

# AGENDA

## Children's Services Scrutiny Committee

Date: **Friday 11 March 2011**

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Time: **10.00 am**

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

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

For any further information please contact:

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# Agenda for the Meeting of the Children's Services Scrutiny Committee

## Membership

<b>Chairman</b>	<b>Councillor WLS Bowen</b>	
<b>Vice-Chairman</b>	<b>Councillor ME Cooper</b>	
	<b>Councillor AW Johnson</b>	
	<b>Councillor Brig P Jones CBE</b>	
	<b>Councillor JJD Lavender</b>	
	<b>Councillor G Lucas</b>	
	<b>Councillor JE Pemberton</b>	
	<b>Councillor SJ Robertson</b>	
	<b>Councillor RV Stockton</b>	
	<b>Councillor AM Toon</b>	
	<b>Councillor WJ Walling</b>	
	<b>Mr PF Burbidge</b>	Roman Catholic Church
	<b>Mr P Sell</b>	Church of England
	<b>Mrs E Lowenstein</b>	Secondary School Governors
	<b>Mr T Plumer</b>	Primary School Parent Governors
<b>Non Voting</b>	<b>Mrs S Catlow-Hawkins</b>	Secondary School Headteachers
	<b>Mrs OR Evans</b>	Special School Headteachers
	<b>Mr P Hayden</b>	The Alliance
	<b>Mr M Harrisson</b>	Teacher Representative
	<b>Mr C Mutton</b>	Primary School Headteachers

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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. A Councillor who has declared a prejudicial interest at a meeting may nevertheless be able to address that meeting, but only in circumstances where an ordinary member of the public would be also allowed to speak. In such circumstances, the Councillor concerned will have the same opportunity to address the meeting and on the same terms. However, a Councillor exercising their ability to speak in these circumstances must leave the meeting immediately after they have spoken.

## AGENDA

	Pages
<b>1. APOLOGIES FOR ABSENCE</b>	
To receive apologies for absence.	
<b>2. NAMED SUBSTITUTES</b>	
To receive details of Members nominated to attend the meeting in place of a Member of the Committee.	
<b>3. DECLARATIONS OF INTEREST</b>	
To receive any declarations of interest by Members in respect of items on the Agenda.	
<b>4. MINUTES</b>	1 - 10
To approve and sign the Minutes of the meeting held on 10 December 2010.	
<b>5. SUGGESTIONS FROM MEMBERS OF THE PUBLIC ON ISSUES FOR FUTURE SCRUTINY</b>	
To consider suggestions from members of the public on issues the Committee could scrutinise in the future.	
<b>6. REPORT ON THE RESULTS ON THE CONSULTATION ON PRIORITIES FOR THE CHILDREN AND YOUNG PEOPLE'S PLAN 2011 - 2014</b>	11 - 14
To provide an update on the consultation feedback and the next steps in relation to the Children and Young People's Plan 2011 – 2014.	
<b>7. REVENUE BUDGET MONITORING REPORT 2010/11</b>	15 - 30
To report on the monitoring of the Children's Services revenue budget for 2010/11 at the end of quarter three. To provide comparisons to 2009/10 budget and outturn so that Scrutiny Committee can assess and comment upon the budget management of Children's Services.	
<b>8. PERFORMANCE DIGEST QUARTER 3 2010/11</b>	31 - 48
To present the Performance Digest for Children's Services for Quarter 3 of 2010-2011, to update on the recommendations from the Ofsted inspection of safeguarding and looked after children services and to highlight key performance issues.	
<b>9. CHILDREN AND YOUNG PEOPLE DIRECTORATE REORGANISATION</b>	49 - 70
To update the Committee on the progress of the CYPD reorganisation and the development of locality team arrangements, and to report back to Scrutiny Committee on issues raised at the Members Seminar on 7 <sup>th</sup> February 2011 on localities development.	

<b>10. STANDARDS IN THE EARLY YEARS FOUNDATION STAGE AND STANDARDS IN THE PRIMARY AND SECONDARY STAGES - FURTHER UPDATE</b>	71 - 86
To receive an update on progress in standards in the Early Years Foundation Stage and standards in the Primary and Secondary Stages.	
<b>11. CAPITAL BUDGET MONITORING UPDATE ON 2010/2011 AND FUNDING FOR 2011/2012</b>	87 - 92
To scrutinise the capital budget position for 2010/11 for the Children & Young People's Directorate and to receive information on indicative capital funding for 2011/12.	
<b>12. EXECUTIVE RESPONSE TO SCRUTINY REVIEW OF PUPIL ACHIEVEMENT IN SWIMMING AT KEY STAGE 2</b>	93 - 94
To note the Cabinet Member – ICT, Education and Achievement, response to the Scrutiny Review of Pupil Achievement in Swimming at Key Stage 2.	
<b>13. COMMITTEE WORK PROGRAMME</b>	95 - 100
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, Children's Services, Community Services, Environment, and Health. An Overview and Scrutiny 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

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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.

#### **2. Questions from Members of the Public for Consideration at Scrutiny Committee Meetings and Participation at Meetings**

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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 and Strategic Housing.*

### **Children's Services**

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

### **Community Services Scrutiny Committee**

*Cultural Services, Community Safety (including Crime and Disorder), Economic Development and Youth Services.*

### **Health**

*Scrutiny of the planning, provision and operation of health services affecting the area.*

### **Environment**

*Environmental Issues  
Highways and Transportation*

### **Overview and Scrutiny Committee**

*Corporate Strategy and Finance*

*Resources*

*Corporate and Customer Services*

*Human Resources*

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HEREFORDSHIRE COUNCIL

## **MINUTES of the meeting of Children's Services Scrutiny Committee held at The Council Chamber, Brockington, 35 Hafod Road, Hereford on Friday 10 December 2010 at 10.00 am**

**Present:** Councillor WLS Bowen (Chairman)  
Councillor ME Cooper (Vice Chairman)

Councillors: DW Greenow, AW Johnson, Lavender, G Lucas, PM Morgan, SJ Robertson, RV Stockton, AM Toon, WJ Walling,

**Co-opted Members** Mr PF Burbidge, Mr P Sell, Mrs OR Evans and Mr M Harrisson

**In attendance:** Councillors: JHR Goodwin, PJ Edwards, TM James, RI Matthews, AT Oliver and PD Price (Cabinet Member – ICT, Education and Achievement)

The Committee observed a one minute silence in memory of the former Chairman of the Council, Councillor PE Harling who had recently passed away.

### **36. APOLOGIES FOR ABSENCE**

Apologies were received from Councillor Brig P Jones CBE, Councillor Mrs JE Pemberton; Mrs Catlow-Hawkins; Mr P Haydon; Mrs E Lowenstein. An apology was also received from Councillor J Hyde (Cabinet Member – Children's Services).

### **37. NAMED SUBSTITUTES**

Councillor P Morgan substituted for Councillor Brig P Jones CBE. Councillor DW Greenow substituted for Councillor JE Pemberton

### **38. DECLARATIONS OF INTEREST**

The following interests were declared:

<b>Name</b>	<b>Interest</b>	<b>Reason</b>
Councillor WLS Bowen	Personal	Governor – Kingsland CE Primary and Luston Primary schools.
Councillor M Cooper	Personal	Governor - John Masefield High School
Councillor G Lucas	Personal	Governor – Brampton Abbots CE Primary School
Councillor PM Morgan	Personal	Governor – Ashperton Primary School
Councillor SJ Robertson	Personal	Governor - Burghill Community Primary School
Councillor RV Stockton	Personal	Governor – Colwall CE Primary School
Councillor AM Toon	Personal	Governor – Whitecross High School
Mr PF Burbidge	Personal	Governor – St Mary's RC High School. He declared that in view of his position he would not be voting in relation to agenda Item 6.
Mr P Sell	Personal	Director of Education – Diocese of Hereford. He declared that in view of his position he would not be voting in relation to agenda Item 6.

**39. MINUTES**

**RESOLVED: That the minutes of the meetings held on 1 and 22 October 2010 be approved as a correct record and signed by the Chairman.**

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

No suggestions for scrutiny were received from the public.

**41. CALL-IN OF CABINET'S DECISION THAT DILWYN CHURCH OF ENGLAND PRIMARY SCHOOL BE DISCONTINUED ON 31 AUGUST 2011**

Mr P Burbidge, Chair of St Mary's Roman Catholic High School, and Mr P Sell, Director of Education, Diocese of Hereford, both declared personal interests in this item and in view of their positions declared that they would not be voting.

The Committee reviewed the Cabinet decision that Dilwyn Church of England Primary School be discontinued on 31 August 2011, which had been called-in by three Members of the Committee.

The agenda report detailed the stated reasons for the call-in. Appended to the report was the decision notice of Cabinet setting out the decision and the report to Cabinet on 25 November 2010 on which that decision had been based and the joint statement issued at the meeting. The draft minutes of Cabinet held 25 November 2010 were circulated prior to the meeting. Also attached to the report were the minutes of Cabinet on 12 July together with agenda report when the options for Dilwyn C of E school had been previously considered.

Both the Liberal Democrat Group Leader and the Herefordshire Independents Group Leader criticised the Council's constitution for the way it restricted free debate on call-in issues.

The Cabinet Member (ICT, Education and Attainment) reported that there had been no significant change at Dilwyn school since Cabinet had considered the matter at its July 2010 meeting that would improve the financial position or the sustainable outlook for the school. Consultation over and above that required had taken place and officers had worked with both Diocesan authorities to investigate possible ways forward. A number of questions or comments had been made at Cabinet and these were covered in the minutes of that meeting.

In the course of considering the stated reasons for the call-in the following principal points were noted in relation to each point:

Stated reason - first bullet point

- A question was raised concerning the accessibility of pupil numbers. The Herefordshire Local Admissions Forum (HLAF), which usually received reports on pupil numbers in schools, had been cancelled. It was claimed that there had been no information on the closure of Dilwyn School and accurate pupil numbers had been difficult to obtain. It was suggested that the HLAF was an independent body and could have considered the matter. In response the Assistant Director, Planning, Performance and Development reported that the recent HLAF had been cancelled due to lack of business. Consideration of Dilwyn school had been ongoing since January 2009 and HLAF had received reports on pupil numbers, but not specifically in relation to Dilwyn.

- While Hope-under-Dinmore and Brilley schools had closed with the agreement of the governing bodies, it was claimed that the local authority had actively campaigned to dissuade parents from placing their children at Dilwyn. In response the Committee questioned where the evidence was for such a claim.

Stated reason – second bullet point

- The Education and Inspections Act 2006 placed the likely effect of the discontinuance of the school on the local community as a material consideration. It was pointed out that the community had raised money to support the school and that the closure of the school would have a knock on effect to other community groups in the village. The Interim Director of Children's Services responded that community representation had been well understood throughout the process. There had been extensive discussions with the community and the school. An opportunity to work differently at the school had been led by the local authority. Unfortunately this had not lead to an increase in the numbers on roll.
- Following reference to the Council's Small Schools Policy the Cabinet Member (ICT, Education and Attainment) responded that the policy had been in existence for a number of years and hadn't been questioned. For the last 2 years Dilwyn school had been dealt with under that policy and options, including federating with another school had been pursued.
- The Interim Director of Children's Services strongly refuted claims that pupils had been directed away from Dilwyn school. A member of scrutiny committee noted that no evidence had been produced to support any such claim. With the Diocese, intensive support had been given over a number of years in an attempt to increase the numbers on roll.
- Comment was made that greater emphasis should be given to the community particularly as the government was due to issue the Localism Bill. Cabinet had failed to consider the affordable housing need in the area. Other schools in a similar situation had been helped. In response a contra comment was made that the community had made its own decision by not sending its pupils to this particular school.
- Community Groups used the village hall for meetings and activities.
- The Committee noted that it was a case of balancing the impact, value for money and the quality of education.
- It was questioned whether there was a structured framework that set out what a rural community should consist of. The Interim Director of Children's Services reported that the consultation had followed the statutory process and the responses received had been reported to Cabinet.
- Questioned on who owned the school and playing fields the Director of Education, Diocese of Hereford, responded that a 'reversion order' would be sought by the Trustees should the premises not continue as a educational establishment. The playing fields were Glebe land.

Stated reason – third bullet point

- The Interim Director of Children's Services reported that while a number of headlines concerning intended changes had been issued by government, until statutes were changed the Council was obliged to comply with current law. He highlighted the considerations within the Education and Inspections Act 2006 set out in the report to Cabinet.
- While the call-in Members had no problem with government policy or the Small Schools Policy, they wished to ensure that statutory procedures had been adhered to.
- The Cabinet Member (ICT, Education and Attainment) reported that a well attended meeting had been held with the local community and the school management when the facts had been put. The statutory process had been explained and the level of assistance the Council was giving to the community



had been highlighted. This had resulted in 60 to 70 letters on similar lines that supported the federation proposal. Through out the process the community had had every opportunity to respond.

- Questioned whether the Director and Cabinet Member were satisfied that every option had been explored the Interim Director of Children's Services responded that the process had been undertaken and all options and alternatives had been exhausted. His concern now lay with the continued quality of education for the children at the school. While national government may be considering changing statutes this matter now required a local decision.

Stated reason – forth bullet point

- The Interim Director of Children's Services responded that federating with St Mary's had been actively considered by the Council and the Dioceses under the Small School Policy and the options had been discussed with, and by, the Governors. Only 3 schools had expressed any interest in federating and only St Mary's had produced a proposal. Having worked with St Mary's on the federating proposal the final proposal had not been sufficiently robust in addressing the financial; long term stability; safeguarding and educational opportunities needed by a small cohort.
- It was reported that Burghill Community Primary School may have an interest in federating with Dilwyn School. Burghill had recently had a video link to a school in Ohio and it was suggested that technology may be a way of linking schools together and worthy of Cabinets consideration. It was also suggested that more affordable housing for local workers e.g. at Tyrells, would increase the school population. In response the Interim Director of Children's Services commented that technology had a significant opportunity to improve education delivery in the County and the Cabinet Member (ICT, Education and Attainment) had been championing its development. However, technology would not address the financial situation, the numbers on roll and long term sustainability of the school. Neither would it replace the social interaction of pupils.
- Responding to criticism concerning the last minute submission at Cabinet of the Joint Statement and the limited time allowed to consider it, the Cabinet Member (ICT Education and Achievement) responded that time had been taken to ensure that all options had been explored before a decision was taken and that the situation had been explored from early 2009.
- All schools, including Lord Scudamore, had been asked 2 years ago about possible federation.

Stated reason fifth bullet point

- It was commented that reference to Eardisley should probably refer to Almeley Primary School. It was suggested that the villages referred to had been supported in building houses and therefore the numbers on roll had increased and this scenario should be available to Dilwyn.
- Responding to a suggestion that Dilwyn School be mothballed until pupil numbers increased the Director of Education, Diocese of Hereford reported that discussions were ongoing over the future of the property, including the possibility of it becoming a 'free school'. If the school ceased under the trust deed to be an educational establishment the property would revert, hence the reversion notice' to the rightful owners.

Stated Reason – sixth bullet point

- The Interim Director of Children's Services reported that as at 3 December there were 31 pupils at the school. There had been no evidence that parents had refused Dilwyn School because of any possible closure. The potential for new house building in the area had been investigated but the number of expected houses would not provide sufficient numbers of children over a number of years to make the school viable.

- It was asserted that there were written statements that parents would consider sending pupils to Dilwyn if it was federated with St Mary's. It was also asserted that, according to government figures, the birth rate was increasing, and therefore pupil numbers would be rising. It was also alleged that the 2008 aborted report to Council on possible school closures had influenced parental choice. In response the Cabinet Member (ICT Education and Achievement) commented that Dilwyn School had known about the falling rolls issue for some years. The Interim Director of Children's Services responded that survey responses had not identified the 2008 report to Council as being a reason for not sending children to Dilwyn School. He further commented that while there were areas that were experiencing an increased birth rate this was not the case in the North West of the county which had 160 spare spaces in schools.
- It was suggested that due to the economic down turn parents with children in private schools may be considering moving them to council schools. The Interim Director of Children's Services commented that if this were to happen the numbers would be minimal and would not effect the underlying position at Dilwyn.

**RESOLVED: that the Committee accepts the decision of Cabinet with no further comment.**

The Cabinet Member (ICT, Education and Achievement) stated that both he and the Interim Director of Children's Services had noted the comments made during the debate.

**At this point the Committee adjourned for 12 minutes and resumed at 11.53am**

#### **42. PERFORMANCE DIGEST - QUARTER 2 2010-1011**

The Committee considered the Performance Digest for Children's Services for Quarter 2 of 2010-11.

The Assistant Director Planning, Performance and Development, presented the report which drew Members attention to a number of key areas for consideration based on the Every Child Matters outcome areas and he highlighted a number of key issues.

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

- Due to an increase in demand following national serious case reviews i.e. Baby P case, and subsequent heightened awareness within various children's agencies, there had been a significant increase in the number of referrals to children's social care and this was under review.
- One post within the directorate reorganisation had specifically been designated to look at the provision for children with Autism needs.
- Concern was again expressed regarding the NEET statistics (Not in Education, Employment or Training) namely that students are not recorded if they go to university and then drop out. The Interim Director of Children's Services acknowledged these were difficult statistics to capture and warned that things may get more complicated before they improved. In the current economic climate NEET may be an area for scrutiny to look at in the future.
- Questioned about the Connexions Service the Interim Director of Children's Services reported that the Service was now provided in-house and supported by the Area Based Grant (£1.4m) which was likely to be reduced. Connexions provided services to individuals, and worked on a County and sub-regional basis.
- Responding to comments about pupil absence figures the Committee noted that a number of initiatives were in place to address the matter and that resources had been targeted through the directorate restructure to progress projects. Responding to whether pupil absence was affected by 'armed forces leave', a Member briefing note would be provided. Further questioned about whether guidance was provided on the taking of holidays the Interim Director of Children's

Services reported that no written guidance was produced, however, officers did provide advice on this issue.

