools through the School Improvement Service	SM	BK/ PM	Diversity and equality
Address the issues arising as a consequence of falling school rolls and associated reductions in revenue funding	-	-	-	-	-	Investigate different forms of school organisation, including federations Investigate third party use of surplus space Deliver extended schools services and wider children's services from schools Consider changes to formula funding methods of schools	GS	-	Thriving communities Diversity and equality Rural proofing Safeguarding the environment

Directorate objective	Measures of success	Outturn 2007- 2008	Targets			Dir./ HoS	Serv. Mgr.	Contributes to:
			2008- 2009	2009- 2010	2010- 2011			
Implement school rebuilding programme, including primary strategy for change and the Academy	-	-	-	-	-	GS	-	Thriving communities Rural proofing Safeguarding the environment
* No targets have been set for any new indicators included in the National Indicator Set. Initial baselines will be established in 2008/2009 to inform future target setting								

Teams:

Indicative budget:

Partners:

Director/Heads of Service:

Service Managers:

School Improvement; Education Welfare Service; Inclusion; Disabilities and SEN

£2.8m; Banded funding = £3.7m (£2.5m delegated to schools' budgets); Joint Agency Meeting funding = £2.2m

Schools

Sharon Menghini (SM); Shaun McLurg (SMc); Anne Heath (AH); George Salmon (GS)

Bridget Knight (BK); Paul Murray (PM); Ros Hatherill (RH); Linda Maden (LM); Dennis Longmore (DL); Linda Nash (LN); Sue Peasgood (SP)

Resources to be deployed to achieve these objectives

4.3.4 Outcome area: MAKE A POSITIVE CONTRIBUTION

Priority outcomes identified in the Children and Young People's Plan 2008-2011 for this outcome area: 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 targeted activities for vulnerable groups
To reduce offending, anti-social behaviour and bullying by children and young people

Directorate objective	Measures of success	Outturn 2007- 2008	Targets			Summary of actions	Dir./ HoS	Serv. Mgr.	Contributes to:
			2008- 2009	2009- 2010	2010- 2011				
Develop the Youth Service to deliver the new Targeted Youth Support (TYS) and Positive Activities agenda	Young people's participation in positive activities (NI 110)	New indicator*	-	-	-	Develop TYS alongside CAFTAC (see service management)	AH	JR	Thriving communities Diversity and equality Rural proofing
	Percentage of children and young people volunteering (HCS 37)	31%	35%	40%	45%	Develop and promote positive activities			
	Percentage of young people aged 13-19 gaining a recorded outcome (CYP/BV221a)	41.4%	60%	60%	60%	Increase number of providers of positive activities			
	Percentage of young people aged 13-19 gaining an accredited outcome (CYP/BV221b)	31.1%	30%	30%	30%				
Increase children and young people's involvement in decision making	Percentage of young people who feel Herefordshire Council does enough to give opportunity to influence decisions (HCS 69)	31%	35%	40%	45%	Increase knowledge of Hear by Rights	AH	JR	Thriving communities Diversity and equality
	Proportion of 13 - 18 year olds who feel they can influence decisions affecting local services. (HCS 38)	31%	35%	40%	45%	Implement the participation strategy			

* No targets have been set for any new indicators included in the National Indicator Set. Initial baselines will be established in 2008/2009 to inform future target setting

**Resources to be deployed to
achieve these objectives**

Teams:

Indicative budget:

Partners:

Director/Heads of Service:

Service Manager:

Community Youth Service

£1m

Schools; Third Sector; Shadow Board

Anne Heath (AH)

Jon Ralph (JR)

4.3.5 Outcome area: **ACHIEVE ECONOMIC WELLBEING**

Priority outcomes identified in the Children and Young People's Plan 2008-2011 for this outcome area: To implement a strategic approach to support young people into employment, education and training
To ensure 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

Directorate objective	Measures of success	Outturn 2007- 2008	Targets			Summary of actions	Dir./ Hos	Serv. Mgr.	Contributes to:					
			2008- 2009	2009- 2010	2010- 2011									
Deliver the revised strategy for a coherent area-wide 14-19 curriculum	Achievement of a level 2 qualification by the age of 19 (NI 79)	72.9%	74%	74%-	75%-	Develop the 14-19 curriculum to include more vocational and applied learning, including the roll out of the Diploma strategy Ensure impartial and appropriate Information, Advice and Guidance is available to all learners at key transition points Work effectively with the Learning and Skills Council in the transfer of funding for post-16 courses to the local authority Ensure that the needs of all disaffected young people and learners are being met through engagement programmes and NEET strategy Engage employers effectively in 14-19 activity	SM	PGa	Thriving communities Diversity and equality Rural proofing					
	Achievement of a level 3 qualification by the age of 19 (NI 80)	48.1%	49%-	49%	50%									
	Inequality gap in the achievement of a level 3 qualification by the age of 19 (NI 81)	New indicator*	-	-	-									
	Inequality gap in the achievement of a level 2 qualification by the age of 19 (NI 82)	New indicator*	-	-	-									
	Post-16 participation in physical sciences (A Level Physics, Chemistry and Maths) (NI 85)	New indicator*	-	-	-									
	Take up of 14-19 learning diplomas (NI 90)	New indicator*	-	-	-									
	Participation of 17 year olds in education or training (NI 91)	New indicator*	-	-	-									
	16-18 year olds who are NEET (NI 117)	5.4%	5.2%	5%	4.8%									
	Ensure the sufficiency of childcare places and provision	Percentage of 3 year olds taking up a good quality free early years education place (HCS 66)	99.2%	93%	94%					95%	Commission childcare as required and identified by Childcare Sufficiency Action Plan Issue information on	AH	RH	Thriving communities Diversity and equality Rural proofing

Directorate objective	Measures of success	Outturn 2007- 2008	Targets			Summary of actions	Dir./ HoS	Serv. Mgr.	Contributes to:
			2008- 2009	2009- 2010	2010- 2011				
	Percentage of new childcare provision in targeted areas rated satisfactory or better by Ofsted at registration (CYP/EYES 01)	New indicator	100%	100%	100%	Working Tax Credit to parents contacting the Children's and Family Information Service Increase the take up of NEF funded places for 3 and 4 year olds Ensure full support via Early Years and Extended Services development team pre-inspection to enable provisions to be well prepared for inspection			

* No targets have been set for any new indicators included in the National Indicator Set. Initial baselines will be established in 2008/2009 to inform future target setting

Resources to be deployed to achieve these objectives

Teams:
14-19 Team; Early Years and Extended Services
Indicative budget: £3.7m (Learning and Skills Council income = £375,000)
Partners: Schools and Colleges; PVI and maintained sector providers; Learning and Skills Council, Connexions; 14-19 Consortium
Director/Heads of Service: Sharon Menghini (SM); Anne Heath (AH)
Service Managers: Polly Garnett (PGa); Ros Hatherill (RH)

4.3.6 Outcome area: SERVICE MANAGEMENT

Priority outcomes identified in the Children and Young People's Plan 2008-2011 for this outcome area: A quality infrastructure to support service delivery across partner agencies
Quality assured services based on effective performance management and the active involvement of service users
Targeted and pooled resources to provide cost effective services

Directorate objective	Measures of success	Outturn 2007- 2008	Targets			Summary of actions	Dir./ Hos	Serv. Mgr.	Contributes to:
			2008- 2009	2009- 2010	2010- 2011				
Commence county wide implementation of CAFTAC in tandem with other national strategies	Implementation of CAFTAC (CYP/MM 01)	-	-	Sept 09	-	Identify and provide for the training needs of all staff involved in the framework Prepare and implement a single information sharing protocol for practitioners across all agencies Develop intensive family support services including systems for early identification of children of all ages at risk Ensure alignment with implementation of other national strategies	SM	-	Thriving communities Diversity and equality
Implement national strategies, including extended schools, children's centres, transition planning, in tandem with CAFTAC implementation	Percentage of extended schools (NI 88)	38%	59%	72%	95%	Implement extended schools roll-out plan	AH	RH / TJ	Thriving communities Diversity and equality Rural proofing
	Percentage of Sure Start Children's Centres (NI 109) Services for disabled children (NI 54)	75%	83%	92%	100%	Implement children's centres roll-out plan Develop and implement single cross-county process for transition planning	AH	RH / TJ	Thriving communities Diversity and equality Rural proofing
Develop a culture within the directorate capable of delivering Every Child Matters	Directorate restructure implemented (CYP/MM 02) Children's Workforce Strategy implemented (CYP/MM 03)	n/a	Jan 09	Dec 10	-	Implement the directorate restructure Implement the Children's Workforce Strategy	SM	-	Pay and Workforce Strategy

Directorate objective	Measures of success	Outturn 2007- 2008	Targets			Summary of actions	Dir./ HoS	Serv. Mgr.	Contributes to:
			2008- 2009	2009- 2010	2010- 2011				
Embed performance management across all service levels	Percentage of targets in directorate plan achieved (CYP/PPD 01)	n/a	90%	92%	95%	Implement data quality action plan Produce quarterly performance digest Implement Performance Clinics across the directorate Support the performance management requirements of the Children's Trust Integrate service and financial planning and performance management in the directorate Improve contract monitoring to achieve value for money	CB	HH	Pay and Workforce Strategy
Embed Children's Trust arrangements	Percentage of targets achieved in the annual delivery plan (CYP/PPD 02)	n/a	90%	92%	95%	Monitor implementation of Children and Young People's Delivery Plan	CB	PG	Thriving communities Diversity and equality
Improve information systems for children's services	ContactPoint implemented (CYP/MM 04) Integrated Children's System implemented (as part of the new social care solution – Frameworkki) (CYP/MM 05) Arrangements to support eCAF implemented (CYP/MM 06)	n/a	Mar 09 Oct 08	Apr 09	Implement ContactPoint Implement the Integrated Social Care System (Frameworkki) Implement local arrangements supporting eCAF	CB	DF	Diversity and equality	
Implement effective financial management within the directorate in order to stay within budget	Percentage of efficiencies achieved (CYP/RES 01)	3%	3%	3%	Undertake budget monitoring through Performance Clinics Carry out value for money	SM	MG	-	

Directorate objective	Measures of success	Outturn 2007- 2008	Targets			Summary of actions	Dir./ HoS	Serv. Mgr.	Contributes to:
			2008- 2009	2009- 2010	2010- 2011				
	Expenditure at budget (CYP/RES 02) PSS budget for children and families per population aged under 18 (CYP/BU01) Expenditure on family support services per capita aged under 18 (HCS 29)	0 £320 £36	+/-0 £321 £38	+/-0 £325 £39	+/-0 £330 £40	assessments of all services			
Recruit and retain a skilled and motivated workforce, in particular meeting the target establishment of social workers	Percentage of SRDs completed (CYP/HR 01) Number of working days lost to sickness absence per FTE (CYP/HR 02) Percentage of working days lost to sickness absence per children's social care FTE (CYP/DIS3120) Social worker establishment (CYP/HR 03) Percentage of voluntary leavers (CYP/HR 04) Percentage of children's social care staff that left during the year (CYP/DIS3119) Percentage response to 2008 Employee Opinion Survey (CYP/HR 05)	91% 11.2 4.16 tbc 12.16% 37%	98% 8 3.9% 53 12% 40%	98% 8 3.8% 57 11% 45%	99% 8 3.7% 57 10% 50%	Complete SRDs of all staff Implement procedural requirements for managing attendance Implement action plans from 2007 equality impact assessments (Appendix 7) Implement improvements arising from Employee Opinion Survey Recruit to target establishment of social workers	SM	NA	Pay and Workforce Strategy Diversity and Equality

* No targets have been set for any new indicators included in the National Indicator Set. Initial baselines will be established in 2008/2009 to inform future target setting

Resources to be deployed to achieve these objectives

Teams:

Indicative budget:

Partners:

Director/Heads of Service:

Service Managers:

All teams in relation to CAFTAC; Early Years and Extended Services; Disabilities; Performance Improvement; Children's Trust Office; Financial Services; HR; ICT

£2m

Children's Trust; HR Department; Corporate and Customer Services Directorate; Resources Directorate

Sharon Menghini (SM); Anne Heath (AH); Chris Baird (CB)

Ros Hatherill (RH); Hilary Hall (HH); Philippa Granthier (PG); Derek Forknall (DF); Malcolm Green (MG); Nick Austin (NA); Tracy Jelfs (TJ)

Children and Young People's Directorate plan 2008-2011

Appendices

Appendix 1 – Annual Performance Assessment 2007 gradings by outcome

Outcome area	Strengths	Areas for improvement
<p>Be Healthy “The contribution of services to improving outcomes for children and young people in this aspect is good”</p>	<ul style="list-style-type: none"> ▪ Very good progress towards the provision of a comprehensive Child and Adolescent Mental Health Service (CAMHS) ▪ Good access and services for looked after children and children and young people with learning difficulties and/or disabilities ▪ Programmes to address local priorities including obesity, substance misuse and sexual health 	<ul style="list-style-type: none"> ▪ Improving the oral health of children and young people
<p>Stay Safe “The contribution of services to improving outcomes for children and young people in this aspect is adequate”</p>	<ul style="list-style-type: none"> ▪ Strengthened arrangements to combat bullying ▪ Significant increase in numbers of referrals to social care and the proportion of referrals leading to initial assessments ▪ Compliance with requirements for allocation of child protection cases and timeliness of reviews ▪ Enhanced effectiveness of Herefordshire Safeguarding Children Board ▪ Good arrangements to support looked after children, including placement stability and quality of foster care ▪ Very good planning and provision for young people leaving care 	<ul style="list-style-type: none"> ▪ Improving performance against timescales for initial and core assessments ▪ Auditing of compliance with safe recruiting practices across agencies ▪ Provision to combat domestic violence
<p>Enjoy and Achieve “The contribution of services to improving outcomes for children and young people in this aspect is good”</p>	<ul style="list-style-type: none"> ▪ Substantial improvement in educational standards since 2005 ▪ Good educational outcomes for looked after children, and those with learning difficulties and/or disabilities ▪ Increased places for young children in Early Years settings ▪ Increase in the proportion of schools judged to be good or better 	<ul style="list-style-type: none"> ▪ Standards at Key Stage 1 ▪ Absence in secondary schools
<p>Make a Positive Contribution “The contribution of services to improving outcomes for children and young people in this aspect is adequate”</p>	<ul style="list-style-type: none"> ▪ Development of a family support strategy to improve coordination and provision of earlier intervention and preventative services ▪ Good consultation processes for children and young people ▪ Well used, specific consultation and review processes for vulnerable groups ▪ Timely reviews of looked after children and high participation rates 	<ul style="list-style-type: none"> ▪ Addressing the numbers of first-time entrants into the youth justice system, the rate of recidivism and the proportion of young offenders who are in education, employment and training
<p>Achieve Economic Wellbeing “The contribution of services to improving outcomes for children and young people in this aspect is adequate, with several good features”</p>	<ul style="list-style-type: none"> ▪ Good outcomes in terms of basic qualifications and training ▪ Successful reduction in the numbers of 16 to 18 years olds not in education, employment or training, including looked after children ▪ Transition plans for up to 90% of learners with learning difficulties and/or disabilities ▪ Suitable accommodation for all young care leavers 	<ul style="list-style-type: none"> ▪ Improving progress towards developing an area-wide programme for 14-19 learning
<p>Service management “The capacity to improve, including the management of children’s services is adequate, with some good features”</p>	<ul style="list-style-type: none"> ▪ Good partnerships between agencies to improve health and welfare for children and young people. ▪ Good leadership and management of school improvement services and effective participation by schools 	<ul style="list-style-type: none"> ▪ Embedding performance management across all service areas ▪ Ensuring a sufficient proportion of local authority resources is allocated to children’s service, in the light of demographic pressures and falling rolls

Appendix 2 – Performance against the Herefordshire Community Strategy and Annual Operating Plan 2007-2008

AOP Ref	Indicator	2005/2006 outcome	2006/2007 outcome	2006/2007 All England top quartile	2007/2008 target	2007/2008 estimated outcome	Trend	Commentary	PIC	LAA	C& YPP
HCS 13	Average length of stay in B&B accommodation for homeless households	10.65 weeks	15 weeks	1 week	0 weeks	6 weeks	↓	A high level of homeless presentations continues, resulting in a higher number of homelessness acceptances and FWC (families with children) placed in B&B accommodation. An improvement throughout 07/08 and into 08/09 is unclear as economic and housing market conditions may impact further upon housing stress.			✓
HCS 22a-g	Measure of healthy lifestyles for 11-15 year olds: smoking, participating in sport/physical activities; eating 5 a day; obesity; alcohol consumption; drug use; scores for mental health	n/a	n/a	n/a	No targets set	Survey to be undertaken in 2009	●	A wide range of activity is underway in all these identified areas to meet the needs of children and young people. Perceptions will be tested again in the 2009 Youth Survey		✓	
HCS 24	Number of schools with Healthy Schools status	81	51	n/a	78	78	↑	Progress on this places Herefordshire among the top authorities in the West Midlands	✓		✓
HCS 26	Percentage of children on the child protection register that are re-registrations	20%	14.5%	13.4%	15%	14%	↑	Monthly monitoring takes place through multi-agency core groups so that recommendations for de-registration are reached through robust assessment			
HCS 29	Expenditure on family support services per capita aged under 18	£27	£35	£70	£29	£39	↓	Performance is affected by the number of direct payments approved during the year	✓	✓	✓
HCS 30	Percentage of pupils achieving 5 or more GCSEs at grades A*-C or equiv., inc. Maths and English	91.1%	92.8%	91.5%	95%	94.3%	↑	An improvement on 2006/2007 performance, but still below the DCSF's aspirational target	✓	✓	
HCS 31	Percentage of pupils achieving 5 or more GCSEs at grades A*-C or equiv., inc. Maths and English	45.5%	48.2%	45.3%	51.6%	52.5%	↑	Significant improvement on 2006/2007 of 3.5%. The gap between 5 A*-C and 5 A*-C including English and Maths reduced from 13.6% to 10.6.	✓	✓	
HCS 40	Percentage of 16-18 year olds not in education, employment or training	6.1%	5.5%	7.7%	5.3%	5.4%	↑	The target for 2007/2008 was not achieved but performance shows sustained improvement	✓	✓	✓




AOP Ref	Indicator	2005/2006 outturn	2006/2007 outturn	2006/2007 All England top quartile	2007/2008 target	2007/2008 estimated outturn	Trend	Commentary	PIC	LAA	C& YPP
HC 66	Percentage of 3 year olds who have access to a good quality free early years education place	85%	85%	n/a	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. Leaflets continue to be distributed via normal information outlets in line with the action plan.	✓		
HC 89a	Number of referrals for children in need	175	266	493	280	245	●	Numbers have levelled off at slightly lower than the target set for the year. 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.	✓		✓
HC 89b	Completion of initial assessments of children in need within 7 working days of referral	70.1%	58.7%	68.4%	68%	55.2%	↓	There has been a gradual improvement during the year but continuing staff vacancies have created significant pressure in the Referral and Assessment Team. This is being actively addressed through the recruitment and retention strategy.	✓		✓
HC 89c	Completion of core assessments for children in need within 35 working days	76%	61%	78%	66%	81%	↑	Performance has been steadily improving throughout the year and now exceeds the target by a considerable margin. This good performance has been achieved through greater focus on accuracy of recording and monitoring of data in teams.	✓		✓
HCS 28	Percentage of 11-15 year olds who stated that they have been bullied in the last 12 months	n/a	n/a	n/a	Baseline to be set in 2007 Youth Survey	24%	●	Baseline now established. Anti-bullying policy launched and schools encouraged to log bullying incidents	✓	✓	
HCS 33	Percentage of half day sessions missed by children in primary schools	5.05%	5.67%	5.34%	4%	4.1%	●	School attendance remains a key area of focus for the directorate resulting in improved performance	✓	✓	✓
HCS 34	Percentage of half day sessions missed by children in secondary schools	7.6%	7.9%	7.4%	6%	6.5%	●	School attendance remains a key area of focus for the directorate resulting in improved performance	✓	✓	✓

AOP Ref	Indicator	2005/2006 outturn	2006/2007 outturn	2006/2007 All England top quartile	2007/2008 target	2007/2008 estimated outturn	Trend	Commentary	PIC	LAA	C& YPP
HCS 35a	Number of looked after children who missed a total of 25 days or more schooling	9.2%	10.5%	13.3%	9%	15.4%	↘	An action plan is in place to address the problems being faced in reducing the absenteeism of looked after children. The difficulties are mainly with young people in residential and private resources (40%) and living with parents or relatives on care orders (40%)	✓	✓	✓
HCS 35b	Number of half day sessions missed by looked after children as a percentage of total number of sessions in primary schools	4.02%	3.49%	n/a	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.	✓	✓	✓
HCS 35c	Number of half day sessions missed by looked after children as a percentage of total number of sessions in secondary schools	8.51%	5%	n/a	7%	9.04%	↘	The figures for secondary attendance is significantly lower than the figure for 25 days plus. All the children who missed 25 days plus were of secondary age.	✓	✓	✓
HCS 37	Number of 11-15 year olds volunteering	n/a	31% (baseline)	n/a	Survey to be carried out in 2008/2009	n/a	🟡	Young people's volunteering rates are ahead of adults' volunteering rates	✓		✓
HCS 38	Percentage of young people who feel that they can influence decisions affecting important local services	19.2% (baseline)	Survey to be carried out in 2007/2008	n/a	30%	31%	↗	Performance 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 41	Number of young people looked after in 17 th year in education, training or employment at age 19	1.06%	1.12%	0.76%	46 (cumulative)	Data not yet available		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.	✓	✓	✓
HCS 85	Conception rate below age 18 (per 1,000 girls aged 15-17)	1.4%	-15.7%	-18.73	-19%	-29.6%	↗	The RAG rating is now amber/green, and Herefordshire still has one of the lowest rates in the West Midlands. Progress is monitored in identified hotspots.	✓	✓	✓
HC 91	Percentage of schools with a functioning school council	n/a	n/a	n/a	100%	78%	🟡	Any school with the Healthy School Award will either have a functioning school council or equivalent provision.	✓		

AOP Ref	Indicator	2005/2006 outcome	2006/2007 outcome	2006/2007 All England top quartile	2007/2008 target	2007/2008 estimated outcome	Trend	Commentary	PIC	LAA	C& YPP
HCS 60a	Net perceived improvement rating over the last 3 years for quality of life factors (adults): activities for teenagers	n/a	-32pp (baseline)	n/a	-28pp by 2010	-31pp		There has been a minor improvement compared with the 2006 baseline. However, the number that think activities have got worse has risen by 1pp. 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.	✓		
HCS 86	Percentage of people who feel that parents in their local area are made to take responsibility for the behaviour of their children	n/a	65% (baseline)	n/a	69% by 2010	65%		The 2007 Satisfaction Survey outcome 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.	✓		
HC 90	Adult perceptions of improvement in facilities for young children	n/a	-5pp (baseline)	n/a	-1pp by 2010	-2pp		There has been a good improvement compared with the 2006 baseline. Action is being taken with Early Years & Extended Services and corporate communications to improve the number and quality of press release and good news stories regarding facilities for young children.	✓		
HC 97e	Adult perceptions of improvement in education provision	n/a	+15pp (baseline)	n/a	+11pp by 2010	+11pp		The 2007 satisfaction survey shows a reduction from the 2006 baseline which means that the public's perception of education provision is moving in the wrong direction. This conflicts with other data that shows that educational attainment is improving in broad terms, with Herefordshire in line with or above the national average and statistical neighbours for many measures.	✓		
-	Health of looked after children	91%	90.2%	84%	93%	90%		The appointment of a LAC Nurse has ensured that Looked After Children's health remains a priority.			✓
-	Progress towards a comprehensive CAMHS	12	15	13	16	15		The comprehensive CAMHS strategy is in place and meets requirements except in respect of tier 4 provision which is a regional issue.			✓

AOP Ref	Indicator	2005/2006 outturn	2006/2007 outturn	2006/2007 All England top quartile	2007/2008 target	2007/2008 estimated outturn	Trend	Commentary	PIC	LAA	C& YPP
-	Percentage of referrals for children in need leading to initial assessments	54%	66%	56%	65%	54.6%		Performance is closely in line with the performance level for England for last year, and slightly lower than statistical neighbours. 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.			✓
-	Key Stage 2 – English	81%	80.6%	81.3%	81%	81%		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.			✓
-	Key Stage 2 – Maths	75%	75.5%	78%	82%	77%		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 statistical neighbours. Boys outperform girls at both levels in this subject. The performance of all pupils taken together puts us in the lower quartile at this level.			✓
-	Percentage of young people leaving care with at least 1 GCSE at grade A*-G or equiv.	91.7%	76.5%	55.1%	90%	Data not yet available					✓
-	Percentage of looked after children eligible to sit for GCSE who sat at least one exam	84.2%	84.6%	65.6%	85%	80%		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.			✓
-	Percentage of proposed statements of SEN issued and prepared in 18 weeks	90%	100%	100%	100%	100%		Good performance maintained in spite of staff shortages	✓		
-	Percentage of young people who feel that Herefordshire Council gives them opportunity to influence decisions	19.2%	Survey to be carried out in 2007/2008	n/a	28%	31%		The Youth Survey 2007 indicates that the 2008 target for this indicator has been exceeded by 3%	✓		✓

Key to trend symbols:

-  indicates improving trend, based on three years' data
-  indicates no discernible trend and/or data not available for three years
-  indicates declining trend, based on three years' data

Key to abbreviations:

- AOP: Herefordshire Council's Annual Operating Plan
- PIC: Herefordshire Council's Performance Improvement Cycle
- LAA: Herefordshire Local Area Agreement 2006-2008
- C&YP: Children and Young People's Plan 2006-2008
- HCS: Herefordshire Community Strategy

Appendix 3 – Directorate Consultation Plan 2008-2009

Issue	User/customer/stakeholder group	Engagement in			Method of engagement	Frequency/ Timescale	Lead officer	Support required
		Planning	Delivery	Review / assessment				
Childcare sufficiency	Parents / Employers / partners / children		✓	✓	Questionnaire / focus group	Annual	Ros Hatherill / Bryan Twitty	None
Childcare audit	Partners in PVI / maintained sector	✓		✓	Questionnaire	Annual	Ros Hatherill / Bryan Twitty	None
Children and Family Information Service	Parents / Carers and Partners			✓	Questionnaire Card	Six monthly	Bryan Twitty	None
Children's Centres	Parents / stakeholders/ Service providers	✓	✓	✓	Face to face / Focus groups Qualitative evaluations	Ad Hoc	Ros Hatherill / Lea Abbotts	None
Extended Schools	Parents / Children / Schools / Providers	✓	✓	✓	Face to face / focus groups Qualitative evaluations	Ad Hoc	Ros Hatherill / Lea Abbotts	None
Complaints policy	Schools / Unions / children and young people / Governors / internal officers / Cabinet Member	✓	✓	✓	Policy with proforma questionnaire – electronic	March – May 2008	Dennis Longmore	None
Specific issues and ongoing consultation	Shadow Board	✓	✓	✓	Face to face / Focus groups / Trust meetings	April 2008 – March 2009	Jon Ralph	None
Specific issues and ongoing consultation	Youth Council	✓	✓	✓	Face to face / Focus groups	April 2008 – March 2009	Jon Ralph	None
Primary Strategy for Change	Schools and their communities	✓			Written comments on draft strategy	April 2008 – June 2008	George Salmon	None
Review of specialist provision, including special schools	Schools and the public	✓			Written comments on review document	June 2008	Pauline Healey	None
Delegation of some support service funding and SEB Bands 1 & 2 funding	Schools	✓	✓	✓	Written comments on draft strategy	October 2008 – May 2009	Linda Nash	None

Appendix 4 – Directorate Risk Register 2008-2009

Risk ref	Risk details					Mitigation Strategy			Assessment of residual risk		
	Risk description	Likelihood	Severity	Rating	Summary of mitigation actions	Risk owner	Residual likelihood	Residual severity	Residual rating		
CYP1	Delays in Herefordshire Connects implementation, specifically Corelogic	4	3	12-HIGH	Connects Programme implementation and management; continued reliance on existing data systems	Director of Children's Services	4	2	8-MEDIUM		
CYP2	Failure to meet the needs of children at significant risk or requiring additional support to prevent higher risk	3	4	12-HIGH	Improved recording and case review; social worker recruitment; workforce strategy; implementation of CAFTAC	Head of Safeguarding and Assessment	2	4	8-MEDIUM		
CYP3	Failure to manage financial resources within budget (owing to the demands of out of county placements)	3	4	12-HIGH	Integrated service and financial management; contract monitoring and reporting; performance management; implementation of CAFTAC	Director of Children's Services	2	4	8-MEDIUM		
CYP4	Failure to obtain value for money from capital programme tenders in line with budget	3	4	12-HIGH	Procurement processes; tight product specification; performance management	Head of Commissioning and Improvement	2	3	6-MEDIUM		
CYP5	Failure to develop the workforce to deliver a modernised Children's Service	3	3	9-HIGH	Directorate restructure; Workforce strategy implementation	Director of Children's Services	2	2	4-LOW		
CYP6	Loss of information relating to children at risk of harm	3	4	12-HIGH	Agreement for standalone database ahead of Herefordshire Connects; continued reliance on existing data systems	Head of Safeguarding and Assessment	1	1	1-LOW		
CYP7	Failure to comply with statutory requirements relating to the provision of children's services	1	4	4-LOW	Performance management; implementation of service continuity plan	Director of Children's Services	1	1	1-LOW		

Appendix 5 – Project management and ICT requirements for Children and Young People's Directorate 2008-2009

Project name	Brief description	Estimated costs (where known)	Director / Head of Service	Contact name	Year / quarter when project has to be running
Youthbase	New client monitoring system required for the Youth Service	£ not known	Head of Integrated Services and Inclusion	Jon Ralph	April 2008
Child protection database	Standalone database to hold information relating to children at risk of harm	£5,000	Head of Safeguarding and Assessment	Nick Dunster	April 2008
Virtual Learning Environment	Develop the virtual learning environment in all schools	£329,440 (capital grant available)	Director of Children's Services	Martin Fowler	April 2008
Area Prospectus and 14-19 Portal	Develop an Area Prospectus and 14-19 Portal in line with DCSF vision	£50,000	Director of Children's Services	Polly Garnett	April 2008
Children and Families Information Service	Information service update through DCSF direct grant	£ not known	Head of Integrated Services and Inclusion	Bryan Twitty	April 2008
Children's Centres	Monitoring and touchscreens	£ not known	Head of Integrated Services and Inclusion	Lea Abbotts	April 2008
Rebuild of The Minster and Wyebridge	Rebuilding of The Minster and Wyebridge (Academy) schools	£43 million	Head of Commissioning and Improvement	George Salmon	2009
Integrated Social Care Solution	New social care solution, with Adult Services, to replace existing CLIX system	£ already costed by Connects	Head of Planning, Performance and Development	Derek Forknall	October 2008
Contact Point	A basic online directory, available to authorised staff, to enable them to find out who else is working with the same child or young person	£ already costed by Connects	Head of Planning, Performance and Development	Derek Forknall	March 2009
Restructuring of the directorate	Move to integrated teams and locality working will require additional investment in mobile information technologies	£ not known	Head of Planning, Performance and Development	Chris Baird	January 2009
eCAF	Implementation of national eCAF system	£ not known	Head of Planning, Performance and Development	Derek Forknall	2009

Appendix 6 – Additional performance indicators relevant to the directorate
National Indicator Set indicators, for which the directorate is the lead but for which data is provided by partners/other organisations:

NIS ref	Description	Outturn 2007-2008	Partner / Other Organisation
NI 19	Rate of proven re-offending by young offenders	Data not yet available	Youth Offending Service
NI 43	Young people within the Youth Justice System receiving a conviction in court who are sentenced to custody	Data not yet available	Youth Offending Service
NI 44	Ethnic composition of offenders on Youth Justice System disposals	Data not yet available	Youth Offending Service
NI 45	Young offenders engagement in suitable education, employment and training	Data not yet available	Youth Offending Service
NI 46	Young offenders access to suitable accommodation	Data not yet available	Youth Offending Service
NI 50	Emotional health of children	New indicator*	Ofsted
NI 51	Effectiveness of child and adolescent mental health (CAMHs) services	New indicator*	Primary Care Trust
NI 53	Prevalence of breastfeeding at 6-8 weeks from birth	New indicator*	Primary Care Trust
NI 55	Obesity among primary school age children in Reception Year	8.9%	Primary Care Trust
NI 56	Obesity among primary school age children in Year 6	16.7%	Primary Care Trust
NI 57	Children and young people's participation in high-quality PE and sport	New indicator*	School Sport Partnerships (Adult and Community Services)
NI 70	Hospital admissions caused by unintentional and deliberate injuries to children and young people	New indicator*	Primary Care Trust
NI 106	Young people from low income backgrounds progressing to higher education	New indicator*	Department for Children, Schools and Families
NI 111	First time entrants to the Youth Justice System aged 10-17	Data not yet available	Youth Offending Service
NI 113	Prevalence of Chlamydia in under 20 year olds	New indicator*	Primary Care Trust
NI 116	Proportion of children in poverty	New indicator*	Department for Work and Pensions
NI 118	Take up of formal childcare by low income working families	New indicator*	Job Centre Plus

* No targets have been set for any new indicators included in the National Indicator Set. Initial baselines will be established in 2008/2009 to inform future target setting
Indicators highlighted in blue will be included in the new Local Area Agreement

Herefordshire Community Strategy indicators, for which the directorate is the lead but for which data is provided by partners/other organisations:

HCS ref	Description	Outturn 2007-2008	Partner Organisation
HCS 20	Percentage of babies who are breastfed at 6 weeks in the county	Data not yet available	Primary Care Trust
HCS 21a	Percentage of babies born to teenage mothers who are breastfed at 6 weeks in the county	Data not yet available	Primary Care Trust
HCS 21b	Percentage of babies born to South Wye mothers who are breastfed at 6 weeks in the county	Data not yet available	Primary Care Trust
HCS 22a	Measure of Healthy Lifestyles for 11-15 yr olds: Smoking Rates	n/a	Primary Care Trust
HCS 22b	Improve measures of healthy lifestyles for teenagers - participation in activities % of 11-15	n/a	Schools Sports Partnership
HCS 22c	Measure of Healthy Lifestyles for 11-15 yr olds: Eating 5 a day	n/a	Primary Care Trust
HCS 22d	Measure of Healthy Lifestyles for 11-15 yr olds: Obesity	n/a	Primary Care Trust
HCS 22e	Measure of Healthy Lifestyles for 11-15 yr olds: Alcohol Consumption	n/a	Herefordshire Community Safety and Drugs Partnership
HCS 22f	Measure of Healthy Lifestyles for 11-15 yr olds: Drug use	n/a	Herefordshire Community Safety and Drugs Partnership
HCS 22g	Measure of Healthy Lifestyles for 11-15 yr olds: Scores for mental health	n/a	Primary Care Trust
HCS 23	Reduce rate of sexually transmitted infections	Data not yet available	Primary Care Trust
HCS 60A	Quality of Life - Activities for teenagers CP.	-31 pp	Research Team (via Herefordshire Satisfaction Survey)
HC 97e	The adult publics perceptions of improvement in education provision	+11 pp	Research Team (via Herefordshire Satisfaction Survey)
HC 90	Increase adults perceptions of improvement in facilities for young children	-2pp	Research Team (via Herefordshire Satisfaction Survey)
HCS 86	Percentage of people who feel that parents in their local area are made to take responsibility for the behaviour of their children	65%	Research Team (via Herefordshire Satisfaction Survey)

Appendix 7 – Equality action plans 2008-2009

Division	Service	Actions	Timescale	Responsible officer
Integrated Services and Inclusion	Early Years and Extended Services	Continue to improve access to information and support to EAL speakers	Ongoing, responding to local need through Children's centres	Children's centre managers, CIS, Senior Development Worker, Workforce Development officer
	Community Youth Service	Increase the knowledge and promotion of positive activities for young people with disabilities	In place by April 2008 but then throughout the year	Andy Preedy
		Increase targeted work with most vulnerable groups of young people	Roll out alongside CAFTAC developments and restructuring	Jon Ralph
	Educational Psychology	Monitor referrals in line with the areas outlined in the previous plan	Within 3 months of the roll-out of appropriate IT to the Psychology Service	Dave Scott
		As a team consider whole team diversity awareness training and/or other development activity	January 2008	Team at Team Awayday
	Special Support Services	Training for service staff to raise their understanding of the Traveller community. Staff registered on course in Dec 2006 (organised by Dennis Longmore) but did not get a place as course oversubscribed	December 2008	Jan Hughes/Joanna Treble
		Continue to develop information about & purchase a selection of resources which promote a positive identity of minority groups.	On - going	Jan Hughes/Joanna Treble
		Develop a Service protocol for ensuring information in accessible formats is sent to parents who require it, without them having to request it	July 2008	Jan Hughes
		Increase liaison with a variety of agencies to improve behaviour support for teenage girls and share good practice with schools	July 2008	Joanna Treble
		Support the introduction of Communicate in Print software to all schools in Herefordshire	July 2008	Jan Hughes / Joanna Treble
	Education otherwise than at school	Make literature available in other languages	On demand	Sue Hughes
		Consult with families when reviewing Elective Home Education policy and other literature	September 2008	Sue Hughes
		Put in place baseline data for diversity categories	April 2008	Sue Hughes

Division	Service	Actions	Timescale	Responsible officer
Integrated Services and Inclusion (cont'd)	Disabled Children (and significant illness)	No actions currently identified		
	Healthy Schools	Monitoring CPD	Ongoing	Debbie McCauley and All
		Polish paragraph on website, and others as we are able to do them	April 2008	Tess Boyes and All
		Cascade information in equality policies	April 2008	Debbie McCauley and All
		SRE and anti homophobic bullying work. Developing self esteem and resilience. Starting process in all schools	April 2008	Jan Coppinger
	Parent Partnership Service	Ensure that professionals working directly with travelling families are aware of the service.	July 2008	Carol Soble
		Ensure that schools that do not currently refer parents are aware of the PPS and have the appropriate information to refer.	July 2010	Carol Soble/Bev Rodgerson
	Children's Fund	Continue to develop links with other services in their areas of delivery e.g. Health schools and their delivery/support on specific topics (bullying/ homophobia) and how we can interlink this with our client groups.	Ongoing	All
		Add alternative formats statement to new leaflets	March 2008	Kim Gristy
	SEN Team	Database system updated	March 2008	SEN Database Officer
	Analysis of data used to inform strategic planning	On-going particularly from improved information	Senior Casework and Assessment Officer	
	Information booklet updated	January 2008	Senior Casework and Assessment Officer	
	Ethnicity information included in database records	September 2008	SEN Database Officer	
	Development of website	December 2008	SEN Database Officer	
Safeguarding and Assessment	Fostering and Adoption	Revise and update all policies and procedures to ensure compliance with the Council's Comprehensive Equality Policy	March 2008	Nick Dunster
		Ensure all carers are included in updated training opportunities on diversity	December 2008	Nick Dunster

Division	Service	Actions	Timescale	Responsible officer
Safeguarding and Assessment (cont'd)	Social Work Service	Procure and implement replacement IT solution for Social Care incorporating new integrated Children's System.	July 2008	Shaun McLurg
		Complete joint work with PCT to work identified regarding standard referral format.	April 2008	Linda Maden
	Education Liaison and Support Service	Include explicit expectations of the provider for monitoring and review of services in future procurement arrangements, which take account of relevant diversity factors. Review existing contracts to ensure compliance with this requirement.	September 2008 and ongoing.	Linda Maden
		Induct agency staff to ensure they are fully aware of the local diversity issues.	April 2008 / ongoing.	Linda Maden
		Recruit additional social work staff from BME groups identified in Herefordshire as under-represented.	September 2008 and ongoing.	Linda Maden
		Update training for staff who undertook this several years ago and facilitate for new team members	To be undertaken by Dec 2008	Annie Bushby/CEP team
		Update training	January 2008	Annie Bushby /Castle Green/Tracy Jelfs
		Ensure that disabled young people have access to our service through their key carers and that appropriate means of rewarding them and accessing their views are considered.	Sept 2008	Annie Bushby /Team service planning
		Continue to monitor service delivery- meetings attended in particular, to ensure this group of children and young people receive equitable access.	Ongoing	Annie Bushby to monitor
		Revise and implement a new procedure for the Personal Education Plan (PEP) to ensure the careful monitoring of all issues appertaining to receipt of an appropriate education	Dec 2008	All staff involved in the production of PEPs
School attendance	Issue service user satisfaction questionnaires	March 2008	Pete Collin	
	Make available information in Polish – leaflets and standard letters	March 2008	Pete Collin	
	Develop website information to be accessible to children and young people, and specific BME groups.	September 2008	Pete Collin	
Aftercare	Monitor access to education for expectant teenage parents and liaise with the teenage pregnancy co-ordinator and SIS regarding any identified gaps in provision.	March 2009	Pete Collin	
	Increase the range of opportunities to access appropriate training and employment for care leavers.	March 2009	Stuart McFarlane	
		Provide appropriate training opportunities on-site with accommodation to promote interdependent living	March 2009	Stuart McFarlane

Division	Service	Actions	Timescale	Responsible officer
Safeguarding and Assessment (cont'd)	Aftercare (cont'd)	Review procedures to ensure equality of service provision for care leavers with LDD	April 2008	Stuart McFarlane
		Train Aftercare staff in working with care leavers with LDD, as identified through SRD	September 2008	Stuart McFarlane
Commissioning and Improvement	Reception and administration	Review the minicom	By June 2008	Rob Reid
		Streamline access to services within Blackfriars	April 2008	Rob Reid
	Governor Services	Circulate diversity monitoring form	December 2007	Diversity Monitoring Officer
		Carry out diversity training for Governors and Clerks	March 2008; July 2008	Diversity Monitoring Officer
	Accommodation and Forward Planning	Identify appropriate learning / training needs for staff	Ongoing	Karen Knight
		Analyse diversity monitoring information obtained from the school census	April 2009	Ian Sockett
		Improve and update information contained on the intranet / internet	April 2009	Karen Knight, Ian Sockett, Mark O'Donnell, Zara Clarke-Davies
		Include the alternative formats statement on nursery education funding literature	August 2008	Mark O'Donnell
		Produce alternative formats of literature available	As and when required	Ian Sockett, Mark O'Donnell
		Regularly raise diversity issues at team meetings	Ongoing	Karen Knight
Admissions and Transport	Analysis annual Local Admissions Forum report in relation to income and geography	August 2008	Andrew Blackman	
Inspectors, Advisors and Consultants	Action plan being devised			
Music Service	Action plan being devised			

Appendix 8: ICED GEMS –Integrated Control and Enhancement Directorate GEM Summary

This document shows the significant environmental impacts that have been identified for the Children and Young People's Directorate and the measures in place to control, minimise or enhance those impacts.

Please note that this is a holding assessment, as at January 2008, and further work will be undertaken on it during 2008/2009, as a result of the directorate restructuring

1. Environmental Aspects Summary

ASPECTS	Activity Timescale			Circumstances			Influence	
	Past ⁶	Present	Future ⁷	Normal	Abnormal ⁸	Emergency ⁹	Direct	Indirect ¹⁰
(BH) Biodiversity & Habitats		X		X			X	
(CU) Chemicals Use & Storage		X		X			X	
(CM) Contractor management		X		X			X	
(DC) Discharges to ground & water								
(EM) Emissions to air								
(EU) Energy Use		X		X			X	
(EA) Environmental Awareness		X		X			X	
(HA) Human & Animal Health		X		X			X	
(HE) Heritage & Archaeology								
(LC) Landscape Character								
(LE) Local Environmental Quality								
(NU) Nuisances								
(OS) Oil Storage								
(RC) Resource Consumption		X		X			X	
(TR) Transport (& congestion)		X		X			X	
(WM) Waste Management & Recycling								
(WU) Water Use & discharge		X		X			X	

Aspects considered to have high significance are highlighted

⁶ This was the case but is no longer relevant

⁷ It is expected that this will become an issue within the next two years

⁸ This is not normally an issue, but may be in particular abnormal circumstances

⁹ This is not normally an issue, but could become so in an emergency – eg a fire at one of our premises

¹⁰ You do not directly have an impact, but there is an impact through others over whom we may have an influence, eg the activities of our contractors or activities by members of the public relating to our services

2. Impacts & Controls

Activity	Asp	Impact	Signif	Legal	How is the aspect controlled?	
					Procedures	Targets
Provision of school transport	EM	Climate Change and air Pollution as a result of burning fossil fuels Transport and congestion issues	Cost - £5million pa	Legal requirement to provide under Education Act	The service carries out a process of regularly reviewing its provision to make the best use of routes. Each year there is an annual review of provision together with interim reviews at the end of each term. All information is recorded on an excel spreadsheet.	
	TR				10% overall resource reduction within 3 years from Sept 06.	
Client for School Transport	EM	Air pollution and climate change as a result of burning fossil fuels Transport and congestion implications Contract management	Cost - £5million pa	Legal requirement to provide under Education Act	200 contracts with buses, minibuses and taxis, mainly open ended, usually 3-4 years. Council checks Operator licences of vehicles, driver licences & insurance. No mechanical checks on vehicles – responsibility of contractor. Shortage of providers/tenderers due to shortage of drivers.	
	TR				10% overall resource reduction within 3 years from Sept 06.	
	CM					
School rebuilding capital programme	RC	Resource depletion due to building works	Cost	None	Central Government funding for High School renewal not expected in County till 2020. However, funding for one High School due pre 2011. Rebuild of The Minster and Wyebridge underway. Primary Strategy for Change will see the refurbishment of the majority of primary schools over the next 10 years Property Services are responsible for procurement under this programme	
School building maintenance and energy efficiency	CM EU	Many	Stakeholder	Health & Safety (various)	Council contributes about £1.5 million pa. Schools have annual devolved capital allowances totalling £2.5m (can also be used for ICT). CYP directorate has overall policy control. Works generally undertaken by Property through Amey, and subject to Design Guidance GEMOP 31DG, but schools are entitled to use outside contractors if they wish.	
Influencing choice of transport to school – reducing use of private cars	TR	Climate Change and air pollution due to burning of fossil fuels	Cost - £5million pa	Schools required to have Travel Plans by 2010	CS sell vacant seats on existing contract routes – currently circa 300. Schools discourage use of school car parking by parents at start and end of school day. Schools work with Transport Team on School Travel Plans (STPs). See also entry under Transportation	
					Reduction in energy consumption	
					Percentage of school travel plans in place	

Activity	Asp	Impact	Signif	Legal	How is the aspect controlled?	
					Procedures	Targets
Provision of School meals	HA EM	Healthy food for children Reduction in transport impacts and support of local businesses through use of local food Emissions as a result of driving food to schools with no kitchens	Cost	Hot school meals to be available to all by 2008 (national commitment)	Working with Asset Management Obligation to provide relates only to pupils entitled to free school meals (10-15% claim). School Food Trust issued nutritional guidance for school meals in September 2006 – these include consideration of food miles and encouragement to use local food. This will be addressed via the 14 High School pyramids. Kitchen facilities being upgraded - generally in High schools	Take up of school lunches (NI 52)
Extending use of school buildings	EU TR	Potential impacts on energy use and transport as a result of longer opening hours of schools	Stakeholder	Extended schools – all schools due to provide by 2011 (Govt).	A number of schools already share facilities such as sports halls with the community Extended schools roll out plan in place and being implemented Joint use reduces the risk of arson/vandalism by increasing impromptu surveillance - can also spread cost and be effective in providing facilities in rural areas. See EAMP LPS 10.3.1	Number of Extended Schools (NI88)

3. SIGNIFICANT CORPORATE IMPACTS

Activity	Asp	Impact	Significance	Legislation	How is the aspect controlled?	
					Procedures	Targets
					The <u>Resource Efficiency Code of Practice</u> sets out simple measures that are Council policy to improve efficiency and cut costs relating to offices & transport. The customised Property Management Files held by Officer in Charge of each building are also vital to ensure compliance with legislation.	
Office Admin including purchase & use of equipment / consumables	RC	Resource Depletion	Cost	None	Consumables are procured in accordance with Procurement strategy WMS have extensive green list. Recycled paper is used in all photocopiers & printers. Photocopying procedure OPF16	100% of purchases in accordance with the procurement strategy

Activity	Asp	Impact	Significance	Legislation	How is the aspect controlled?	
					Procedures	Targets
Office heating and lighting	EU EM RC	Air pollution from heating appliances Climate change due to burning of fossil fuels to provide elec and heat Resource depletion from use of fossil fuels	Cost	None	Property Services buy the electricity & gas for Council owned buildings & service the plant. Occupants contact Property Services in case of problems. Energy monitoring is undertaken by Property Services BVPI 180a Resource Code of Practice to control paper use/heating/light etc.	Reduction in energy costs
Emergency preparedness	DC EM	Potential pollution of air/water/ land as a result of emergency	Legal		Emergency plan is be up to date and communicated to staff, fire drills etc undertaken..	Fire drills undertaken at not less than quarterly intervals
Office waste	W/M	Production of waste	Cost Stakeholder	Duty of Care Haz Waste Regs	Officer in charge waste management guide <u>OPW14</u> Recycling procedure <u>OPRI9</u> Trade waste – fluorescent tubes now collected by Amey	
Use of electrical equipment	HA EM	Reducing risk of fire	Cost	None	Managers are responsible for arranging PAT testing of portable appliances with Amey - annually for machines in regular use.	PAT testing undertaken annually
Meetings/ Catering	EA	Increasing Env Awareness	Stakeholder	Full Council May 2005	Tea and coffee provided at meetings is Fairtrade	100% of tea and coffee is Fairtrade
Car parking	DC	Water pollution	Legal	EPA	Management of spills on Car Parks proc OPS6. Amey have appropriate material to clear up any spills if notified.	
Provision of facilities (lavatories, kitchens)	WU	Water usage and pollution.	Cost	None	Hippo bags installed to reduce water use where applicable. Ceramic mugs used rather than disposable plastic cups. Cleaning materials provided by Amey should be eco-friendly; COSHH information on cleaning materials should be available. Meeting Rooms on Council booking system but CS have first call on them	Increase use of mains drinking water

Activity	Asp	Impact	Significance	Legislation	How is the aspect controlled?	
					Procedures	Targets
Business Mileage	EA	Raising awareness Air pollution & Climate change due to burning fossil fuels in vehicles. Congestion due to traffic.	Cost Stakeholder	None	Accommodation Strategy is reducing number of offices and therefore need to travel. Staff Travel Plan, including Pool bikes / pool cars / car sharing incentives <u>Flexible Working Policy</u> , including home working, sets out opportunities to work from home, thus reducing need to travel.	BVPI target 1% reduction Staff travel plan targets
	TR					

4. Other Information Required by ISO 14001

Relevant GEM Targets for the current year	As above
Legal Requirements	As above
Other Requirements	-
Sites occupied	Blackfriars Street
GEM Lead Officer	Martin Clarke
GEM Auditors	Bryan Twitty
External Communication arrangements	As per corporate and staff notice board
Internal Communication and Induction	As per corporate and staff notice board
Training requirements relating to environmental issues	No specific training currently required
Any forthcoming legislation or commitments	See Section 3.2 for summary of upcoming legislation affecting the directorate
How do you keep up with new legislation and regulations	Tracked through legal department; on line notifications to lead officers
New developments anticipated	Extended schools provision; the Minster and Wyebridge rebuilds to enhanced environmental standards
Environmental entries on the risk register	None
Potential emergencies not already covered	N/a

5. Service Overview

<p>Synopsis of Service - <i>Main teams and their roles</i></p>	<p>Safeguarding & Assessment, includes social work, services for children in care and those leaving care, education welfare service Integrated Services & Inclusion: includes Youth Service, Early Years and Extended Services, Disabilities and SEN, Inclusion, Commissioning & Improvement (Schools & Services): includes School Improvement Service, School planning and admissions, performance management Planning, Performance and Development includes Children's Trust Office</p>
<p>Key Internal Documents - <i>Produced within Service</i> - <i>Relevant to Service</i></p>	<p>Children and Young People's Directorate Plan Children & Young People's Plan 2008-2011 All national strategies, including Primary Strategy, Secondary Strategy, Targeted Youth Support, Extended Schools, Children's Centres</p>
<p>Key External Documents & Method of Control</p>	<p>None</p>
<p>Partnerships</p>	<p>Children's Trust</p>
<p>Contracts & Service Level Agreements</p>	<p>Close working arrangements with Property Services re Asset Management and new build/major refurbishments School Transport contracts: 200 Schools have delegated responsibility for numerous areas, such as Grounds Maintenance, Building Maintenance, Building cleaning, catering, utility purchase, ICT. Some of these are discharged through SLAs with Council Services &/or Amey</p>
<p>Funding Schemes administered</p>	<p>Area Based Grant; Dedicated Schools Grant</p>

Directorate	Children and Young People
Director	Sharon Menghini
Who has undertaken this assessment?	
Who was consulted?	Service Managers and Heads of Service
Date of last revision	January 2008

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Children & Young People

Performance Digest

2007-2008

Year End

Outturn data to 31st March 2008 (Academic data is for 2006/07)



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Introduction

Welcome to the Year-End 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.

Please be aware some of the Year-End outturns for PI's are sourced from statutory Government returns due for submission in May/July 08. The outturns for these PI's are subject to change and will not be finalised until validation of these returns.

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
May 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	Stability of Placements	-	-	-	-	0<16.01	-	-	-	16.01<20	20<=100
CF/A2	Educational qualifications of CLA	0<25	25<45	45<50	50<70	70<=100	-	-	-	-	-
CF/A3	Re-registrations on the CPR	0<3	3<6	6<8	8<10	10<15	15<17.21	17.21<20	20<24	24<=100	-
Revised 2004-05	Employment, education and training for care leavers	0<0.4	0.4<0.5	0.5<0.6	-	0.6+	-	-	-	-	-
New for 2006-07 **	CAMHS services	4,5	6-8	9-11	12-14	15,16	-	-	-	-	-
CF/B7	CLA - foster/placed for adoption	0<55	55<70	70<80	80<85	85<90	90<95	-	95<=100	-	-
CF/C18	Final warnings/reprimands and convictions of CLA	-	0<1	1<3	-	-	-	-	3+	-	-
CF/C19	Health of children looked after	0<50	50<60	60<70	70<80	80<=100	-	-	-	-	-
CF/C20	Reviews of child protection cases	0<92.5	92.5<95	95<97.5	97.5<100	100	-	-	-	-	-
CF/C21	Duration on the CPR	-	-	-	-	-	0<10	10<15	15<20	20<=100	-
CF/C23	Adoptions of children looked after	0<3	3<6	6<7	7<8	8<25	-	-	25<=100	-	-
CF/C24	Children looked after absent from school	-	-	-	-	0<5	5<10	10<15	15<20	20<=100	-
CF/D35	Long term stability of CLA	0<40	40<50	50<60	60<70	70<80	-	-	80<=100	-	-
CF/E44	Relative spend on family support	-	0<27	27<32	32<43	-	-	43<48	48<=100	-	-
CF/C63	Participation in reviews	0<70	70<80	80<90	90<95	95<=100	-	-	-	-	-
CF/C64	Timing of core assessments	0<60	60<70	70<75	75<80	80<=100	-	-	-	-	-
CF/B8	Cost of services for children looked after	0	£0<£394	£394<£423	£423<£564	-	-	£564<£630	>=£630	-	-
MR/D74	Practice learning	-	(>0)<5	5<11	11<17	17+	-	-	-	-	-
New for 2006-07	Timeliness of reviews for LAC	0<80	80<85	85<90	90<95	95<=100	-	-	-	-	-
CF/C69	Distance from home	-	-	-	-	-	-	-	-	-	-

PAF Banding

- Investigate urgently
- Ask question about performance
- Acceptable, but possible room for improvement
- Good
- Very Good

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 2003-2006

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%
Mid year 2006 population figures	36,659	177,816	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 cautioned as a proportion of the population (%)
2004			4749	124,387	4%
2005	3202	2020	5222	124,361	4.20%
2006	3214	2069	5283	123,523	4.30%

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	7,751	8863	87%
2005	9,074	11,369	79%
2006	10,135	11,394	89%

Key Denominators	Total
Number of Looked after Children at 31st March 2008	155
Number on the Child Protection Register at 31st March 2008	70
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	3735
Local Population aged 13-19 in 2007 (taken from Gov. funding figs)	15793

Statistical Neighbours for Herefordshire:

Somerset	Norfolk
Wiltshire	Suffolk
Dorset	Cornwall
Gloucestershire	Shropshire
East Sussex	Devon

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
PQ,PQ1,PQA	Post Qualifying Award for Social Workers
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
VCI	The audit of services to children in need carried out in response to the report of the Victoria Climbié Inquiry (VCI).
YOS	Youth Offending Service




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Summary - Being Healthy

Number of indicator outcomes recorded:

19

Direction of Travel Results:

Number Green		<table border="1"><tr><td>6</td></tr></table>	6
6			
Number Amber		<table border="1"><tr><td>13</td></tr></table>	13
13			
Number Red		<table border="1"><tr><td>0</td></tr></table>	0
0			
Number N/A		<table border="1"><tr><td>0</td></tr></table>	0
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 outturn for 2007/08.

Summary

1 Good performance has been maintained in relation to the percentage of looked after children who had a dental check and annual health assessment (90%).

2 74% of schools achieved the Healthy Schools status against the Healthy Schools Standard, slightly below the target of 78%.

3 Good progress continues to be made towards a comprehensive child and adolescent mental health service (CAMHS) – scoring 15 out of a maximum 16. To meet the maximum requires the regional development of tier 4 services which has not yet been achieved.

4 Excellent performance has been achieved in relation to reducing the percentage of teenage pregnancies against the 1998 baseline with an outturn (based on 2006 figures) of -29.6%. However, due to the nature of national reporting, the figures are always 2 years out of date.

5 Although year end figures are not due until the end of May, it is anticipated that 100% of young offenders will receive substance misuse assessment and interventions and the same percentage manifesting mental health difficulties will be referred to CAMHS. However, the proportion of young offenders in substance misuse treatment is unlikely to match the outturn for 2006/2007

6 Although the figures for breastfeeding are not available until 6 weeks after the year end, it is unlikely, based on the quarter 3 outturns, that the targets for the year will be met.

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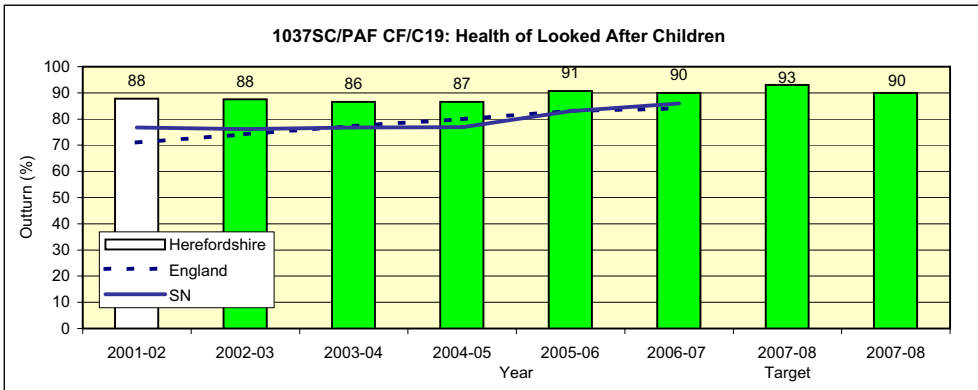
Being Healthy

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)



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

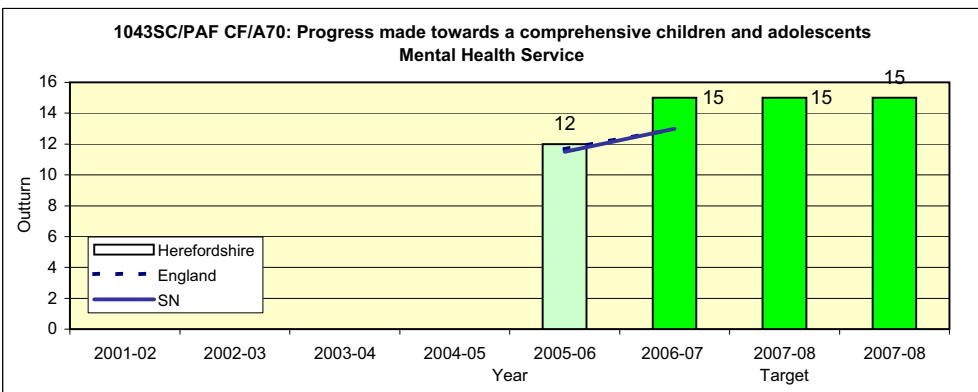
Analysis:

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

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











Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire					12	15	15	15
England					12	13		
SN					12	13		

Analysis:

Good progress towards a comprehensive CAMHS has been made. The target for 2007/8 remained the same as for 2006/7 because to meet the maximum of 16, regional development of tier 4 services is required. This has not yet been achieved.