- A Member briefing note would be provided to clarify the provision of post 16 transport.
- Funding for Chlamydia screening was on-going via Public Health.

**RESOLVED: that the levels of performance for Quarter 2 of 2010/11 as set out in the report be noted.**

#### **43. CONSULTATION ON PRIORITIES FOR THE CHILDREN AND YOUNG PEOPLE'S PLAN 2011-2014**

The Committee considered the partnership priorities for the next Children and Young People's Plan, covering the period 2011-2014.

The Head of Children's Trust Development presented the report and highlighted that while The Department for Education (DfE) had removed the requirement to have a plan of this nature, there was a real commitment in the County for partnership working to continue and a plan was needed to focus and direct the work of the partners. The new plan would benefit families, children and young people and was currently drafted for consultation. The final plan would be published in April 2011. The plan would focus on the top priorities that partners in the Children's Trust would deliver that would make lives better for families and their children. The proposed priorities of the new plan were appended to the agenda report.

The Committee considered the priorities and during the course of debate the following principal points were noted:

- It was commented that preventative work was money well spent. The Interim Director of Children's Services reported that the directorate restructure had been predicated on helping parents and families to help themselves.
- In relation to reducing childhood obesity and the importance of breastfeeding in providing the best start in life, it was questioned whether funding for initiatives would continue. Health colleagues would be consulted and a briefing note provided to Members on the issue. A briefing note was also requested providing further information (statistics, definitions and clarification) on the National Child Measurement Programme.
- The rate of smoking and drinking in the youth population would only change when there was a change in the youth culture and education was a key element in this.
- It was suggested that percentage figures used in the plan should be supported with actual figures.
- Responding to the suggestion that, with appropriate safeguards in place, the Youth Council should be contactable via Facebook the Committee noted that this was already being investigated.
- While all the priorities were excellent, appropriate funding was necessary. The Interim Director of Children's Services responded that the Young Peoples Plan should lead to a 3 year strategic plan and in turn should produce a business plan for its delivery.
- While it was questioned whether attainment levels correlated to social groupings it was noted that attainment at the Hereford Academy had significantly improved.
- Considering opportunities for young people and the NEET target (Not in Education, Employment or Training) it was questioned how many apprenticeships the Council offered. Members would be provided with information by briefing note.
- The Committee noted that the existing "duty to co-operate" amongst the partners in the Plan would remain in place, although schools and colleges will be



removed, subject to parliamentary approval, in the Education Bill due shortly. The Interim Director of Children's Services responded that the partnership would have to comply with the statute. However, locally the partnership was looking to develop a 'family of provision' and the Heads of schools and colleges had indicated that they were keen to be part of that family.

**RESOLVED: that the draft priorities set out in the consultation document for the Children and Young People's Plan be noted and on the close of the consultation an update report be presented to the March 2011 Committee meeting.**

**44. OFSTED INSPECTIONS OF SAFEGUARDING AND LOOKED AFTER CHILDREN IN HEREFORDSHIRE - JUNE AND SEPTEMBER 2010: OUTCOMES AND ACTION PLAN**

**RESOLVED: That consideration of this item be deferred to the next meeting.**

**45. ATTAINMENT AND ACHIEVEMENT IN THE SECONDARY PHASE**

The Committee considered the attainment and progress of pupils in the secondary phase of maintained schools in Herefordshire in 2010.

The General Inspector Secondary/Secondary Strategy Manager and the General Inspector presented the agenda report and highlighted that: No Herefordshire high school was graded in an inadequate OFSTED category and five schools were graded outstanding; in 2010 good GCSE results were maintained with some improvements in a number of key benchmark measures continuing the positive trend at KS4; Herefordshire schools continued to demonstrate attainment which was generally in line with or higher than the national average; the national rate of progress was beginning to improve at a faster rate than in Herefordshire in the key benchmark of 5+A\*-C grades at GCSE including English and mathematics; the performance of vulnerable groups continued to improve although there was some variability and some notable successes; girls performed better than boys in 2010 in a number of areas and for some schools the gap in performance between boys and girls had widened. Officers took the Committee through the report in some detail.

In the course of discussion the following principal points were noted:

- Questioned about how gifted and talented pupils were identified and supported the Committee were informed that schools had received training on the national standards and were expected to keep a register and policy on gifted and talented pupils. The training had provided a focus on the identification of such pupils and disseminated areas of good practice. The Committee requested further information on this subject via a Member briefing note.
- Concern was expressed that attainment in BTEC courses may not be reported in the same way as GCSEs were. The Interim Director of Children's Services warned that until the context behind the attainment statistics were known and a baseline had been established there would be complications in interpreting the outcomes.
- Questioned about Herefordshire's attainment when compared to the County's socio-economics, the Interim Director of Children's Services responded that in fiscal terms the County were doing more for less. He commented that in his view further improvements should be made in early years and primary attainment to ensure that momentum was maintained that would further improve attainment at secondary schools.

**RESOLVED: that the standards in the secondary phase of maintained schools be noted and a further update be included in the 'educational standards' report planned for the March 2011 Committee.**

**At this point the Committee adjourned for 8 minutes and resumed at 1.38pm.**

**46. REVENUE BUDGET MONITORING REPORT 2010/11**

The Committee assessed and commented upon the Children's Services revenue budget for 2010/11 at the end of quarter one and were provided with comparisons to the 2009/10 budget and outturn.

The Assistant Director Planning, Performance and Development reported that since the agenda report further savings had been made and the current projected outturn position predicted an overspend of just under £900k and highlighted that this was almost entirely due to the pressures on external placements and placements for children with complex needs. The agenda report outlined the service pressures and measures being put in place to address those pressures.

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

- The Committee noted that Wigmore High and Primary schools had applied for academy status and this was likely to take effect from January 2011 and not April as indicated in the report.
- It was confirmed that academies complied with the national admissions code. On changing to an academy the Specialist College status disappeared but it was thought that Beacon Status could be retained.
- The Interim Director of Children's Services reported that all schools in the county were keen to be part of the 'family of education' regardless of the status of the school and were keen to sign the pledge to young people on education delivery. Schools were keen to work with the Council on various initiatives to take this forward.
- In January or February of 2011 a 'market place' would be held for school heads to see the range of services on offer from the Council.
- In view of the changing relationships with schools with the advent of academies, free schools, federations etc, Members requested a report explaining the interrelationships and pressures on the directorate central services. However, as the subject should interest all Councillors it was decided that an all Member seminar on the issue should be arranged in the New Year.
- Noting the continued budget pressures on external placements and placements for children with complex needs it was suggested that Cabinet Members should give consideration to whether it would be more cost effective for additional provision to be made locally.
- Noting that other authorities place children in this county, concern was expressed that this placed additional pressures on Herefordshire services. The Assistant Director Planning Performance and Development, reported that there was a duty on other authorities to notify the Council of placements. If on leaving care the young person continued to live in the County this could place additional pressures on other services e.g. housing.

**RESOLVED: that**

- 1. the position set out in the Revenue Budget report be noted;**

2. **the Cabinet Member(s) give consideration to whether it would be more cost effective for additional provision to be made locally for looked after children and children with complex needs; and**
3. **consideration be given to arranging an all Councillor seminar on the themes of the interrelationships and pressures on the directorate central services following the changes to school management.**

#### **47. MOBILE WORKING FOR SOCIAL WORKERS WITHIN SAFEGUARDING AND VULNERABLE CHILDREN SERVICE**

The Committee were informed of the current position in respect of mobile working for children's social workers and support workers within Herefordshire.

The Interim Director of Children's Services presented the agenda report and commented that mobile working had great benefits for social workers, allowing them to work more flexibly and keep their records up to date. Information regarding children can be immediately updated and thereby was the most efficient way of using the current electronic system to ensure that children are safeguarded. More mobile ICT provision would significantly reduce travel costs and time that social workers spent on the road as they could work from a local base to them or return home to do their written work. A number of options for mobile working were either being considered by the Council or were being implemented and these were detailed in the report.

The Interim Director of Children's Services reported that in any system, confidentiality and information security was essential. Under the 'locality working' agenda work would need to progress to enable more flexible working, however this needed to be seen in the context of the current financial constraints.

It was suggested that closer consultation was needed with mobile technology providers to ensure that when planning applications for local transmitters were considered the technology could be optimised.

#### **RESOLVED: THAT:**

- 1) **Scrutiny Committee supported the proposal for:**
  - (a) **ICT technical options to be identified between the Children and Young People's Directorate and ICT Services to find a suitable and cost effective way for staff to work in a more mobile way.**
  - (b) **A review to take place on the current ICT equipment used by social workers and family support workers and where necessary replacements to be costed to enable them to work remotely**
  - (c) **All Herefordshire children's workplaces, including children's centres and the proposed locality "hubs" have capacity and connectivity for staff to connect to the network when in the locality; and**
  - (d) **Further work is undertaken on the financial feasibility of the proposal.**
- 2) **the Cabinet Member(s) make every effort to secure the necessary funding to further the project; and**
- 3) **the Cabinet Member(s) be encouraged to work with the mobile technology providers to optimise coverage in the County.**

#### **48. COMMITTEE WORK PROGRAMME**

The Committee considered its work programme.

**RESOLVED: That subject to inclusion of the reports requested earlier in the meeting the work programme be approved and the programme be reported to Overview and Scrutiny Committee.**

The meeting ended at 2.03 pm

**CHAIRMAN**

<b>MEETING:</b>	<b>CHILDREN'S SERVICES SCRUTINY COMMITTEE</b>
<b>DATE:</b>	<b>11 MARCH 2011</b>
<b>TITLE OF REPORT:</b>	<b>REPORT ON THE RESULTS OF THE CONSULTATION ON PRIORITIES FOR THE CHILDREN AND YOUNG PEOPLE'S PLAN 2011-2014</b>
<b>REPORT BY:</b>	<b>Head of Children's Services Development</b>

**CLASSIFICATION:** Open

### **Wards Affected**

County-wide

### **Purpose**

In December 2010 the committee were presented with the partnership priorities for the next children and young people's plan, covering the period 2011-2014 and had the opportunity to provide feedback. The purpose of this report is to give a short update on the consultation feedback and the next steps.

### **Recommendation**

**THAT: the Committee note the consultation feedback and provide any further comments on partnership arrangements supporting children, young people and their families.**

### **Key Points Summary**

- The draft children and young people's plan has been out to a 12 week consultation process before closing on the 14 February 2011.
- The comments received in the consultation will be used to inform the final plan which will be published in April 2011.
- The plan is a partnership plan and will include priorities that can only be achieved by partners working together alongside families and their children, to address specific local priorities for children and young people.

### **Alternative Options**

- 1 This plan focuses on the top priorities that partners will deliver that will make lives better for families and their children in Herefordshire. Despite the statutory requirement for a plan being removed, during this transition year of major changes, partners believe there needs to be a plan to give clarity over what we are working on together to achieve for children, young people and their families.

Further information on the subject of this report is available from  
Philippa Granthier, Head of Children's Services Development on Tel (01432) 260226

## Reasons for Recommendations

- 2 It is important that this plan represents the needs of Herefordshire's children, young people and families so consultation from a wide cross-section of the population was invited to feed into the final plan.

## Introduction and Background

- 3 Herefordshire is entering a new, exciting era in partnership working. The government is freeing up local areas to decide for themselves what the important issues are that need addressing and how agencies can work together to tackle those issues.
- 4 Partnership working for children, young people and families is developing this approach. Whilst the Children's Trust Board has been the statutory body in place which governs partnership working around children's services, the government is removing this requirement, allowing local areas to decide their own arrangements for collaboration and co-operation. Any new partnership arrangements will need to take into account the development of locality arrangements and countywide partnership arrangements such as the Health and Wellbeing Board.

## Key Considerations

- 5 The new plan has been drafted based on a wide variety of data and information including:
- "Have your say" events in September and October 2010 which allowed children, young people and parents / carers the opportunity to describe what is important to them. Children from nurseries, primary and secondary schools and young people from college and various youth groups were involved. Parents also gave their views.
  - Children's Trust events with professionals who deliver and manage services for children, young people and their families
  - Data and information from surveys and performance indicators
  - Joint Strategic Needs Assessment (JSNA)
  - Inspections and audits from national agencies like Ofsted.
- 6 There has been a 12 week consultation process which closed on 14 February 2011. Many professionals were able to feed in their comments through the existing Children's Trust sub groups. The Children's Trust Shadow Board (a consultative group of young people aged 11-19 years from across secondary schools and colleges in Herefordshire) have also considered the plan, and what they would like to do for a children's version. In addition a further 20 responses were received both from individuals and agencies.
- 7 The main points coming out from the consultation included:
- The priorities were generally the right ones.
  - The number of priorities needed to be reduced and be more focused.
  - The plan needed to address whole family approaches, support for parents and early intervention.
  - Certain vulnerable groups needed support eg young carers and Gypsy Roma Traveller although the Shadow Board said children and young people shouldn't be labelled and that all deserved to have the same aspirations and opportunities. Individual actions should consider how vulnerable groups of children could be supported better.
- 8 Partners are now in discussion regarding development of the final plan and how to take

forward partnership arrangements as part of the overall approach to partnership working in Herefordshire.

## **Community Impact**

- 9 Priorities will need to focus service delivery around two locality teams which map to the nine locality areas identified by Herefordshire Public Services. Partners have already committed to working in this way and working more closely with the communities they serve. In this way the needs of these communities can be mapped and a more targeted approach to providing services can be applied. This information will be used to inform future priorities and therefore more effective commissioning intentions in future. The voice of the children, young people and their families will be a key component in this commissioning cycle.

## **Financial Implications**

- 10 The final priorities will be used as the basis for commissioning services for children and young people in Herefordshire, alongside commissioning arrangements under Herefordshire Public Services. In the light of the significant budget reductions facing all sectors, it will be used to make the most of existing resources across partners targeted towards children and young people.

## **Legal Implications**

- 11 The plan is no longer a statutory requirement but is a partnership commitment to collaborative working to make the best use of the resources which exist.

## **Risk Management**

- 12 The final plan will be developed based on comments from the consultation period. Therefore at this stage there are no risks relating to this report.

## **Consultees**

- 13 To inform the draft priorities a wide range of people were consulted. Partner staff attended an initial event to discuss the issues facing children and young people in Herefordshire. This event included members of the Children's Trust Shadow Board.
- 14 The "Have Your Say" campaign was held specifically to capture the important things for children and young people. This included three main elements:
- A "Have Your Say" day where around 100 primary and secondary school pupils attended two events with activities to aid thinking around the things that are important to them
  - A poster which allowed either written words or pictures to depict children's views. This was sent to all nurseries, childminders, schools and colleges allowing a much wider range of views to be gathered, including parents / carers
  - Specific sessions in schools and groups of young people facilitated by the youth service and HCVYS. This included particular vulnerable groups including looked after children, teenage parents and travellers.
- 15 The draft plan was then widely circulated as part of a 12 week consultation. This included all the partners of the Children's Trust including schools and colleges, and third sector groups

and organisations.

## **Appendices**

16 None

## **Background Papers**

- None identified.



<b>MEETING:</b>	<b>CHILDREN'S SERVICES SCRUTINY COMMITTEE</b>
<b>DATE:</b>	<b>11 MARCH 2011</b>
<b>TITLE OF REPORT:</b>	<b>REVENUE BUDGET MONITORING REPORT 2010/11</b>
<b>REPORT BY:</b>	<b>ASSISTANT DIRECTOR: PLANNING, PERFORMANCE AND DEVELOPMENT</b>

### **Wards Affected**

County-wide

### **Purpose**

To report on the monitoring of the Children's Services revenue budget for 2010/11 at the end of quarter three. To provide comparisons to 2009/10 budget and outturn so that Scrutiny Committee can assess and comment upon the budget management of Children's Services.

### **Recommendation**

**THAT the Committee comments and scrutinises the figures contained herein.**

### **Key Points Summary**

#### **2010/11**

- The overall forecast shows a net over spend of £647k and this represents a reduction in the projected overspend of £434k since the last report to scrutiny in December 2010. As previously reported the overspend is almost entirely due to the pressures on external placements for looked after children and young people and placements for children with complex needs.
- Looked After Children (LAC) residential and agency fostering placements are currently predicted to overspend the allocated budget by £1245k. This is due increased demand for placements for children at risk of harm and a doubling in the number of agency placements between April (25 children) and the November peak of 53 children. Both December and January have seen reductions in agency placement numbers with the January figure down to 42 following the return home of one sibling group with another sibling group moving into in house foster care. The downward trend is positive, but further placement needs this year cannot be eliminated and this emerging trend only has a part year effect on the overall costs for 2010/11.
- Pressures on the Safeguarding staffing budget due to a reliance on agency social workers covering vacant posts (16.5 vacant posts on 1 January 2011), long term sickness and addressing service pressures within key teams identified during the 2010 inspections (18.5 agency staff employed to cover these aspects). Other savings within the Safeguarding vulnerable children service have been made and cover this pressure.
- Five new Complex Needs cases have been accepted in year resulting in a total cost of

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Further information on the subject of this report is available from  
Chris Baird, Assistant Director, Planning, Performance and Development, Children and Young People's  
Directorate [cbaird@herefordshire.gov.uk](mailto:cbaird@herefordshire.gov.uk), 01432 260264

£2818k which is an over spend of £770k versus budget and an increase of £972k compared to the actual expenditure for 2009/10. £330k of the overspend falls in the Local Authority budget.

- Total savings across the directorate of £1812k have already delivered the target saving set at the start of the financial year of £857k as well as the 5% saving included in the local authority budget for vacancy management (£493k) and made a significant impact on offsetting the budget pressures arising from Complex Needs and LAC.
- The Joint Management team in November introduced cost savings measures council wide to address the current financial issues including a freeze on all discretionary spend, and options for staff reducing hours (Reducing the Paybill initiative). The Children's Services directorate is actively reducing discretionary spend with the three month period November to January showing a 26% or £116k reduction compared to the same period in 2009/10. Part of the discretionary spend this year will include fitting out costs of the multi agency collocation offices, which is funded from national government grant and cannot be spent on anything else.
- The consultation period for the Children's Services restructure ended in October and the final agreed structure has been published. Most internal recruitment has now been completed, however in the light of the 2011/12 settlement and significant grant reductions a number of vacant posts will not be filled. Essential posts, those with specific technical skills which it has not been possible to fill internally, are being advertised externally, but posts not filled through internal recruitment will be recruited on an interim basis.
- The directorate management team continues to work to minimise the effects of the restructure on current staff through a number of initiatives including options for more flexible working (reduced hours – where appropriate to service delivery) and identifying potential alternative roles for those affected. A small number of staff have opted for voluntary redundancy and will be leaving the organisation before 31<sup>st</sup> March 2011.
- The Children's Commissioning group has three targeted workstreams (Looked After Children, Complex Needs and Edge of Care) which are focused on reducing the ongoing need for high cost interventions, improving service delivery and driving down the costs.

## **2011/12**

- The CSR settlement was worse than anticipated as the government front loaded the cuts. Herefordshire Council has seen a cut of 13% in formula grants, with a further 9% reduction expected in 2012/13. For Children's Services there are an additional impacts resulting from cuts in the new Early Intervention Grant and reduction in the dedicated schools grant (DSG) arising from falling pupil numbers and a reduction in the minimum funding guarantee. These reflect the changes in policy of the government, the cessation of a number of national programmes and initiatives which were implemented locally, and the expectation for schools to be more autonomous and therefore not require some of the activity previously funded by grants. These changes have profound implications for the relationship between the local authority and schools, the role of the local authority as a provider of services, and also on the staffing and resources available to the local authority.
- The Directorate Leadership Team (DLT) is currently working through the options in relation to the budget cuts in order to maintain essential services and operate within

the reduced financial budgets. In view of the extent of the budget reductions further reductions in posts are highly likely. This work includes a consultation with schools and private and voluntary sector nursery place providers on options for delivering a balanced DSG budget.

## **Alternative Options**

- 1 This report is a monitoring report for the committee to scrutinise and comment upon.

## **Reasons for Recommendations**

- 2 To enable Scrutiny Committee to carry out its function in relation to the Children's Services revenue budget for 2010/11.

## **Introduction and Background**

- 3 Appendices A to C provide an overview of the budget sources and areas of expenditure. With 2009/10 comparative figures.
- 4 For additional information Appendix D shows in a graphical format the changing profile for numbers of looked after children and children with complex needs.

## **Key Considerations**

- 5 There have been some budget virements since the last Scrutiny report and the last forecast figures have been adjusted where applicable to reflect the reported variance to budget, as virements had been taken into account when producing the forecast.

## **Local Authority Expenditure**

- 6 Appendix A shows the budget and forecast expenditure for 2010/11 with 2009/10 comparisons. The forecast outturn currently projects an overspend of £647k. Details of the principal variances between outturn and budget are provided in the following sections :
- 7 External agency fostering and residential placement costs continue to rise with an expected overspend of £1245k. Although additional funds were allocated to reflect the pressures the numbers of children have shown a significant increase over the past four months with a corresponding increase in costs. At the end of January there were 59 children in either independent residential or foster care placements compared to 42 at the end of March 2010 an increase of 40%. Most of these children have been placed in agency fostering placements as these were the most appropriate placements to meet the needs of the children and also because our own foster care placements were fully utilised. The Council is developing its own framework agreement with independent suppliers which will manage costs in the medium term.
- 8 The Council's fostering and other looked after children costs budget is now expecting a small underspend of £13k. Savings from court costs and post 16 accommodation partially offset by increased costs for fostering and kinship carers.
- 9 Family Assessment and Support shows an under spend of £373k. Following the removal of ring fencing from grants it has been possible to offset contract costs for the Action for Children contract and the Women's Aid contract which have delivered £105k of savings.

Further reductions in contract expenditure totalling £110k have been delivered by a review and contract re-negotiations. Approximately £66k of savings have been identified within the adoption service, whilst the costs for advocacy have also been offset against area based grant.

- 10 The Children with Disabilities team (non joint agency managed cases) is expecting savings of £56k due to staff vacancies of £54k, and a reduction in the Barnardo's contract of £20k partly offset by increased cost for direct payments (£20k).
- 11 The forecast currently includes the costs of redundancies following the restructuring of the Safeguarding team which was completed in early September (cost £70k). It may be possible to capitalise these costs if government permission is given, but this is not yet confirmed. Additional 18.5 agency social workers (as at 1 January 2011) have been brought in to provide cover for vacancies, address key service areas highlighted in the OfSTED inspection in 2010, and also to provide additional experience to support the high number of newly qualified social workers. Due to a national shortage of social workers hourly rates are increasing and the cost per hour is at least 50% more than employing own staff. This has resulted in increased staff costs within the Safeguarding area with a predicted overspend of £432k.
- 12 A total of five new placements have been made to date this year and result in the budget being over spent by a total of £770k of which £330k is charged to the local authority budget. Work is continuing to develop options for reducing costs and numbers of children requiring this high cost intervention.
- 13 Savings have been created in the Early Years budget through savings identified within the Surestart grant to offset staff costs for the quality and improvement team totalling £72k.
- 14 Savings in the Education Welfare service, School Improvement team and the Youth Offending team arising from vacancies and cost control measures total £159k.
- 15 Other savings within the management section of Improvement and Inclusion relate to offsetting costs against available grants £107k and cost savings of £50k which offset the projected overspend of £27k relating to the closure of the jointly funded (with Worcestershire) Awards and Grants service at the end of the current financial year (National service has been redesigned and transferred to single body).
- 16 The Youth Service is currently expecting to spend to budget but is exploring opportunities to generate income from outdoor activities as a way of offsetting the need to make cuts in this area.
- 17 The PPD staff budget now reflects the transfer of the business support staff for Safeguarding into the centralised CYPD business support function. Savings in year totalling £153k are due to vacancies being held particularly within the performance team in order to cover the costs of the posts previously funded by Contact Point grant.
- 18 Home to school transport costs are reflecting savings of £515k as a result of the recent route reviews with 62 routes being rationalised down to 41 with additional savings generated through additional income, largely due to increased numbers of young people attending college, and some savings from an overestimate of outstanding invoices at year end. Two fewer school days in the current financial year also contribute to the savings as do savings in escort costs.
- 19 The Community Operations budget is expected to make savings of £148k this year due to utilising the Think Family and Surestart grants.

- 20 Central Management costs show a predicted over spend of £315k, of which £104k relates to the recruitment costs for a new DCS and incremental costs for the interim DCS. There are additional costs related to the staff consultation and the restructure totalling £30k for additional HR resources. The balance of the overspend relates to the original savings target which was held at directorate level and savings have been delivered across all service areas..

### **Dedicated Schools Grant (DSG)**

- 21 Appendix B provides details of the Dedicated Schools Grant (DSG). Within the central element of the DSG an over spend had been previously forecast relating to the educational element of complex needs cases, discussed above. The same overspend as for LA applies (3/7th total spend) at £330k. A further budget pressure of £145k relates to increased needs for additional support in schools for children with additional educational needs which is provided via banded funding. Vacancies within the Additional Needs and Travellers Children teams are forecast to release savings of £158k. Other savings have been identified within Early Years of £103k, fees to independent schools of £17k and on inter-authority re-couplement of £141k which have significantly reduced the projected overspend to a net £53k overspend.
- 22 Wigmore High and Primary schools plus John Kyrle became academies on 1<sup>st</sup> January 2011. The estimated top slice on the DSG budget relating to this change in status is £37k for quarter 4 but which has not yet been confirmed and is therefore not reflected in the DSG table.
- 23 As more schools become academies there will be further top slices to the DSG budget in year as central services are expected to charge academies for services previously provided free through the DSG.

### **Grant Funded Expenditure**

- 24 To provide members with a full overview of the use of grants by the Directorate Appendix C sets out the major grant funded activities.
- 25 The three principal funding streams for Children's Services (other than Council and DSG) are the Area Based Grant for which there is a budget of £3,633k, Standards Fund (DCSF) of £17,785k and Surestart for which the grant is £5,228k for 2010/11.
- 26 The Area Based Grant budget has been reduced by 8% for children and young people reflecting the in year savings identified by the directorate.
- 27 As part of the deficit reduction plans all opportunities to maximise grant expenditure are being explored and some significant costs have already been attributed to grants within the current forecasts and further charges will be identified and actioned in the coming months.

### **Implications for 2011/12 and beyond**

- 28 The final budget settlement for the directorate is almost confirmed, subject to decisions regarding the dedicated schools grant. The total impact on the CYPD local authority budget between 2010/11 and 2011/12 is estimated to be approximately £3,300-3,600k arising from:
- Star Chamber savings of £1,747k including actions to mitigate / reduce pressures on

LAC & complex needs budgets, and the estimated savings from the CYPD restructure.

- Continued pressures on LAC and complex needs budgets which are estimated to be in the region of £1500-1600k before savings from directorate actions.
  - Impact of academies top slice on CYPD, total cut £650k of which £300k will be allocated to CYPD.
- 29 The new Early Intervention Grant (EIG) at £6,472k for 2011/12 is a reduction of £2,000k compared to comparable grants received in 2010/11. Some savings have been implemented in 2010/11 to anticipate this reduction (c.£800k)
- The principal impact of EIG cuts falls on the School Improvement service as grants previously included within the area based grant have been stopped. These include grants for primary and secondary national strategies, behaviour and learning, extended schools activities, extended rights to travel (decision pending), and particular posts such as the choice advisor role (even though currently the statutory duty to provide remains).
  - The decisions by national government to stop certain grants and activity are part of the policy shift set out in the Education Bill, which proposes greater freedom and autonomy for individual schools. The relationship with the local authority will therefore fundamentally change, with schools expected to be able to deliver improvements in education and opportunity without as much reliance on local authority services. The local authority has expanded its range of traded activities to enable schools to purchase services that they require to assist them in their work. However, other service areas will cease and CYPD will be reorganising its workforce accordingly for 2011/12
- 30 Decisions in relation to grants for Music Service (was Standards Fund £292k in 2010/11) and Extended Rights to Travel grant (Area Based Grant -ABG funding total value £330k in 2010/11, £100k impact on CYPD) are still outstanding.
- 31 The Dedicated Schools Grant (DSG) settlement was 0% per pupil and -1.5% minimum funding guarantee (MFG) which was worse than hoped for.
- 32 The central DSG funded budgets (principally staffing related for additional needs and admissions) will be subject to a top slice estimated at £226k plus a 3% cut to close the funding gap, in total approximately £300k cut.
- 33 Pressures on the overall DSG budget total approximately £1 million as a result of falling rolls and pressures predominantly on the Complex Needs budget and banded funding (additional support to schools for children with special educational needs).
- 34 Schools budgets initial projections in September 2010 indicated that up to 50% of our schools were predicting deficit budgets within two years.
- 35 In 2011/12 Standards Funds cease to exist as a separate grant stream and the majority will be rolled into the per pupil amounts funding for schools in DSG. There are cuts within the standards fund grants principally linked to national strategies for school improvement.
- 36 It is clear from information received to date that the savings to be delivered are heavily weighted into 2011/12 and 2012/13. This will have additional implications for the overall council budget and will require close scrutiny of the priorities for children's services as for all council services.

37 Children's Services are actively pursuing options to identify income generation opportunities which will support the ongoing delivery of current service levels, to drive out efficiencies through contract reviews and re-negotiations, and cost prevention, for example through more early intervention to reduce social care costs.

## **Community Impact**

The work of the Children and Young People's Directorate, including schools and early years settings have wide ranging community impacts, benefiting children and young people and their families across Herefordshire.

## **Financial Implications**

These are contained in the body of the report. The projected outturn is based upon results to the end of December 2010.

## **Legal Implications**

The use of budgets including grants must comply with the legal requirements associated with each funding stream and the conditions of specific grants.

## **Risk Management**

The risks are set out in the body of the report, in terms of the potential overspend. The report notes the actions planned to address this potential overspend and some of the work in terms of the restructure and establishment of a Herefordshire approach to address the use of independent placements. Vacancy management will be closely monitored to ensure that the affects on service delivery and staff workloads are carefully assessed and regularly reviewed.

## **Consultees**

Not applicable

## **Appendices**

Appendix A, B, C and D are attached and referred to in the body of the report.





## Appendix A

### Budget and Projected Local Authority Expenditure for 2010/11 with 2009/10 Comparatives

£'000 Local Authority Net Expenditure (excluding corporate recharges)	2009/10			2010/11					
	Budget	Actual	Variance to Budget *1	Budget*1	Last reported Projected Outturn	Last report var to budget	Current Projected Outturn	Variance to Budget *1	Current Projected Outturn vs Last
External Agency Placements	2,827	3,508	(681)	3,335	4,056	(721)	4,579	(1,245)	(523)
Fostering & other Looked After Children costs (LAC)	1,920	2,144	(224)	2,158	2,141	17	2,145	13	(4)
Children with Disabilities (non JAM cases)	681	632	49	652	633	19	595	56	38
Family Assessment and Support	2,062	2,052	10	2,234	2,122	112	1,862	373	260
Safeguarding Staff Costs (including social workers)	4,318	4,361	(43)	3,881	4,220	(339)	4,313	(432)	(93)
<b>Sub total Safeguarding</b>	<b>11,808</b>	<b>12,697</b>	<b>(889)</b>	<b>12,260</b>	<b>13,172</b>	<b>(912)</b>	<b>13,494</b>	<b>(1,235)</b>	<b>(322)</b>
Complex Needs Solutions (formerly JAM)	825	791	34	878	1,178	(300)	1,208	(330)	(30)
Early Years (non grant funded)	77	65	12	72	30	42	(0)	72	30
Education Welfare Team	188	203	(15)	217	212	5	209	8	3
14-19 Strategy	78	60	18	75	75	(0)	13	62	62
Improvement & Inclusion Mgmt	362	347	15	376	350	26	245	132	105
Special Educational Needs	810	773	37	941	941	(0)	926	15	15
School Improvement Service	919	970	(51)	944	848	96	803	141	45
Traded Services	0	58	(58)	(6)	(6)	0	43	(49)	(49)
Youth Offending Team	341	321	20	320	315	5	310	10	5
Youth Services	1,123	1,061	62	1,085	1,085	(0)	1,085	(0)	0
<b>Sub Total Inclusion &amp; Impr.</b>	<b>4,723</b>	<b>4,649</b>	<b>74</b>	<b>4,902</b>	<b>5,028</b>	<b>(126)</b>	<b>4,842</b>	<b>60</b>	<b>186</b>
Children's Services ICT	(49)	49	(98)	53	53	(0)	26	27	27
Planning, Performance Mgmt	826	701	125	1,321	1,219	102	1,193	128	26
Property / Asset Management	746	730	16	767	737	30	742	25	(5)
School Admissions & Transport	5,232	4,471	761	4,827	4,472	355	4,312	515	160
<b>Sub Total PP&amp;D</b>	<b>6,755</b>	<b>5,951</b>	<b>804</b>	<b>6,967</b>	<b>6,481</b>	<b>486</b>	<b>6,273</b>	<b>695</b>	<b>208</b>
Community Operations	102	121	(19)	301	156	145	153	148	3
Central Management Costs	228	238	(10)	197	325	(128)	301	(104)	24
Staff Severance Costs	916	927	(11)	766	770	(4)	770	(4)	0
Target Saving	(160)	(95)	(65)	(577)	(70)	(507)	(346)	(231)	276
Misc Other Central costs *2	(269)	(248)	(21)	(107)	(72)	(35)	(132)	25	60
<b>Sub Total Central CYPD</b>	<b>715</b>	<b>822</b>	<b>(107)</b>	<b>278</b>	<b>953</b>	<b>(675)</b>	<b>593</b>	<b>(315)</b>	<b>360</b>
<b>Total Local Authority Net Expenditure</b>	<b>24,103</b>	<b>24,240</b>	<b>(137)</b>	<b>24,708</b>	<b>25,790</b>	<b>(1,082)</b>	<b>25,355</b>	<b>(647)</b>	<b>435</b>

\*1 Adverse (overspend) variances shown in brackets ( ), favourable (under spend) as positive

\*2 Recharges



## Appendix B

### Budget and Projected Dedicated Schools Grant Expenditure for 2010/11 with 2009/10 Comparatives

£'000	2009/10			2010/11					
	Budget	Actual	Variance to Budget * <sup>1</sup>	Budget	Last reported Projected Outturn	Last report var to budget	Current Proj. Outturn	Variance to Budget * <sup>1</sup>	Current Projected Outturn vs Last
<b>Dedicated Schools Grant (DSG)</b>									
<b>Grant Income</b>	<b>(84,526)</b>	<b>(84,526)</b>	<b>0</b>	<b>(87,346)</b>	<b>(87,346)</b>	<b>0</b>	<b>(87,346)</b>	<b>0</b>	<b>(0)</b>
Primary Schools	38,802	38,797	5	39,745	39,745	(0)	39,745	0	0
High Schools	36,162	36,155	7	37,480	37,480	0	37,480	0	(0)
Special Schools	3,777	3,788	(11)	4,006	4,006	0	4,006	0	(0)
Schools Related Expenditure (inc Contingency & carry fwd) * <sup>2</sup>	182	247	(65)	170	170	0	170	0	0
Less LSC Income	(2,750)	(2,750)	0	(2,621)	(2,621)	(0)	(2,621)	0	0
<b>Sub total Schools Spending</b>	<b>76,173</b>	<b>76,237</b>	<b>(64)</b>	<b>78,780</b>	<b>78,780</b>	<b>(0)</b>	<b>78,780</b>	<b>0</b>	<b>0</b>
Special Needs Banded Funding	534	600	(66)	477	477	0	622	(145)	(145)
Complex Needs Solutions (formerly JAM)	878	791	87	878	1,178	(300)	1,208	(330)	(30)
Fees to Independent Schools (for Special Educational Needs)	341	289	52	477	477	0	460	17	17
Nursery Education Funding	2,888	2,880	8	2,944	2,944	0	2,900	44	44
Pupil Referral Units	924	910	14	944	944	(0)	944	0	0
Schools Admissions & Planning	200	204	(4)	166	182	(16)	196	(30)	(14)
Special Educational Needs Support Teams	1,563	1,464	99	1,620	1,519	101	1,489	131	30
Travellers Children	139	101	38	128	101	27	101	27	(0)
Early Years Support	536	419	117	479	413	66	420	59	(7)
Inter authority recoupment	(5)	165	(170)	95	0	95	(46)	141	46
Other Misc Expenditure	497	608	(111)	359	355	4	325	34	30
<b>Total DSG Central Expenditure</b>	<b>8,495</b>	<b>8,431</b>	<b>64</b>	<b>8,566</b>	<b>8,590</b>	<b>(24)</b>	<b>8,619</b>	<b>(53)</b>	<b>(29)</b>
<b>Total DSG</b>	<b>84,668</b>	<b>84,668</b>	<b>0</b>	<b>87,346</b>	<b>87,370</b>	<b>(24)</b>	<b>87,399</b>	<b>(53)</b>	<b>(29)</b>