Be Healthy - Other PIs

Indicator name and reference codes	05/06 Outturn	National comparator data Av. 05/06	Statistical neighbour data 05/06	National comparator data Av. 06/07	Statistical neighbour data 06/07	06/07 Outturn	07/08 Target	Year End 07/08 Outturn	Year End Analysis/Progress	RAG v Previous Outturn
1047SC/BVPI 197/HCS85: Percentage change in number of conceptions amongst 15-17 year olds	1.4%	0%	0%			-15.7%	-19%	-29.6%	Data from 2006 shows a fall of 29.6% from the baseline. Information is collected centrally by the national Teenage Pregnancy Unit. Data is available only annually and is always two years old. Based on data from 2006, Herefordshire is currently rated Green. The government target of reducing conceptions by 50% remains a challenge because we began with 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 in place. Strategic oversight for teenage pregnancy is with the Sexual Wellbeing and Health Network (SWAHN).	
CYP-BH10a: Number of Common Assessment Framework (CAF) assessments completed	N/A	N/A	N/A			N/A	N/A	46	Data for 2007/8 has been collated from the CAF Pilot Project. From June 2008 data collection moves to a central CAF Registry.	
CYP-BH16: Number of Children aged 0-15 killed or seriously injured in road traffic accidents	13					13	15	11	This is the unaudited outturn for the 2007 calendar year.	
HCS 20: Percentage of babies who are breast fed at 6 weeks in the county.	TBA					40%	43%	No Data	Q3 Outturn is 37% No Q4 data until 6 weeks after period end.	
HCS 21b: Percentage of babies born to South Wye mothers who are breast-fed.	41.2%					34%	40%	No Data	Q3 Outturn is 32% No Q4 data until 6 weeks after period end.	
HCS 21a: % of babies born to teenage mothers who are breastfeeding at 6 weeks.	12.9%					13%	30%	No Data	Q3 Outturn is 15% No Q4 data until 6 weeks after period end.	
HCS 22a: Measure of Healthy Lifestyles for 11-15 yr olds: Smoking Rates.	N/A					N/A		No Data	Healthy Lifestyle data available Biennially.	
HCS 22c: Measure of Healthy Lifestyles for 11-15 yr olds: Eating 5 a day.	N/A					N/A		No Data	Healthy Lifestyle data available Biennially. 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	

Be Healthy - Other PIs

Indicator name and reference codes	05/06 Outturn	National comparator data Av. 05/06	Statistical neighbour data 05/06	National comparator data Av. 06/07	Statistical neighbour data 06/07	06/07 Outturn	07/08 Target	Year End 07/08 Outturn	Year End Analysis/Progress	RAG v Previous Outturn
HCS 22d: Improve measures of Healthy lifestyles for teenagers. Obesity	N/A					N/A		No Data	Healthy Lifestyle data available Biennially. 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 cooking 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	Healthy Lifestyle data available Biennially. 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	Healthy Lifestyle data available Biennially. 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	Healthy Lifestyle data available Biennially. 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	74		★
HCS 23: Reduce rate of sexually transmitted infections.	N/A					N/A	271	No Data	Q3 Outturn is 1130 No Q4 data until 6 weeks after period end.	●
1042YJ: Substance misuse: The proportion of young offenders receiving substance misuse assessments and interventions.	97%	87%	96%			100%	100%	No Data	Quarter 4 data is not yet available from the YOS, expected early May 2008. Quarters 1, 2 and 3 all achieved 100%. 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	National comparator data Av. 06/07	Statistical neighbour data 06/07	06/07 Outturn	07/08 Target	Year End 07/08 Outturn	Year End Analysis/Progress	RAG v Previous Outturn
1040NT : Proportion of those in substance misuse treatment who are aged less than 18						24%	?	No Data	Quarter 4 data is not yet available from the NDTMS system, expected early May 2008. No in treatment Quarter 1 = 59 = 11.7% as a percentage of number of adult in treatment. No in treatment Quarter 2 = 69 = 12.5% as a percentage of number of adult in treatment. No in treatment Quarter 3 = 83 = 14% as a percentage of number of adults in treatment	●
1041YJ : The referral of juveniles manifesting mental health difficulties to Child and Adolescent Mental Health Services	90%	90.6%	94.2%			91.2%	100%	No Data	Q3 Outturn is 100% Q4 data available end of May	●




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Summary - Staying Safe

Number of indicator outcomes recorded:

39

Direction of Travel Results:

Number Green		<table border="1"><tr><td>20</td></tr></table>	20
20			
Number Amber		<table border="1"><tr><td>2</td></tr></table>	2
2			
Number Red		<table border="1"><tr><td>15</td></tr></table>	15
15			
Number N/A		<table border="1"><tr><td>2</td></tr></table>	2
2			

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 outturn for 2007/08.

Summary

1 Performance in relation to looked after children, specifically timeliness of reviews, percentage in foster care or placed for adoption, stability and long term stability of placements, has been excellent, ahead of target. The percentage of adoptions has also significantly exceeded the target this year.

2 The number and timescale for completing core assessments has significantly improved, exceeding target and likely to be more in line with statistical neighbours' performance.

3 The ratio of children from minority ethnic groups on the child protection register has increased this year to over 3%, which may reflect the changes in the demography generally within the county.

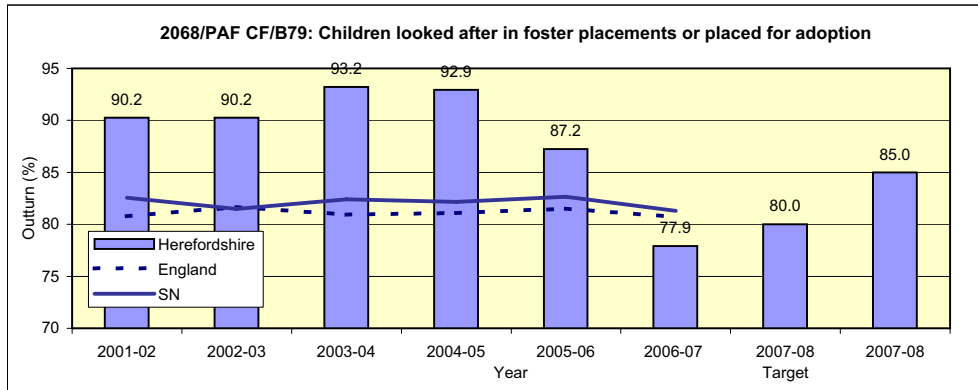
4 The significant staffing shortages experienced in children's social care have had an impact on performance in relation to the timeliness of initial assessments and the number of referrals leading to initial assessments, both of which have not achieved target and will be substantially below the performance of statistical neighbours. The knock-on effects of contingency cover arrangements to ensure new assessments are completed has been felt on other aspects of the service.

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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



Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire	90.2	90.2	93.2	92.9	87.2	77.9	80.0	85.0
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:

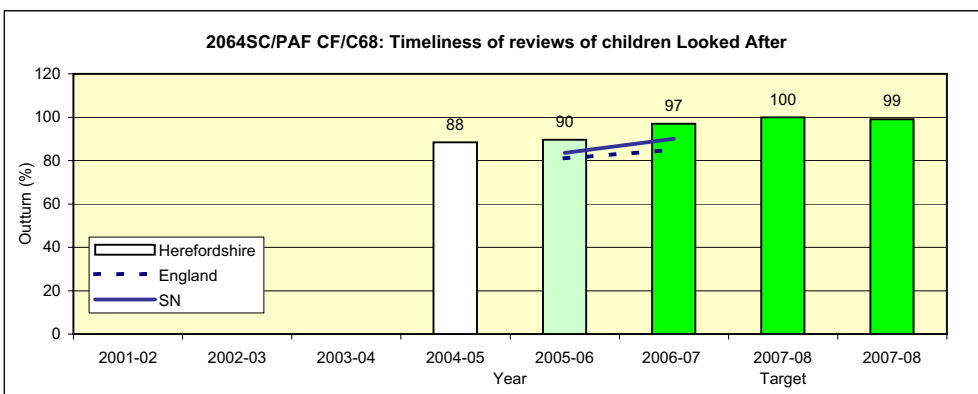
This performance has exceeded the expectation and will continue to be monitored to ensure continual good performance.

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)



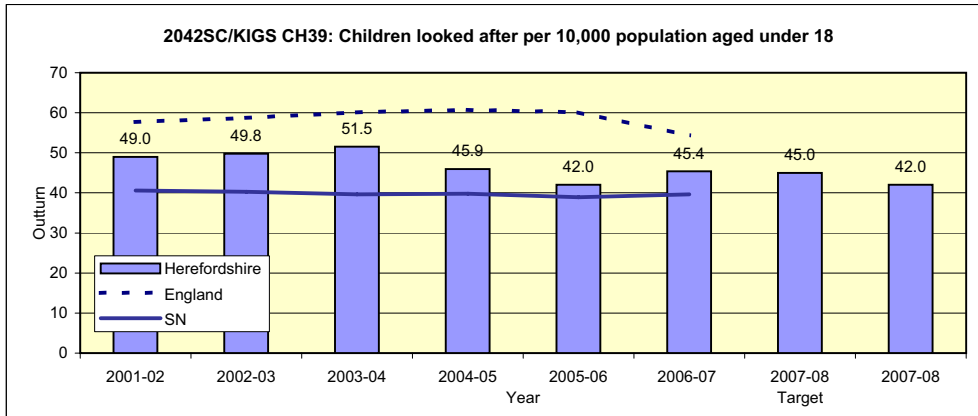
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire				88	90	97	100	99
England					81	85		
SN					84	90		

Analysis:

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



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

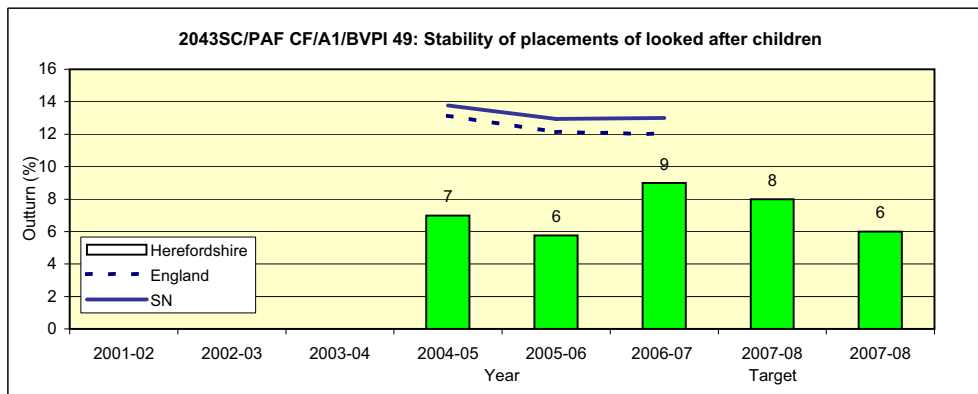
Analysis:

There is auditing and monitoring in place to consider the pressure on LAC numbers.

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)



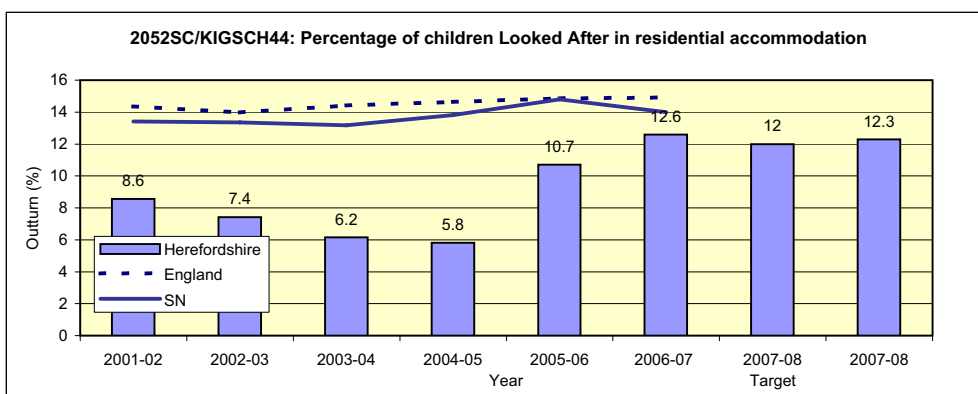
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire				7	6	9	8	6
England				13	12	12		
SN				14	13	13		

Analysis:

This is very good performance when compared with our statistical neighbours. 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

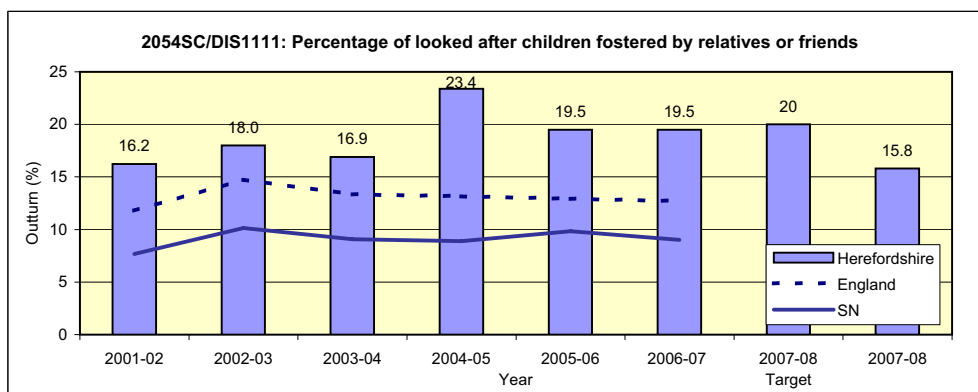


Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire	8.6	7.4	6.2	5.8	10.7	12.6	12	12.3
England	14.4	14.0	14.4	14.6	14.9	14.9		
SN	13.4	13.3	13.2	13.8	14.8	14.0		

Analysis:

To ensure this target is managed there has been a drive within the directorate to ensure that children are only placed in residential care who cannot be placed in family based care as a first option or within a foster family.

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



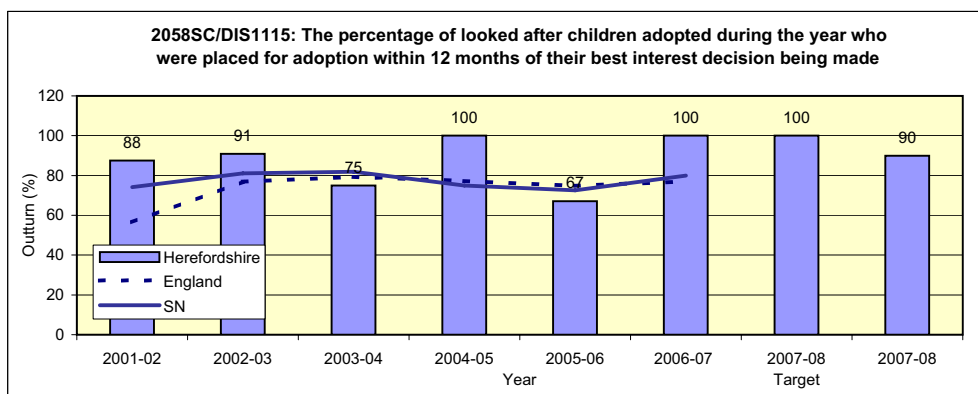
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire	16.2	18.0	16.9	23.4	19.5	19.5	20	15.8
England	11.8	14.7	13.3	13.2	12.9	12.7		
SN	7.7	10.1	9.1	8.9	9.8	9.0		

Analysis:

The consideration of relatives and friends is always a priority when considering placements for children in the Looked After System. The needs of children 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



Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire	88	91	75	100	67	100	100	90
England	56	77	79	77	75	77		
SN	74	81	82	75	73	80		

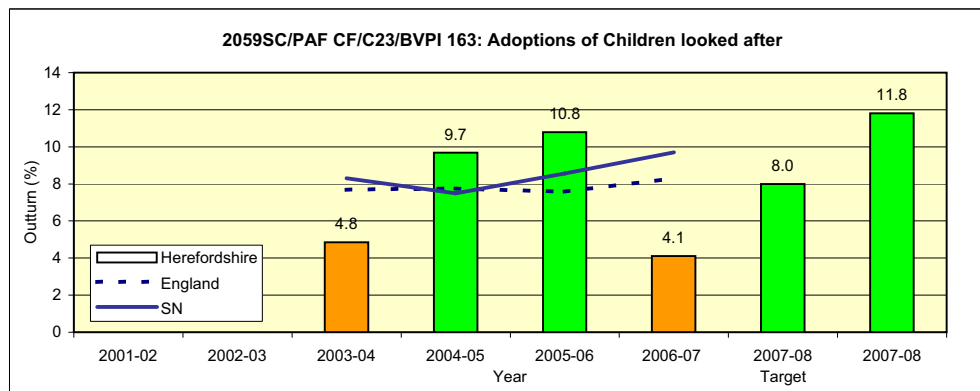
Analysis:

There has been a downturn in this performance due to children being in their adoptive families toward the end of the year end and not having their adoption orders granted within that year.

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)



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

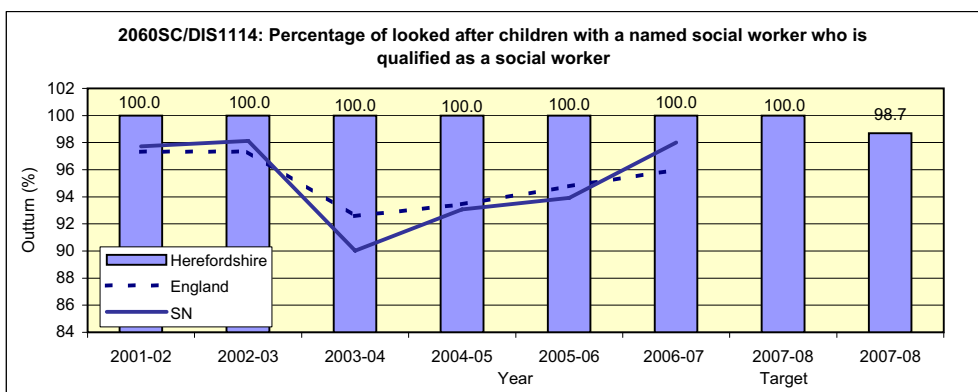
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire			4.8	9.7	10.8	4.1	8.0	11.8
England			7.7	7.7	7.6	8.3		
SN			8.3	7.5	8.6	9.7		

Analysis:

This performance reflects the continual good practice within Herefordshire. We have improved performance in relation to our statistical neighbours and the previous years outturn.

Staying Safe

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



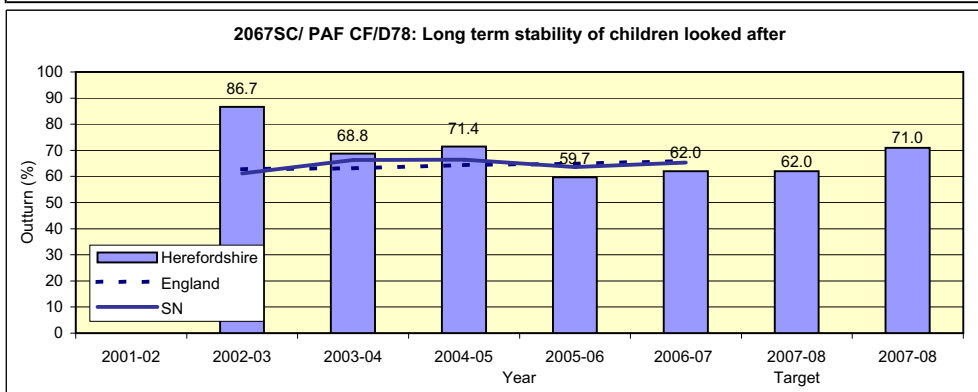
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire	100.0	100.0	100.0	100.0	100.0	100.0	100.0	98.7
England	97.3	97.3	92.6	93.4	94.8	96.0		
SN	97.7	98.1	90.0	93.1	93.9	98.0		

Analysis:

The 1.3% slippage from the usual 100% performance represents 2 children. Arrangements are in place to ensure team and service manager oversight, monitoring and review of the care plans in these cases. Performance has been affected by the pressure of staff shortages and the requirement to prioritise child protection and safeguarding work. The work on the recruitment and retention strategy continues to address the social worker shortages. The team and service management group monitors and reviews the position regarding allocation of work on a weekly basis.

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



Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire		86.7	68.8	71.4	59.7	62.0	62.0	71.0
England		62.8	63.1	64.4	64.8	65.9		
SN		61.1	66.4	66.5	63.6	65.3		

Analysis:

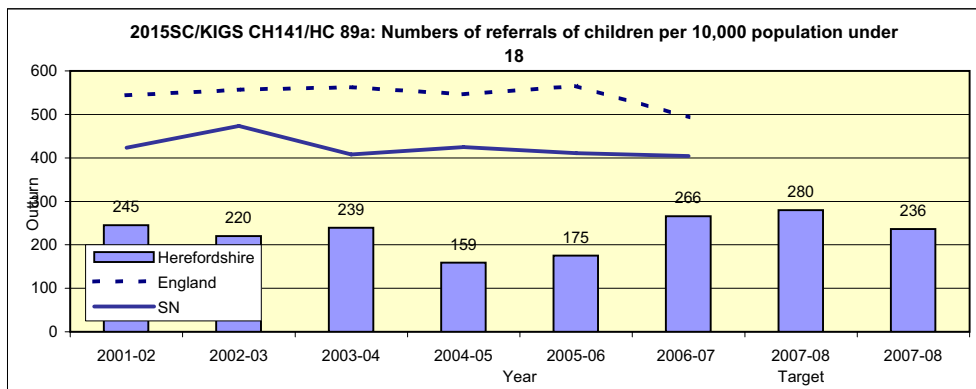
This performance is ahead of target for 07/08.

Staying Safe

Child Protection data

a) Referrals & Assessments

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

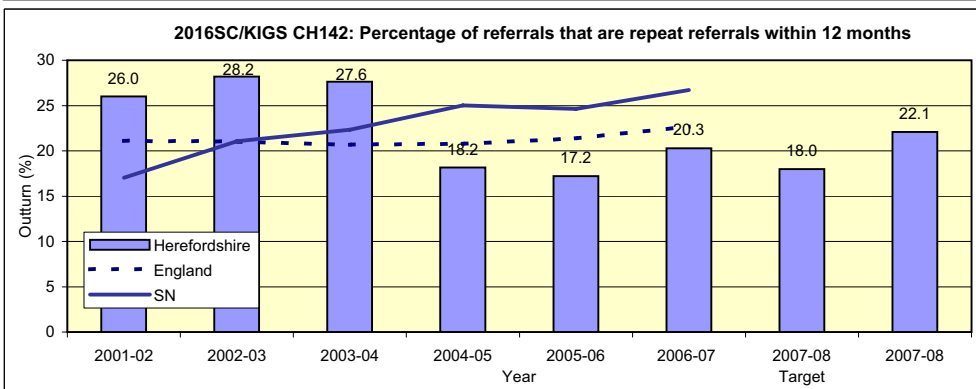


Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire	245	220	239	159	175	266	280	236
England	544	557	562	546	566	493		
SN	423	473	408	425	411	404		

Analysis:

After a marked increase in referral rates during 2006/7, the rate has levelled off during 2007/8. The introduction of Common Assessment Framework in 2008/9 is likely to have an impact on this PI (an increase in referrals). Bench-marking work is being undertaken with statistical neighbours regarding this indicator and the cluster of other PIs relating to referral and initial assessment, which will inform planning for future action. Implementation of ISCS in 2008/9 will aid monitoring of this PI.

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.



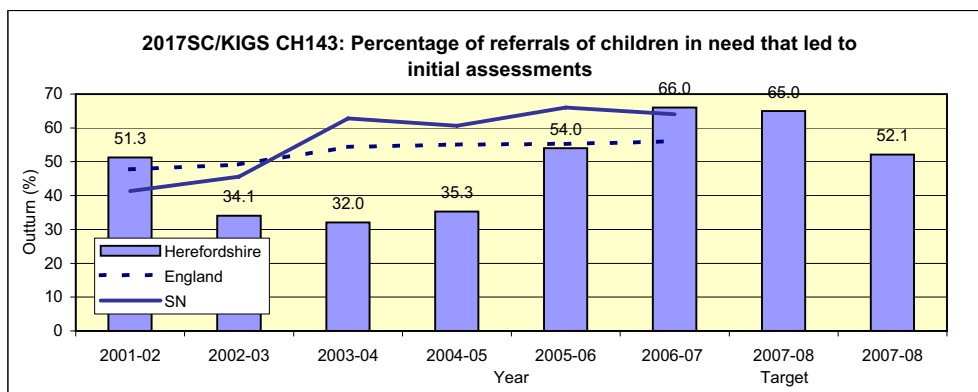
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire	26.0	28.2	27.6	18.2	17.2	20.3	18.0	22.1
England	21.1	21.0	20.7	20.8	21.4	22.7		
SN	17.0	21.1	22.3	25.0	24.6	26.7		

Analysis:

Herefordshire's performance on repeat referrals compares favourably with statistical neighbours, being at the lower end of the performance range. However, the % of repeat referrals is higher than 2006/7. A recent random audit has indicated findings similar to those of the Initial Assessment audit, for which an action plan is in place. Introduction of CAF and ISCS will have an impact. Quarterly audit of repeat referrals is timetabled and an action plan will be developed from this.

Staying Safe

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

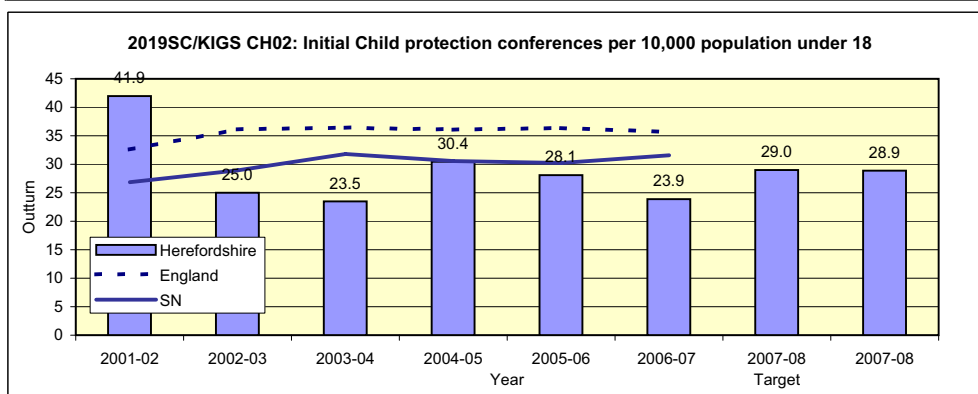


Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire	51.3	34.1	32.0	35.3	54.0	66.0	65.0	52.1
England	47.8	49.2	54.4	55.1	55.2	56.0		
SN	41.3	45.6	62.8	60.6	66.0	64.0		

Analysis:

Herefordshire's performance is at the low end of the statistical neighbour range. This PI is closely related to CH 141 and DIS 1704. The bench-marking work has identified variations in practice which require further exploration in order to inform some of the action required to improve performance in the short and medium term. Introduction of CAF and CAFTAC will contribute to performance improvement in the longer term as children's needs are identified and services provided at an earlier stage.

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.



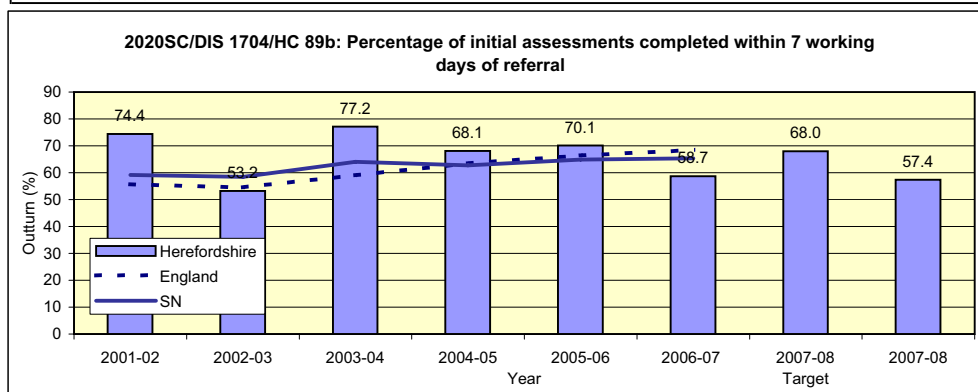
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire	41.9	25.0	23.5	30.4	28.1	23.9	29.0	28.9
England	32.6	36.1	36.4	36.0	36.3	35.7		
SN	26.8	28.9	31.8	30.6	30.2	31.6		

Analysis:

This performance is kept under review to ensure that Children deemed to be at risk of significant harm receive an initial case conference. This indicator is addressed at an Operational Management Group to ensure that thresholds are identified and kept under review.

Staying Safe

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

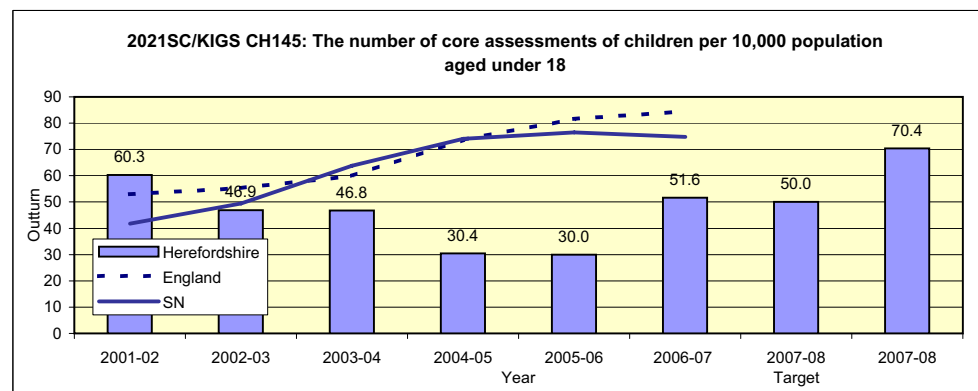


Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire	74.4	53.2	77.2	68.1	70.1	58.7	68.0	57.4
England	55.7	54.5	59.1	63.5	66.4	68.4		
SN	59.1	58.4	64.1	62.7	64.9	65.4		

Analysis:

Performance on timeliness of initial assessments has been under pressure particularly during the last half of 2007/8, because of social work staff shortages. A contingency plan introduced in the last quarter has been effective in ensuring completion of assessments. A revised contingency plan will be put in place in May 2008. This and the continuing social worker recruitment and retention strategy should see an improvement in the timeliness of initial assessments during 2008/9.

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



Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire	60.3	46.9	46.8	30.4	30.0	51.6	50.0	70.4
England	53.0	55.3	60.0	73.7	81.6	84.5		
SN	41.7	49.4	63.8	74.0	76.5	74.8		

Analysis:

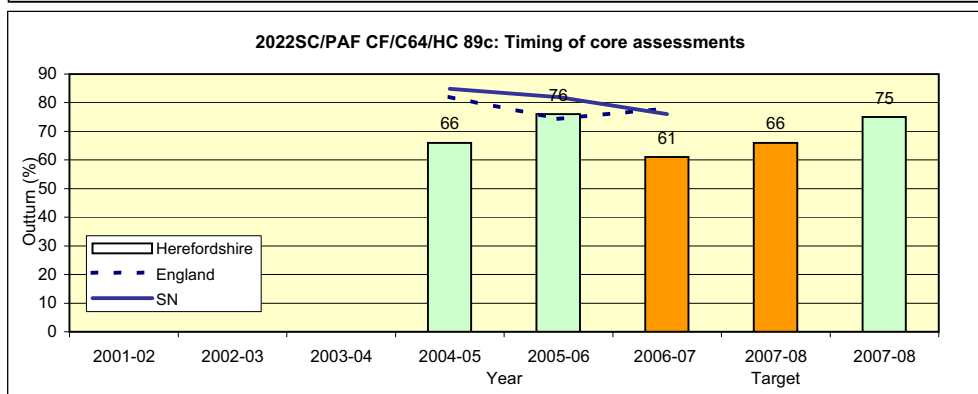
Performance has improved as a consequence of increased focus on performance management of this area by team managers. It is anticipated that performance will continue to improve overall.

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)



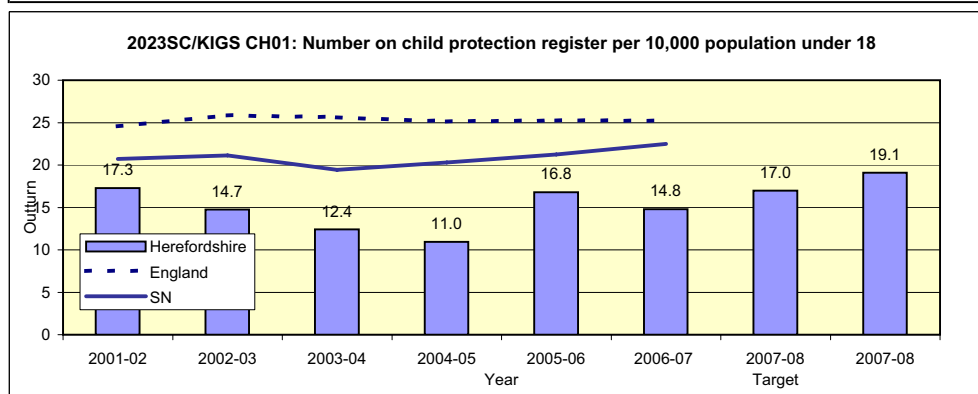
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire				66	76	61	66	75
England				82	74	78		
SN				85	82	76		

Analysis:

This outturn has improved markedly, and exceeded the target, as a result of increased focus on timely and regular updating of core assessments for children in need by all social work teams. The expectation is that performance will be maintained in the next year, despite the continuing pressure of social work staff shortages, because of the improvement in performance focus in the teams.

b) Child Protection Register Data

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



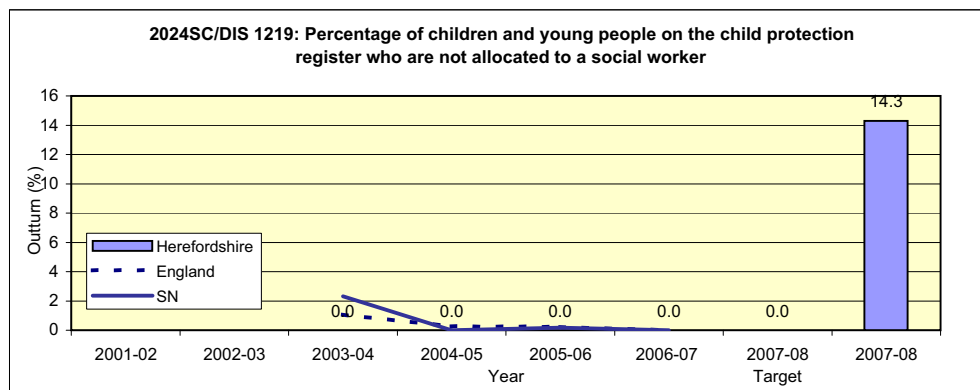
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire	17.3	14.7	12.4	11.0	16.8	14.8	17.0	19.1
England	24.6	25.9	25.6	25.1	25.3	25.2		
SN	20.7	21.1	19.4	20.3	21.2	22.5		

Analysis:

This has exceeded the performance for 07/08, however this remains low in relation to our statistical neighbours.