\*<sup>1</sup> Adverse (overspend) variances shown in brackets (), favourable (under spend) as positive



**Appendix C**  
**Major Grant Funded Activities**

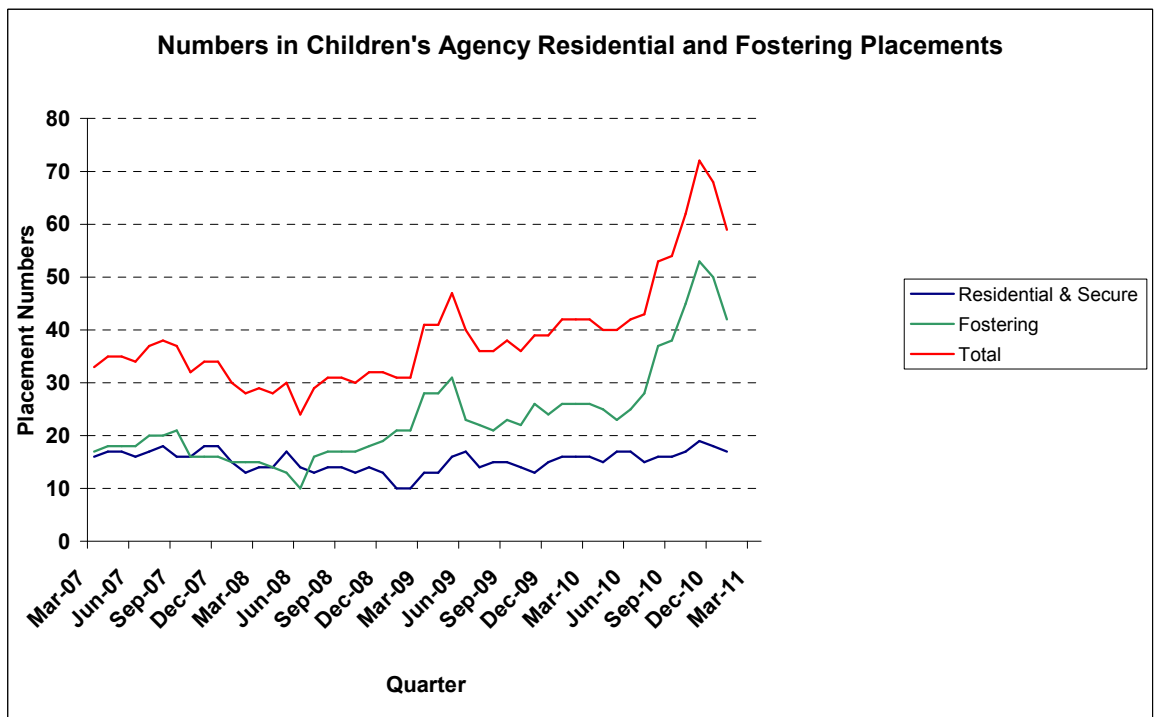
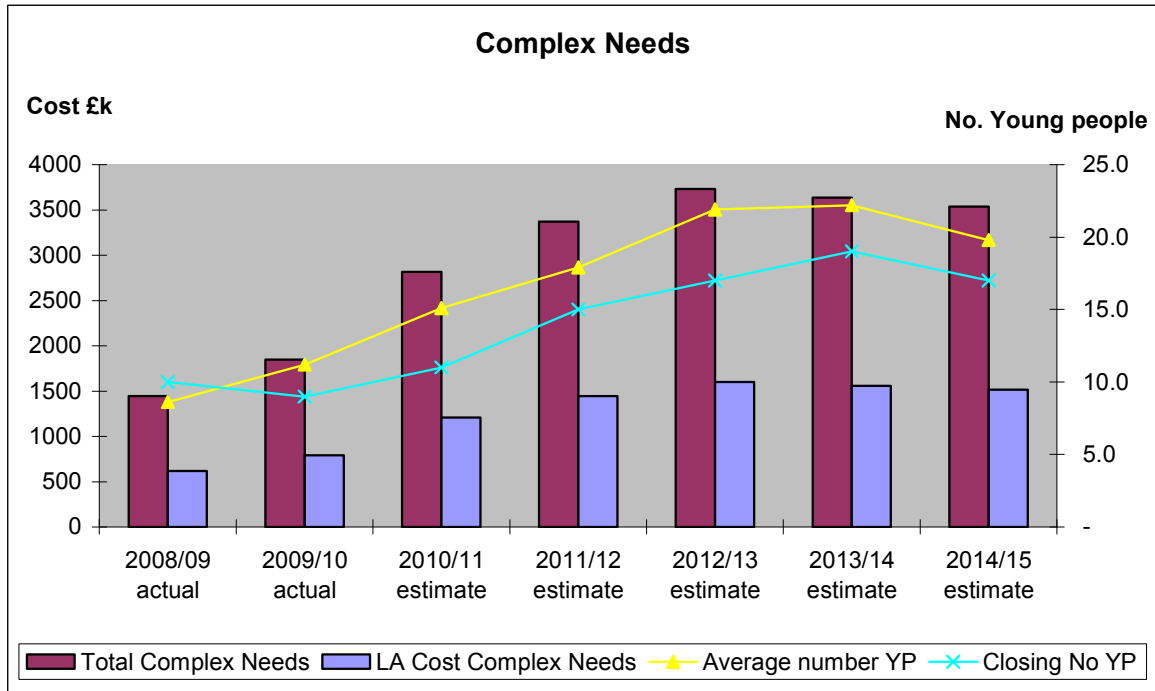
£'000	Funding / Source	2009/10			2010/11					
		Budget	Actual	Variance	Budget	Last reported Projected Outturn	Last report var to budget	Current Proj. Outturn	Variance to Budget	Current Projected Outturn vs Last
<b>Grant Funded Expenditure</b>										
Common Assessment Framework (CAF)	ABG	148	148	0	99	99	0	99	0	0
Other Community Operations Support	ABG	114	113	1	287	287	0	287	0	(0)
Extended Schools Start Up	ABG	668	666	2	308	257	51	257	51	(0)
Other Schools Support	ABG	918	866	52	615	615	0	621	(5)	(6)
Connexions	ABG	1,470	1,470	0	1,392	1,392	(0)	1,372	20	20
School Travel	ABG	111	111	0	130	130	0	130	0	(0)
Teen Pregnancy	ABG	96	94	2	42	42	(0)	42	0	0
Children & Adolescent Mental Health	ABG	202	202	0	197	197	(0)	197	0	0
Substance Misuse	ABG	70	68	2	25	25	(0)	44	(20)	(19)
Other Safeguarding Children	ABG	511	502	9	264	264	0	264	0	(0)
LSC	ABG	0	0	0	219	219	0	208	11	11
Other ABG	ABG	211	279	(68)	55	55	(0)	55	(0)	(0)
<b>Total Area Based Grant</b>		<b>4,519</b>	<b>4,519</b>	<b>0</b>	<b>3,633</b>	<b>3,582</b>	<b>51</b>	<b>3,576</b>	<b>57</b>	<b>6</b>
Children's Centres	DfE	2,490	2,490	0	2,796	2,796	0	2,792	4	4
Other Early Years	DfE	1,583	1,583	0	2,432	2,386	46	2,322	110	64
<b>Total Surestart Grant</b>		<b>4,073</b>	<b>4,073</b>	<b>0</b>	<b>5,228</b>	<b>5,182</b>	<b>46</b>	<b>5,114</b>	<b>113</b>	<b>68</b>
Special & Beacon Schools	DfE	1,929	1,929	0	1,924	1,924	0	1,924	0	(0)
School Development Grant	DfE	5,183	5,183	0	5,393	5,393	0	5,393	0	(0)
Other Devolved Schools Stds Fund	DfE	2,066	2,066	0	2,902	2,902	0	2,902	0	(0)
Extended Schools	DfE	513	513	0	723	647	76	647	76	(0)
Support to Music Services	DfE	220	220	0	220	220	(0)	220	0	0
One to one tuition	DfE	383	383	0	729	729	0	729	0	(0)
Other non-devolved Stds Funds	DfE	1,300	1,300	0	1,795	1,795	(0)	1,795	0	0
School Standards Grant	DfE	4,193	4,193	0	4,264	4,264	(0)	4,264	0	0
<b>Total Standards Fund</b>		<b>15,787</b>	<b>15,787</b>	<b>0</b>	<b>17,950</b>	<b>17,874</b>	<b>76</b>	<b>17,875</b>	<b>76</b>	<b>(1)</b>
<b>Community Ops (Think Family) various</b>	DfE	<b>349</b>	<b>349</b>	<b>0</b>	<b>360</b>	<b>352</b>	<b>8</b>	<b>360</b>	<b>0</b>	<b>(8)</b>
<b>Training &amp; Development *1</b>	Various	<b>482</b>	<b>482</b>	<b>0</b>	<b>526</b>	<b>526</b>	<b>(0)</b>	<b>526</b>	<b>0</b>	<b>0</b>
<b>YPLA*2</b>	YPLA	<b>0</b>	<b>0</b>	<b>0</b>	<b>8,222</b>	<b>8,222</b>	<b>0</b>	<b>8,222</b>	<b>0</b>	<b>(0)</b>

\*1 included Contact Point 09/10 - grant being withdrawn during 2010/11

\*2 YPLA income now passes to colleges via LA following closure of LSC 31/3/10



## Appendix D



## Placement Numbers

NUMBERS	Residential Agency		Total
	(inc secure) fostering		
Mar-10	16	26	42
Jun-10	17	25	42
Sep-10	16	38	54
Dec-10	18	50	68
Jan-10	17	42	59





<b>MEETING:</b>	<b>CHILDREN'S SERVICES SCRUTINY COMMITTEE</b>
<b>DATE:</b>	<b>11 MARCH 2011</b>
<b>TITLE OF REPORT:</b>	<b>PERFORMANCE DIGEST – QUARTER 3 2010-2011</b>
<b>REPORT BY</b>	<b>HEAD OF QUALITY AND IMPROVEMENT</b>

**CLASSIFICATION:** Open

### **Wards Affected**

County-wide

### **Purpose**

To present the Performance Digest for Children's Services for Quarter 3 of 2010-2011, to update on the recommendations from the Ofsted inspection of safeguarding and looked after children services and to highlight key performance issues.

### **Recommendation**

**THAT Scrutiny Committee assesses and considers the levels of performance achieved in Quarter 3 of 2010-2011 and considers if further reports and/or action are judged to be necessary, and considers progress against the inspection action plan**

### **Key Points Summary**

- The percentage of initial assessments completed within 7 working days remains low compared to target at the end of Quarter 3. The Referral and Assessment Team has focused on improvements to the quality of assessments and ensuring that children are seen in a timely way. There is a Referral and Assessment improvement group which is driving forward improvements and the service is being re-launched with partners in May 2011. Since the beginning of January 2011, the focus has now moved to improving the timeliness of initial assessments and the latest available data shows an improvement in this.
- The number of referrals to children's social care has continued to rise – 388 referrals per 10,000 population, compared with 318 per 10,000 population in Quarter 2. Reasons for this are multi-faceted including increased awareness in partner agencies arising from the serious case reviews published earlier in the year and underuse of the Common Assessment Framework and Multi Agency Groups to ensure early intervention for lower level concerns. This is being addressed through the Referral and Assessment Improvement Group which is working with partner agencies to improve the quality of referrals received and appropriately stepping down referrals to the Common Assessment Framework.
- As at 31 December 2010, there were 177 children with a child protection plan, a reduction of 23 from the position at the end of September 2010 due to a number of plans being appropriately

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Further information on the subject of this report is available from  
Hilary Hall, Head of Quality and Improvement on (01432) 260801

discontinued during the period. Outcomes for children in care continue to show good performance, particularly in relation to placement stability and timeliness of reviews. This is against a backdrop of a significant increase in the number of children coming into care since 1 April 2010 from 155 at 31 March 2010 to 211 as at 31 December 2010.

- Validated examination results show that, compared to our national and statistical neighbours, overall Herefordshire continues to improve although not achieving the aspirational targets set by the Department for Education. Areas that require specific improvement in relation to achievement in the early years and primary phases are improving Herefordshire's attainment in the Early Years Foundation Stage Profile, in which there were disappointing results in 2010, improving all subjects at key stage 1 with a particular emphasis on improving the performance of boys especially in reading and writing, improving the quality of leadership in schools to ensure that all pupils make the required progress and achieve well and improving all subjects at key stage 2 with a particular emphasis on improving the progress of all pupils in maths and the performance of the more able in the subject.
- The percentage of pupils achieving Level 4+ at Key Stage 2 in both English and Maths increased slightly to 71.4% from 70.8% in 2009. Two levels progression in English between Key Stages 1 and 2 decreased, but improved for Maths. At secondary phase, the percentage of pupils achieving 5 or more GCSEs at A\*-C including English and Maths increased to 56% from 52.2% in 2009. This is ahead of the West Midlands average (54.2%) and the national average (55.2%). In relation to statistical neighbours, only Gloucestershire, Shropshire and Dorset have a higher achievement in this area. In addition, the achievement of 2 or more GCSEs A\*-C in Science continues to improve, 71.4% in 2010 compared with 68% in 2009. Herefordshire is the best in terms of its statistical neighbours in this area and ahead of both the West Midlands (62.6%) and national (61.6%) averages.

## Alternative Options

- 1 There are no Alternative Options.

## Reasons for Recommendations

- 2 To ensure that progress against the indicators, for which the Children and Young People's Directorate is responsible, is understood and to ensure that the reasons for actual or potential under-performance are understood, clear recommendations are in place to improve performance and robust monitoring identifies progress.

## Introduction and Background

- 3 The Performance Digest is produced quarterly and is the mechanism for monitoring key performance indicators, covering service delivery captured in the Local Area Agreement, the Children and Young People's Directorate Plan and the Children and Young People's Plan. Performance was a key underpinning element of the Ofsted inspections during 2010.

## Key Considerations

- 4 The **Performance Digest** (Appendix 1) has been circulated as a separate document with the agenda and copies are available from the report author. Key areas in each of the Every Child Matters outcome areas, to which the Committee's attention should be drawn, are set out below:

### ***Be Healthy***

A significant number of the indicators in this outcome area are subject to annual reporting in March 2011. In addition, many of the indicators rely on data from the bi-annual Every Child

Matters survey. Due to funding constraints, there are no plans to repeat this survey this year. Furthermore, data for some national indicators was collected via the annual TellUs Survey. This survey has, however, been discontinued by the government and it is unclear how, and in what form, these indicators will continue.

45.9% of babies are recorded as being breastfed at 6-8 weeks which is below the target of 60%. The rate is significantly below target which in part is due to historic staffing issues in midwifery and health visiting and a lack of resource for implementing peer support provision. All health visiting staff have received UNICEF breastfeeding training and discussions are underway with the local midwifery service and Children's Centres to identify ways of increasing the number of babies being breastfed. An overall plan to increase breastfeeding in Herefordshire has been delayed due to the structural developments which are moving the provision of health services into the Integrated Care Organisation. However, development of a plan for antenatal group provision delivered in partnership between Children's Centres and the county's midwifery and health visiting services will begin shortly. The work will be led by the Interim Professional Lead for Health Visiting and School Nurses and will draw on the good practice and experience of antenatal groups which are established in North Rural Herefordshire and in Ledbury and on national research which clearly shows a link between good antenatal group provision and increased rates of breastfeeding.

A total of 416 assessments under the common assessment framework (CAF) have been undertaken in the year to date. This means that the target of 500 CAFs in the financial year is very likely to be achieved. In order to measure the direct impact of the CAF process, the CAF documentation allows the involved parent and/or child/young person to outline how much things have actually changed at the end of each meeting. Through this it has been established that over 90% of families feel included in the process and over 85% of families report that their, and their children's situations have improved due to the CAF.

### **Stay Safe**

The number of referrals to children's social care rose again during Quarter 2. For the rolling year to 31 December 2010, there were 388 referrals per 10,000 population, compared with 318 per 10,000 population to 30 September 2010. Reasons for this are multi-faceted including increased awareness in partner agencies arising from the serious case reviews published earlier in the year and underuse of the Common Assessment Framework and Multi Agency Groups to ensure early intervention for lower level concerns. Work is underway with partner agencies, through the multi-agency referral desk, to improve the quality of referrals and more appropriately direct referrers to the use of the CAF. However, the percentage of repeat referrals remains low at 8% which is well below statistical neighbours and England averages. Cases now receive a higher quality step down through the CAF process and children then have a multiagency team around them. This does reduce the need for one agency to become worried and re-refer as the team around the child shares tasks and continues working with the family. The Levels of Need pathway is helping to ensure that.