Staying Safe

2024SC/DIS 1219: Percentage of children and young people on the child protection register who are not allocated to a social worker

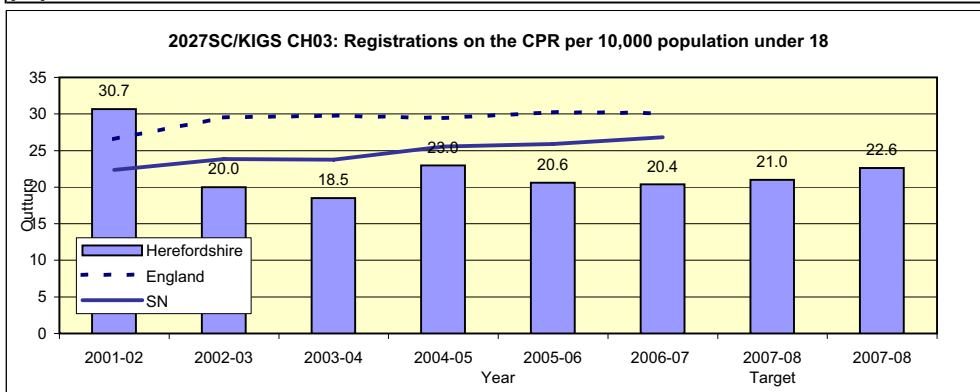


Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire			0.0	0.0	0.0	0.0	0.0	14.3
England			1.1	0.3	0.2	0.0		
SN			2.3	0.0	0.2	0.0		

Analysis:

The position on 31/3/08, when a "snapshot" of the children subject to child protection plans was taken, reflects the staff shortages referred to above, in particular the availability of experienced staff, and the knock-on effect of the contingency plan to ensure improvement in completion of new assessments. The position at 11th April 2008 was 7.14% unallocated and on 14th April this had reduced to 0% unallocated. If cases are unable to be allocated for any period, they are kept under close monitoring and review, with interim child protection plans agreed by service manager and team manager and shared with other professionals involved.

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



Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire	30.7	20.0	18.5	23.0	20.6	20.4	21.0	22.6
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:

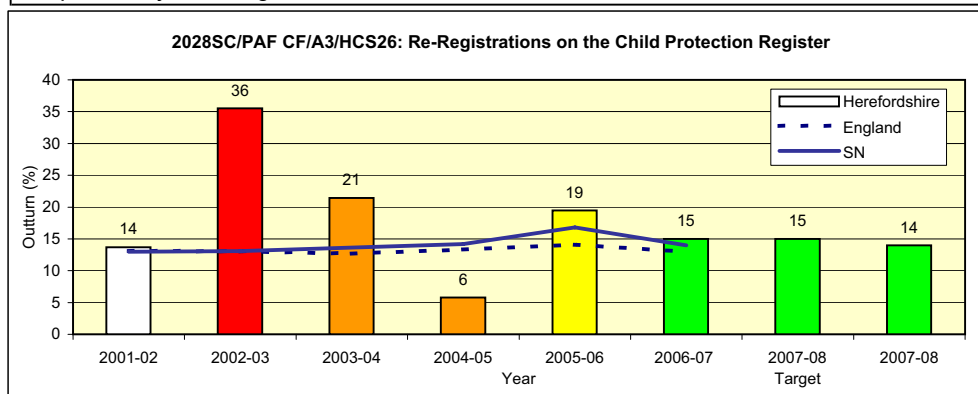
This target is traditionally lower than our statistical neighbours. However to ensure that Children who are at risk of significant harm receive the services of an initial case conference this is reviewed at an Operational Management Group.

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)

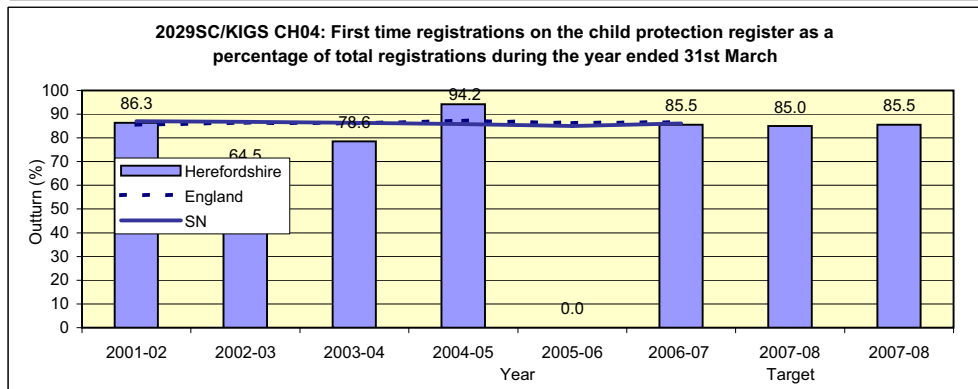


Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire	14	36	21	6	19	15	15	14
England	13	13	13	13	14	13		
SN	13	13	14	14	17	14		

Analysis:

This is an improvement from previous years outturn. 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



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

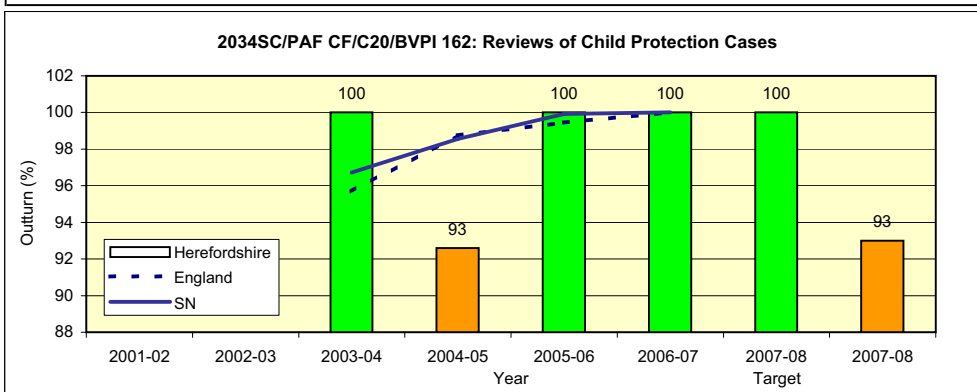
Action is in place for monthly monitoring through multi agency core groups so that recommendations regarding de-registrations are reached through robust assessments and a multi agency level in order to prevent re-registrations. This is monitored through the HSCB

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)

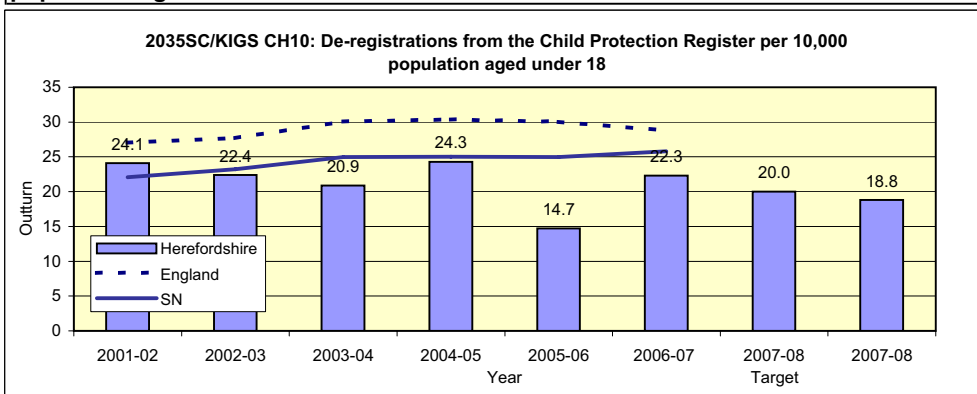


Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire			100	93	100	100	100	93
England			96	99	99	100		
SN			97	99	100	100		

Analysis:

This is a down turn in our target for 07/08. This was a family with three children. The Child Protection Conference was late by ten days. This was identified and oversight for the scheduling of conferences has been enhanced.

2035SC/KIGS CH10: De-registrations from the Child Protection Register per 10,000 population aged under 18



Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire	24.1	22.4	20.9	24.3	14.7	22.3	20.0	18.8
England	27.1	27.7	30.1	30.4	30.0	28.8		
SN	22.1	23.2	25.0	25.0	25.0	25.8		

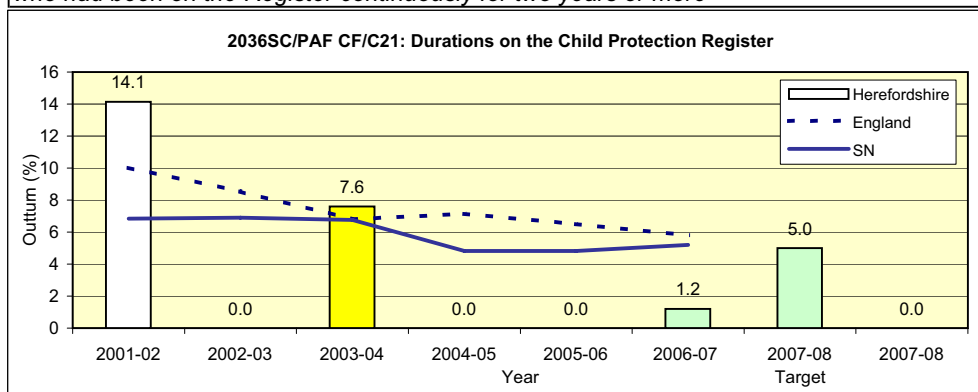
Analysis:

We are doing well with this target in relation to our statistical neighbours. The plans for de-registrations are agreed at a child protection case conference following the completion of a child protection plan and multi agency decision making.

Staying Safe

2036SC/PAF CF/C21: Durations on the Child Protection Register - The percentage of children deregistered from the Child Protection Register during the year who had been on the Register continuously for two years or more

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

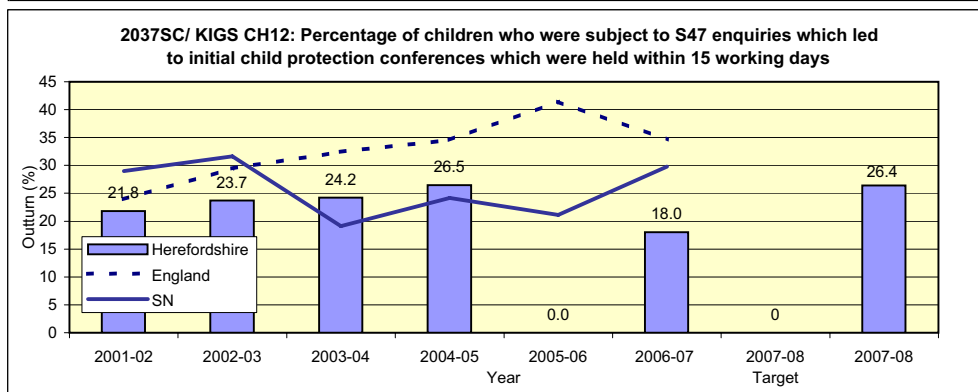


Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire	14.1	-	7.6	-	0.0	1.2	5.0	0.0
England	10.0	8.5	6.8	7.1	6.5	5.8		
SN	6.8	6.9	6.8	4.8	4.8	5.2		

Analysis:

This performance is measured through team managers supervision of social workers. The independent chairs have a role in open dialogue at Multi Agency Child Protection Conferences to ensure that the most appropriate plan can address the child's needs.

2037SC/ KIGS CH12: Percentage of children who were subject to S47 enquiries which led to initial child protection conferences which were held within 15 working days



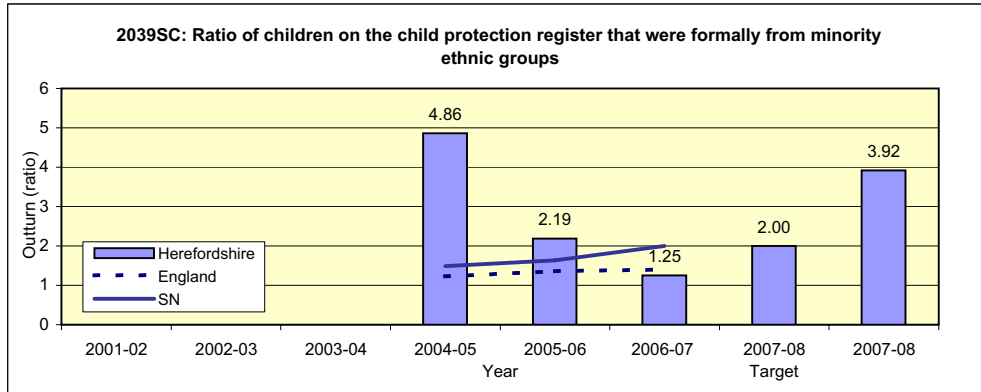
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire	21.8	23.7	24.2	26.5	--	18.0	No Data	26.4
England	23.9	29.4	32.4	34.5	41.5	34.6		
SN	29.0	31.6	19.1	24.2	21.2	29.8		

Analysis:

This continues to raise a concern for the directorate. However we are only slightly lower than our statistical neighbours. There is a process in place to evaluate this performance, but with the shortage of social work staff this performance does not reflect the social work activity within the Referral and Assessment Team.

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
Herefordshire				4.86	2.19	1.25	2.00	3.92
England				1.22	1.36	1.40		
SN				1.49	1.63	2.00		

Analysis:

There has been an increase in the ratio of children placed on the CPR who are from an minority ethnic group. This is reflected from the demography of the county.

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Staying Safe - Other Pls

Indicator name and reference codes	05/06 Outturn	National comparator data Av. 05/06	Statistical neighbour data 05/06	National comparator data Av. 06/07	Statistical neighbour data 06/07	06/07 Outturn	07/08 Target	Year End 07/08 Outturn	Year End Analysis/Progress	RAG v Previous Outturn
CYP-SS1: Increase the Social Worker establishment							53	42.8	Target 53 Social Workers required by March 2008. Actual year end figure 42.8 due to leavers and internal promotions. We are currently recruiting newly qualified social workers, 1 individual has an offer to start in the summer, and Social Worker interviews are planned in Apr and May. We have also offered Social Worker positions to 5 overseas candidates who will be starting later this year.	
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.	N/A
2038SC/DIS 1507-1509: Percentage of eligible, relevant and former relevant children that have pathway plans, have been allocated a personal adviser and are resident outside the council's boundaries	See Page 31 for details					See Page 31 for details	N/A	See Page 31 for details	Performance is good for this indicator. The numbers of care leavers placed outside the Council boundaries is reducing. Focus on pathway plans has improved and support to care leavers outside the Council boundaries is in place, monitored and reviewed.	
HCS 28: % of 11-15 year olds who stated they had been bullied in the last 12 months	N/A					N/A		24%	The 2007 Youth Survey set the baseline for this indicator at 24%. Schools are submitting data on bullying incidents on a termly basis - 9 out of a possible 20. Fair progress but more schools need to be submitting their data although the website needs amending so that schools can submit zero returns.	
2041SC: Assessment of the impact of policies of promoting race equality for children	Not in the APA 2007					2 & 2	N/A	3	The programme of equality impact assessments relating to policies and services for children and young people was fully completed in 2007/2008. The subsequent action plans have been incorporated into the directorate and team plans and will be monitored through individual team meetings and through the directorate's overall performance management arrangements.	
2046SC: Are safeguarding arrangements in place for [looked after] children placed in your area by other local authorities?						N/A	N/A	3	Herefordshire's Safeguarding Children Board has completed the Section 11 audit and the outcome is that agreed protocols are in place and are operational.	
2066SC (KIGS CH121): Percentage of children on the Child Protection Register who are white						98.2%	98%	92.9%	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 CH122): Percentage of children on the Child Protection Register who are of mixed ethnic origin						1.8%	2%	5.7%	This information/performance is being monitored to assess whether this years outturn is a spike or a trend. With good intelligence this will ensure that we can set a realistic target for 2008/09.	
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.	

Staying Safe - Other Pls

Indicator name and reference codes	05/06 Outturn	National comparator data Av. 05/06	Statistical neighbour data 05/06	National comparator data Av. 06/07	Statistical neighbour data 06/07	06/07 Outturn	07/08 Target	Year End 07/08 Outturn	Year End Analysis/Progress	RAG v Previous Outturn
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	3.51	This information/performance is being monitored to assess whether this year outturn is a spike or a trend. With good intelligence this will ensure that we can set a realistic target for 2008/09.	▲

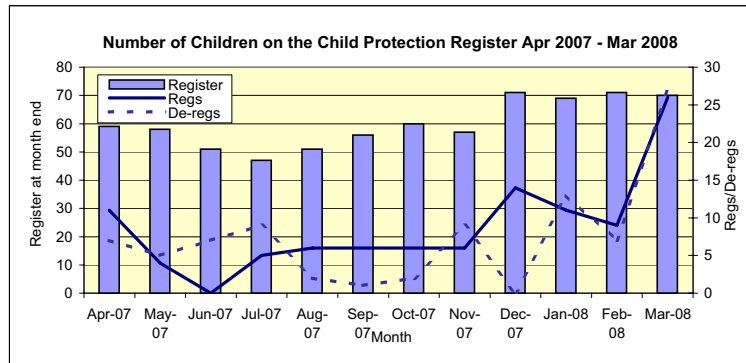
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Staying Safe - Supporting Data

Child Protection

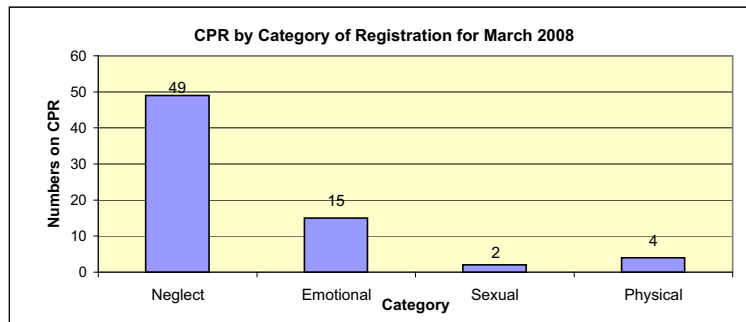
At the end of March 2008 there were 70 children on the Child Protection Register

Registrations and deregistrations on the Child Protection Register



CPR - Registrations & Deregistrations

Month	Apr-07	May-07	Jun-07	Jul-07	Aug-07	Sep-07	Oct-07	Nov-07	Dec-07	Jan-08	Feb-08	Mar-08
Register	59	58	51	47	51	56	60	57	71	69	71	70
Regs	11	4	0	5	6	6	6	6	14	11	9	26
De-regs	7	5	7	9	2	1	2	9	0	13	7	27



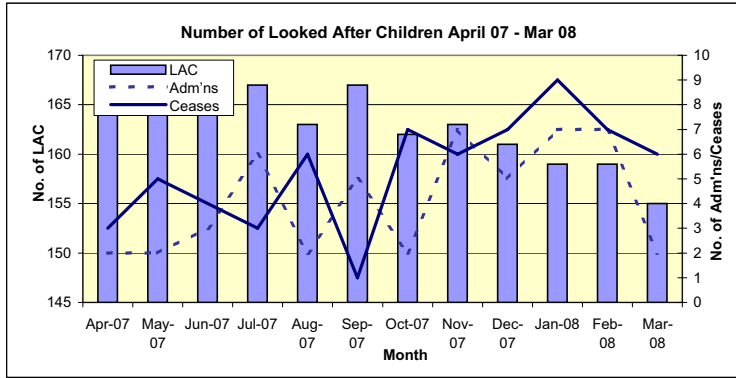
CPR by Category of Abuse

	Neglect	Emotional	Sexual	Physical
Mar 08	49	15	2	4

Staying Safe - Supporting Data

Looked After Children

At the end of March 2008 there were 155 Looked after Children in the County



Numbers entering and leaving the LAC System

Month	Apr-07	May-07	Jun-07	Jul-07	Aug-07	Sep-07	Oct-07	Nov-07	Dec-07	Jan-08	Feb-08	Mar-08
LAC	168	165	164	167	163	167	162	163	161	159	159	155
Adm'ns	2	2	3	6	2	5	2	7	5	7	7	2
Ceases	3	5	4	3	6	1	7	6	7	9	7	6

Looked After Children by type of placement and geographical placement

Type of Placement	No.	%	No. in County	No. out County
Foster Care – LA	81	52%	74	7
Foster Care – Agency	15	10%	6	9
Relative or Friend	23	15%	16	7
Adoptive Placement	7	5%	~	~
Residential Agency	15	10%	11	4
Placed with Parents	8	5%	8	0
Independent Living	2	1%	2	0
Regular Respite Care	0	0%	0	0
NHS/Health Trust Establishment	1	1%	1	0
Residential Schools	2	1%	0	2
Secure Unit	1	1%	0	1
Total	155	100%	118	30

Children in the LAC system at end March 08

by age group

Breakdown by age			
0 years	4	9 years	8
1 year	7	10 years	6
2 years	5	11 years	7
3 years	0	12 years	7
4 years	6	13 years	15
5 years	4	14 years	20
6 years	2	15 years	17
7 years	3	16 years	20
8 years	7	17 years	17
TOTAL	38	TOTAL	117
		TOTAL	155

Children in the LAC system at end March 08

by legal status

Breakdown by legal status	
Care Order C A 1989	73
Deemed Care Order	0
Interim Care Order	8
Section 20 Accommodated	64
S.O. with residence requirement	1
Police Protection Order	1
EPO	0
Remanded into LA accom	2
Freeing/Placement Order	6
TOTAL	155

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	33
68.0	79.1	100.0	100.0
100.0	100.0	100.0	100.0
17.0	20.8	16.5	15.0

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	16
85.0	85.7	91.0	100.0
100.0	100.0	100.0	100.0
15.4	0.0	37.5	12.5

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	80
85.0	84.0	88.5	100.0
100.0	100.0	100.0	100.0
36.8	20.2	28.8	26.3

.. = Data not applicable .. = data not available

Summary - Enjoy and Achieve

Number of indicator outcomes recorded:

33

Direction of Travel Results:

Number Green



18

Number Amber



2

Number Red



12

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 outturn for 2007/08.

Summary

1 Overall, the validated 2007 exam results show improvement on previous years' outturns although a number of the aspirational targets set by the DCSF have not been achieved. Excellent performance has been achieved in relation to the percentage of young people leaving care with 5 or more GCSEs at A*-C or equivalent (20%) which is likely to be significantly higher than the performance of statistical neighbours.

2 The percentage of proposed statements of SEN issued and prepared within 18 weeks (including and excluding exceptions) has maintained 100% throughout the year.

3 99.2% of three year olds have been able to access a free, good quality early years place.

4 Primary school attendance has improved this year although the absenteeism of looked after children remains an issue (particularly those missing more than 25 days' schooling). Although the numbers involved are small, an action plan is in place to address the causes.

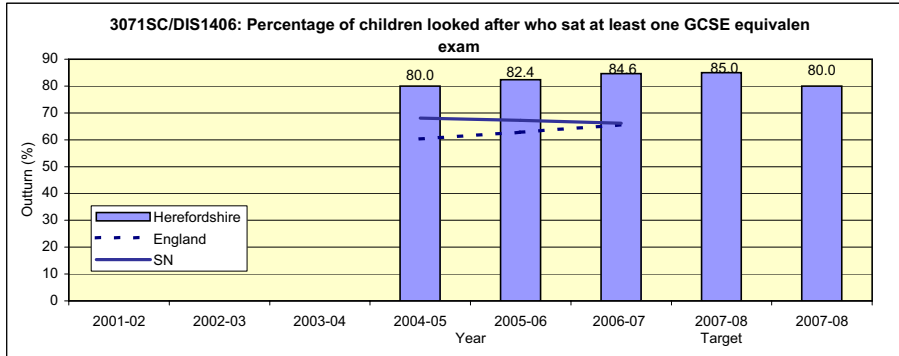
5 84.7% of young offenders were in education, employment or training which is a significant improvement on performance.

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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



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

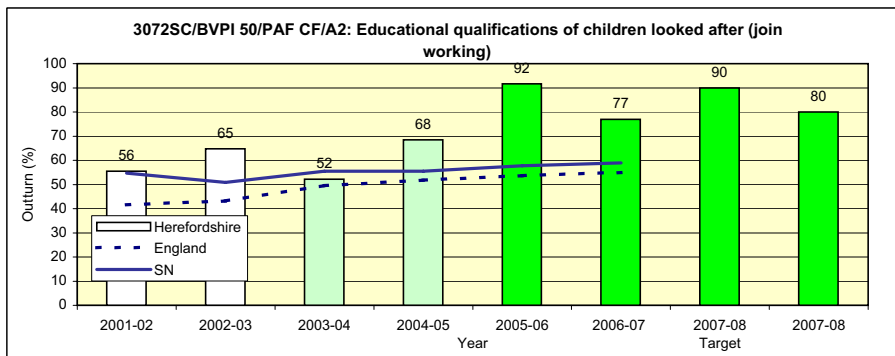
Analysis:

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



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



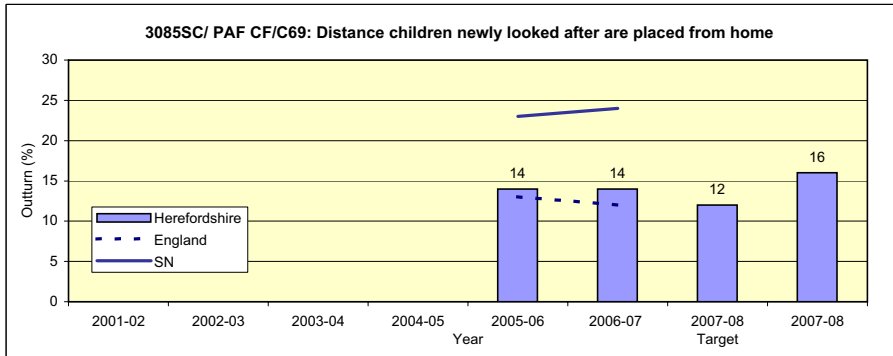
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire	56	65	52	68	92	77	90	80
England	42	43	50	52	54	55		
SN	55	51	56	55	58	59		

Analysis:

We have had an unpredictable cohort, which has made it difficult to reach the 07/08 target. The cohort is determined by children who are on care orders & remain looked after until they are 18 years and those Children subject to Section 20 who can and have removed themselves from LAC following their 16th birthday.

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

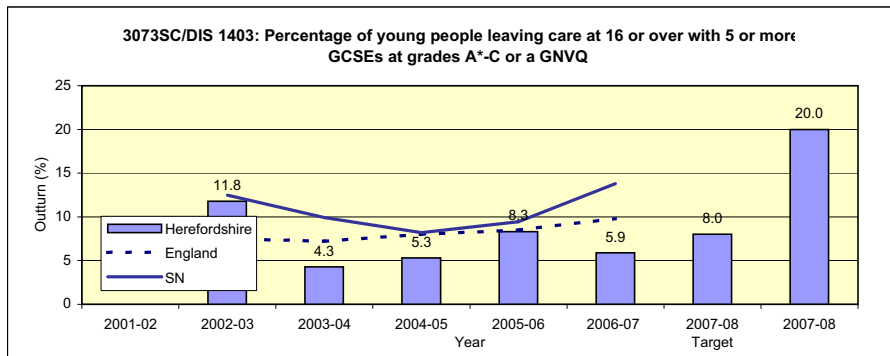


Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire					14	14	12	16
England					13	12		
SN					23	24		

Analysis:

We are doing better than our statistical neighbours, however this remains a priority for the Directorate to ensure that children newly looked after can be placed within 20 miles of their home so that family and friends contact can be maintained. A piece of work has been commissioned to look at the specific circumstances for each child placed further than 20 miles from their home.

3073SC/DIS 1403: Percentage of young people leaving care at 16 or over with 5 or more GCSEs at grades A*-C or a GNVQ



Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire		11.8	4.3	5.3	8.3	5.9	8.0	20.0
England		7.5	7.2	8.0	8.5	9.8		
SN		12.5	9.9	8.2	9.5	13.8		

Analysis:

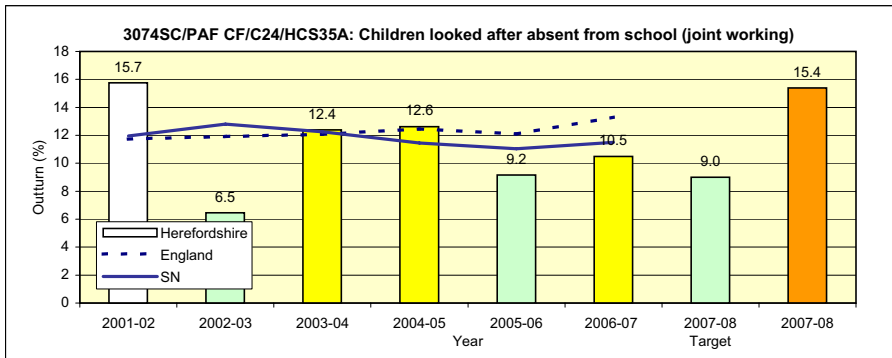
Herefordshire has worked hard to ensure the young people leaving care at 16 years old with 5 or more GCSE'S has exceeded all expectation and this performance reflects the work that has been undertaken.