55% of initial assessments were recorded as completed in 7 working days (NI 59) in the year to date. Performance in terms of timeliness remains low – improving timeliness is a key focus for the Referral and Assessment Team. Between June and September 2010, intensive resource and focus was applied to the referral and assessment service resulting in robust oversight of all cases, changes to systems and management and the start of improving practice, including proactive understanding of the impact of ethnicity, culture and diversity in assessments. From October 2010, a referral and assessment improvement plan has been in place to overhaul systems and practice, including partner contributions, with the aim of a redesigned and re-launched fit for purpose referral service from May 2011. Improvements to Frameworki, the electronic case management system, continue to be made in line with the improvement plan agreed following the inspection. The percentage of core assessments

completed in 35 working days has also fallen to 48% and a clear management action is in place to address this although the focus in the short term is on improving the timeliness of initial assessments.

All child protection and looked after children (LAC) Reviews were completed in the rolling year to 30 December 2010 although some (12 out of 205) took place slightly outside of the timescale. This was because of the adverse weather conditions during December 2010 when some reviews had to be postponed and rearranged. As at 31 December 2010, there were 177 children with a child protection plan, a reduction from the position at the end of September 2010 due to a number of plans being appropriately discontinued during the period. The number of children coming into the Council's care has stabilised following the sharp increase reported at the end of Quarter 2 – 211 at 31 December 2010. Despite the rise in the number of children coming into the Council's care, performance in relation to the stability of placements for LAC (NI 62 & 63) in terms of the number of moves and length of placement continues to be very strong and is recognised both regionally and nationally.

### ***Enjoy and Achieve***

The percentage of statements of special educational needs (SEN) completed by the authority in accordance with the statutory process within 26 weeks remains at 100% which is excellent performance and well ahead of statistical neighbours.

In relation to early years, over 95% of the children have access to pre-school provision and 83% of provision is either good or outstanding. The fall in standards at Early Years Foundation Stage from 46.2% to 44.6% in 2010 is being addressed through intensive training programmes and the introduction of a new software programme, eprofile, to improve the accuracy of data submission. In 2010 Herefordshire was one of the worst performing Local Authorities in the country in the Early Years Foundation Stage. This has implications on the subsequent performance at Key Stages 1 and 2 as it is vital that children get a good start in their reception year. Quality assurance of the early years' data highlighted misunderstandings in some schools and settings about what constitutes a 'good level of development' in early years. Analysis of the early years data for a number of schools has revealed a pattern of low data that is currently being investigated.

12.3% of Herefordshire's primary schools are rated outstanding by Ofsted, 56.8% rated good, 28.4% rated satisfactory and 2.5% inadequate. Results in relation to Key Stage 2, Level 4 at English and Maths, improved in 2010, compared with 2009, from 70.8% to 71.4% but did not achieve target. The percentage of pupils making the expected 2 levels' progress between Key Stages 1 and 2 was better in Maths than English, compared with 2009. 86% of pupils made the expected progress in English in 2010 (compared with 87.4% in 2009) and 80% of pupils made the expected progress in Maths in 2010 (compared with 78.9% in 2009).

Many schools improved on their record GCSE results of a year ago, particularly in the relatively new benchmark measure of five or more GCSEs at grade A\* to C including English and mathematics. The overall figure for Herefordshire was 55.1% compared with 52.2% in 2009. All high schools in Herefordshire performed either at or above the previous national average for students achieving five or more GCSE grades at A\*-C, and some schools made significant increases on last year's record high results.

There are a number of structures and initiatives in place which have helped support the continuing improvement in Herefordshire High Schools. Each school has a nationally accredited School Improvement Partner (SIP) who is employed through the local authority to monitor, support and challenge the school they work with. A minimum of five days are routinely allocated for this work throughout the year to cover visits and preparation and report writing. Where a school is identified for additional support the number of SIP days is

increased. The School Improvement Service moderates the quality of reports and picks up issues arising for action. Herefordshire secondary SIPs are either current or recently retired head teachers or a local authority school improvement officer. In addition all schools have an attached school improvement service advisor who provides day to day support, challenge, monitoring and advice. In 2009, the School Improvement Service nominated five high schools to be involved in the national Gaining Ground two year project which has brought substantial additional funding into each of those five schools to further school improvement. This project has also funded ten days' support from an outstanding partner school, three within and two outside of the county. Extra SIP days have also been allocated as part of this initiative. From 2009, the School Improvement Service has been jointly funding a two year project with 12 high schools provided through the Specialist Schools and Academies Trust to promote networking and sharing of good practice between schools nationally.

The English Baccalaureate is a new performance measure championed by the Government, to enable international comparisons and will become a focus of attention in the current academic year. Estimates based on 2010 performance indicate that 20% of Herefordshire pupils would have achieved the English Baccalaureate. This compares to 15.5% nationally.

At Key Stage 2, there were exceptionally good results by children in the Council's care. Three pupils out of the cohort of 5 achieved level 4 in English and in Maths. Results were below target at Key Stage 4 with three pupils out of the cohort of 16 achieving 5A\*-C GCSE including English and Maths.

Absence in secondary schools in the last academic year improved slightly over 2009 to 7%. This figure was inflated by the unexpectedly high number of school days lost where travelling was difficult due to snow and the ash cloud which delayed children returning to school from holidays abroad. Conversely, absence in primary schools rose for the third successive year and is above national averages for the first time in 3 years. As a result, this is an area for focus in the current academic year.

### ***Make a Positive Contribution***

For the rolling year to 31 December 2010, 91.5% of LAC participated in all of their reviews. In order to 'count' for the purposes of this indicator, each young person must participate in each of their reviews. This represents a downward trend in terms of participation and encouraging participation of children and young people in their reviews remains a high priority. Specific training is being run for young people to enable them to chair their own reviews.

In terms of re-offending by young offenders, Quarter 3 data is not yet available. However, looking at the Quarter 2 information, 10 in the cohort of 69 re-offended, committing 22 offences, which is well below the target for the year. For the year to date, there were 81 first time entrants to the Youth Justice System aged 10-17. Assuming a consistent profile for the rest of the year, the projected outturn will be well below the outturn for 2009/2010 of 152. The percentage of young people receiving a conviction in court who are sentenced to custody remains very low at just under 2%.

16% of young people aged 13-19 gained an accredited outcome in youth work compared with the target of 25%. This is due to an increased focus on delivering more intensive targeted work with vulnerable young people.

### ***Achieve Economic Wellbeing***

76.5% of young offenders are in suitable education, employment or training (EET) which is above the outturn for 2009/2010. Herefordshire did not set a local target for this indicator. However, in terms of comparisons, this outturn compares favourably with the whole Youth

Offending Service area (72.1%), the West Midlands region (73.2%) and the country as a whole (73.8%). In terms of accommodation for offenders, 91.4% are deemed to be in suitable accommodation.

Data for the achievement of Level 2 and Level 3 qualifications is due for publication in March/April 2011. Prior attainment data would suggest that there will continue to be improvement in the achievement of these qualifications when the data is officially published.

Provisional data for the percentage of 16-18 year olds who are not in education, employment or training (NEET) is 7% which is above the 2009/2010 outturn of 5.9%. The current economic situation and its impact on businesses and overall confidence has affected this outturn. This is reflected across the country. The work of the Connexions Personal Advisors and commissioned services, such as 2XL, who operate an outreach detached project to support those who are NEET, is helping to keep the figure as low as possible.

In terms of increasing the percentage of year 11s moving into learning destinations, including vulnerable young people (such as those with learning disability and difficulties and teenage mothers), tracking is continuing. 91% of current year 11 young people are recorded as being in a learning destination. 71% of 16-19 year olds with learning disabilities and difficulties (LDD) are in EET which is below the target for the year and last year's outturn. This group is disproportionately represented in the NEET cohort and specific positive action is being taken to increase opportunities for them. This includes specific support for special schools. Conversely, the percentage of 16-19 year old teenage mothers in EET has increased from 21% in 2009/2010 to 27%. The Young Mums To Be programme, with its accredited outcomes, is having a positive impact on this cohort.

### **Service Management**

61% of social workers who need to obtain the childcare Post Qualifying award (PQ) have achieved their PQ1 award. The number of assessed social work practice learning days per full time social worker has increased to 25, as forecast in Quarter 2 and is now above the target for the year. In terms of early years leaders, 59% have a qualification at Level 4 or above. The results of the Early Years Foundation Degree is due shortly, once validated by the University of Worcester, and it is anticipated that the target for the year will be achieved (65%) as a result.

The number of working days lost to sickness absence per full time equivalent member of staff in the Children and Young People's Directorate was 9.44 which is above the target of 8 but below the 2009/2010 outturn of 10.6.

Recruitment to the vacant posts in the social worker establishment is underway and it is anticipated that the target will be achieved by the end of the financial year.

### **Inspection**

- 5 In June 2010, Ofsted undertook the first annual unannounced inspection of contact, referral and assessment arrangements for children's safeguarding in Herefordshire. As previously advised to Committee, this inspection highlighted significant weaknesses in the referral and assessment service resulting in one area for priority action. Prompt and effective remedial action was taken to ensure safety of all children referred for a service and work to substantially and sustainably improve this particular service is ongoing. The subsequent full announced inspection of safeguarding and looked after children's services across the partnership took place during September 2010. The overall judgments were, for safeguarding – overall effectiveness and capacity to improve both adequate; for looked after children – overall effectiveness and capacity to improve both good.

- 6 In November 2010, Ofsted published its annual rating of children's services in Herefordshire as adequate overall.
- 7 In relation to safeguarding, improvements were particularly noted in the areas of elective home education, children missing from home and school, raised awareness of domestic abuse and private fostering. Good elements of safeguarding were identified as a well conceived CAF model; effective safe recruitment; safeguarding training; Family Intervention Project, Multi-Agency Public Protection Arrangements and Local Authority Designated Officer (LADO) officer. Overwhelmingly children and young people told inspectors that they felt safe at school and in their communities and cited excellent examples of approaches to reduce bullying. Areas for improvement were identified as being performance management and quality assurance, commissioning, escalation of concerns in and between agencies, effective sexual abuse examination arrangements for children and ensuring value for money.
- 8 The overall effectiveness of services and outcomes for looked after children, young people and care leavers were judged as good with some outstanding features. Children and young people reported consistently that the care they receive is good or very good. Placement stability is very high in Herefordshire, above national average. The impact of agencies to ensure looked after children are successful in enjoying and achieving is outstanding, with children and young people achieving and attaining very well in Herefordshire. Looked after children are actively involved in service design including recruitment of staff and chairing their own reviews. The impact of agencies in enabling looked after children and young people to achieve economic well being is good with an effective aftercare service and plans to offer apprenticeships through the partnership for all care leavers who want it.
- 9 Following the announced inspection in September 2010, the partnership produced an improvement plan with actions to meet the key recommendations made by Ofsted. This action plan, together with progress, is attached for the Committee's consideration at Appendix 2. In addition, Ofsted's report highlighted other improvement actions which have been incorporated into a further more detailed action plan. All actions set out in this additional action plan are rated either Green or Amber.

## **Community Impact**

- 10 None.

## **Financial Implications**

- 11 Remedial action in respect of the directorate's performance may require reallocation of resources within existing budgets. This is being addressed by the Directorate Leadership Team.

## **Legal Implications**

- 12 None.

## **Risk Management**

- 13 The risks to achievement of the indicators, for which the directorate is responsible, are identified by officers as part of the service planning process. Any significant risks are escalated to the directorate risk register, and corporate risk register, as appropriate. Day to day management of risk is undertaken by responsible officers, in conjunction with their Assistant Directors.

## **Consultees**

14 None.

## **Appendices**

15 Appendix 1: Performance Digest (circulated with the agenda as a separate document - copies are available from the report author).

16 Appendix 2: Inspection action plan

## **Background Papers**

- Ofsted – Inspection of safeguarding and looked after children services, Herefordshire, 22 October 2010.



# **Composite Outcomes and Action Plan for improving services to children and young people**

**Progress update – February 2011**

**Kim Drake, Assistant Director; Safeguarding and Vulnerable  
Children Service**

Ref	Area for improvement	Outcomes to achieve	Lead officer	Reporting to (accountable body)	Key actions	Timescales	Progress
1.1	Improve quality and timeliness of assessments ensuring they explicitly identify risk and protective factors and identify individual needs of children and young people (para 42)	All children and young people referred to children's social care receive a timely assessment of high quality which explicitly identifies risk and protective factors for each child	Lisa Green, Head of Fieldwork	R&A Service Improvement Group S&VC Senior Management Team HSCB	Reconfigure R&A team – interim model Increase partner agency contributions to assessment  Develop key staff to understand requirements through series of development workshops Quality assure assessments weekly (3 audits undertaken each by Head of Service and Assistant Director) and record actions for improvement	25 October 2010 31 March 2011  31 January 2011 From 1 October 2010	Completed Underway – to be evidenced through multi agency peer audit – 18 February 2011  Completed Underway
1.2	Ensure that staff receive regular reflective and outcome-focused supervision in line with policy requirements, that supervision on cases is recorded on appropriate supervision template and that this is accessible on the electronic recording system. (para 78)	All staff receive regular, reflective and outcome-focused supervision	Lisa Green, Head of Fieldwork	R&A Service Improvement Group S&VC Senior Management Team	Embed use of supervision template on all safeguarding cases. Ensure regular audits of cases against supervision standards Report regularly to Assistant Director for Quality Assurance Group	End of November 2010 From January 2011 From February 2011	Being used by all teams – evidenced through audit Underway – report to SMT in March 2011 Forms part of S&VC report to QAG through Head of Safeguarding and Review

Ref	Area for improvement	Outcomes to achieve	Lead officer	Reporting to (accountable body)	Key actions	Timescales	Progress
1.8	Partners perceptions of RAT need improving (para 44)	Ensure that partners have confidence in the referral and assessment team and that this leads to appropriate referrals.	Kim Drake, Assistant Director, S&VC	R&A Service Improvement Group	Produce clear referral standards for all partners including R&A team Gain commitment from partner agencies to be part of joint solution via R&A Service improvement group Monitor and review quality of team approach	31 December 2010 January 2011 (partner event) From January 2011	Completed Commitment through HSCB – partner event scheduled for May 2011 Key partners – police, health and CAF – part new multi agency desk. To be reviewed – June 2011
6.2	Agencies do not always escalate concerns when they relate to a partner agency (para 34)	Ensure that agencies effectively escalate concerns with partner agencies and that appropriate remedial action is taken	Kim Drake, Assistant Director S&VC	Policy and Practice sub group, HSCB	Review and relaunch HSCB escalation policy	December 2010	Overall policy being reviewed and enhanced – to be launched March 2011 Specific protocol between PCT and Children's Social Care launched in February 2011
6.3	Performance monitoring by HSCB is currently inadequate and it does not receive nor effectively analyse sufficient information to offer an accurate oversight of agencies' safeguarding practice (para 50)	Ensure that sufficient information is given to, and effectively analysed by, the HSCB to include the outcomes of single and multi-agency audits so that it can effectively monitor safeguarding and child protection and hold agencies to account.	Hilary Hall, Head of Quality and Improvement Sue Doheny, Director of Quality and Clinical Leadership	Quality Assurance and Evaluation sub group, HSCB HSCB Strategic Board	Devise model for agencies to use to give effective information to QA group Ensure effective analysis of information through QA group membership and operating model	From January 2011 From February 2011	Performance framework developed – to be agreed by QA sub group – February 2011 and implemented from March 2011 alongside refresh of role and membership

Ref	Area for improvement	Outcomes to achieve	Lead officer	Reporting to (accountable body)	Key actions	Timescales	Progress
6.4	Several aspects of HSCB performance framework have yet to be developed (para 50)	Implement whole performance framework for HSCB Ensure that HSCB has sufficient operational capacity to perform its role effectively.	Hilary Hall, Head of Quality and Improvement and Sue Doheny, Director of Quality and Clinical Leadership	HSCB Strategic Board	Develop and agree performance framework Implement performance framework Monitor implementation Agree model for future business unit in conjunction with Adult Safeguarding Board Recruit to business unit	January 2011 From February 2011 From April 2011 November 2010 January 2011	To be agreed at February 2011 QA sub group and implemented from March 2011 Implementation to be monitored through sub group Model agreed by Strategic Board – January 2011 Recruitment underway – February 2011
7.1	The council has not ensured sufficient awareness of their complaints process and early resolution of complaints is not recorded and analysed to identify trends (para 35) There is limited evidence that young people are appropriately encouraged and enabled to complain and comment through the complaints process. The view of the council is that informal systems are used effectively to resolve issues (para 74)	Ensure that children and young people know how to make a complaint, and that early resolution of complaints is recorded, themes are identified to learn lessons, and appropriate action is taken CYPD is able to analyse trends and improve services accordingly	Hilary Hall, Head of Quality and Improvement	CYPD Directorate Leadership Team	Ensure that complaints leaflets sent out to all service users at point of contact with directorate Ensure all CYPD staff aware of their responsibility to disseminate complaints information. Devise system for collating 'soft' information re potential complaints and early resolution, reporting to DLT Report bi annually to Corporate parenting panel and S&VC SMT for changes to service	November 2010 From December 2010 – quarterly updates January 2011 From April 2011	Completed Attendance at team meetings – January to March 2011 System to be implemented through case note alerts on Frameworki On schedule

Ref	Area for improvement	Outcomes to achieve	Lead officer	Reporting to (accountable body)	Key actions	Timescales	Progress
7.2	Electronic recording system does not effectively support effective delivery of children's social care social workers and staff or provide useful management information or performance reports (para 51)	Improve the electronic recording system so that it can produce accurate information and performance can be effectively monitored.	Hilary Hall, Head of Quality and Improvement	Framework Business Strategy Forum S&VC Senior Management Team Directorate Leadership Team	Reconfigure Framework episodes and reporting functions in line with action plan Train staff on any changes Agree key changes through SMT	October 2010 – March 2011 October 2010 – March 2011 October 2010 – March 2011	Underway and on schedule Underway and on schedule Underway
7.3	Monitoring by the council of actions taken following audits is variable and not consistently resulted in significant improvement (para 51)	Ensure that there is effective performance monitoring including sufficiently in depth auditing which ensures good and timely social work responsiveness, assessment and care planning. Audits undertaken by children's social care are in depth and robustly challenging practice and systems to ensure that outcomes for children are good	Chris Baird, Assistant Director, Planning, Performance and Development and Hilary Hall, Head of Quality and Improvement	S&VC Senior Management Team CYPD Quality Assurance Group	Review and revise current audit tool Revise programme for audits with focus on key areas Devise monitoring tool for use across the directorate Quality assure audit process and actions to ensure changes made	December 2010 December 2010 December 2010 Bi-monthly reports starting February 2011	Revisions to tool and programme considered and made. Programme of in depth multi disciplinary audits in place. Completed Reports on progress and learning to come through the QAG. Training for Heads of Service and service managers being considered.
7.5	The Council currently does not have an independent visiting service and is in process of negotiating a contact to deliver one (para 68)	Ensure that an independent visitor service is established	Daniel Crampton, Head of Safeguarding and Review	CYPD Directorate Leadership Team	Scope and cost requirements Report to DLT	March 2011	To be discussed and way forward agreed at S&VC budget meeting on 8 February 2011

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Ref	Area for improvement	Outcomes to achieve	Lead officer	Reporting to (accountable body)	Key actions	Timescales	Progress
8.1	The current sexual assault examination arrangements for children and young people are not resourced with appropriately qualified and experienced clinicians to conduct examinations (para 36)	Ensure that where there are concerns that children and young people have been sexually abused, they have access to timely assessments in a suitable environment with appropriately trained and experienced clinicians	Neil Fraser, Designated Doctor	HSCB	Review commissioning arrangements for children/young people who may have been sexually assaulted and develop service specifications to underpin the service.  Recommission the service	31 March 2011	New commissioning arrangements agreed in principle with Worcestershire
8.3	Within NHHSH lack of understanding and practice of 'best interest' decision making with inappropriate use of data protection and confidentiality for 16-18 year olds (para 38)	Ensure all CAMHs practitioners are aware and implement 'best interest decision making' for all young people	Lynne Renton, Head of Safeguarding, NHHSH and Hazel Blankley, Named Nurse	NHS Herefordshire Board	Explore the current training provided on Clinical conference days re extrapolating MCA training to enable more in depth sessions to be delivered for the Mental health Directorate and other clinicians whose role suggests they need such training  Ensure all CAMHs practitioners are aware and implement 'best interest decision making' for all young people by group sessions	31 March 2011	Legislative lead has been appointed to work across the Mental Health Directorate (which includes CAMHS) her role includes Mental Health Act, Mental Capacity Act, and Safeguarding. External consultant employed to do a discrete piece of work across the mental health directorate and other directorates/agencies to explore the dissemination of MCA knowledge and training with a view to a re launch.

Ref	Area for improvement	Outcomes to achieve	Lead officer	Reporting to (accountable body)	Key actions	Timescales	Progress
10.1	Delays in sharing decisions from strategy meetings (para 46)	Ensure that minutes from child protection strategy meetings and discussions are shared within prescribed timescales.	Lisa Green, Head of Fieldwork	R&A Service Improvement Group S&VC Senior Management Team	Devise improved system for ensuring immediate sharing of decisions Devise monitoring system to ensure this is happening	January 2011 January 2011	Completed – dedicated administrative staff in place. Compliance testing to be undertaken in March 2011
10.4	Recording issues (para 47): <ul style="list-style-type: none"> <li>retrospective case and supervision recording</li> <li>lack of chronologies</li> <li>start meetings not written up promptly</li> <li>child protection conference minutes not produced for several weeks</li> <li>records kept in different places on system</li> </ul> <p>Not all LAC cases have chronologies making it difficult to understand family history (para 77)</p>	Ensure that all case files have complete chronologies and that case recording is up to date Case recording for looked after children needs to consistently of good quality to ensure that plans and intervention is focussed on key outcomes and that children and young people can be involved in this process and have good information recorded about key events in their lives	Lisa Green, Head of Fieldwork, Stephanie Rowles, interim Head of LAC and Hilary Hall, Head of Quality and Improvement	S&VC Senior Management Team	Clear instruction to staff re compliance on this issue and practice note with guidance re why this important Template for chronologies to be devised with 3 month update as standard  Evidence improvements through ongoing audit programme	End of November 2010  January 2011  From February 2011	Practice note issued – further note to be issued in February 2011  Template received from Corelogic and being tested for implementation – mid February 2011 Further workforce development to be undertaken during 2011/2012 Ongoing



Ref	Area for improvement	Outcomes to achieve	Lead officer	Reporting to (accountable body)	Key actions	Timescales	Progress
10.6	<p>Pathway plans are completed although the quality is variable and are not fully embedded in practice or used as working document (para 77)</p> <p>Care plans and pathway plans are not always central in work undertaken with children and young people. (para 77)</p> <ul style="list-style-type: none"> <li>▪ care plans not always updated following change of circumstances</li> <li>▪ pathway planning not always detailed and clear</li> </ul>	<p>Ensure that care and pathway plans are of good quality and regularly updated and that they are used to deliver effective services to children and young people</p>	<p>Stephanie Rowles, interim Head of LAC</p> <p>Daniel Crampton, Head of Safeguarding and Review</p>	S&VC Senior Management Team	<p>Devise clear policy and guidance on pathway plans</p> <p>Embed practice and compliance in looked after service</p> <p>Monitor through RAG rating and audit process</p> <p>Report bi-monthly to CYPD Quality Assurance Group</p> <p>Develop training and development sessions for staff based on issues arising</p>	<p>End of December 2010</p> <p>From January 2011</p> <p>From December 2010</p> <p>From December 2010</p> <p>From January 2011</p>	<p>Underway – delayed awaiting appointment of new ATM for Aftercare who started 31 January 2011. Revised timescale of March 2011</p> <p>Integrated into overall directorate audit process</p> <p>RAG forms updated and implemented from 1 January 2011</p> <p>Awareness sessions being developed, to commence in March 2011</p>
11.1	<p>Management capacity and oversight in referral and assessment team (para 44)</p>	<p>Ensure that there is sufficient management capacity in the referral and assessment team and that managers have the appropriate skills and knowledge to perform their role effectively.</p>	Lisa Green, Head of Fieldwork	R&A Service Improvement Group	<p>Assess management capacity in team and employ resources most effectively</p> <p>Devise workforce development for ATMs</p> <p>Ensure induction for new manager</p>	<p>31 December 2010</p> <p>31 December 2010</p> <p>13 – 18 December 2010</p>	<p>Completed – one team manager and 2 ATMs. Team reconfigured into two sub teams, each headed up by an ATM</p> <p>Underway – delayed due to sickness absence of one ATM</p> <p>Completed</p>



Ref	Area for improvement	Outcomes to achieve	Lead officer	Reporting to (accountable body)	Key actions	Timescales	Progress
11.3	Evaluation of all services is not systematic. (para 59)	Ensure that systematic evaluation of services informs commissioning	Chris Baird, Assistant Director, Planning, Performance and Development and Philippa Granthier, Head of Children's Development	CYPD Directorate Leadership Team Children's Trust	Develop evaluation model for CYPD Pilot model on identified services Roll out model across directorate services	March 2011 April 2011 From June 2011	Part of initial priorities for Children's Development section.
11.5	There is limited evidence of management oversight of cases and audits being undertaken by managers (para 80)	Ensure good management oversight and qualitative assurance arrangements are in place which lead to improvements	Stephanie Rowles, interim Head of LAC	S&VC Senior Management Team CYPD Quality Assurance Group	Embed standard re management oversight and use of supervision template on looked after children and young people cases. Ensure regular audits of looked after children and young people files against service framework Report regularly to Assistant Director for Quality Assurance Group	End of November 2010 From January 2011 From February 2011	Supervision template being used by the team Underway – report to SMT in March 2011 Forms part of S&VC report to QAG through Head of Safeguarding and Review
11.6	There is no systematic process to build up local intelligence about effectiveness of providers overall in meeting identified needs (para 86)	Establish systematic approach to capturing local intelligence and informing future placements and commissioning	Stephanie Rowles, interim Head of LAC	S&VC Senior Management Team Joint Commissioning Group	Develop model at placement panel	February 2011	Underway – Placement Panel now captures this information and Head of Service liaising with new Contracts Manager to embed.



<b>MEETING:</b>	<b>CHILDREN'S SERVICES SCRUTINY COMMITTEE</b>
<b>DATE:</b>	<b>11 MARCH 2011</b>
<b>TITLE OF REPORT:</b>	<b>CHILDREN &amp; YOUNG PEOPLE DIRECTORATE REORGANISATION</b>
<b>REPORT BY:</b>	<b>ASSISTANT DIRECTOR: COMMUNITY OPERATIONS</b>

**CLASSIFICATION:** Open

### **Wards Affected**

County-wide

### **Purpose**

To update the Committee on the progress of the CYPD reorganisation and the development of locality team arrangements, and to report back to Scrutiny Committee on issues raised at the Members Seminar on 7<sup>th</sup> February 2011 on localities development.

### **Recommendation(s)**

**THAT Children's Services Scrutiny Committee:**

- (a) Note progress on the restructuring of Children and Young People's Directorate Services.**
- (b) Note the issues raised from the Children & Young People's Directorate seminar on 7<sup>th</sup> February 2011.**

### **Key Points Summary**

- The children and young people's directorate has been re-designed, and is now comprised of four divisions covering all statutory and essential business
- An updated structure chart is attached (See Appendix A)
- The restructure has resulted in a reduction of 35.4 FTE staff
- Grant cuts and reductions in 2011/12 and beyond will have a significant impact on CYPD and further redesign work is now required to ensure have a sustainable structure as part of further redesign in the Council.
- The members seminar on the 7<sup>th</sup> February 2011 outlined briefly progress in the restructure of CYPD and outlined in depth some of the work progressing in terms of the delivery of locality based multi agency services.

Further information on the subject of this report is available from  
Kathy O'Mahony, Assistant Director, Community Operations  
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- There is a good and growing body of evidence to suggest that the impact of the locality services is good.

## Alternative Options

1. The reorganisation has been designed to ensure that statutory and essential business within Children's Services can be delivered effectively and to make the most significant difference to the lives of children, young people & families within the directorate, and will be sustainable and flexible given the financial climate. The changes reported in this report are agreed and almost fully implemented. There is no alternative presented to these changes

## Reasons for Recommendations

2. Scrutiny committee have the opportunity to discuss the reorganisation of the CYPD service, and the locality team developments, and to raise any further issues relating to these developments.

## Introduction and Background

3. The current phase of the CYPD reorganisation is the third phase of the development of Children's Services. **Phase 1** involved the reorganisation of the second tier of the leadership team into 4 divisions, with four Assistant Directors.
  - Assistant Director - Community Operations
  - Assistant Director - Planning, Performance and Development
  - Assistant Director – Safeguarding and Vulnerable Children
  - Assistant Director Improvement and inclusion
4. Further work was then undertaken in **Phase 2** to reorganise the third tier of managers and as a result CYPD has established a high quality team of Heads of Service leading and managing services within each of the 4 divisions. The third phase of development involved restructuring the remaining services and staff across the whole directorate. The approach taken was a root and branch review of all that is provided. The leadership team established a delivery model and staffing structure based on the statutory requirements of what CYPD must deliver, together with some essential services and those provided through ring fenced grants.
5. The consultation period for **Phase 3** of the restructure of Children's Services ended in October 2010 and the final agreed structure has been published (See Appendix A). Most internal recruitment has now been completed, however in the light of the 2011/12 settlement and significant grant reductions a number of vacant posts will not be filled. Essential posts, those with specific technical skills which it has not been possible to fill internally, are being advertised externally, but posts not filled through internal recruitment will be recruited on an interim basis.

The restructure has resulted in a reduction of 35.4 FTE posts compared with the original structure.

As far as possible, reductions have been achieved through not filling vacancies and voluntary measures and by new vacancies being filled internally by staff who have been at risk in their original teams. The original projection of total individual redundancies for CYPD

was 46. At time of writing this number has been reduced to 11 staff. The remaining staff have been successfully redeployed within the council, resigned, or applied for voluntary redundancy. The restructure will be completed by 1<sup>st</sup> April 2011, by which time all new staff will have taken up their new posts.

6. The sections below outline the current responsibilities that sit within each division of the reorganised directorate:

### **Community Operations**

7. This division brings together a range of children's services into two integrated operational locality teams – one covering the North and one the South of the county. The purpose of these teams will be to enable excellent targeting and service provision to children and families who need help meet their needs and to prevent their needs escalating. Prevention and early intervention will be the main focus, largely delivered through the common assessment framework, which is a multi agency framework to enable understanding family needs, which are met through enabling families to meet their own needs and by the delivery of services by all agencies working with children. The team will continue to provide some universal services to all families through for example Sure Start Children's Centres. The teams will work with services who meet the complex needs of children and families, such as social care, to ensure together that the right level of service is provided to meet the need. The services in this section include:

- Children's centres,
- Community youth services
- Connexions personal advisors
- Education welfare officers
- Educational psychologists
- Parenting and family support services

8. All these services all transferred to Community Operations by 1<sup>st</sup> March 2011. In addition the team includes the new role of information and assessment coordinators, whose job it is to ensure that information is shared effectively across all partners, and ensure that the multi agency groups are well organised.

9. Community operations are driving the delivery of the wider integrated locality arrangements for children young people and their families across the county as part of the generally approach to locality work in the county. Each team supports 4 multi agency groups in each half of the county. The multi agency groups include a much wider group of professionals including health providers, police, housing, and voluntary and community providers to name but a few. The multi area group areas are Bromyard, Ledbury, Leominster and Mortimer, North City, South City, Kington & Weobley, Golden Valley, & Ross on Wye. A further post 16 multi agency group is being established to cover the city colleges.

### **Planning, Performance and Development**

10. This division covers the following areas
  - School admissions and transport

- Capital commissioning and planning, including early years sufficiency, settings, schools, and working with colleagues on 16+ provision
- Quality and improvement of children's services including audit, data, performance information and analysis and preparation for inspections
- Systems support and development across all children's services, particularly Frameworki and Tribal systems
- Development and commissioning for children, young people and families (links with the integrated commissioning unit)
- Support for the Safeguarding Board and other specific partnership arrangements.
- Workforce strategy and development
- Parent partnership, choice and advocacy
- Information – including Youthzone, children and family information, children's resource directory, and directorate activities
- Business support for the directorate
- Emergency planning
- These functions are carried out with other services in the Council in partnership with schools, early year's settings, colleges and third party providers.

### **Safeguarding and Vulnerable Children**

11. This division works with children and young people who are the most vulnerable e.g;
  - Children in need
  - Children in need of protection
  - Looked after children and young people and care leavers
  - Children placed for adoption.
  - Children with a disability who require a social care service.
12. The service is provided by a referral and assessment team based at the Town Hall covering the whole county, two locality aligned children in need teams working with children and families with the highest needs including those with significant disabilities and those who are at risk of significant harm within their families.
13. A new looked after children and care leavers team has been developed to work across the county supporting children and young people who are in residential or foster care or who are looked after by a relative.
14. The service recruits, trains and supports foster carers and adoptive parents for children and manages the placement of children in agency placements.
15. The service also oversees the planning and quality of work for all looked after children and those subject to a child protection plan and ensure that these children and young people participate fully in decisions made about them as well as the design and delivery of these service.

## Improvement and inclusion

16. The purpose of this division is:
- To ensure that each child and young person in Herefordshire has the best opportunity to participate, succeed and achieve
  - To ensure that all services, schools and settings develop and deliver universal high quality provision for all children and young people
  - To ensure that all services, schools and settings deliver their statutory responsibilities
  - To ensure that every setting operates at its best and that this is identified as high quality through the appropriate inspection frameworks
  - To design, deliver and implement key strategies to enable achievement and attainment for all children and young people
  - To enable the effective delivery of early support and intervention
  - To ensure effective commissioning and trading of services and skills to meet needs
  - To drive forward the improvement agenda for all within Herefordshire and to ensure we meet the performance targets set
17. These core aims are delivered through three key strategic areas:
- **Improvement:**  
Key functions within this area are the quality assurance, monitoring, support and intervention in order to ensure quality delivery and outcomes. The service develops strategic solutions to address critical areas of delivery and sets targets for performance and improvement for schools and settings. It also provides training and development of professional skills in order to raise the standards of delivery and enable challenging targets to be met.
  - **Additional needs:**  
This service provides skilled support and additional needs provision as well as providing challenge and support to all other services, schools and settings. This area of the service delivers the special educational needs statutory assessment function for the council and supports the design and delivery of strategic and operational plans to ensure all learners have full access to quality learning and engagement opportunities. This ensures that the children and young people with additional needs are effectively supported and fully included.
  - **11-19 integrated services:**  
The key responsibility for this area is to provide a unified approach to the delivery of all aspects of the youth entitlement. This includes the design and delivery of the full range of young peoples learning and engagement opportunities, the processes and funding mechanisms to support their delivery and the full range of youth participation activities. A further responsibility is to ensure the provision of impartial information, advice and guidance to enable young people to achieve economic wellbeing.
18. The Directorate Leadership Team (DLT) is currently working through the options in relation to the budget reductions and grant cuts in order to maintain essential services and operate effectively within the reduced financial budgets. In view of the extent of the budget reductions further reductions in posts are highly likely.
19. The directorate management team continues to work to minimise the effects of the restructure on current staff through a number of initiatives including options for more flexible working (reduced hours – where appropriate to service delivery) and identifying potential

alternative roles for those affected. A small number of staff have opted for voluntary redundancy and will be leaving the organisation before 31 March 2011.

### **Members seminar on 7<sup>th</sup> February 2011**

20. The Members' seminar on the 7<sup>th</sup> February focused on updating Members briefly on the reorganisation, but in the main giving a detailed account of how the locality multi agency groups work, and how they are delivering to families and communities.
21. On the whole feedback from members was that they found the seminar helpful.