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)



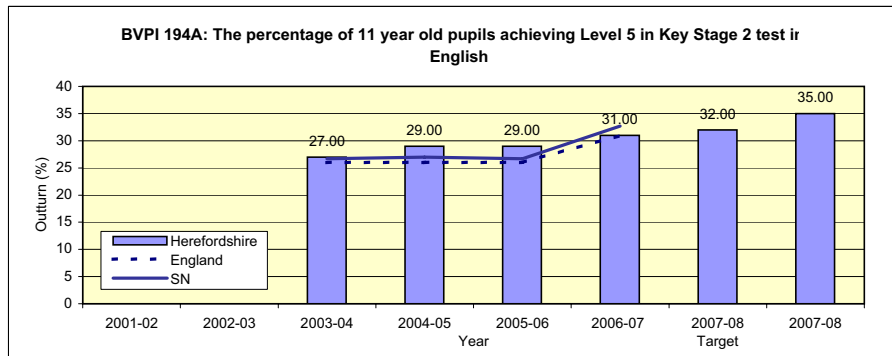
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire	15.7	6.5	12.4	12.6	9.2	10.5	9.0	15.4
England	11.7	11.9	12.1	12.5	12.1	13.3		
SN	12.0	12.8	12.2	11.4	11.0	11.5		

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



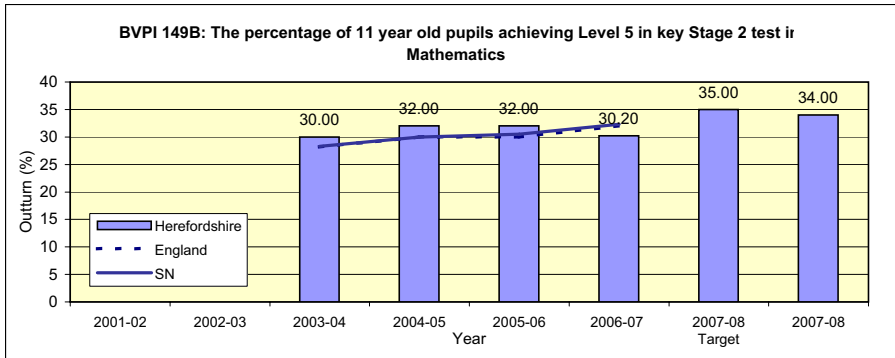
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire			27.00	29.00	29.00	31.00	32.00	35.00
England			26.00	26.00	26.00	31.00		
SN			26.70	27.00	26.70	32.70		

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

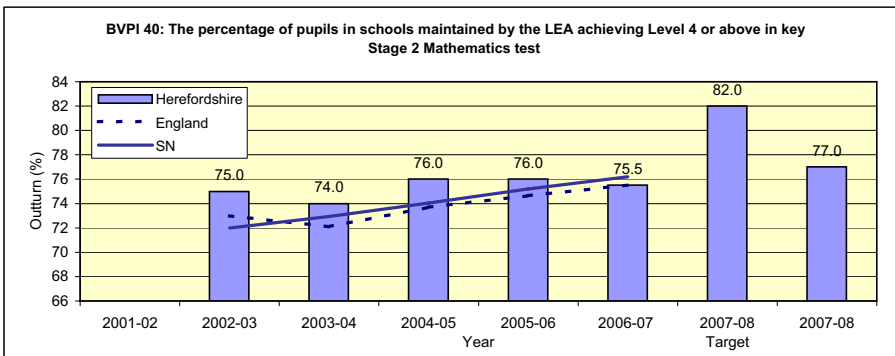


Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire			30.00	32.00	32.00	30.20	35.00	34.00
England			28.20	30.00	30.00	32.00		
SN			28.30	30.00	30.50	32.30		

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



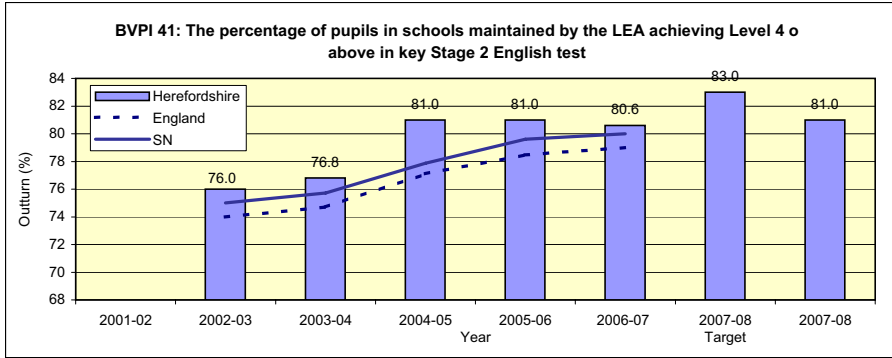
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire		75.0	74.0	76.0	76.0	75.5	82.0	77.0
England		73.0	72.1	73.7	74.7	75.5		
SN		72.0	73.0	74.0	75.2	76.2		

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



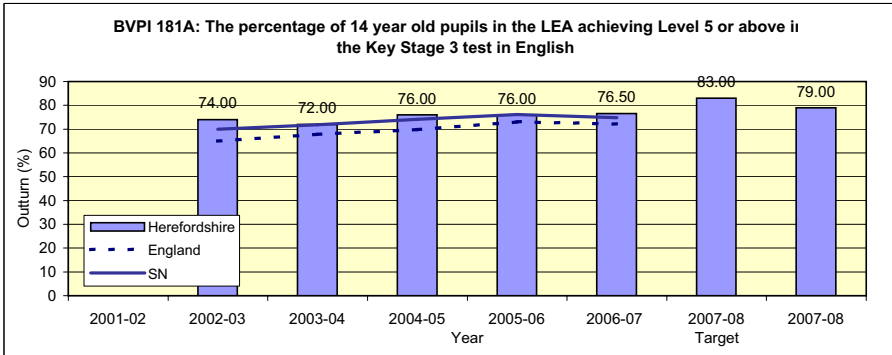
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire		76.0	76.8	81.0	81.0	80.6	83.0	81.0
England		74.0	74.7	77.1	78.5	79.0		
SN		75.0	75.7	77.9	79.6	80.0		

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



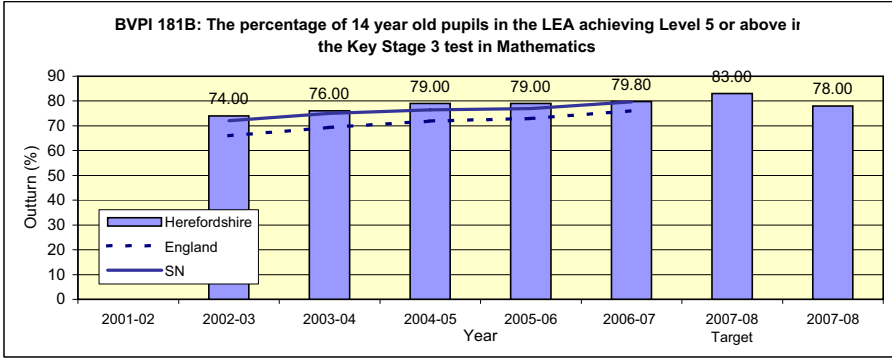
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire		74.00	72.00	76.00	76.00	76.50	83.00	79.00
England		65.00	67.76	69.80	73.02	72.13		
SN		70.00	71.85	74.17	76.20	74.80		

Analysis:

Validated Results (Source DCSF). Improvement on 2006 and 5% above national

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

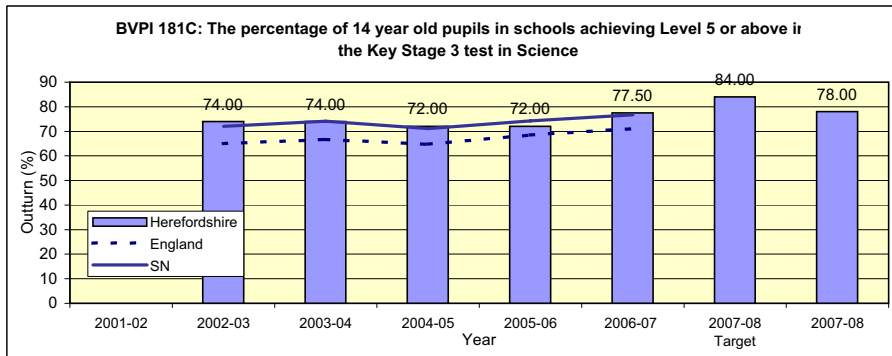


Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire		74.00	76.00	79.00	79.00	79.80	83.00	78.00
England		66.00	69.40	71.88	72.90	76.11		
SN		72.00	74.96	76.46	77.00	79.70		

Analysis:

Validated Results (Source DCSF). Slight drop on 2006 but 2% above national

BVPI 181C: The percentage of 14 year old pupils in schools achieving Level 5 or above in the Key Stage 3 test in Science



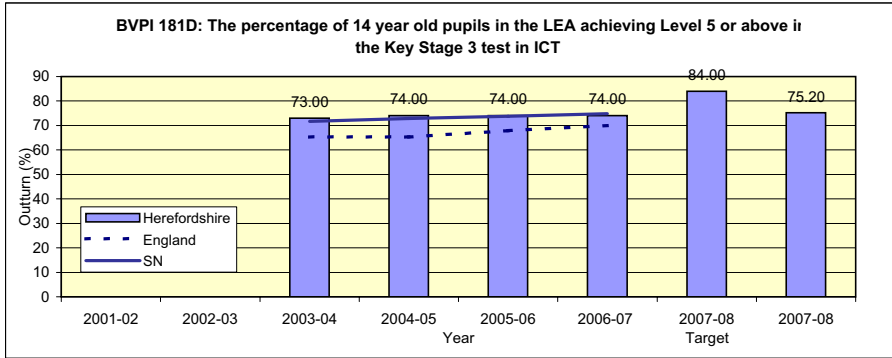
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire		74.00	74.00	72.00	72.00	77.50	84.00	78.00
England		65.00	66.69	64.73	68.49	71.07		
SN		72.00	74.14	71.11	74.30	76.70		

Analysis:

Validated Results (Source DCSF). Improvement on 2006 and 5% above national

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



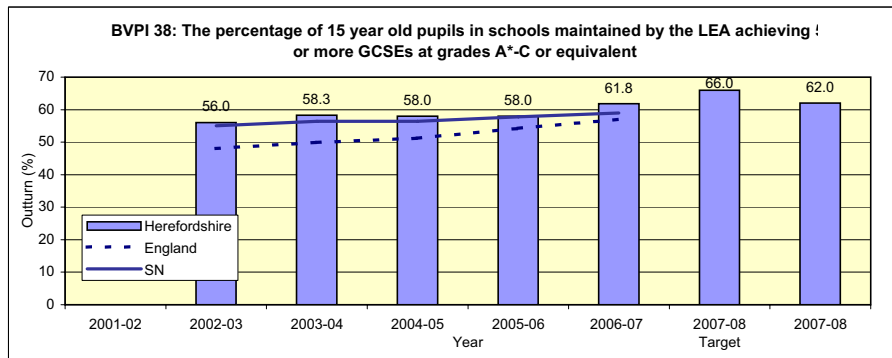
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire			73.00	74.00	74.00	74.00	84.00	75.20
England			65.28	65.29	67.84	69.95		
SN			71.64	72.88	73.80	74.80		

Analysis:

School Level data is unvalidated and incomplete. Schools are expected to supply the Teacher Assessment data to the NAA but do not have to report the outturn to the LA. Not all schools have returned the data to the NAA.

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



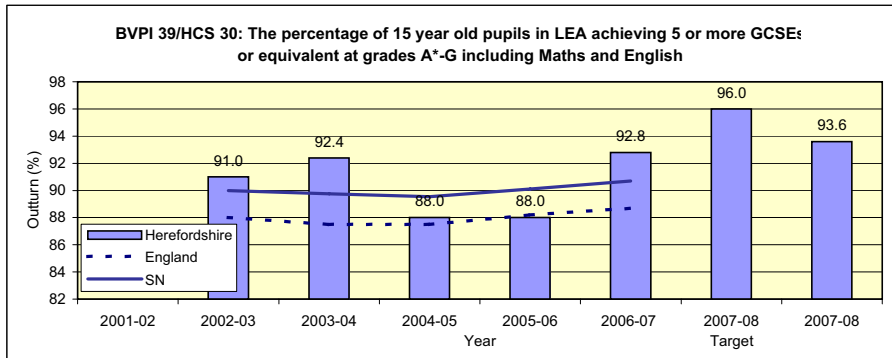
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire		56.0	58.3	58.0	58.0	61.8	66.0	62.0
England		48.0	49.9	51.2	54.2	57.0		
SN		55.0	56.4	56.4	57.8	59.0		

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
Herefordshire		91.0	92.4	88.0	88.0	92.8	96.0	93.6
England		88.0	87.5	87.5	88.2	88.7		
SN		90.0	89.8	89.5	90.1	90.7		

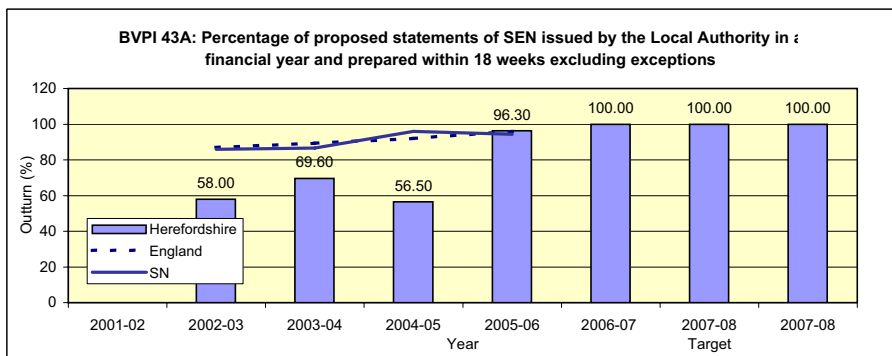
Analysis:

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
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 in the reporting period 01.04.2007 to 31.03.2008 is 45. 100% performance has been sustained for a further year despite an 87% increase in statutory assessments needing to be completed and significant staff vacancies in the second half of the reporting period. Had the increased demand been concentrated during the period of staff shortages it is unlikely that it would have been possible to maintain perfect performance. This is the last time that this performance indicator will be reported nationally. It has been replaced by National Indicator 103a.




Enjoy & Achieve - Other PIs

Indicator name and reference codes	05/06 Outturn	National comparator data Av. 05/06	Statistical neighbour data 05/06	National comparator data Av. 06/07	Statistical neighbour data 06/07	06/07 Outturn	07/08 Target	Year End 07/08 Outturn	Year End Analysis/Progress	RAG v Previous Outturn
CYPEA-6: Personal Education Plan for all LAC	75						100%	87%	A new format and procedure for arranging and completing PEPs was instituted in January 2008. The year end cohort of 106 pupils included 6 pupils for whom their care experience had not been sufficiently long to require a PEP. The reporting cohort is therefore 100. At year end current PEPs which have been started and received by ELSS for 39/100 pupils (39%). Other PEPs have been completed but are yet to be received. Where a member of ELSS had attended or been appraised of the meeting taking place these are also included giving an additional figure of 19/100 (19%). This gives a combined figure of 58%. A list of outstanding PEPs for children in years 0-10 has been drawn up by the ELSS coordinator and discussed with relevant team members. ELSS will be instrumental in managing their completion before September 2008. There are 29% (29/100) who have a PEP but it is significantly out of date. The cohort of young people with PEPs is therefore 87%. 13 pupils (13%) have never had a PEP but should have one. A PEP tracking format will be devised in April 2008 to assist in the PEP tracking and completion process.	▲
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%	★
BVP143B: % 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 in the reporting period 01.04.2007 to 31.03.2008 is 45. 100% performance has been sustained for a further year despite an 87% increase in statutory assessments needing to be completed and significant staff vacancies in the second half of the reporting period. Had the increased demand been concentrated during the period of staff shortages it is unlikely that it would have been possible to maintain perfect performance. This is the last time that this performance indicator will be reported nationally. It has been replaced by National Indicator 103b.	★
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%	7.9%	The target of 6% is the stretch target determined in 2003/4 for improvement in school attendance by 2007/8 academic year as part of the Local Area Agreement. The outturn of 7.9% relates to the academic year 2006/7. This makes it unlikely that the stretch target will be met in 2007/8, although some improvement is anticipated. However, the outturn is in line with the England average (7.8%). In the future, priority will be given to improving school attendance of those pupils who have persistent absence (80% or less attendance). The focus of the attendance strategy is on targeting persistent absence and supporting schools which have high levels of persistent absence.	▲

Enjoy & Achieve - Other PIs

Indicator name and reference codes	05/06 Outturn	National comparator data Av. 05/06	Statistical neighbour data 05/06	National comparator data Av. 06/07	Statistical neighbour data 06/07	06/07 Outturn	07/08 Target	Year End 07/08 Outturn	Year End Analysis/Progress	RAG v Previous Outturn
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%	5.1%	The target of 4% is the stretch target determined in 2003/4 for improvement in school attendance by 2007/8 academic year as part of the Local Area Agreement. The outturn of 5.1% relates to the academic year 2006/7. The England average was 5.2%. Further improvement in 2007/8 is anticipated. Focus has been given to raising awareness of the importance of attendance at primary level, through "Cool Cats" project, which has targeted those schools with highest absence levels. This will continue next year to support the long-term strategy of changing attitudes to attendance.	
HCS 22b: Improve measures of healthy lifestyles for teenagers - participation in activities % of 11-15.	N/A					N/A	?	No Data	Increasingly, the issue is being addressed through school based provision during school hours. 14 primary schools have been involved in Year 6 and 5 in an Adopt a School scheme, aimed at introducing children to leisure services and encouraging participation. Discussions are underway about a three year strategy for roll-out across the county. Another scheme, currently in discussion, focuses on non-competitive activity for 15-16 year old girls.	
HCS35B: Number of half-day sessions missed expressed as% of total number of sessions in primary schools by LAC.	4.02% (relates to 04/05 Ac Year)					3.49%	4.45%	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%	7.2%	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.	

Enjoy & Achieve - Other PIs

Indicator name and reference codes	05/06 Outturn	National comparator data Av. 05/06	Statistical neighbour data 05/06	National comparator data Av. 06/07	Statistical neighbour data 06/07	06/07 Outturn	07/08 Target	Year End 07/08 Outturn	Year End Analysis/Progress	RAG v Previous Outturn
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 numbers that think activities have got worse has risen by 1pp. Other data is available regarding young people's own perception of available activities. Additionally, 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. Grants made under the youth opportunities fund and youth capital fund have received some positive media coverage. Young People have allocated over £300,000 of Youth Opportunities and Capital Funds (2006-8) to young people for more things to do and places to go and we have been allocated another £450,000 over the next three years from 2008. The Youth Service has launched the Borneo Expedition selection process with over 100 young people applying. 3,200 young people have been in contact with the youth service (full year until end of Jan) engaging in their range of activities and programmes.	
HC 97e: The adult public's perceptions of improvement in EDUCATION PROVISION						+15pp		+11pp	The 2007 satisfaction survey, which took place before the schools review, 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 in line with or above the national average and statistical neighbours for many measures. 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 attempted Schools Review is likely to impact negatively on this indicator next year, however, it is possible that there could be an improvement as respondents try to support their local schools. Positive communication is now a standing agenda item at School Improvement Services weekly meetings.	
HC 91: % of schools with a functioning school council						N/A		95%	Only 7 schools, including pupil referral centres, do not have a school council. However of those 7, 2 have a committee representing student voice.	
Early Years - Percentage of all children achieving 6 in all PSED and CLL scales						N/A		N/A		

Enjoy & Achieve - Other PIs

Indicator name and reference codes	05/06 Outturn	National comparator data Av. 05/06	Statistical neighbour data 05/06	National comparator data Av. 06/07	Statistical neighbour data 06/07	06/07 Outturn	07/08 Target	Year End 07/08 Outturn	Year End 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%		No Data	Q3 Outturn is 84.7% Q4 data available end of May	●
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+ 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 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.	▲

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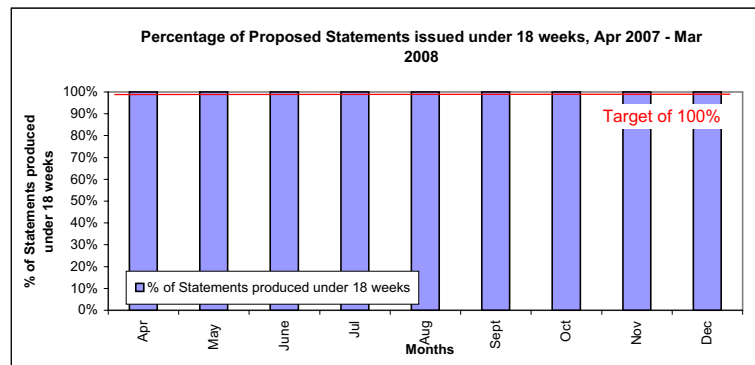
Enjoy & Achieve - Supporting Data

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

Numbers of Proposed Statements issued in the reporting period 01.04.2007 to 31.03.2008 is 45. 100% performance has been sustained for a further year despite an 87% increase in statutory assessments needing to be completed and significant staff vacancies in the second half of the reporting period. Had the increased demand been concentrated during the period of staff shortages it is unlikely that it would have been possible to maintain perfect performance. This is the last time that this performance indicator will be reported nationally. It has been replaced by National Indicator 103a.

No Of Weeks Taken To Issue Proposed Statement	12 Months Apr 2007 - Mar 2008											
	Apr	May	June	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar
18												
17	5	2	3	2	1		2	2	1	3	8	5
16		1	1			1						
15			4									
14												
13			1									2
12												1
11												
10												
9												
8												
7												
6												
5												
4												
3												
2												
1												
Total No Of Proposed Statements Issued	5	3	1	2	1	1	2	2	1	3	8	8
% 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



10

Number Amber



3

Number Red



1

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 outturn for 2007/08.

Summary

1 The participation of looked after children in their reviews has improved again in 2007/2008 to 99% and it continues to be a priority to maintain this level of performance.

2 The national targets in relation to the percentage of young people gained recorded and accredited outcomes have been significantly exceeded as a result of the focus given to these areas of work by the Community Youth

3 In the 2007 Youth Survey, 31% of respondents said that Herefordshire Council did enough to give them opportunity to influence decisions, significantly more than the outturn from the 2005 survey which was 19.2%.

4 The rate of recidivism has decreased from 50% to 46.95% as a result of a number of targeted interventions delivered by the Youth Offending Service. The number of first time entrants to the Youth Justice System has also significantly reduced – a 14% reduction from the 2005/2006 baseline year.

5 The proportion of looked after children receiving a final warning, reprimand or conviction has increased in 2007/2008, above the target and above the 2006/2007 outturn. Data will be collected quarterly in 2008/2009 to ensure that there is a targeted and timely response to this cohort of looked after children.

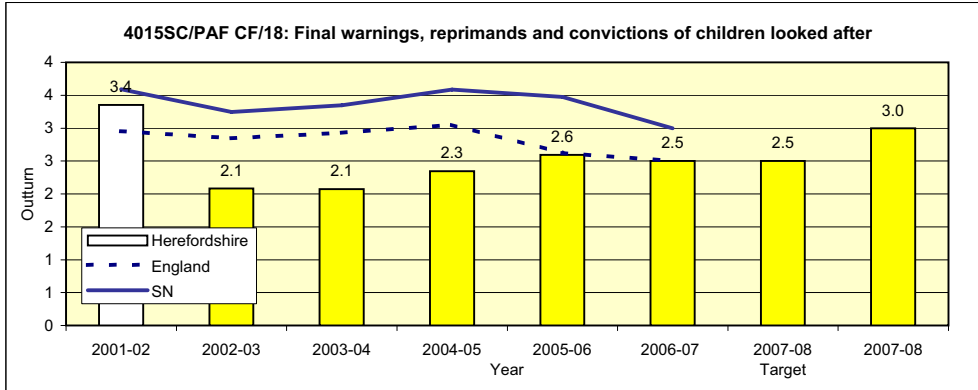
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Making a Positive Contribution

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)



Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire	3.4	2.1	2.1	2.3	2.6	2.5	2.5	3.0
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		

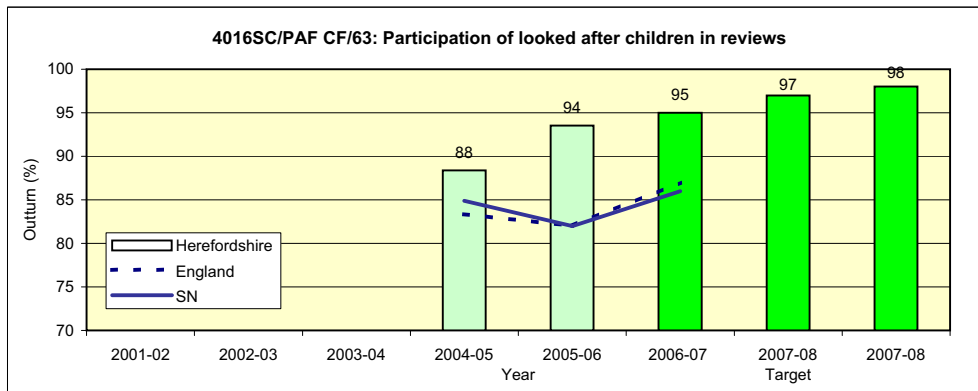
Analysis:

There is in a place meeting with YOS to ensure that all aspect for collecting accurate data is in place. The data will be collected at quarterly interval to ensure that we have a targeted response to this cohort of LAC.

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)



Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire				88	94	95	97	98
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, who 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 neighbourhood data 05/06	National comparator data Av. 06/07	Statistical neighbourhood data 06/07	06/07 Outturn	07/08 Target	Year End 07/08 Outturn	Year End 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%	82.9%	We have significantly over achieved the national target of 60%, due to the focus on this area of work by the staff team	★
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%	54%	We have significantly over achieved the national target of 30% due to the focus on this area of work by the staff team	★
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. 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	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%	★
HCS 37: % of CYP volunteering.	N/A	N/A	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. V funding application has been successful, two full time workers have started in Herefordshire, and their role is to increase the number of volunteering opportunities for young people through working with partners and through direct provision.	●

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	National comparator data Av. 06/07	Statistical neighbour data 06/07	06/07 Outturn	07/08 Target	Year End 07/08 Outturn	Year End Analysis/Progress	RAG v Previous Outturn
2061YJ/HCS 36: Recidivism: The rate of re-offending .	54%	56.4%	58.8%			50%	47.5%	46.95%	<p>1. Continued Development of the Prevent and Deter Strategy and scheme. Prevent and Deter scheme fully operational. Traffic light assessment for GOWM (Sep 2007) places scheme as green. Good agency participation. Awaiting new national guidance for P&D (March 08).</p> <p>2. Introduce a revised methodology for the local measurement of re-offending rates. Work has been put on hold – not cost effective. Re-offending to be measured completely differently from April 2008 – based on frequency.</p> <p>3. Continue the development of the quality and range of interventions delivered by the Yos. Most practitioners trained to deliver Pathways plus. Interventions workshop held in February 2008, mapping and evaluation of programmes being undertaken. Pathways training to be commissioned in 2008 for new starters.</p> <p>4. Establishment of a Reducing Re-offending planning group (Yos). Group established and undertaking research. Research on the pre-court population and on community based orders has been inconclusive as there were no emerging patterns or trends between time based cohorts and too many variables to be controlled.</p>	★
YS-1: Youth Services Contact - the number of young people the Local Authority is working with in a calendar year							25%	23.6%	We have achieved the local target of 20% and narrowly missed the national target of 25%. This is very good performance given vacancy rates across the service.	●
YS-2: Youth Services Participation - The number of young people within the local area that are engaged in activities							15%	17%	We have achieved both local (12%) and national targets (15%)	★
APA 2062YJ: The number of first timers in the Youth Justice System	342					396	360	290	YOS have reported that 2007/08 data has been re-submitted to the Youth Justice Board & they will be using the 07/08 data as a baseline for First Time Entrants. The 07/08 target originally provided was calculated from a baseline in 2004/05, the baseline is actually the 2005/06 year. The baseline was 339 with a target to reduce by 5% by 31st March 2008. The end of year figure was 290.	★
CYP-MPC1: Reduce first time entrants in to the Youth Justice System	342					396	2% reduction	14%	YOS have reported that 2007/08 data has been re-submitted to the Youth Justice Board & they will be using the 07/08 data as a baseline for First Time Entrants. The 07/08 target originally provided was calculated from a baseline in 2004/05, the baseline is actually the 2005/06 year. The baseline was therefore 339 with a target to reduce by 5% by 31st March 2008. The end of year figure was 290, giving a 14% reduction.	★

Summary - Economic Well Being

Number of indicator outcomes recorded:

10

Direction of Travel Results:

Number Green



6

Number Amber



0

Number Red



2

Number N/A

2

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 outturn for 2007/08.

Summary

1 100% of care leavers are living in suitable accommodation and good performance has been maintained in relation to the proportion of care leavers in employment, education or training.

2 77.9% of children with disabilities aged over 14 had a transition plan in place to support their move from children's to adult services. 100% of 18 year olds had a plan in place before their 18th birthday.

3 The percentage of 16-19 year olds with learning difficulties and/or disabilities in employment, education or training has increased from 81.5% to 86% although the percentage of 16-19 year old teenage mothers has fallen from 31% to 26%. The percentage of young people completing year 11 who continue in learning has also increased from 93.6% to 96%.

4 The percentage of 16-18 year olds who are not in education, employment or training has fallen by 1% from the 2006/2007 outturn to 5.4%. The target for 2010/11, set in the Local Area Agreement, is 4.7%.

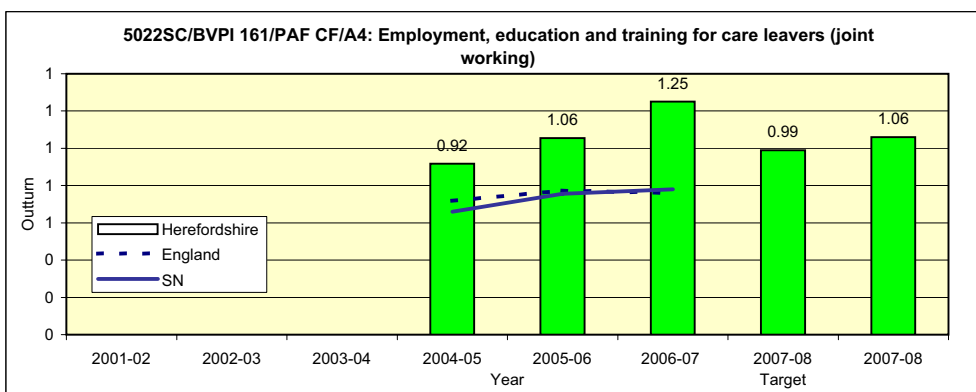
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Achieve Economic Well Being

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 - **PROVISIONAL**

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

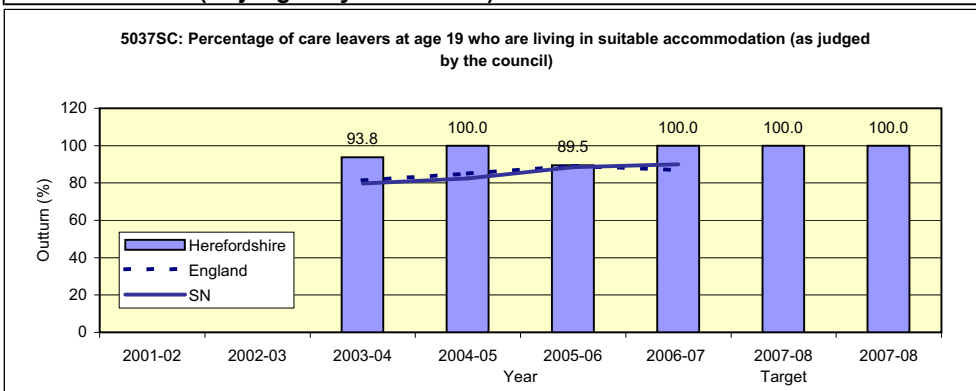


Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire				0.92	1.06	1.25	0.99	1.06
England				0.72	0.77	0.76		
SN				0.66	0.76	0.78		

Analysis:

Provisional figure - Ofsted have confirmed that 2007 Labour Force Survey figures will be published on their website in June - This forms the denominator for this indicator. The provisional figure uses the 2006 Labour Force Survey figures as published by DCSF. This performance is good, and the Aftercare Service continues to develop a range of services to support care leavers into employment and training, as well as supporting further and higher education opportunities. The change from 100% of care leavers in EET is due to one person is in custody - young people in custody can no longer be included as EET because their engagement is not voluntary.

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



Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire			93.8	100.0	89.5	100.0	100.0	100.0
England			81.4	85.0	89.1	87.0		
SN			79.7	82.4	88.5	90.0		


Analysis:

Performance remains strong in this area. Availability of a range of suitable housing has been achieved, through increasing numbers of supported lodgings providers and supported independent living units. Further development of accommodation to support independence preparation is planned.

Achieve Economic Well-Being - Other Pls

Indicator name and reference codes	05/06 Outturn	National comparator data Av. 05/06	Statistical neighbour data 05/06	National comparator data Av. 06/07	Statistical neighbour data 06/07	06/07 Outturn	07/08 Target	Year End 07/08 Outturn	Year End Analysis/Progress	RAG v Previous Outturn
5025SC/IPAF CF/E67: Children in need with disabilities.	N/A	N/A	N/A			N/A	N/A	N/A	Collected as part of CIN Census. Next census 08/09.	N/A
HCS 41: Increase number of LAC who are in Education, Employment or Training.	16/19					14/14		16/17	This performance is good, and the Aftercare Service continues to develop a range of services to support care leavers into employment and training, as well as supporting further and higher education opportunities. The change from 100% of care leavers in EET is due to one person is in custody - young people in custody can no longer be included as EET because their engagement is not voluntary.	★
5026SC: 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 90%	Actual Outturn 77.9%. During the past year 100% of 18 year olds have had a plan in place before their 18th birthday. 83% of 16 and 17 year olds have a transition plan in place. Transition plans are not in place in some instances due to a range of reasons, for example, children who are very ill and it is inappropriate to pursue a plan at this stage, additionally we have had children who have just been referred to us and no assessment has taken place as they are awaiting allocation.	★
CYP-AEW1: The number of families housed in B&B	38					7	0	14	Q4 has seen a sharp rise in the number of families living in B&B in the county. This is due to the combination of a drop in the number of alternative placements available to the authority, particularly in terms of temporary tenancies available through RSLs, and a period of high demand for homelessness services from vulnerable families. There are signs that the supply of self-contained temporary accommodation should be increasing in the next two quarters of the new financial year, which should enable many of the families currently occupying B&B to move into more settled environments.	▲
CYP-AEW3: Annual increase in the percentage of positive year 11 destinations						93.6%	95%	96%	Target met. All Year 11s considering College & Employment & Training post 16 training options have 1 to 1 guidance interviews, additional placing support is provided for young people who are seeking training & employment. All year 11 leavers are followed up & those who are not in EET are given further help & support.	★
CYP-AEW4a: Increase percentage of 16-19 year olds with learning disabilities and difficulties (LDD) in employment, education and training (EET)						81.5%	85%	86%	Target met. All young people with LDD who are leaving school are provided with Section 140 assessments which identify their additional learning support needs & advocacy is provided to ensure those support needs are met. All those with LDD are given additional support to access appropriate learning provision e.g. level 1 provision. Young people 16-19 are followed up on a regular basis.	★
CYP-AEW4b: Increase percentage of 16-19 year old teenage mothers in EET						31%	33%	26%	Very difficult client group. Many young mothers do not want further learning or a job. They want to remain at home with their babies. Fall in EET % is probably due to having better data on which of our client group are young mothers rather than fewer young mothers being in EET.	▲

Achieve Economic Well-Being - Other Pls

Indicator name and reference codes	05/06 Outturn	National comparator data Av. 05/06	Statistical neighbour data 05/06	National comparator data Av. 06/07	Statistical neighbour data 06/07	06/07 Outturn	07/08 Target	Year End 07/08 Outturn	Year End Analysis/Progress	RAG v Previous Outturn
HCS40: % of 16-18 year olds NOT in education, employment or training (NEET)	6.1%					5.5%	5.3%	5.4%	Did not quite meet target but % lower than last year. Still on course to meet DCSF 2010 target of 4.7%.	

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Summary - Service Management

Number of indicator outcomes recorded:

22

Direction of Travel Results:

Number Green



10

Number Amber



9

Number Red



2

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 outturn for 2007/08.

Summary

1 Although still provisional figures, there has been an increase in gross expenditure on services to children as a result of expenditure on looked after children, preventative budgets and the increase in the social worker establishment. Relative spend on family support has risen slightly on the 2006/2007 outturn to 31%.

2 Turnover and vacancy rates for social care staff have fallen during the year (although the figures are at 30 September 2007). However, sickness absence has increased to 4.43% - half of which related to long term absence cases.

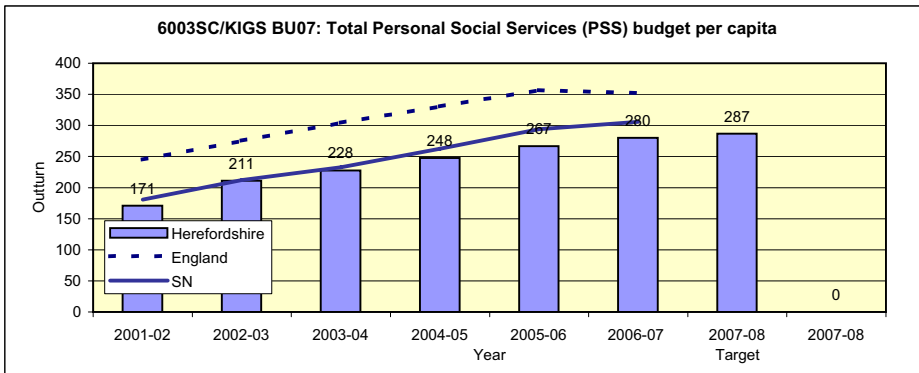
3 Social work practice learning days have increased, per full time equivalent social worker, with a number of new practice learning opportunities developed in the voluntary and independent sectors.

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Service Management

Social Care

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

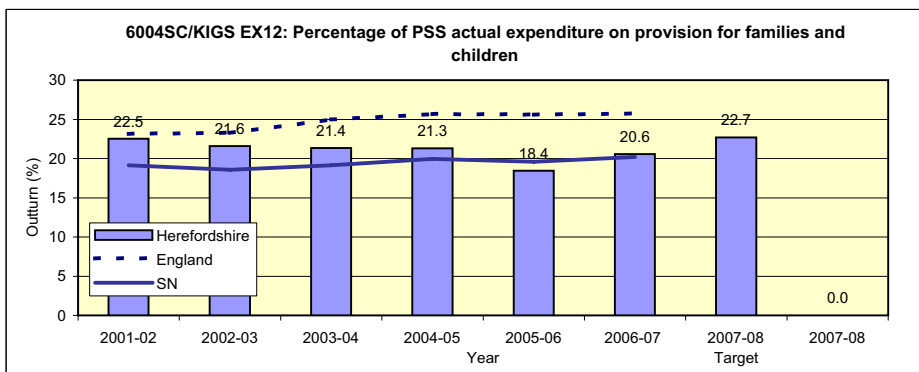


Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire	171	211	228	248	267	280	287	No Data
England	245	276	304	330	357	352		
SN	180	212	233	262	294	306		

Analysis:

Require Budget figure for 08/09 (NOT YET AVAILABLE)

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



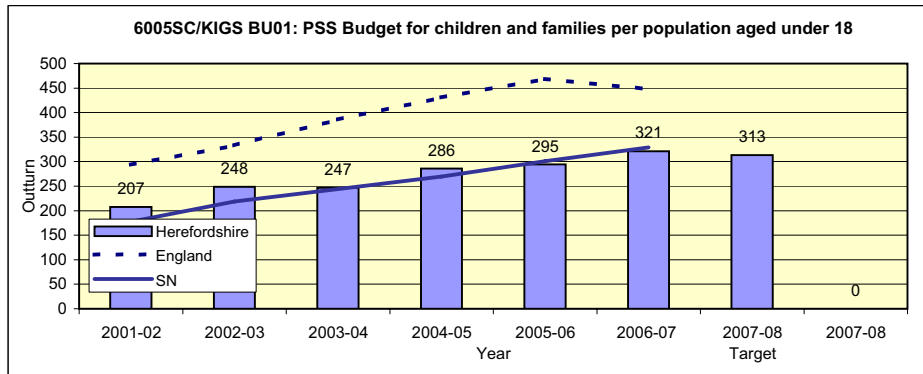
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire	22.5	21.6	21.4	21.3	18.4	20.6	22.7	No Data
England	23.2	23.3	25.0	25.7	25.6	25.7		
SN	19.1	18.6	19.1	19.9	19.6	20.2		

Analysis:

Not available until PSSEX1 completed in July 2008

Service Management

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

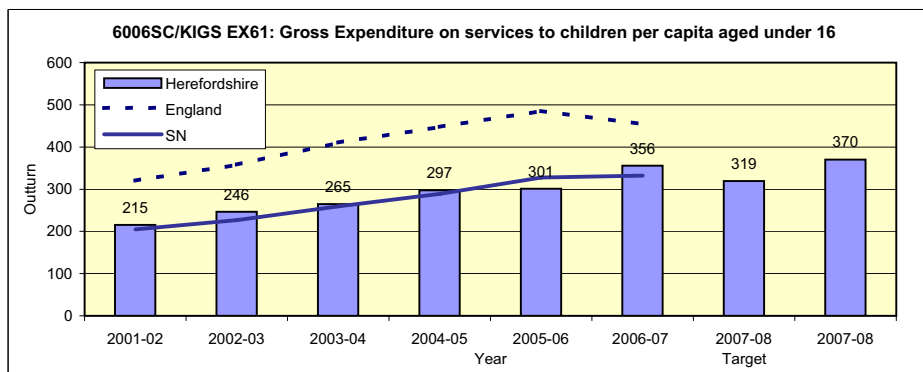


Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire	207	248	247	286	295	321	313	No Data
England	294	333	386	431	469	448		
SN	178	219	244	270	301	329		

Analysis:

Require Budget figure for 08/09 (NOT YET AVAILABLE)

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



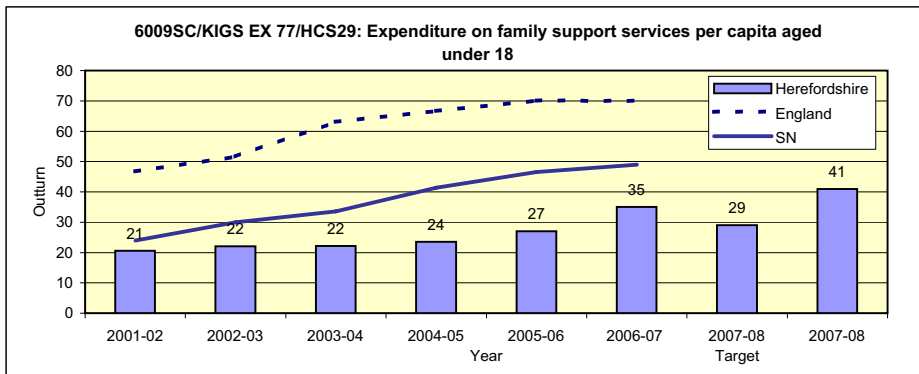
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire	215	246	265	297	301	356	319	370
England	320	358	410	448	485	454		
SN	205	227	259	289	328	332		

Analysis:

Increase in the amount spent on looked after children, preventative budgets and a significant increase in the social work establishment to reach government target. Denominator decreased which will also affect the outturn figure. These are provisional figures, actual outturn will not be available until the accounts are closed and the PSSEX1 is completed.

Service Management

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



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

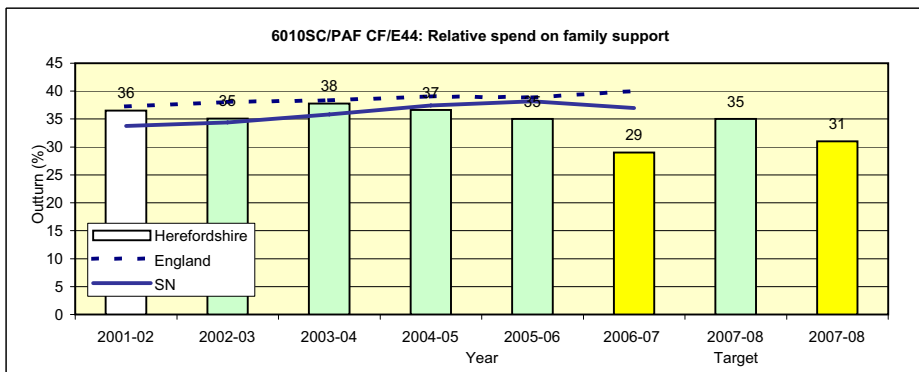
Analysis:

Significant increase in the amount spent on Direct payments and preventative services including an increase in the SLA with NCH. These are provisional end of year figures actual outturn will not be available until the accounts are closed.

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)



Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire	36	35	38	37	35	29	35	31
England	37	38	38	39	39	40		
SN	34	34	36	37	38	37		

Analysis:

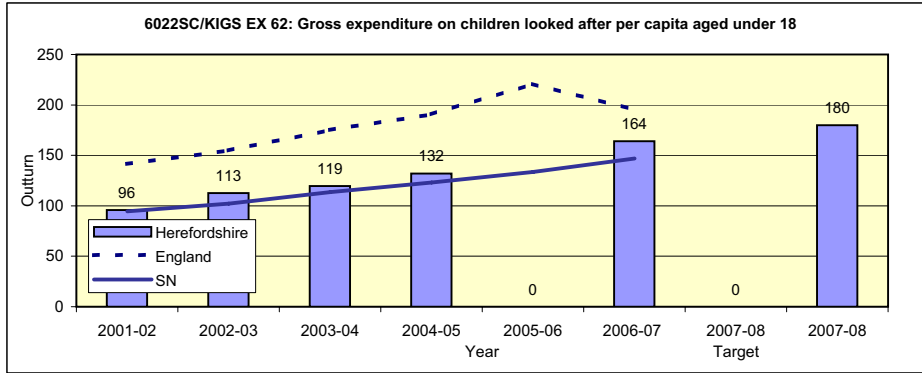
Outturn includes the fostering teams costs within commissioning and social work, this includes costs within fostering services as recommended by Best Value Accounting Code of Practice. Historical data did not fully comply with the Fostering Code of Practice (Fostering Team costs included within Commissioning & Social Work) and this should explain any significant shift in outturn. This has now been corrected for future reporting - correct methodology will be used with effect from the current financial year.

Previous outturn, using old methodology was 29%.

Increased expenditure on Direct payments and Section 17 but some expenditure moved from Hollybush Family Centre to early years grant, resulting in no significant increase in this area.

Service Management

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



Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire	96	113	119	132	--	164	No Data	180
England	141	155	175	191	221	195		
SN	95	102	114	123	134	147		

Analysis:

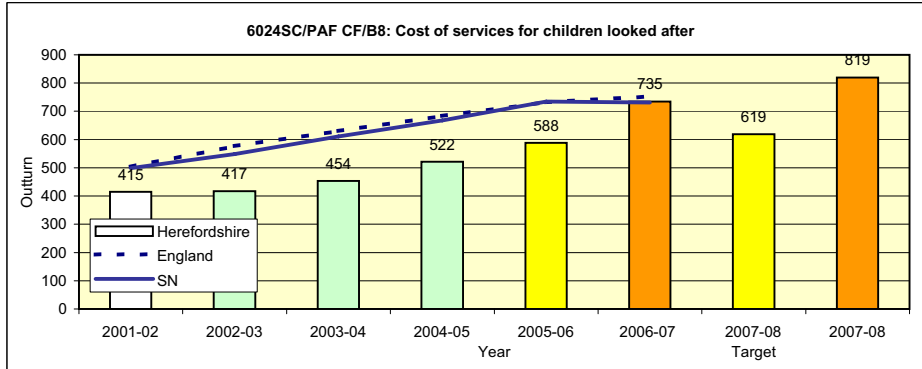
Outturn includes the fostering teams costs within commissioning and social work, this includes costs within fostering services as recommended by Best Value Accounting Code of Practice. Historical data did not fully comply with the Fostering Code of Practice (Fostering Team costs included within Commissioning & Social Work) and this should explain any significant shift in outturn. This has now been corrected for future reporting - correct methodology will be used with effect from the current financial year.

Previous outturn, using old methodology was £170.

There has been an increase in the number of children in agency residential and fostering and a small number of children in in-house fostering requiring additional payments.

6024SC/PAF CF/B8: Cost of services for children looked after - Average gross weekly expenditure per looked after child in foster care or in a children's home

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



Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire	415	417	454	522	588	735	619	819
England	504	576	630	684	732	753		
SN	499	548	611	667	734	731		

Analysis:

Outturn includes the fostering teams costs within commissioning and social work, this includes costs within fostering services as recommended by Best Value Accounting Code of Practice. Historical data did not fully comply with the Fostering Code of Practice (Fostering Team costs included within Commissioning & Social Work) and this should explain any significant shift in outturn. This has now been corrected for future reporting - correct methodology will be used with effect from the current financial year.

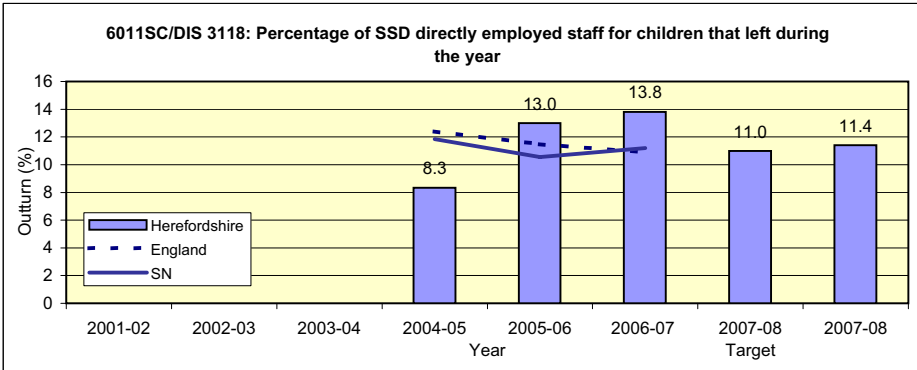
Previous outturn, using old methodology was £770.

Despite a reduction in number of weeks there is an increase in expenditure, this is partly due to increased costs for a small number of children with special needs.

Service Management

Staffing and Related Data

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

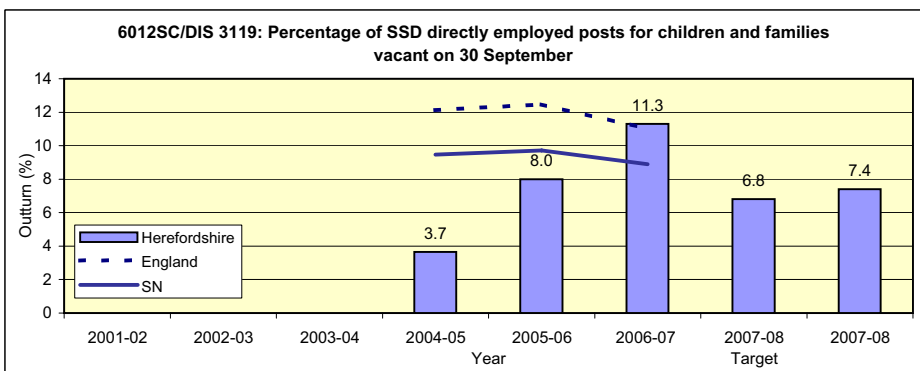


Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire				8.3	13.0	13.8	11.0	11.4
England				12.4	11.5	10.9		
SN				11.8	10.6	11.2		

Analysis:

11 directly employee staff members left between 1st October 2006 and 30th September 2007. 7 Social Workers, 1 Team Manager, 1 Aftercare Worker, 2 Family Centre Workers. Reasons for leaving were associated to a variety of different reasons; 2 Social Workers left in Fostering, 1 by reason of retirement, the other to set up a private fostering business. 1 Social Worker left in Children with Disabilities Team, who left the profession altogether. 3 Social Workers left across the Children and Families Teams; 1 left to continue with studies, 2 relocated to other parts of the Country. 1 Social Worker left in Referral & Assessment Team to take up a post in a neighbouring Authority. 1 Team Manager left by reason of retirement. Progress as at 31st March - 14.52% indicating a worsening picture on this PI. This is due to an increase in Social Worker, Aftercare and TM leavers.

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



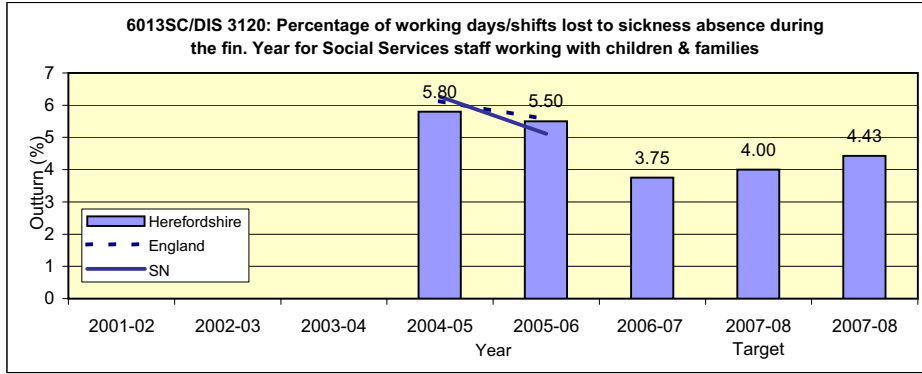
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire				3.7	8.0	11.3	6.8	7.4
England				12.1	12.5	11.0		
SN				9.5	9.7	8.9		

Analysis:

Total vacancies as at 30th September 2007 are 7.6. 1 x CAMHS Social Worker 1 x Fostering Social Worker, 1 x Referral & Assessment Social Worker, 1 Children and Families Social Worker, Children with Disabilities Team Social Worker, 1 x Assistant Team Manager Fostering, 1 x Assistant Team Manager - Referral & Assessment (Temporary Maternity Cover), 1 Family Support Worker. Recruitment continues for permanent Social Workers; interview taking place for Referral & Assessment Social Worker and Children and Families post. Fostering posts (ATM and SW) have been advertised, interviews to take place shortly. Discussions underway on how to fill the 0.6 vacancy in CWD Team. Temporary ATM post in R&A advertised. Progress as at 31st March - 14.63%. This is due to an increase in number of vacancies due to vacancies within Referral & Assessment Team and Children and Families Teams.

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

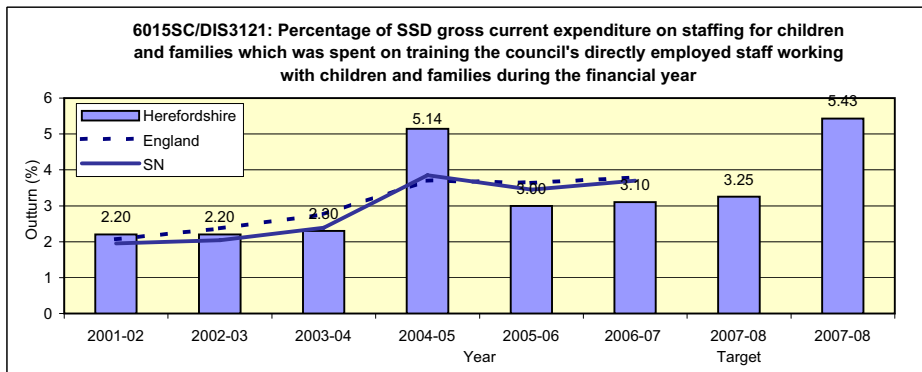


Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire				5.80	5.50	3.75	4.00	4.43
England				6.13	5.56			
SN				6.27	5.12			

Analysis:

% of days/shifts lost is 4.43% which equates to 1514.31 days. 55.6% of total days were long term absence cases. Of the 12 long term cases; 6 have left the authority, 4 have returned to work and 2 are currently still absent. Work is 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



Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire	2.20	2.20	2.30	5.14	3.00	3.10	3.25	5.43
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		

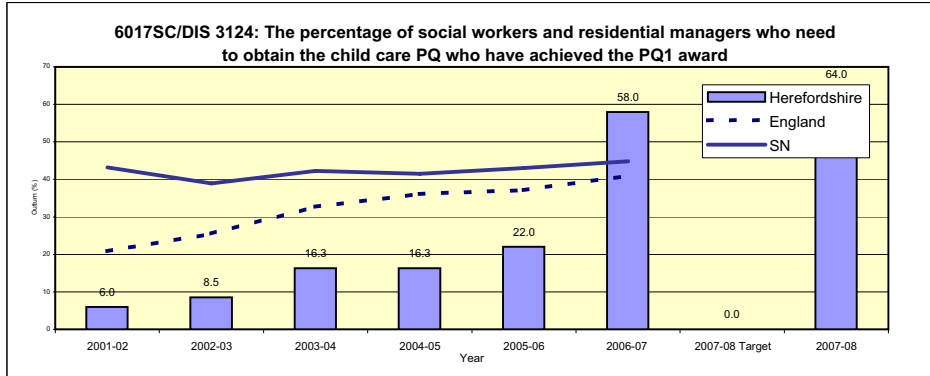
Analysis:

The activities are covered by the Learning & Development Plan 2007/08 and have supported the achievement of the target agreed with managers of 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 also to ensure all new workers complete an induction.

This 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

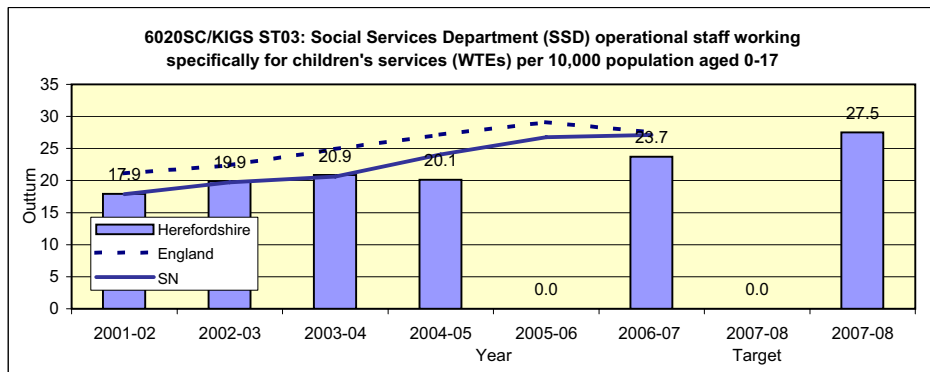


Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire	6.0	8.5	16.3	16.3	22.0	58.0	N/A	64.0
England	20.8	25.6	32.7	36.1	37.1	41.0		41.0
SN	43.2	38.9	42.3	41.5	43.0	44.8		

Analysis:

We are in the process of implementing a PQ strategy for all children's social workers which has contributed to our success in meeting and exceeding our targets

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



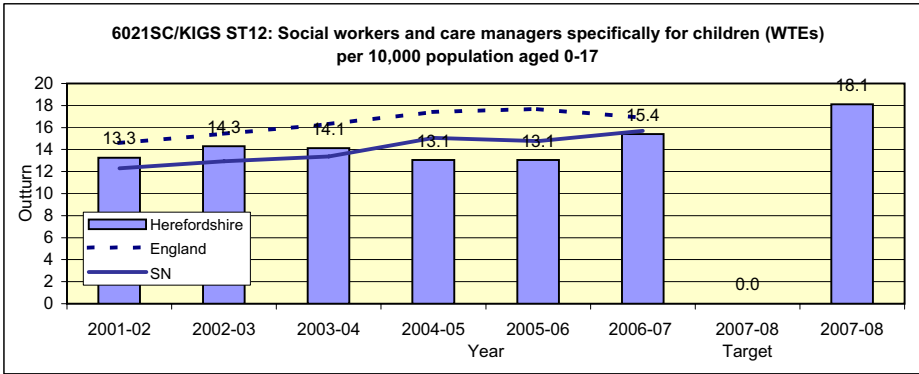
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire	17.9	19.9	20.9	20.1	--	23.7	No Data	27.5
England	21.1	22.4	24.9	27.2	29.1	27.5		
SN	17.9	19.7	20.6	24.1	26.8	27.1		

Analysis:

As at 30th Sept PI performance improved against 06/07 outturn as a result of an increase in numbers of TMs, ATMs, Social Workers, and Senior Pracs. Progress as at 31st March - 25.5. The reduction in the performance of the PI is to leavers.

Service Management

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

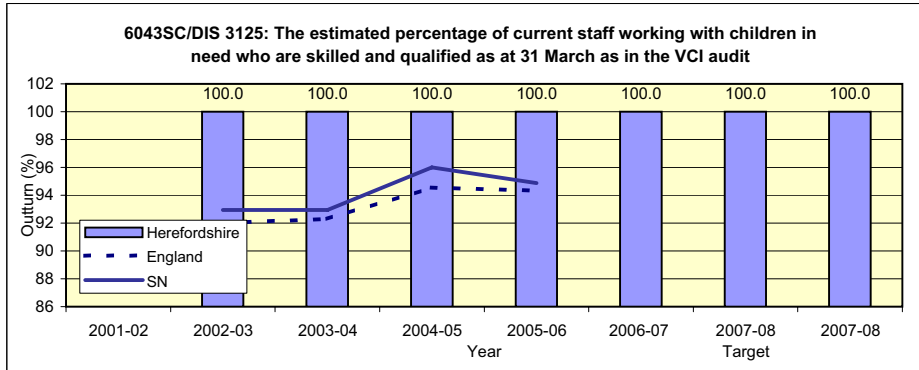


Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire	13.3	14.3	14.1	13.1	13.1	15.4	No Data	18.1
England	14.6	15.4	16.3	17.4	17.7	16.9		
SN	12.3	12.9	13.4	15.1	14.8	15.7		

Analysis:

As at 30th Sept PI performance improved against 06/07 outturn as a result of an increase in numbers of TMs, ATMs, Social Workers, and Senior Pracs. Progress as at 31st March - 18.12. The reduction in the performance of the PI is to 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



Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire		100.0	100.0	100.0	100.0	100.0	100.0	100.0
England		92.0	92.3	94.6	94.3			
SN		92.9	92.9	96.0	94.9			

Analysis:

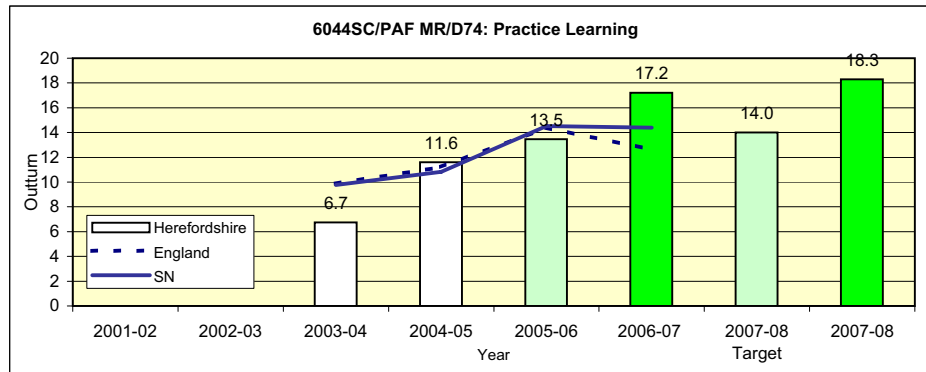
All staff working with children will be recruited with the appropriate qualifications i.e. Social Work degree & GSCC registration. A number of social workers are also completing post qualifying awards.