### **Key Considerations**

25. Some of the key considerations resulting from the member's seminar include:
  - Further exploration in terms of what the voluntary sector can be commissioned to do
  - Progress welcomed in terms of ensuring all agencies like GPs and police actively involved in these developments – but is everyone joining in who should join in?
  - Concern that there might be 'hidden' waiting lists
  - Questions in terms of how Academies will be involved with localities
  - Will some services be charged for?
  - Some good and growing evidence of impact and good multi agency working was welcomed
  - How is demand managed?
  - Is this approach cost effective and sustainable in the medium to long term.
26. There is ongoing work to explore how the third sector can be further commissioned and involved in the delivery of services. The locality teams are making very good use of all agencies skills and capacity to meet the needs of children, young people and their families. Good progress is being made to involve all the services across the board and particular note was made of the contribution and engagement of the police in particular, who are now seeking to align their boundaries with the HPS locality boundaries. The numbers of children whose needs are being met in this way continues to grow, with 10 – 15 children and young people and their families being discussed at every locality multi agency group meeting. There are some waiting lists for some services, but the strength of the locality model is that whilst a family are waiting for one specific service, there are often other services who will offer to support families in the meantime.
27. Academies are already involved in the locality arrangements and some services will be charged for. As with all services, the Academies will purchase the services they find to be effective in meeting family needs.
28. Demand is managed through sharing the work across all the agencies. The current arrangements are meeting demand. The approach taken is not one which relies entirely on the delivery of services from professionals to families but also relies on family resources and enabling families, with some support and guidance and confidence boosting, to do what they can for themselves to resolve their own issues.
29. A further consideration resulting from the member's seminar was how the impact of locality work would be evaluated during 2011/12.
30. The core purpose of the locality team will be to deliver in partnership with other agencies, a holistic package of support to families with emerging needs, to intervene early and effectively to prevent needs from escalating. The locality arrangements should lead to more effective targeting and less duplication, so driving better outcomes for children & families



and making better use of scarce resources. In addition to the overarching performance indicators, some measures have been developed specifically to measure the difference the locality teams are making. A fairly straightforward approach to measuring the things which are considered to give an indication of how the work will impact on families and professionals has been taken. The list of performance measures is attached. See Appendix B. Further measures may be added as the work develops.

31. Measures include:
  - Families feel their needs are being met appropriately and that their children's outcomes are improving.
  - The numbers of referrals to social care that do not result in social care delivering a service are reduced due to the needs being met in the locality.
  - Locality team staff are able to spend more time working with children, young people and families as travel time is reduced.
32. Changes of this kind do take time to penetrate through the system, but a rigorous approach has been taken from the outset to understand the impact of the work and to measure the difference the arrangements in the localities are making.

## **Community Impact**

33. The new structure in CYPD has been designed to maximise community impact by enabling closer working with communities and organising staff to work in patches to enable them to get to know their communities really well.
34. The development of the locality multi agency groups has enables a much wider group of professionals to work together in local communities. Part of the multi agency meeting time is set aside to explore community needs and this adds an extra dimension to the meetings to enable a joint community approach across the agencies to be taken. There are already some good examples of this approach being taken.

## **Financial Implications**

35. The final restructure proposal identified FTE savings of 35.4 with an estimated net reduction on the local authority budget of £840k. In order to maximise savings to the local authority strategic assumptions were made to maintain the maximum number of grant funded posts. It was recognised that there was an inherent risk in this approach as, at that point in time, no announcements about grant changes / budget settlement had been made.
36. The financial settlement and grant changes announced for 2011/12 had a major impact on the funding for CYPD including the work funded by grants. The principle for budget setting for 2011/12 is that if a grant has ceased then the activity ceases, and this will have further implications in terms of the staffing for CYPD.
37. There are, however, some areas where funding has been cut for statutory services or for services which continue to be a Council priority, for example improving primary education. The directorate leadership team is currently working through the implications of continued delivery of these priority services albeit in at a reduced level or through a change in approach / delivery method to assess the impact on the local authority budget.
38. Confirmation of delivery of the full amount of the financial saving delivered through the restructure cannot therefore be confirmed until this work has been completed.

## Legal Implications

39. The restructure is funded through formula grant and a reduced number of specific grants. The use of budgets including grants must comply with the legal requirements associated with each funding stream and the conditions of specific grants.

## Risk Management

40. A risk register is being maintained and monitored through the service re- design implementation board.
41. The risks in terms of the restructure are primarily associated with being unable to fill vacancies, delays in progressing the restructure, lack of staff engagement with new ways of working and the reorganisation not achieving the savings required. The service redesign implementation board and DLT are managing these risks. Good progress is being made in almost all areas. Further specific budget work is being undertaken currently with regard to the restructure achieving the required savings given the severe impact of further grant cuts and reductions in formula grant for 2011/12.

## Consultees

42. In May 2010 the CYPD initial proposals outlining the future shape and direction of the Directorate were outlined for consultation with staff.
43. Following this initial period of consultation the proposals were further refined to develop the exact structure of the Directorate. The formal consultation period was held from 8<sup>th</sup> September 2010 until 8<sup>th</sup> December 2010. During this period CYPD Senior Managers consulted with staff, unions and key stakeholders on proposed structure changes. This was achieved through a variety of different mechanism:
- Individual meetings with affected staff
  - Team meetings
  - Divisional meetings
  - Consultation meetings with relevant unions consultation groups; Directorate JCF, Teacher Trade Union Consultation meeting, Corporate JCF
44. As part of the consultation period the following options in order to avoid compulsory redundancies were pursued:
- Staff turnover
  - Recruitment freeze
  - Reducing agency / short –term casual contracts
  - Opportunities for flexible / part time working
  - Early retirement
  - Voluntary redundancy
45. Following the consultation period all feedback was considered by DLT and the final structure for CYPD was developed and announced on 20<sup>th</sup> October 2011.
46. All partners, key stakeholders and children & young people were consulted as part of the No Wrong Door project which established the locality team arrangements