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)



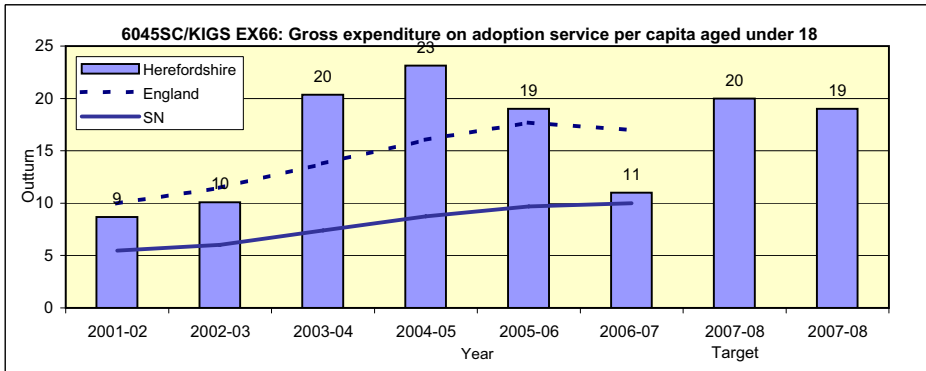
Year	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08 Target	2007-08
Herefordshire			6.7	11.6	13.5	17.2	14.0	18.3
England			9.9	11.2	14.4	12.6		
SN			9.8	10.8	14.5	14.4		

Analysis:

This indicator has increased this year because of a combination of reasons: A strong recruitment and retention policy means that we offer final year placements to secure access to Social Work Employment; We have developed a number of new practice learning opportunities in the voluntary and independent sector. We also work closely with a number of Universities.

Expenditure/Funding

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



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

Analysis:

Outturn includes the adoption teams costs within commissioning and social work, this includes costs within Adoption Services as recommended by Best Value Accounting Code of Practice. Historical data did not fully comply with the Adoption Code of Practice (Adoption Team costs included within Commissioning & Social Work) and this should explain any significant shift in outturn. This has now been corrected for future reporting - correct methodology will be used with effect from the current financial year.

Previous outturn, using old methodology was £11.

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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	National comparator data Av. 06/07	Statistical neighbour data 06/07	06/07 Outturn	07/08 Target	Year End 07/08 Outturn	Year End 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%	36.89%	Due to local delivery of the Early Years Foundation Degree through a partnership with Worcester University, five additional settings offering integrated care and education now have a member of staff leading practice who is at graduate level and working towards Early Years Professional Status (EYPS). Also, a setting that opened in 07 has a leader with QTS and a childminder offering care and education has level 6 and is shortly to be assessed for EYPS.	★
BVPI 222B: % of early years leaders which have input from staff with graduate or post-graduate training in teaching or child development.	100%					100%		100%	All settings have regular, termly, input from a mentor teacher as well as from an Early Years Inclusion Coordinator. All have qualified teacher status.	★
6014SC: Do you have recruitment and retention difficulties with any of the following groups that present risks to delivery.	N/A					N/A	N/A	See Page 65 for details	Current retention difficulties with Social Workers, in particular within Referral & Assessment Team, Children and Families & Foster Care Teams. No recruitment or retention issues within central / strategic, management staff, FSWs, Aftercare Workers, Adopters or Admin staff.	●
6016SC/DIS 3123: The % of residential child care workers who have achieved level 3 in the NVQ 'Caring for Children and Young People'.	0%	50.3%	61.8			0%	0%		This measure is not applicable within Herefordshire	N/A

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Service Management Supporting Data

6014SC - Recruitment and Retention of specific groups of staff

Indicator 6014SC	Do you have recruitment and retention difficulties with any of the following groups that present risks to delivery?				
	Spring 2005		Spring 2006		Spring 2008
Central and strategic staff	1. Yes		1. Yes		1. Yes
Field Social Work	1. Yes		1. Yes		1. Yes
Occupational Therapists	2. No		2. No		2. No
Residential Care	2. No		2. No		2. No
Foster Carers	2. No		2. No		1. Yes
Adopters	2. No		2. No		2. No
Leaving care personal advisers	2. No		2. No		2. No

YOUTH SERVICE UPDATE: TARGETED YOUTH SUPPORT AND POSITIVE ACTIVITIES

Report By: Community Youth Service Manager

Wards Affected

County-wide

Purpose

1. To update Members on the progress of the Youth Service in adapting to the changes in youth work particularly the increased emphasis on **Targeted Youth Support (TYS)** for vulnerable young people and new legislation on the provision of **Positive Activities**.

Financial Implications

2. The 2008/9 revenue budget allocation for the Youth Service is £1,109,230 (excluding YOF / YCF grant). The service employs 30 FTE staff and delivers from six council owned and maintained youth centres, two rented full time locations, two outdoor education centres, a mobile and up to seven part time other locations (e.g. village halls, locations inside schools and colleges).
3. New requirements will need to be met within the current budget allocation.

Background

4. Within the **Every Child Matters (ECM)** Outcome framework the Youth Service work contributes primarily to the Positive Contribution Outcome area, within which the Youth Service key areas are: positive activities for personal and social development (youth work activities not leisure based provision), and the participation of children and young people in decision making.
5. The Youth Service funding and key performance indicators are for 13 - 19 years olds however the service does work with and record data on 11 – 25 years olds to support early intervention work with pre-teens and assist with transitions at both ends of the age band.
6. The Youth Service is charged with achieving four key performance indicators (two of which are BVPIs) by the Department for Children, Schools and Families (DCSF). The number of young people the service is in **Contact** with, how many **Participate** in youth work programmes and how many have their development **Recorded** or **Accredited**. Performance in these areas is part of the Annual Performance Assessment (APA) submission and contributes to the overall score of the local authority.
7. The Youth Service is the lead on the **Youth Involvement** agenda for the Children's Trust and it supports the:- Children's Trust Shadow Board, The Herefordshire Youth Council, The Youth Funding Panel and is establishing a new group commissioned by

the Herefordshire Safeguarding Children Board for young people within their remit. As part of this work an action plan has been developed by young people and senior officers using best practice from the **Hear By Right (HBR)** - Local Government Association (LGA) and National Youth Agency (NYA) - endorsed standards.

8. The government as part of the ECM agenda for teenagers, has announced two new policy initiatives **Targeted Youth Support (TYS)** and **Positive Activities – Aiming High** a ten year strategy, that directly affect the work of youth services as well as other service providers. These initiatives are part of the wider integration agenda for all children's services which is more broadly termed **Integrated Youth Support Services (IYSS)** which aims to increase the co-ordination of all youth support activities to enable agencies to work together better, reduce duplication and avoid gaps in provision. To allow this to happen there must be greater sharing of information and data, willingness of agencies to work together and in some cases commit resources.
9. **Positive Activities for Young People (PAYP)** – The government wishes to ensure that all teenagers have 'things to do and places to go' including a wide range of sporting, cultural and recreational activities and experiences as well as opportunities for volunteering, provided that all these are structured and support the ECM outcomes.
10. **Targeted Youth Support (TYS)** - The government wishes to ensure that the needs of vulnerable teenagers are identified early and met by agencies working together effectively, in ways that are shaped by the views and experiences of young people themselves. There are seven key elements of TYS.
 - a. **Identifying vulnerable young people early** in the context of their everyday lives
 - b. **Strengthening the influence of vulnerable young people** and their families
 - c. Building a clear picture of individual needs, shared with young people and the agencies working with them using the **Common Assessment Framework (CAF)**
 - d. Enabling vulnerable teenagers to receive **early support in universal settings**
 - e. Ensuring vulnerable teenagers receive a personalised package of support, information, advice and guidance, learning and development opportunities. Co-ordinated by a trusted Lead Professional – the **Team Around the Child (TAC)**
 - f. Providing support for vulnerable teenagers across **transitions** – eg school to college, leaving care etc.
 - g. Making service more **accessible, attractive and relevant** for young people.
11. A TYS steering group has been established from the large multi agency Vulnerable Young Peoples Group (VYPG), with partners from the Primary Care Trust (PCT), the Youth Offending Team (YOT), Connexions, the CAF–TAC development team, West Mercia Police and the Youth Service to oversee the development of the TYS. It is envisaged that this will not be a separate 'service' or 'system' but part of the

integrated approach of the **CAF-TAC** to young people who are identified as needing additional support (beyond universal services).

PROGRESS TO DATE

12. Members will be aware of the restructuring programme of Children's Services Directorate and the timeline for implementation for integrated teams by April 2009. The Youth Service is part of that change program and will become part of locality based provision however final detailed decisions have not yet been made on the new structures for both localities and central services. The final arrangements will have an impact how the Youth Service delivers its work and targets with young people, particularly the areas and staff make up of the new area teams more will be known as the new Heads of Service come into post in September 2008.
13. The **TYS Steering Group** has been expanded recently to include members of West Mercia Police and have closer links with extended schools. At a local level it is preparing staff in localities for greater integrated working through the development of locality meetings for all staff across agencies who are working in the area to share issues and areas of work re young people. The Ledbury area is being developed as an early adopter of the TYS model and two meetings have taken place with local agencies and staff to create both closer working arrangements and a new operating model. These developments are in the early stages but as the new integrated teams come into operation in April and the CAF training and processes are implemented. The intention is not to supplant a new structure but to enhance the current good practice in place and develop a model that works for the locality.
14. Staff from the Youth Service are part of the training team for the **CAF** training team that have both developed and will deliver the training program for all staff across the Children's Trust, including all youth workers. This will further support the development of integrated teams as common language and process are developed. It will also provide the mechanism for identifying vulnerable young people early so that services can be targeted before it becomes an entrenched issue.
15. The Youth Service is increasing its **Targeted Youth Work** with vulnerable young people through greater links with extended schools and Local Drug and Community Safety Partnerships. In Ross on Wye at John Kyrle High School youth workers and extended school staff are jointly running diversionary programmes and extended curriculum activities for young people identified by the school as vulnerable or at risk of exclusion. Community Safety Officers (CSO) are also part of the Ross on Wye group and are both helping to identify young people causing issues in the town and putting in place measures to address these with the other partners where appropriate.
16. The Youth Service continues to work with a wide range of young people to ensure their **voice and influence** is heard at both strategic and personal levels. The continuing development of the Children's Trust Shadow Board, the Youth Funding Panel and Youth Council are possible the most visible examples as they have impacts on the work of the Children's Trust. The Herefordshire Safeguarding Children Board has also just commissioned the Youth Service to develop a new group to specifically work with young people who are part of the safeguarding agenda. The Youth Funding Panel will allocate £450,000 over the next three years to youth led projects that provide more positive activities and locations for young people. Young people from a number of these projects and activities have come together after the 'You Talk We Listen' conference in October 2007, and are now

organising their own conference in October 2008 with the theme of anti-bullying which was one of their priorities in 2007.

17. The Youth Service is a member of the **Prevent and Deter (P&D)** Strategy and operational groups that leads on the 'Catch and Convict' policy for crime reduction. The P&D identifies and works with both: - prolific and persistent offenders (PPO's) as well as young people at the cusp of committing crime. The Youth Offending Service (YOS) is the lead for Prevent and Deter, and has representation on the TYS Steering Group, and is reviewing its structures in light of the locality based model that is being developed by Children's Services.
18. **MyPlace** is new government funding for 'world class youth facilities' of between £1 - £5 million, a consultation event has taken place for all interested partners that was led by the Youth Service, from which a Management Group has been agreed to lead on potentially developing an application for this funding. This is not local authority allocation but an open bidding process managed by the Big Lottery but funded by DCSF. The Management Group includes corporate representation from Resources Directorate, Children's Services as well representatives from ESG development and voluntary sector partners. This work may be hampered by the lack of an agreed accommodation strategy for youth facilities in light of the proposed new arrangements; this will need to be developed in the context of the new closer working with the PCT and the overall review of accommodation.
19. Whilst there is strong drive to ensure that all young people take part in **positive activities** there is also a similar if not stronger drive to ensure that vulnerable young people are engaged in these positive activities and particularly that their voice is heard in the design and delivery of activities. Vulnerable young people are statistically more likely **not** be engaged, increasing the likelihood and length of their exclusion from the mainstream education, employment or training. Through the **ECM Positive Contribution Outcome Group** work has started to review the requirements of the Aiming High Strategy and to develop priorities for commissioning for positive activities for 2009 /10 when new funding under **PAYP** comes on stream. The current PAYP scheme is contracted through Connexions and currently works with a small number of young people who do not have identified education, employment or training (EET) post 16. In 2008-9 and 2009 -10 there is a substantial increase in funding for PAYP. The ECM Positive Contribution Group will review this funding and make recommendations for priorities for commissioning to the Children's Trust and this will include more work with targeted groups and individuals.
20. The Youth Service has also developed the Youth Zone section of the partnership www.myherefordshire.com website as part of the positive activities developments to ensure that young people and their parents are aware of all the activities available to young people in Herefordshire. The website is searchable so young people can search by location, activity or dates, it requires more development to be fully young people 'friendly' in its look and feel and currently market testing is happening with a range of young people. This has thrown up a number of issues regarding the interactivity of the site (e.g. online polls, reviews of activities) which may require significant redevelopment to address.

RECOMMENDATION

THAT Members note the report

BACKGROUND PAPERS

- Appendix 1: Community Youth Service Plan 2008 -9

Herefordshire Council Community Youth Service Service Plan 2008 – 9

“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”

Herefordshire Children and Young Peoples Plan Vision

Herefordshire Council Community Youth Service
PO Box 4, Plough Lane
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01432 383370
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<http://www.herefordshire.gov.uk/youthservice>

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1. The Role of the Service: What we do

1.1 Overall Purpose

The vision for children and young people in Herefordshire is set out in the Children and Young People's Plan:

"Our vision is to achieve the very best for our children and young people 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.... 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 adulthood, able to manage their own affairs and interrelate 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."

1.2 What we do

The Youth Service is charged with improving the lives of young people within the context of the Every Child Matters (ECM) five key outcomes and Herefordshire's Children and Young People's Plan 2008 - 11.

The Youth Service has a key role to play in the delivery of Targeted Youth Support (TYS) and this work will be clearly embedded throughout all areas of our work with young people through a wide variety of positive activities and informal learning opportunities tailored to young people's individual needs and designed to support their personal and social development.

Youth Work will be targeted at groups or individuals who are perceived to need additional support to achieve their potential. The Youth Service is leading on the engagement of young people in decision making processes across Herefordshire. The service supports the Herefordshire Youth Council, The Shadow Children, the Young Peoples Partnership Board and the Youth Funding Panel and will be developing a new group for the Safeguarding Board and other forums and councils of young people that are making and influencing decisions about services, facilities and their communities.

Youth work is a voluntary relationship between youth workers and young people and is led by the needs and ambitions of those young people. Youth

work helps young people to raise their aspiration and reach their full potential. Projects and activities are devised to engage young people and develop their skills, knowledge, attitudes and abilities. Projects and activities range from: - music and film, journalism, football coaching, arts, gardening, cooking, jewellery making, homework clubs, discussion and debate and planning expeditions BUT all with the key elements of **FUN** and **LEARNING**. Our ethos is that the activities are less important than what young people learn and experience through participation - this is the core youth work offer to young people.

1.3 Where and How is Youth Work Delivered?

Youth work is delivered across the county in a variety of settings including: - six youth centres, a sailing centre, a canoeing centre, various outreach locations and one mobile provision as well as in schools, colleges and Pupil Referral Units (PRU's), and in a wide variety of other community managed locations e.g. village halls etc.

Youth workers employed directly by the local authority work with young people in these locations delivering youth work programmes and activities that encourage participation, develop esteem and confidence and can lead to nationally recognised certificates in learning thereby supporting the work of education. Youth workers encourage and support young people to take part in offsite visits and overnight residential locally, nationally and internationally. These are undertaken with the aim of increasing young people's opportunities for growth, and personal development.

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

The service has a number of key performance indicators which include: the percentage of young people the service is in **Contact** with, who **Participate** in youth work, and who receive a **Recorded** or **Accredited** outcome, as well as leading on providing a greater range of **Positive Activities**, particularly targeting vulnerable groups of young people. Additionally through the Community Strategy and the Children and Young Peoples Plan the Youth Service takes a strategic lead on **Involving** and consulting young people in decision-making at all levels across the partnership from local to strategic levels. Performance is measured in this area by indicators HCS 38 and HCS 69. Through the partnership arrangements with HCVYS the Youth Service is leading on improving the numbers of young people **Volunteering**.

Ofsted sets the quality standards for local authority youth provision against which it inspects all youth services on a four year rolling cycle as part of the Joint Area Review (JAR). Herefordshire was inspected in 2005 and is expected to have a Comprehensive Area Assessment (CAA) in 2009. A full range of targets, quality standards and key performance indicators are set in this document.

1.4 The Youth Work Vision

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

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

1.5 The priority areas for the service

- **Targeted Youth Support** - to ensure that youth services provide swift, easy and seamless support for young people, and their families, who face greater risks and challenges as they move through their transition from child to active citizen.
- **Positive Activities** – to lead on the development of a wide range of attractive, structured positive activities available throughout the week at times and venues suitable for young people. Positive activities should be available for all young people but must particularly target those who are disadvantaged.
- **Volunteering** - to encourage and support young people to engage with their local communities to offer time for voluntary activity in order to enhance levels of individual (young person) confidence and self esteem; and to generate positive role models.
- **Youth Involvement** - to increase and support the number of young people who have a functional role on decision-making bodies that provide services to young people throughout Herefordshire. To increase the range

and number of opportunities for young people to have a say in developing and shaping their: local services, support structures and activities.

2. How well we are doing (current performance)

2.1 Youth Service Business Plan 2007 - 8

The Youth Service Business plan 2007 - 8 identified the Youth Service's main priorities for the year our performance against each of these areas is described below: -

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

BVPI 221a	Recorded outcome target: Percentage of young people aged 13 – 19 who gain a recorded outcome through their participation in youth work	National Target 60% (or 1,425) of 15% of Youth pop (13-19 yr olds)	709 or 46.8%	1,137	1,575 or 58.2%	60% or 1,140	1,576 or 82.9%
BVPI 221b	Accredited Outcome target: Percentage of young people aged 13 – 19 who gain an accredited outcome through their participation in youth work	30% (or 712) of 15% of Youth pop (13-19 years olds)	490 or 32.3%	568	905 or 33.4%	30% or 720	1,026 or 54%
LAA 33	% of young people volunteering	No national benchmark available	N/A	N/A	N/A	To be set in 07-08	31% (Baseline)
Ambition: Provide Excellent education, training and learning opportunities in Herefordshire for all ages No Indicators	Council Priority: To maximise the health, safety, economic well-being, achievements & contribution of every child			ECM	C&YPP Priority: Improving standards in education across all sectors including the 14-19 action plan		
9	Unique Target 4. Percentage of young people participating in youth services expressing satisfaction with the service	National/Local Benchmark National Target 70%	Actual Performance 2005-6 81.4%	Local Target 2006-7 Not carried out	Actual Performance 2006-7 Not carried out	Local Target 2007-8 75%	Actual Performance 2007 -08 87%
Aim: Improved Services	Council Priority: To improve the delivery of services to children			ECM	C&YPP Priority: Integration of services, processes and strategies.		
				Outcome: Enjoy and Achieve			
				Service Imprment			

Indicators	National/Local Benchmark	Actual Performance 2005-6	Local Target 2006-7	Actual Performance 2006-7	Local Target 2007-8	Actual Performance 2007-08
12 Financial Management – Improve budget analysis and planning.	Council Target 1%	7.7%	2%	2%	1%	7%
13 The number of working days/ shift lost to sickness absence per FTE worker	7	9	7	8	7	9 (CYP Directorate)
14 The percentage of SRDs completed	85%		90%	89%	100%	91% (CYP Directorate)

2.2 Summary of Key Performance Areas

The service has continued to show significant improvement in its four DfES / DCSF key performance indicators (two of which were BVPIs) and are on track to achieve the national targets across all four areas in 07 - 08. This has been achieved through developing partnerships at local levels to maximise our resources, and relocating some of our resources.

Young people's involvement in decision making has increased through the development of the second Herefordshire Youth Council (HYC) and the Shadow Children and Young People's Partnership Board (SCYPPB). The HYC and the SCYPPB through the creation of the Youth Funding Panel have also taken on the management of the Youth Opportunity and Capital Funds (YOF / YCF) and has distributed nearly £300,000 to young people for more positive activities. In 2007 Herefordshire elected its first members of the UK Youth Parliament who took up their seats in 2007/8. This work has been a major part in doubling the number of young people who felt that enough was done to engage them in the county's decision making processes (See LAA 17 and 18 above) from 13.8% in 2003 to 31% in 2007.

The **2007 Youth Survey** also indicated that 87% young people who use youth clubs are satisfied with the provision and services which they receive. This has been a significant improvement since 2005 – 6 when this survey was last done.

Recruitment and retention of staff remained difficult in the last six months of the year and specifically the service was unable to recruit the third Senior Youth Worker (although this has been filled in early 2008 – 9). Recruitment for assistant youth workers was also difficult to address this we have reviewed the job description to increase the likelihood of recruiting. The re-grading and the training provided for incoming members of staff have helped to support the development of a stronger and better qualified team.

The Every Child Matters (ECM) agenda continues to develop specifically in the area of Youth Matters and **Positive Contribution** where the Youth Service has made a significant contribution eg the first round of the YOF / YCF grant for positive activities which has been very well received by young people and those working with them.

3. New Service Requirements and Priorities for 2008 – 9

3.1 What's changing?

To make the **Every Child Matters** agenda a reality requires resources to be directed at delivering multi-agency integrated services based around the needs of the child, young person and their family. This is being developed, within the level of resources available, in hubs around school clusters or partnerships, linking closely with the provision of children's centres and extended schools, where a variety of services are available at a local level. The

new model of provision will need to take account of access and transport issues, along with information sharing across agencies.

It is intended that having services delivered at a more local level than currently, along with the implementation of a **Common Assessment Framework (CAF)**, **Team Around the Child (TAC)**, and **Targeted Youth Support (TYS)** will enable much earlier intervention and prevention work to be undertaken to support children and young people's needs before problems escalate. This work is being led by the Director of Children's Services, initially with a restructure of the directorate being implemented for September 2008, and with other agencies coming alongside either virtually or through co-location. At the same time, there are some services that will remain county-wide to foster a cohesive approach, such as the provision of school transport. Other services will remain centrally managed either because they are crucial to the safeguarding of children or because they provide for a small number of children and are therefore more cost effectively delivered centrally.

Youth Matters proposed the development of a '**Targeted Youth Support**' (TYS) approach to coordinating services for 13 –19 years olds. This is for young people identified as having additional needs (above those of universal services ie schools), but not as intensive as multi issues support services characterised by social care). Good development work has been established through the Vulnerable Young Peoples Group (VYPG) in conjunction with Connexions, the Youth Offending Service (YOS) and other members. The VYPG has coordinated approaches to identifying issues in relation to young people and their attainment as a sub group of the 14 – 19 Strategy Group. The role out of the CAF / TAC will influence the development of **TYS** and are therefore being jointly planned.

As part of the integration agenda the Youth Service needs to adapt its systems and procedures to ensure a coordinated approach to improving outcomes for young people. This work, and the development of Information Sharing Index (ISI) – the tool for ensuring all professionals are aware of which agency is in contact with young people, will form part of the **Herefordshire Connects** programme and will require the Youth Service to re-evaluate aspects of work, data, client management systems and databases to ensure that the service addresses its priorities. The Youth Service requirements will be met in Phase 3 of the Connects programme (2009 – 10).

Aiming high for young people: A ten year strategy for positive activities sets out the Government's ambition to transform the opportunities for young people. The challenge is to deliver this strategy in a way that involves and empowers young people, removes barriers to access, and increases the quality of what is on offer locally. The new national indicator **N110 (Positive Activities)** has been included in the 35 key indicators for the council in the Local Area Agreement (LAA) for 2008.

The Children and Young Peoples Plan 2008 - 11, places greater emphasis in the active involvement of young people in the decision making process through the Youth Council, Shadow C&YP Partnership Board and other mechanisms. The service needs to increase its work with more vulnerable

young people. The Youth Service will lead on the implementation of the Hear By Right Standards across the Council and the Partnership. Government funding for the continuation of the **Youth Opportunity Fund** and **Youth Capital Fund (YOF and YCF)** has been announced for the next 3 years.

4. Priorities and actions for 2008 – 9

4.1 What we will do and how we'll do it

The service will focus on the following priorities over the next year:

1. Increasing the amount and recognition of **Targeted Youth Work** with vulnerable young people. We will need to adapt our planning and recording systems as part of the new integrated systems and locality teams. This work needs to be firmly embedded across all areas of youth work delivery. It will include work linked to the Teenage Pregnancy Strategy, the Young People's Substance Misuse Plan, the School Attendance Strategy and the Disability Strategy.
2. Maintain our performance in the **4 DCSF KPI's** whilst increasing our work in the **Youth Involvement**. To accomplish this we will seek alternative methods of funding and partnership arrangements.
3. Increase the amount, range and uptake of **Positive Activities** including **Volunteering** particularly by and for vulnerable young people. To do this we need to map the current range of provision and seek new partnerships with the Sports and Cultural partnerships, and others, to maximise the resources available to address gaps in provision. This will be part of the Youth Offer which will be developed in conjunction with other partners. We will also seek to improve the range and quality of youth facilities in the county as part of the agenda.
4. **Recruitment, retention and workforce development** will remain as a priority as despite improvements it is likely we will continue to have recruitment issues in some areas, notably for assistant youth workers. The training and development of the workforce in both practice of working with young people and new systems and structures eg CAF / TAC / TYS will be addressed through a revised training offer including level 2 and 3 qualifications in youth work and opportunities for higher level qualifications where required. Staff will also take part in the **CAF** training programme when it becomes available.
5. The **youth work curriculum** offer will be reviewed after the work last year in embedding it through training programmes and road shows around the county. Progress will be monitored through the revised quality assurance framework.
6. The Service will need to actively engage with the **directorate and partnership restructuring process** that is currently underway to ensure that staff are informed and engaged in the new structures developed and that

they lead to better outcomes for young people. The SMT will play a major role in this and will ensure the quality of information and communication is timely, relevant and clear

4.2 Key Performance Indicators (KPIs) for 2008 - 9

Targeted Youth Work

Targeted Youth Support is an emerging agenda nationally and locally. A steering group made up of key partners from the Vulnerable Young People's Group (VYPG) has been established and are using the VYPG twenty four definitions of vulnerability as a starting point to identify individual young people that agencies are working with and as an aid to planning new structures and arrangements to meet the needs of those young people. Through the year and in conjunction with the directorate reorganisation and the development of integrated teams the service will develop performance indicators to measure our work in this area.

Contacts Target Individuals (13-19yr olds)

DEFINITION: This is for new individuals in contact with the service within the financial year period. The registration form will monitor individuals in contact with the youth service e.g. occasional attendance at a youth club, known to a detached worker by name and sight, they may turn up at from time to time at youth work event. NOT school assemblies.

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

All targets within this plan will use the 13 -19 year old youth **population figure of 16,000**. This is the mid 2008 population forecast made by Herefordshire Council based on the Office for National Statistics (ONS) mid 2006 figures.

Contact Target	Target 2006-7	Target 2007-8	Target 2008-9
Local Target (24% of 16,000)	2,966	3,158	3,840

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

Service Areas	2006-7	2007-8	Target 2008-9
Patch based workers (210 per area)	1,800	1,200	1,260
Duke of Edinburgh (yp not registered / external to CYS)	397	497	950
Outdoor Education (yp not registered / external to CYS)	481	300	450
Colleges	0	400	300

Youth Involvement / Countywide	0	30	40
Other (HCVYS / Partnerships / Etc)	480	740	840
TOTAL	3,158	3,167	3,840

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

Participation Target

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

Participation Target	Target	Target	Target
	2006-7	2007-8	2008-9
National and Local Target 15% of the 13-19 population (16,000)	2,368	2,375	2,400

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

Service Areas	Target	Target	Target
	2006-7	2007-8	2008-9
Patch based workers (110 each area)	1,080	600	660
Duke of Edinburgh	397	497	900
Outdoor Education	418	303	400
Colleges	0	200	20
Youth Involvement / Countywide	0	20	20
Other (HCVYS / Partnerships / Etc)	0	280	400
TOTAL	1,895	1,900	2,400

Recorded Outcome Target

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

Recorded Outcome Target (13-19 year olds)	Target	Target	Target
	2006-7	2007-8	2008-9
National & Local Target (60% of 15% of Youth Population)	1,420	1,425	1,440

Breakdown of Service Area Recorded Outcome targets (13-19yr olds)	Target	Target	Target
	2006-7	2007-8	2008-9

Patch Based workers (60 each area x 6)	630	360	360
Duke of Edinburgh Award (external YP)	246	315	500
Outdoor Education (external YP)	261	200	200
Colleges	0	100	50
Youth Involvement / Countywide	0	20	20
Other (HCVYS / Partnerships / Etc)	0	145	310
TOTAL	1,137	1,140	1,440

Accredited Outcome Target

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

DEFINITION: Accredited outcomes must have the following features:

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

e.g. Herefordshire Award, 1 Sectional Certificate of Duke of Edinburgh Award, Sports Leader Award, etc.

This target is for individuals, not repeats.

Accreditation Target	Target 2006-7	Target 2007-8	Target 2008-9
National & Local Target 08-09 (30% of 15% of youth population)	710	712	720
Breakdown of Service Areas Accreditation Target	Target 2006-7	Target 2007-8	Target 2008-9
Patch Based workers (40 each area)	240	240	240
Duke of Edinburgh Award (external yp)	246	302	310
Outdoor Education (external yp)	82	95	95
Youth Involvement / Countywide	0	10	10
Other (HCVYS / Partnerships / Etc)	0	65	65

TOTAL	568	712	720
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Youth Involvement

The Youth Service will work with partner organisations to increase the level of engagement and involvement of young people in decision making processes, including the development of a countywide participation strategy for young people (as part of the Community Involvement Strategy). The service will maintain the development of the Shadow Children and Young Peoples Partnership Board, UKMYP and the Herefordshire Youth Council, and will increase its links with school councils and other youth forums and councils. The service will also focus in the engagement of vulnerable young people in these processes including the development of a new forum for young people and the Herefordshire Children's Safeguarding Board.

Youth Involvement	2003-4	2005-6	2007-8	Target 2008-9
Percentage of young people who feel Herefordshire Council does enough to give opportunity to influence decisions (HCS 69)	13.2%	19.8%	31%	35%
Proportion of 13 - 18 year olds who feel they can influence decisions affecting local services. (HCS 38)	N/A	N/A	31%	35%

Positive Activities and Volunteering

The definition for NI 110 Positive Activities has been agreed and is one of thirty five key indicators agreed as part of the Local Area Agreement (LAA). This target will be measured through the Tellus survey in schools with a baseline to be established in the 2008 survey. The 2007 Youth Survey indicated that **50% of young people were unsatisfied** with what there was to do in their spare time. This rose to 64% of young people living in South Wye area of Hereford. The Youth Service will work with Sports Development Team and Cultural Services to link the broad positive activities agenda to the specific targets emerging under the 5 hour Sports Offer and the 5 hour Cultural Offer, particularly focussing on targeting vulnerable young people who are significantly less likely to participate.

Volunteering forms part of the positive activities offer but due to its proactive nature has additional benefits to young people's personal development, as such the Youth Service is keen to support and develop more volunteering opportunities for young people. It will do this through providing volunteering opportunities in its own provision but also through its partnership arrangements with HCVYS and its members. In 2007 - 8 a small group was formed to lead on this work, they have establishment a baseline of youth volunteering in the 2007 Youth Survey and have been successful in attracting additional funding

through its member organisations via 'V' the national youth volunteering organisation. This will come on stream in early 2008.

Volunteering	Baseline 2007-8	Target 2008-9
NI 110 % of Young people involved in Positive Activities (Tellus3 to establish baseline in 08)	73.3% (temp baseline from Tellus2)	To be set
HCS37 % of young people involved in Volunteering	31%	35%

CYS Action Plan 2007 - 8

OBJECTIVE	ACTION REQUIRED	MEASURE OF SUCCESS	TARGETS	LEAD OFFICER
1. Increase the amount and recognition of Targeted Youth Work	<ul style="list-style-type: none"> Increase work with vulnerable groups Publicise this work with partners orgs and others 	<ul style="list-style-type: none"> More vulnerable young people are engaged in youth work leading to better outcomes Youth work is recognised as a key mechanism within integrated teams to improve outcomes for young people 	<ul style="list-style-type: none"> At least 20% of all work to be targeted at vulnerable young people 4 positive news articles per TYS and youth work 	SMT JL
	<ul style="list-style-type: none"> Increase partnership delivery through SLAs & locality meetings Develop the Youth Offer 	<ul style="list-style-type: none"> 1 additional Partnership partner Develop partnership projects to deliver to young people 	<ul style="list-style-type: none"> Achieve targets (4 DCSF KPIs) Delivery in 4 cluster areas 	SMT AP and JL
3. Increase the range and uptake of Positive Activities (particularly by Vulnerable YP)	<ul style="list-style-type: none"> Promote and Publicise current activities 	<ul style="list-style-type: none"> Young people are aware of what is available how to find information 	<ul style="list-style-type: none"> NI 110 (target to be set) Number of hits to the Youth Zone website 	AP AP
	<ul style="list-style-type: none"> Analyse current provision to identify gaps & present to C Trust 	<ul style="list-style-type: none"> Gaps identified by Nov 08 	<ul style="list-style-type: none"> Increase YP Satisfaction levels via Youth Survey 	SMT
	<ul style="list-style-type: none"> Address findings of analysis 	<ul style="list-style-type: none"> Children's Trust to commission new services to address in 09/10 	<ul style="list-style-type: none"> NI 110 (target to be set) 	

OBJECTIVE	ACTION REQUIRED	MEASURE OF SUCCESS	TARGETS	LEAD OFFICER
4. Involvement of young people in decision making	<ul style="list-style-type: none"> Increase the range and number of opportunities and organisations actively engaging young people 	<ul style="list-style-type: none"> More young people are engaged, better more relevant services are delivered. 	<ul style="list-style-type: none"> YP feel they can influence decisions. HCS 38 = 35% 	AP
	<ul style="list-style-type: none"> Improve communication and publicity re Youth Involvement 	<ul style="list-style-type: none"> Support from C&YPPD 	<ul style="list-style-type: none"> 6 positive articles published re youth involvement 	AP
	<ul style="list-style-type: none"> Develop a Youth Involvement Strategy 	<ul style="list-style-type: none"> Young people are engaged in decision making 	<ul style="list-style-type: none"> YP feel they can influence decisions. HCS 69 = 35% 	AP
5. Increase the number of Young people involved in volunteering	<ul style="list-style-type: none"> Work with Partner to increase the number and suitability of volunteering opportunities 	<ul style="list-style-type: none"> More young people volunteer 	<ul style="list-style-type: none"> HCS 37 35% 	JR
6. Improve Recruitment, Retention and staff morale	<ul style="list-style-type: none"> Ongoing recruitment activity 	<ul style="list-style-type: none"> Reduction of vacancy rates from 2008 	<ul style="list-style-type: none"> Reduction in number of sick days 	SMT
	<ul style="list-style-type: none"> JR to walk the floor more often to hear direct from staff 	<ul style="list-style-type: none"> JR out once a month 	<ul style="list-style-type: none"> 10 visits a year minimum 	JR
7. Improve quality of youth work delivery	<ul style="list-style-type: none"> Training 	<ul style="list-style-type: none"> Staff meet new occupational standards in youth work 	<ul style="list-style-type: none"> 100% of staff meet standards by 2009 	AP
	<ul style="list-style-type: none"> Quality Assurance framework to be fully implemented 	<ul style="list-style-type: none"> Areas of strength recognised and shared, weaknesses addressed 	<ul style="list-style-type: none"> 3 Inspection visits to take place 	JL
	<ul style="list-style-type: none"> Review youth work curriculum 	<ul style="list-style-type: none"> Identify strengths and weakness in curriculum offer & address 	<ul style="list-style-type: none"> Reviewed by Sept 08 	AP

OBJECTIVE	ACTION REQUIRED	MEASURE OF SUCCESS	TARGETS	LEAD OFFICER
8. Improve the range and quality of youth facilities in the county	<ul style="list-style-type: none"> Arrange quarterly locality meetings to include stake holders and interested parties 	<ul style="list-style-type: none"> High quality accessible & affordable facilities are available to young people 	<ul style="list-style-type: none"> 1 major refurbishment / rebuild pa of youth facility 	JL
9. Improve the co-ordination of services to young people	<ul style="list-style-type: none"> Engage staff in the directorate restructuring and design of integrated teams. 	<ul style="list-style-type: none"> Better ECM outcomes for young people 	<ul style="list-style-type: none"> Staff attend TYS CAF TAC briefings and engage 	SMT

Appendix 1. Equalities Impact Assessment - Action Plan

Use the table below to list the actions arising from this exercise. Add as many lines as you need. The actions identified here need to be incorporated into your Service Plan and Directorate Service Plan.

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Diversity strand	Action identified	Timescales (when this work is to be completed)	Who is responsible?	Improvement aim/outcome
Disability	Increase knowledge and promotion of positive activities for young people with disabilities	March 08	A Preedy	Map provision, promote what is available, analyse gaps look to commission to fill gaps
Income, Linked to age, gender and race	Increase targeted work with those most vulnerable young people	Plan in place by March 08. Delivery to start in April	J Ralph	Improved outcomes for individuals and reduction of harm

Appendix 2. ICED GEMS – Youth Service GEM Summary

This document shows the significant environmental impacts that have been identified for the Youth Service and the measures in place to control minimise or enhance those impacts.

Activity	Asp	Impact	Signif	Legal	How is the aspect controlled?	
					Procedures	Targets
<p>Youth Services – outdoor education, via water based</p>	<p>BH EA</p>	<p>Potential disturbance of wetland /other habitats Opportunity to raise awareness of natural environment</p>	<p>Legal</p>	<p>Wildlife Act</p>	<p>Generic License to run outdoor pursuits with Outdoor Activities Licensing Authority is held by David McEaney at Castle Green Canoe Centre. Sailing & Canoeing have low impact. Operate in restricted area at Bodenham avoiding defined wildlife area and have a closed season. Castle Green impact low as in city. Instructors' competence standards include environmental issues - BCU for canoeing and RYA for sailing. All instructors are (or are in training) to be qualified at required standard Difficulties in access to Wye. YS are working with a number of agencies on this.</p>	<p>Sailing and canoeing</p>
<p>Youth Services - Working with young people on environmental initiatives</p>	<p>EA</p>	<p>Increasing Env Awareness</p>	<p>Stakeholder</p>	<p>None</p>	<p>Youth workers develop environmental initiatives from time to time, depending on the interests of the groups they are working with. Eg work with BODs on pole lathing & Iron Age round house.</p>	<p>None specific to environmental issues</p>
<p>Youth Services – promoting access to activities/events</p>	<p>EA TR</p>	<p>Increasing Env Awareness</p>	<p>Stakeholder</p>	<p>None</p>	<p>Access to services/activities problematic for rural youth (confirmed by 2005 and 2007 Youth Surveys as key issue). YS offer some services electronically, eg info on activities, and take some services out. Eg can now take canoes out on trailer and mountain bikes rather than bring children in.</p>	
<p>Youth Services - provision of offsite visits</p>	<p>EA</p>	<p>Increasing Env Awareness re safety but also educational aspects of environment</p>	<p>Stakeholder</p>	<p>None</p>	<p>Promote the county as an option for visits (many Hfids schools currently go out of county). Recent success in getting schools to use Bodenham for sailing. Dinedor Centre transferred to trust, who are seeking funding to upgrade residential facilities. Also starting to promote Herefordshire as destination to W/Mids conurbation.</p>	

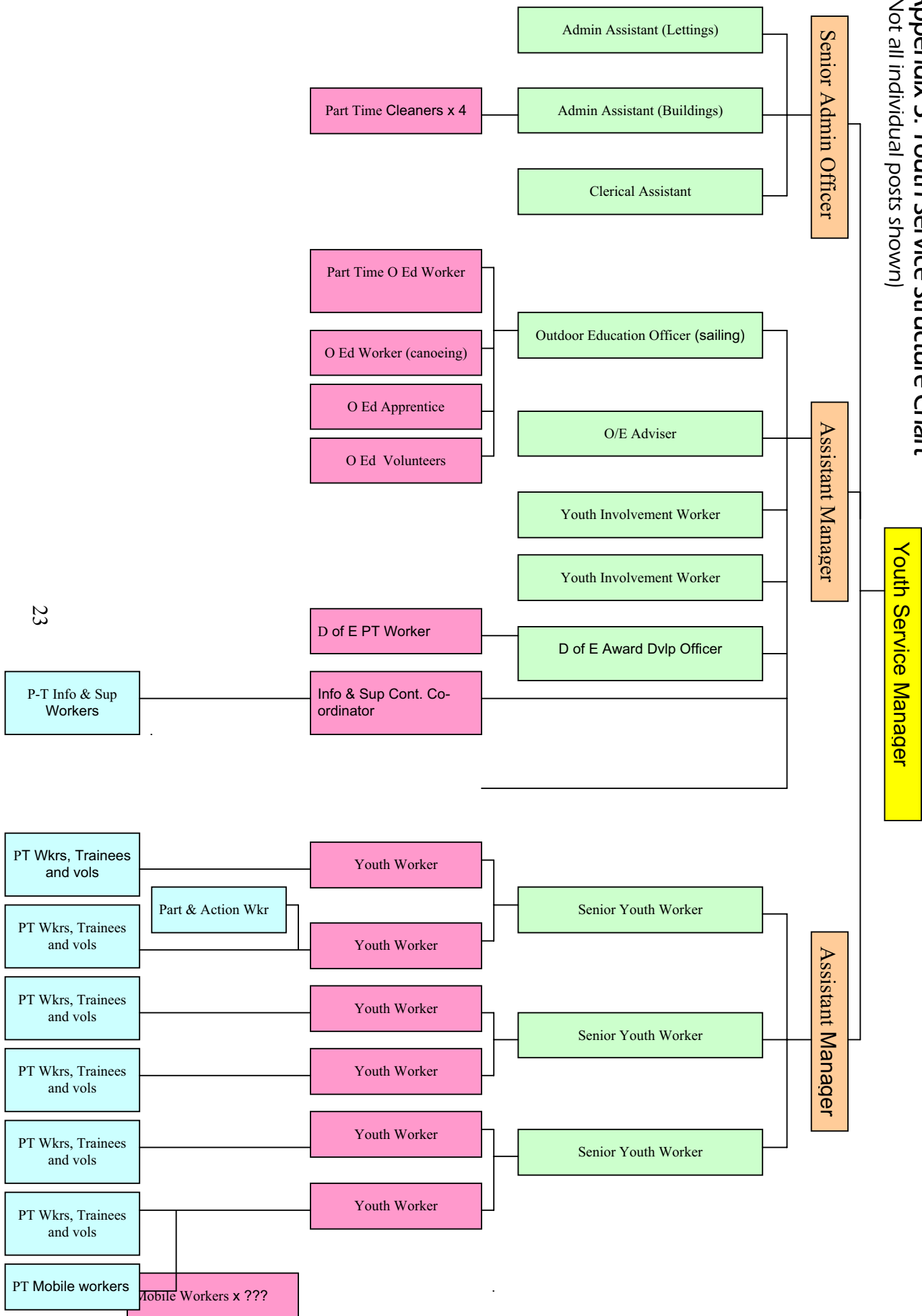
Appendix 3. – Project management and ICT requirements for the Youth Service 2008-2009

Project name	Brief description	Estimated costs (where known)	Director / Head of Service	Contact name	Year / quarter when project has to be running
Youthbase	New client monitoring system required for the Youth Service	£ not known	Head of Integrated Services and Inclusion	Jon Ralph	April 2008 ideally, or September 2008
Off-site visit reporting (Evolve)	New LA system to report and monitor all offsite visits by schools and Youth service	£6,000?	Head of Integrated Services and Inclusion	Jon Ralph	April 08
Publicising Positive activities	LA has a duty to promote, publicise and complete gap analysis for all positive activities for young people. Web based solution using MyHerefordshire.com	£10,000	Head of Integrated Services and Inclusion	Jon Ralph	April – June 08

Appendix 4. – Youth Service Risk Register 2008-2009

Risk details							Assessment of residual risk		
Risk ref	Risk description	Likelihood	Severity	Rating	Mitigation Strategy		Residual likelihood	Residual severity	Residual rating
					Summary of mitigation actions	Risk owner			
CYS1	Inability to recruit sufficient trained and experienced staff to deliver targets	3	4	12 HIGH	Increased recruitment activity, JE re-grading, and additional training in place	Jon Ralph	3	4	12 HIGH
CYS2	Change Management process reduces services ability to meet targets	3	3	9 HIGH	Directorate restructure project management process and workforce development plan	Director Children's Services	2	2	4 LOW

Appendix 5. Youth Service Structure Chart
(Not all individual posts shown)



CAPITAL BUDGET OUTTURN REPORT 2007/08
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Report By: Finance Manager

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 10 April is set out in the table below. Full details of all the expenditure on all Children & Young People's projects are listed in the Appendix.

	£000	£000
Capital Budget Reported as at 10 April 2008		11,284
Capital Budget Decreases		
Riverside amalgamation – re-profiling	(344)	
Sutton Primary replacement school – re-profiling	(432)	
Hereford North Children's Centre – re-profiling	(423)	
Other Budget Revisions (each less than £250,000)	(978)	(2,177)
Revised Capital Budget 2007/08		9,107

4. The revised capital budget figure of £9.107m for 2007/08 was fully resourced from a combination of DCSF grant, supported borrowing, capital receipts and S106 monies.
5. The Sutton Primary School replacement had a revised cash flow for 2007/08 of £1,712,358. The scheme is 100% grant funded by the DCSF and there are no financial implications of this change.
6. The Riverside amalgamation of Junior and Infant schools has a revised cash flow for 2007/08 of £3,374,640. The DCSF have been made aware of this revision. The

scheme is 100% grant funded by the DCSF and there are no financial implications of this change.

7. Hereford City North Children's Centre was delayed due to the need for a detailed flood survey to be carried out on site. The scheme is 100% grant funded by the General Sure Start Grant and any funding will be carried into the financial year 2008/09.
8. Not included above are devolved formula capital grants of £2,898,000 which have been allocated to individual schools on a formula basis. All devolved capital that had not been spent at the end of 2007/08 has been carried forward into the new financial year. The monitoring of this capital expenditure will fall within future rounds of capital monitoring.
9. The other budget revisions total £977,896 and are made up of budget changes as follows:

Scheme	Comment	£
Kitchen refurbishment spend – John Masefield, Aylestone High, John Kyrle	Extra funding was available from the Dedicated Schools Grant	(£85,241)
Kington Youth Centre	Work started late in 2007/08	(£63,201)
Ross Children's Centre	Underspend on project	(£37,722)
Ledbury Children's Centre	Extra funding received	£44,549
Golden Valley Children's Centre	Delay due to legal paperwork	(£240,108)
Hollybush Children's Centre	Work due to start 2008/09	(£100,000)
Hereford Skate Park	Due to be spent in quarter 2 2008/09	(£50,000)
Section 106 – Trinity, Queen Elizabeth, Leominster Infants, Kingstone & Thruxton, Withington, Credenhill & St Martins	Funding not spent in 2007/08	(£228,607)
Temporary Classrooms	Overspend	£147,160
Minster School Replacement		(£58,437)
School Building Improvements		(£61,598)
Individual Pupil Needs	Underspend	(£83,327)
LPSA NEET	Income was £30,555	(£41,936)
Weobley High School Sports Hall	Contribution from Herefordshire Council	(£63,360)
Hereford Academy	Still in design stage	(42,624)
Other budget under/overspends		(£14,075)

RECOMMENDATION

THAT the report be noted.

CHILDREN'S SERVICES - CAPITAL BUDGET OUTTURN REPORT **Appendix**

	Budget 2007/08	Outturn 2007/08	Budget 2008/09
John Masefield - kitchen refurbishment	196,129	125,935	-
Ledbury Primary - Extension	759	3,058	-
Site Acquisition - Cradley	75,000	75,106	-
Trinity PS - S106	46,879	-	46,879
John Kyrle High - Kitchen refurbishment	157,692	148,486	-
Aylestone High - Kitchen refurbishment	166,044	160,203	-
Kingstone High - Sports Hall	32,000	35,574	-
Temporary Classrooms	100,000	247,160	-
Queen Elizabeth - refurbishment S106	16,000	688	-
Fairfield High School	102	29,832	-
Credenhill Primary	52,017	-	52,017
St Martin's Primary School	34,090	0	34,090
Leominster Infants (S106)	40,000	8,006	-
Kingstone & Thrupton Primary - S106	24,000	196	-
Michaelchurch Escley Primary	2,362	2,362	-
Weobley High - Sports Hall	165,000	101,660	-
Whitecross High - upgrade playing field	25,000	11,729	-
Kington Primary - Rebuilding	62,343	54,215	-
Withington (S106)	24,511	-	63,918
Minster School - Replacement	266,000	207,563	3,881,307
E Learning Credits	191,720	191,604	-
Sutton Primary replac'T School	2,144,376	1,712,358	227,000
Feasibility Work	50,000	58,672	-
Little Dewchurch Primary - Upgrade Playing Field	30,000	22,583	-
Hope Sure Start - New Centre	12,505	12,505	-
Riverside Junior & Infants Amalgamation	4,039,540	3,695,775	2,742,885
Academy-Wyebridge Replacement School	100,000	57,376	3,847,624
Holmer School Flood Alleviation			190,000
Total Schools Capital	8,054,069	6,962,648	11,085,720

Improving Management Information	25,000	20,015	4,896
ICT Mobile Technology for Social Workers	29,739	29,739	16,000
Harnessing Technology Grant	-	-	1,317,758
School Building Improvements	84,022	22,424	-
Nds Condition Property - Nds Condition 2001/2	900,000	898,799	1,200,000
Individual Pupil Needs	263,000	179,673	260,000
Intergrated Childrens system	21,462	1,860	-
ISPP			23,499
Total Miscellaneous Capital	1,323,223	1,152,509	2,822,153
Bosbury	10,000	10,000	
Kington Youth Centre	107,000	43,799	63,500
Ross Childrens Centre	168,022	130,300	30,000
Ledbury Childrens Centre	447,136	491,685	18,000
Hereford City North (Widemarsh Workhop)	475,000	52,467	922,500
Golden Valley - Peterchurch	255,000	14,893	240,000
John Kyrle ES		1,926	110,000
Kingstone Mobile Family Centre	43,000	42,399	-
Bromyard Mini Sure Start	600	559	-
Hunderton/Hollybush Childrens Centre	100,000	610	100,000
BLF Hereford Skate Park	50,000		50,000
Longtown ES			10,000
Garway ES			80,000
Extended Schools			303,368
Early Years			945,644
Total Children's Centre & Extended Schools Capital	1,655,758	788,637	2,873,012

LPSA2 - Health	114,500	114,500	-
LPSA2 - GCSE	9,304	9,304	
LPSA2 - school attendance	54,297	49,277	21,720
LPSA2 - NEET	72,491	30,555	
Total LPSA Capital	250,592	203,636	21,720
TOTAL CAPITAL	11,283,642	9,107,430	16,802,605
Devolved Formula Capital	2,897,893	287,149	2,795,429

REVENUE FINAL OUTTURN REPORT 2007/08

Report By: Finance Manager

Wards Affected

Countywide

Purpose

1. To report on the final outturn for 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 Integrated Performance Report to Cabinet on 27th March 2008 (based on expenditure to 31st February 2008) projected a revenue overspend of £832,000 before the application of the social care contingency. The report to the Children's Services Scrutiny Committee at the end of April (based on expenditure to the 31st March) projected an overspend of £272,000 after the application of the contingency. In addition budget of £468,000 was expected from the Invest to Save/Spend to Mitigate programme which reduced the projected outturn to a small underspend of £196,000.

Children's Services

4. At year end a balanced budget was achieved by using the spend to mitigate budget and the centrally held social care contingency.
5. The Safeguarding and Assessment budgets were £664,000 overspent. The underlying cost pressures result from the increase of external agency placements (£692,000) and increased fostering placements (£170,000). The overspend in external agency placements was offset by the application of the contingency at year end. The number of agency placements shows a rise from 24 in April 2006 to 29 at the end of 2007/08 (including 1 in secure accommodation). Similarly fostering and respite placements have risen from 112 in April 2007 to a peak of 126 in November before reducing to 112 in March 2008. The Council has a statutory responsibility to meet the needs of individual children if such placements are necessary and these placements can be expensive (typically each one costs in excess of £150k). This area is a key pressure for 2008/09 financial year and unless placements can be reduced there will be a continuing cost pressure.
6. In 2007/08 redundancy commitments totalled £571,000 representing an overspend of £466,000 against the budget. An analysis of three year school budgets indicates that a similar level of redundancies arising from falling rolls will continue for at least the next two financial years.

7. School Transport route reviews and fewer transport days in the school year delivered savings of £575,000, slightly higher than the predicted figure. The overall picture also saw savings of £229,000 largely due to the one-off windfall arising from the transfer from Standards Fund academic year funding to financial year funding in the LAA. It should be noted savings from school transport continue to help meet the cost of overspends in other parts of the budget.

Dedicated Schools Grant

8. In 2007/08 Dedicated Schools Grant (DSG) was under spent in total by £1,199,000. The underspend has arisen due to extra grant funding of £416,000. This was caused by additional pupils, the carry forward from 2006/07 of £223,000, and an underspend in the Joint Agency Management Agency/out county placements budgets of £435,000 largely due to unexpected reduced placements. Additionally there was an overspend in banded funding of £135,000 and an overspend on nursery Education Funding to Private, Voluntary and Independent providers of £239k arising from an additional week's payment in this financial year and a temporary rise in numbers.
9. The DSG is ringfenced and must be spent on schools and specific services to schools and the £1.2m under spend has been carried forward to the new financial year. Schools Forum has agreed to distribute £700,000 to schools and is due to consider the remaining £499,000 at the meeting on 3rd July.

RECOMMENDATION

THAT the report be noted.

Children & Young People's Directorate Revenue Budget Monitoring Report – Outturn 2008

	2007/08 BUDGET £'000	2007/08 OUTTURN £'000	2007/08 VARIANCE £'000	NOTES
A. Dedicated Schools Grant (DSG)				
Grant Income from DfES	-82,119	-80,825	-1,293	DSG income more than expected and includes £223k c/fwd from 06/07
Carry forward of DSG under spend.	0	-1,199	1,199	
Primary Schools	35,953	35,807	145	
High Schools	36,766	36,810	-43	
Special schools	3,112	3,314	-202	September pupil increase
School Related Expenditure	404	510	-106	
Less LSC income	-2,613	-2,610	-3	
Central spending within DSG				
Special Needs Banded Funding	850	985	-136	Higher numbers of allocations at Banding Panel
Special Needs Support Services/Inclusion	1,517	1,518	-1	
Fees to Independent Schools for SEN placements	1,319	884	435	Fewer children than expected due to leavers and delayed new placements
Pupil Referral Units	852	854	-2	
Nursery Education Funding	2,407	2,694	-287	Extra week in Financial year and increase in numbers.
Other Early Years	500	452	48	
Miscellaneous	1,054	854	200	Contingency £208k.
Music	0	0	0	Supported by Standards Fund Grant
Dedicated Schools Grant Total	1	46	-45	
B. Children's Budget				
External Agency Placements	1,751	2,443	-692	Excludes social care contingency.
Fostering	2,368	2,538	-170	Extra placements in year
Social Work	3,623	3,614	10	Excludes spend to save income
Assessment & Family Support	2,161	1,973	188	
Children with Disabilities	1,066	1,095	-29	Increase in direct payments and increase in JAM contribution.

Strategic Management	406	488	-82	
School Improvement	997	775	222	
Transport	5,207	4,633	575	Savings from route reviews and fewer transport days, 186 days.
Asset Management	6,348	6,328	20	
Severance costs and former staff pension liabilities	105	571	-466	Severance cost from continued falling rolls
Central Recharges	1,872	1,705	167	
Finance General	2,365	2,542	-178	
Youth Offending Team	315	276	39	
SEN – Integrated Services	880	897	-17	Excludes spend to save income
Youth Service	1,249	1,167	82	
IS - Management Costs	138	201	-64	
Early Years	494	432	62	
Year End Financial Adjustment	1,085	706	379	Social care contingency and spend to save income
Children's Total	32,429	32,384	45	
CYPD Total	32,430	32,430	0	

REVIEW OF BEHAVIOUR AND DISCIPLINE MANAGEMENT IN HEREFORDSHIRE SCHOOLS

Report By: Director of Children's Services

Wards Affected

County-wide

Purpose

1. To update the Committee with regard to progress made in the action plan following the review.

Financial Implications

2. The recommendations contained in the original report had some potential financial implications although this would be expected to be contained within current budget.

Background

3. Following a Scrutiny review of behaviour and discipline management in Herefordshire schools, a report was considered and accepted by the Children's Services Scrutiny Committee on 19th March 2007. The report was considered by the Cabinet Member (Children's Services) and an action plan was then developed and agreed with the Cabinet Member (Children's Services). The action plan, attached at appendix 1, contains activities to be carried out by the Cabinet Member and Council officers as appropriate.
4. While the action plan is broadly on track with most actions completed, attention is drawn to the following areas for your information:
5. Recommendation 7.1 – the consultation with schools carried out in 2006 as part of the review will need to be repeated next term. It is anticipated that the original questionnaire will be sent out to all members of staff, teaching and non-teaching, in the same schools. This will enable us to compare and contrast the original data with new information. This action has been discussed and endorsed by union representatives.
6. Recommendation 7.3 – the web-based Children Resource Directory (CRD), which is already in place, will be up-dated. Services providing support to address challenging behaviour are included in the CRD.
7. Recommendation 7.4 – the use of leaflets to provide information that is often subject to change may not be an effective use of resources. Better use of the web-based information may be a better option to offer parents and carers about what is available as it can be updated regularly. There is a suggestion that this action is merged with 7.3.

Further information on the subject of this report is available from D. Longmore, Manager of School Inclusion, tel 01432 260816

8. Recommendation 7.5 – another high school has set up a Learning Support Unit (LSU). LSUs are specialist, on-site centres offering targeted support for students with a range of difficulties, especially challenging behaviour.
9. Regarding the final recommendation added by the committee, there have been several discussions with union representatives about addressing the stressful challenge to school staff posed by students with aggressive behaviour. Accordingly, the Local Authority have encouraged schools to submit data via the health and safety reporting system. The union representatives are also looking forward to receiving the data from the next consultation with school staff outlined above in Recommendation 7.1.
10. A general point worthy of note is the position regarding exclusions from school. At the time of writing (26.06.08), the number of permanent exclusions for this year academic year was 13 (12 from High schools and 1 from Primaries) as compared to a total of 31 in 2006/7. There has been a significant fall in the use of fixed term exclusions also. With just a few weeks left until the end of this academic year, this is a tremendous achievement and indicates the excellent work that Herefordshire schools are doing in dealing with challenging behaviour.

RECOMMENDATION

THAT The Committee notes and supports the progress made in the action plan.

BACKGROUND PAPERS

- None

Action Plan resulting from the Executives consideration of the Scrutiny Review of Behaviour and Discipline in Herefordshire Schools.

Recommendation number	Recommendation (figs in brackets refers to relevant section of report)	Summary of Cabinet/Cabinet Member Response	Action	By Who	By When	Target/Success criteria	Progress
7.1	The results from the staff questionnaire be used to form the baseline for similar studies to be undertaken in the future (see para. 3.1)	Agreed	To circulate a similar questionnaire to school staff in 2008 Analyse results	Lead Officer (Dennis Longmore) Lead Officer	December 2008 April 2009	Questionnaire developed, circulated and returned Summary of results presented to Scrutiny Committee April 2008	Noted for action
7.2	That an audit be undertaken of the positive parenting courses currently available across Children's Services (multi agency), and if necessary, the	Agreed	Carry out audit of parenting courses Marketing of parenting courses to be included in the Parenting	Richard Watson Sue Peasgood	December 2007 April 2008	Production of written summary & results considered by Director/Cabinet Member Parenting Strategy produced	Completed Parenting Strategy delayed – not yet completed

					Strategy							
7.3	provision and information about such courses be increased. (see para. 3.6)	Agreed			To audit and list all such services Publish the info (on website)	Lead Officer Lead Officer with ICT	July 2008 July 2008	Directory available (either hard copy or electronic)		Noted for action		
7.4	A Directory of information be compiled of services available to both parents and professionals to support and improve pupil behaviour in schools; (see para. 3.8) Leaflets informing parents and professionals of key services be reviewed and updated where necessary; (see para. 3.8)	Agreed			Leaflets to be designed, produced and circulated	Lead Officer	July 2008	Leaflets available		Noted for action		

7.5	<p>The Cabinet Member (Children and Young People) consider the merit in discussing with appropriate schools the further provision of Learning Support Units (LSUs) in the county; (see para. 3.10)</p>	Agreed	<p>Meeting with Cabinet Member and key staff to discuss the issue of LSUs</p> <p>Cabinet Member to visit schools</p>	Cabinet Member	Oct 07 July 2008	Meeting held	Noted for action
7.6	<p>The Cabinet Member (Children and Young People) satisfies herself that procedure for the early identification of moderate learning difficulties is rigorously implemented; (see para. 3.11)</p>	Agreed	<p>Cabinet Member to meet with relevant LA staff to discuss procedures already in place</p> <p>Visit a sample of schools (if necessary)</p>	Cabinet Member	Oct 07 July 2008	<p>Meeting convened</p> <p>If necessary visits undertaken & findings/action reported to Scrutiny</p>	Completed

7.7	<p>When the expected legislation is brought into force the correspondence to parents of excluded pupils be revised to reflect the new legal responsibilities and the penalties of not supervising their children when excluded. Such correspondence to be where possible in plain English; (see para. 3.12)</p>	Agreed	<p>To circulate new exclusion model letters (from schools to parents) reflecting the changes</p> <p>To consider an article in September Herefordshire Matters highlighting the new responsibilities</p>	Lead Officer	September 2007	New model letters in use by schools	Completed
7.8	<p>A review be undertaken into the level of support for healthy eating</p>	Agreed	A brief report to be completed by Healthy Schools	Tess Boyes (Healthy Schools)	December 2007	Report completed and made available for the Scrutiny Committee	Completed

	<p>initiatives from both the Council and the Primary Care Trust (PCT), in particular to applaud those schools that have achieved the National Healthy Schools Status and to encourage the rest to do so; (see para. 3.13)</p>		<p>Cabinet Member to write to Healthy Schools acknowledging their good work in this area</p>	<p>Cabinet Member</p>	<p>Oct 07</p>	<p>Letter sent</p>	<p>Completed</p>
<p>Added by Committee</p>	<p>The Cabinet Members attention be drawn to the Council's duty of care' to its employees.</p>	<p>Noted by Cabinet Member</p>	<p>Cabinet member met with HR Officer (Nick Austin) Officers have met with Union representatives</p>	<p>Cabinet Member</p>	<p>October 2007</p>	<p>Cabinet Member to feel fully informed of the Council's duty of care</p>	<p>Completed</p>

**CHILDREN'S SERVICES SCRUTINY COMMITTEE
WORK PROGRAMME****Report By: Assistant Chief Executive – Legal and Democratic****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 2008/09 for 7 July 2008

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 2009	
Officer Reports	<ul style="list-style-type: none"> • Capital Budget Monitoring. • Revenue Budget Monitoring • Performance Digest • Committee Work Programme.
Scrutiny Reviews	

Possible future items on:

- Extended Schools.
- Early Years provision.
- School transport particular reference to Yellow Bus scheme.
- Issues around statemented or banded funding.
- Delivery plans to be submitted to Committee for the Children and Young People Plan.

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.