## **Appendices**

47. Appendix A – Children & Young Peoples Directorate Structure

48. Appendix B – Performance Measures

## **Background Papers**

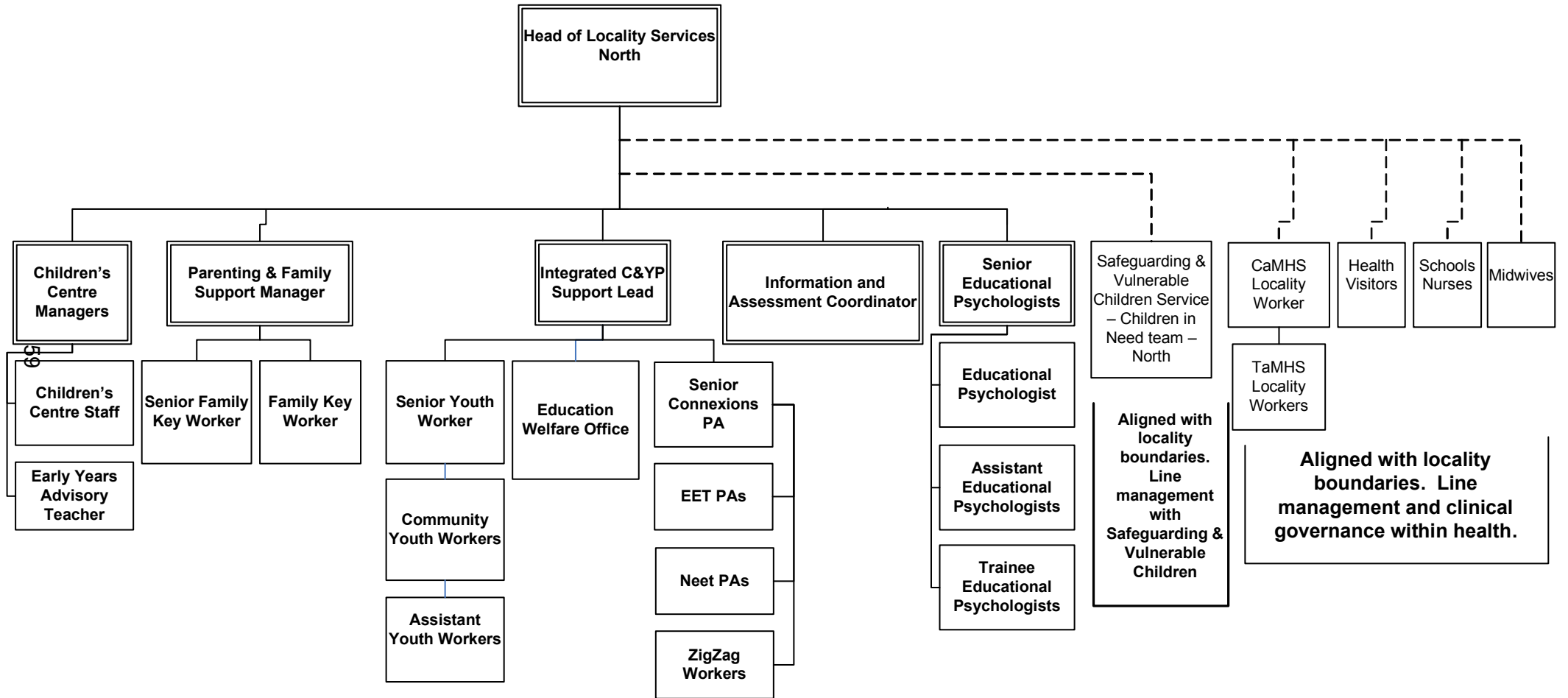
Members Seminar Feedback

CYPD restructure Risk Register

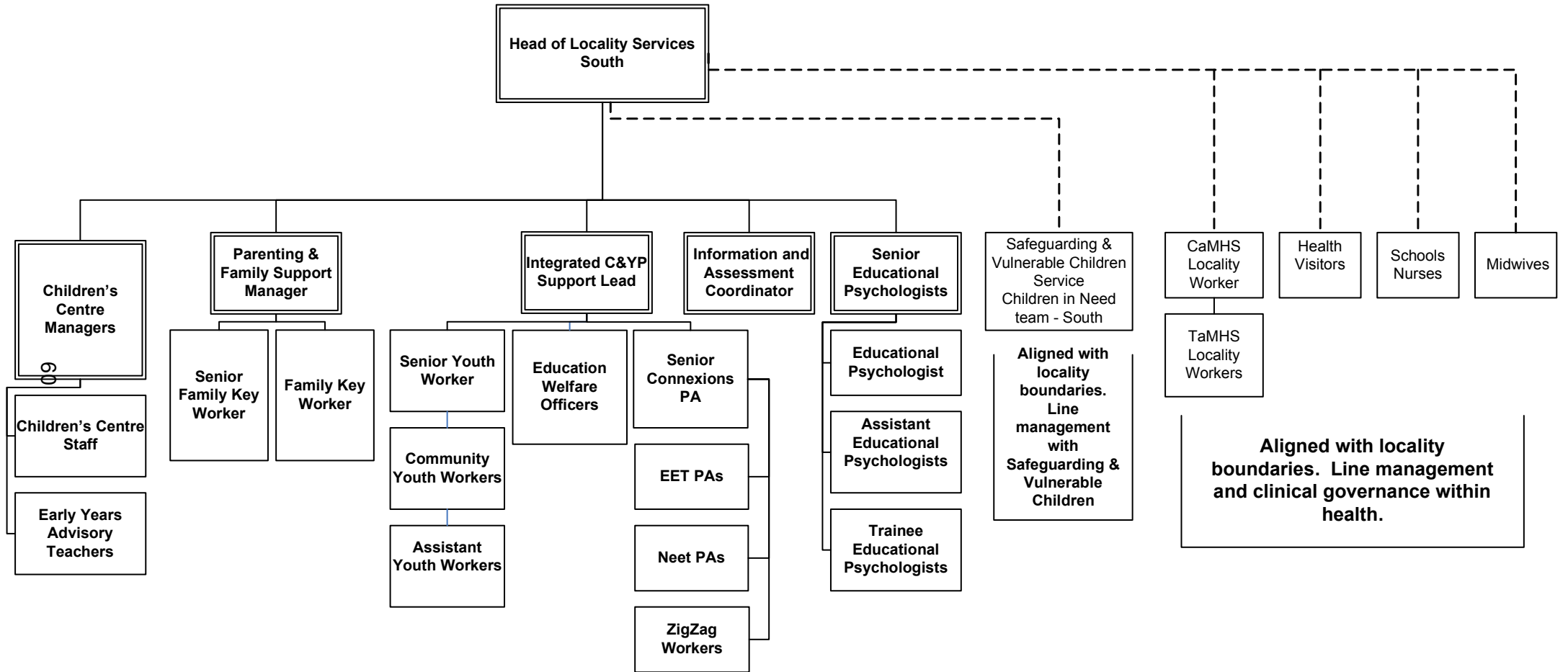
## **Appendix A**

# **Children & Young People's Directorate Confirmed Structure March 2011**

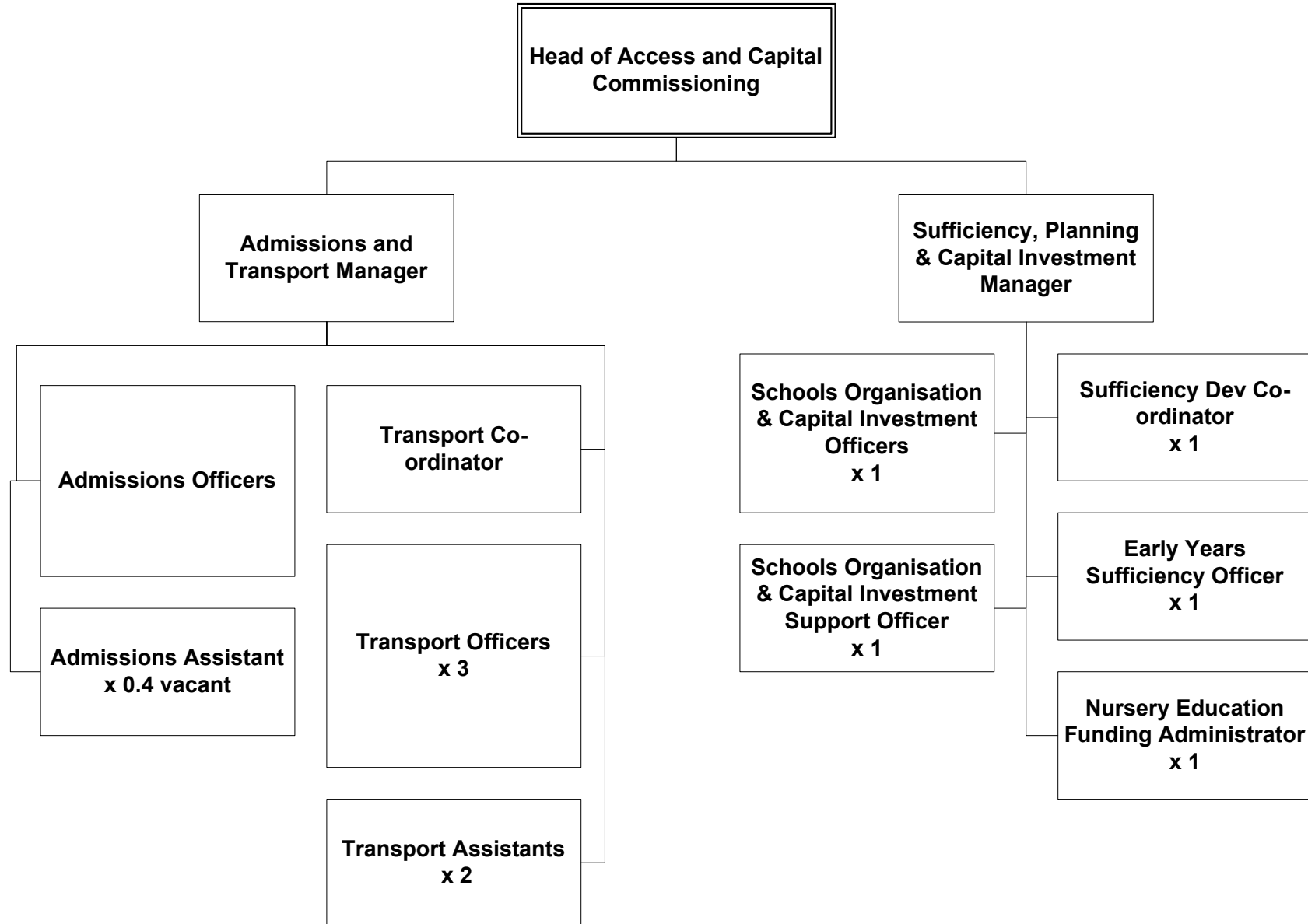
# Community Operations



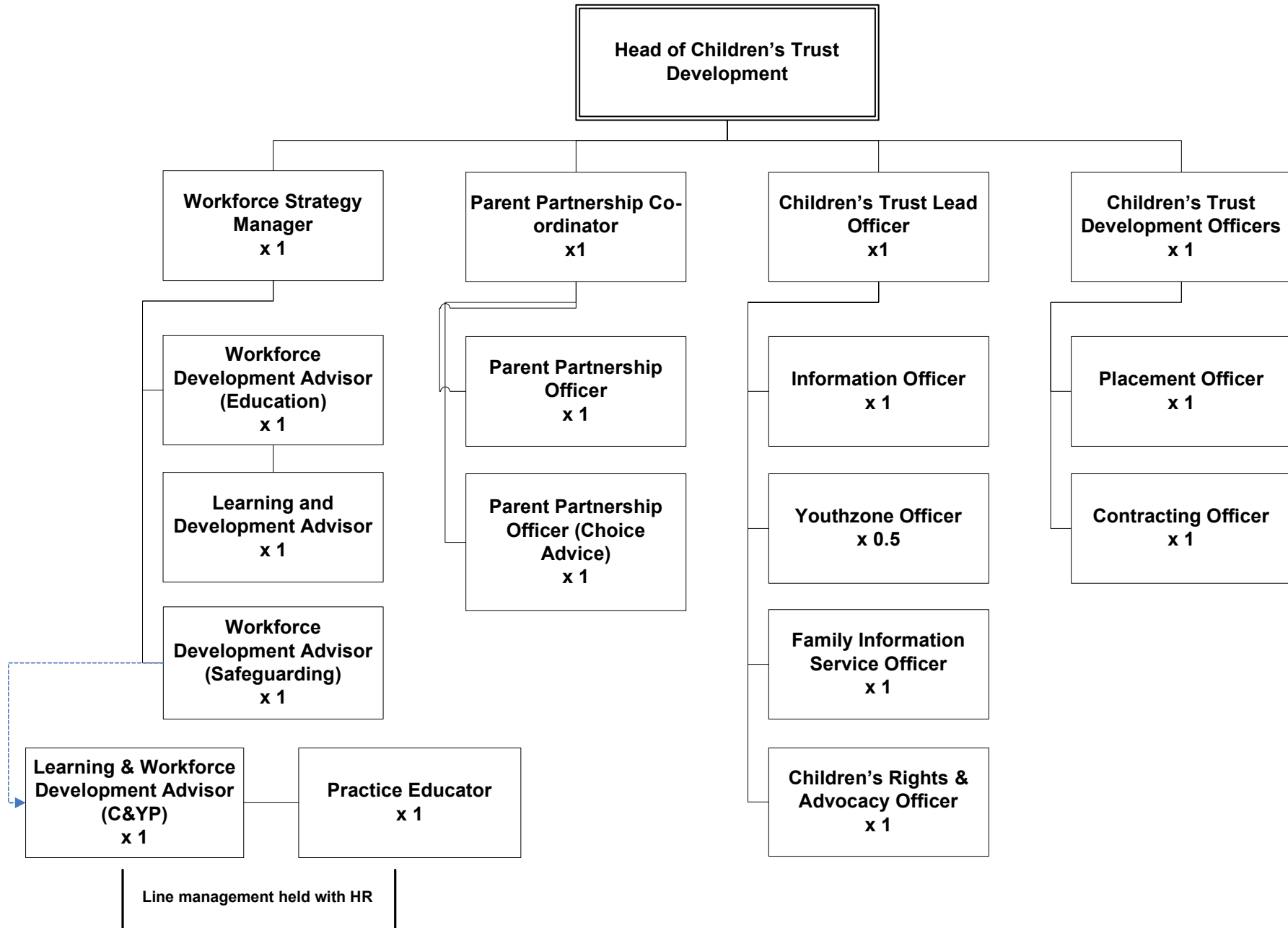
# Community Operations



# Planning, Performance & Development

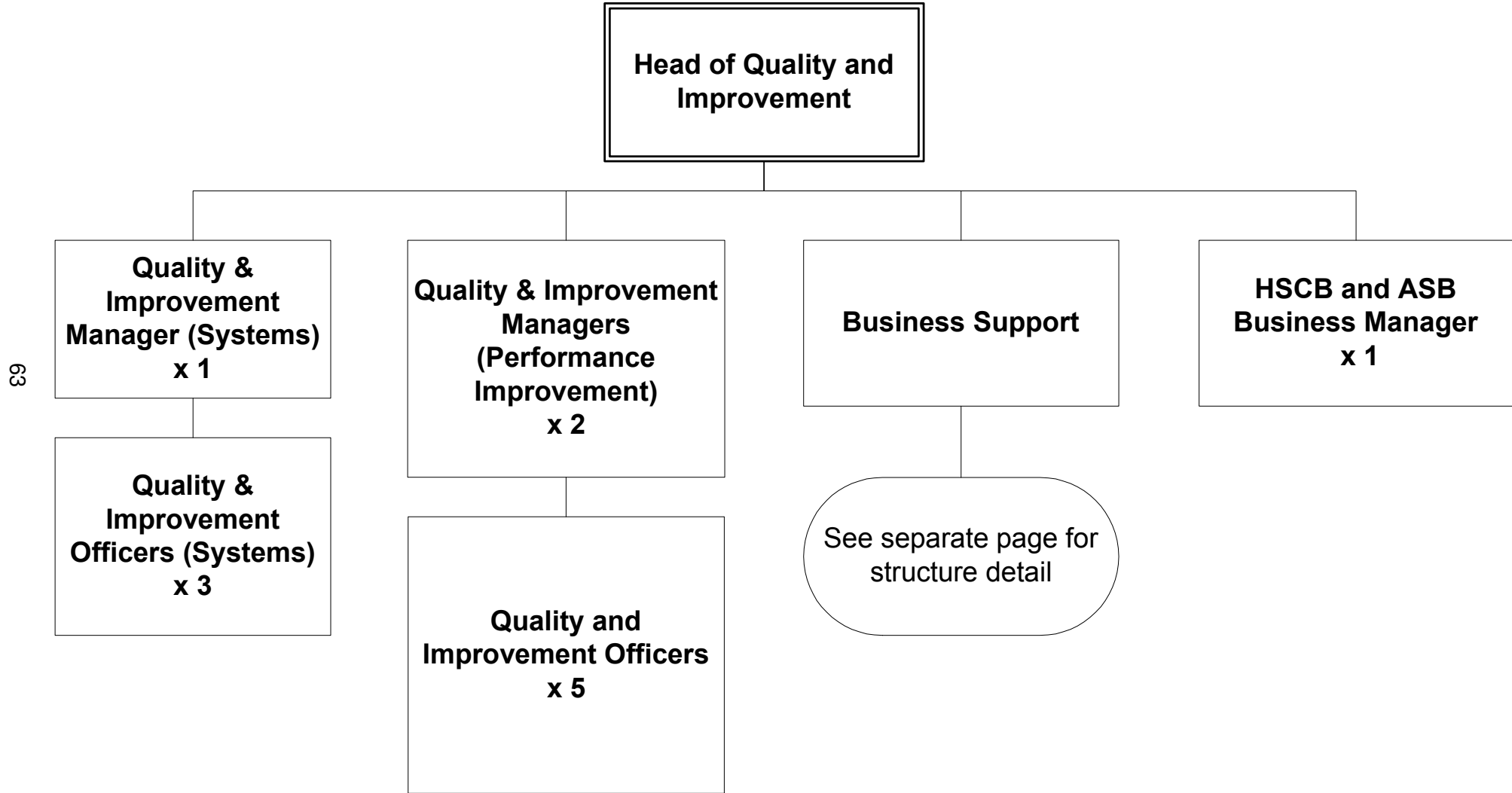


# Planning, Performance & Development

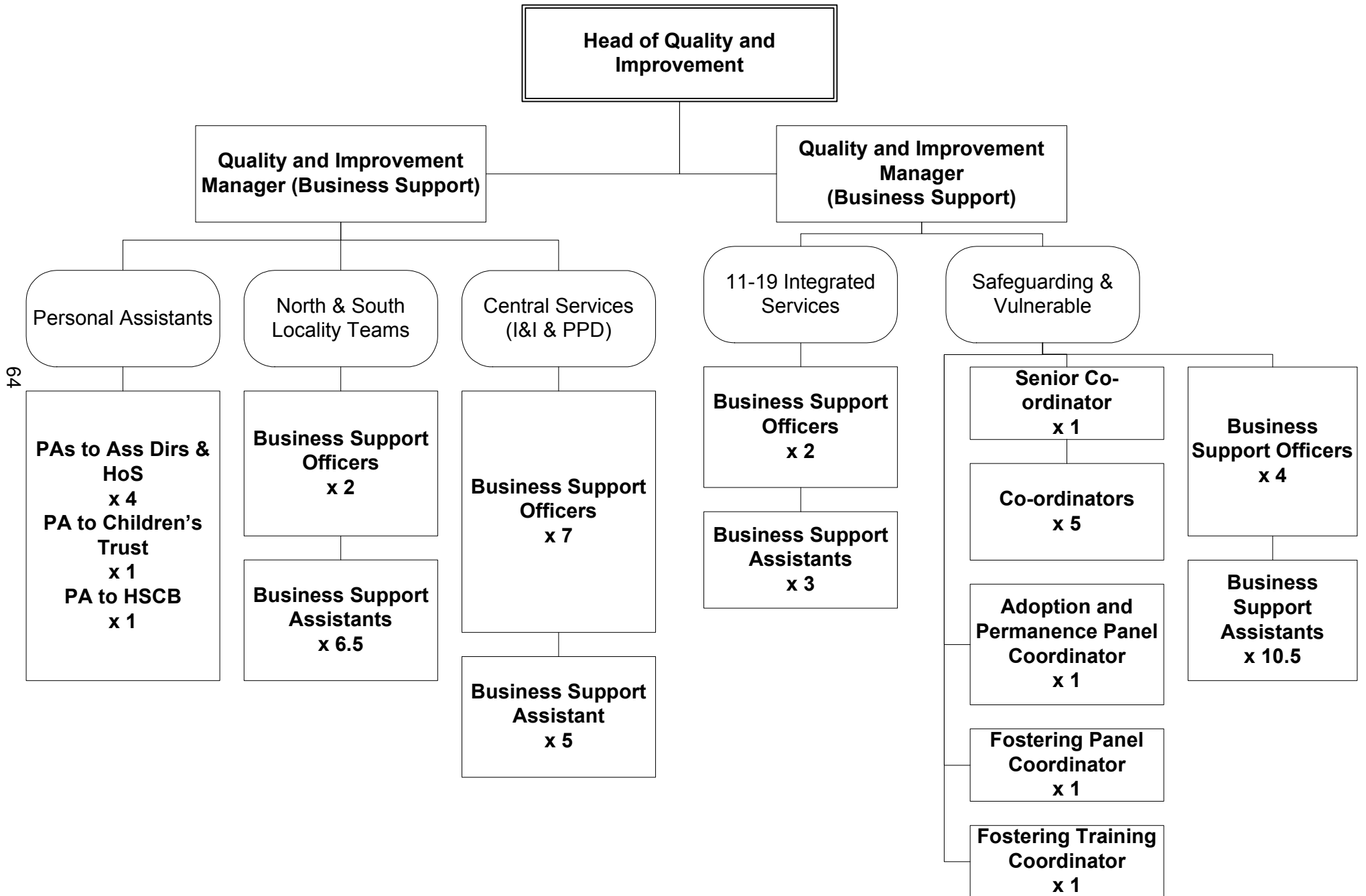




**Planning, Performance & Development**

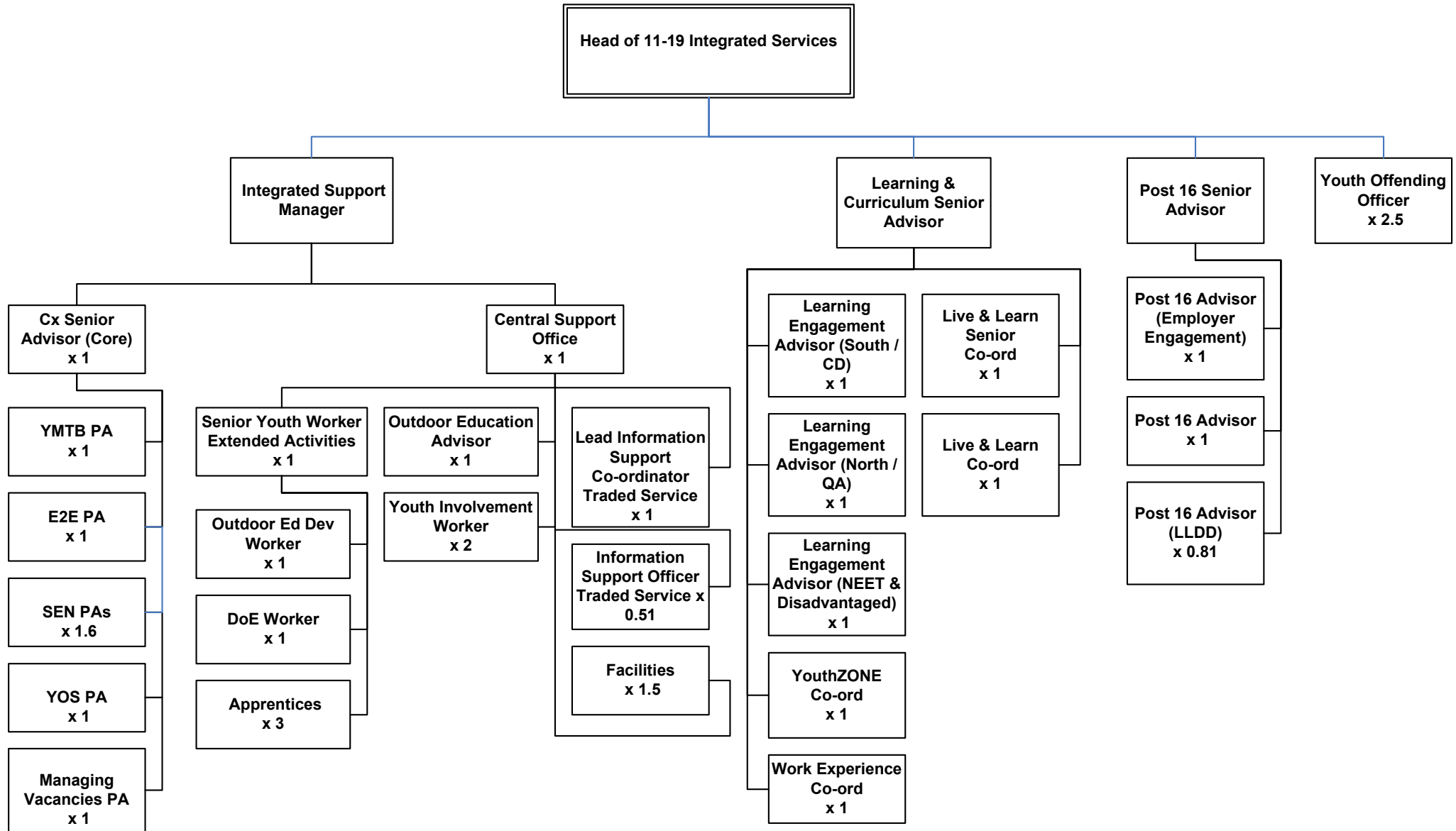


# Planning, Performance & Development

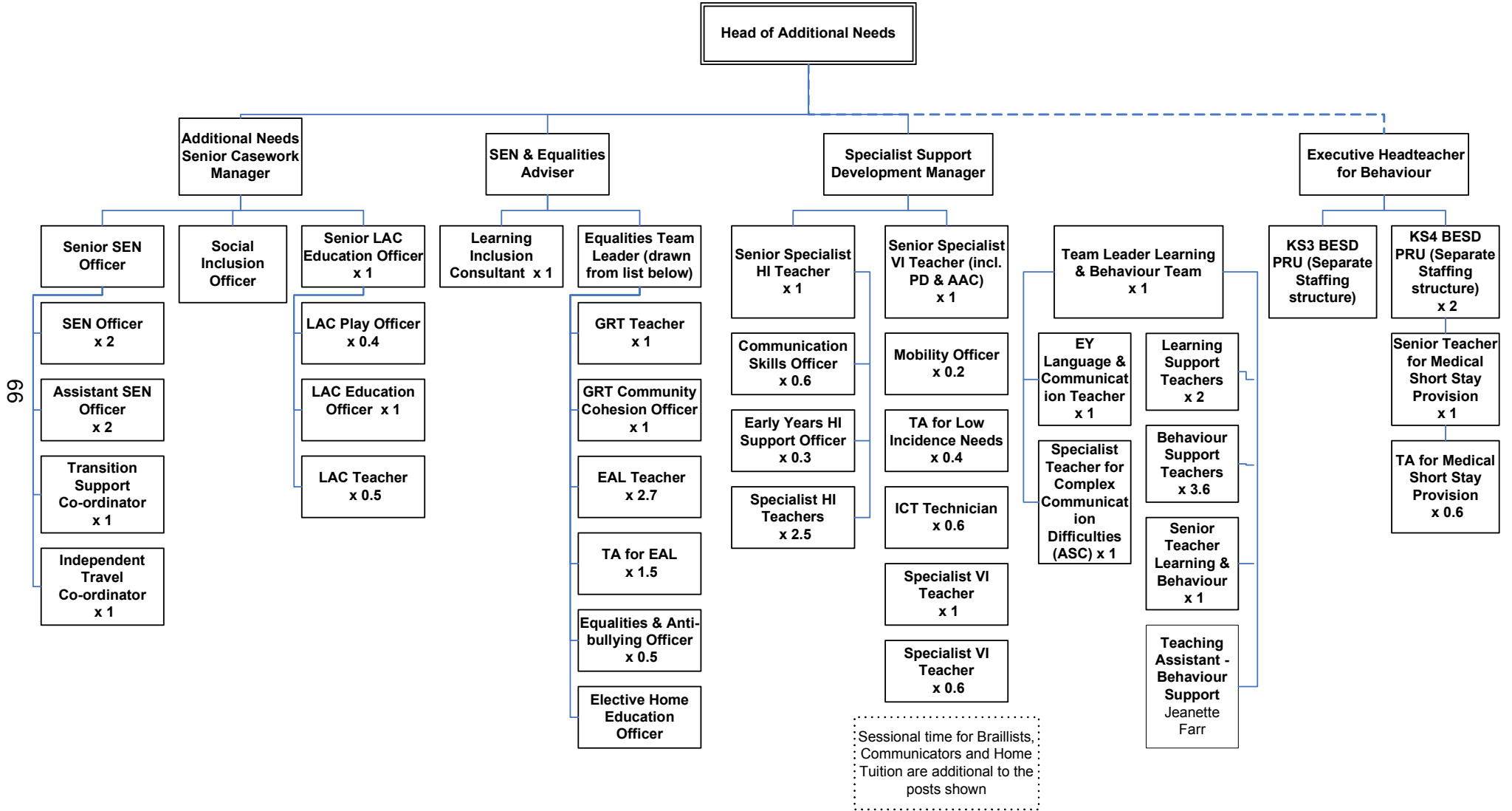


# Improvement & Inclusion

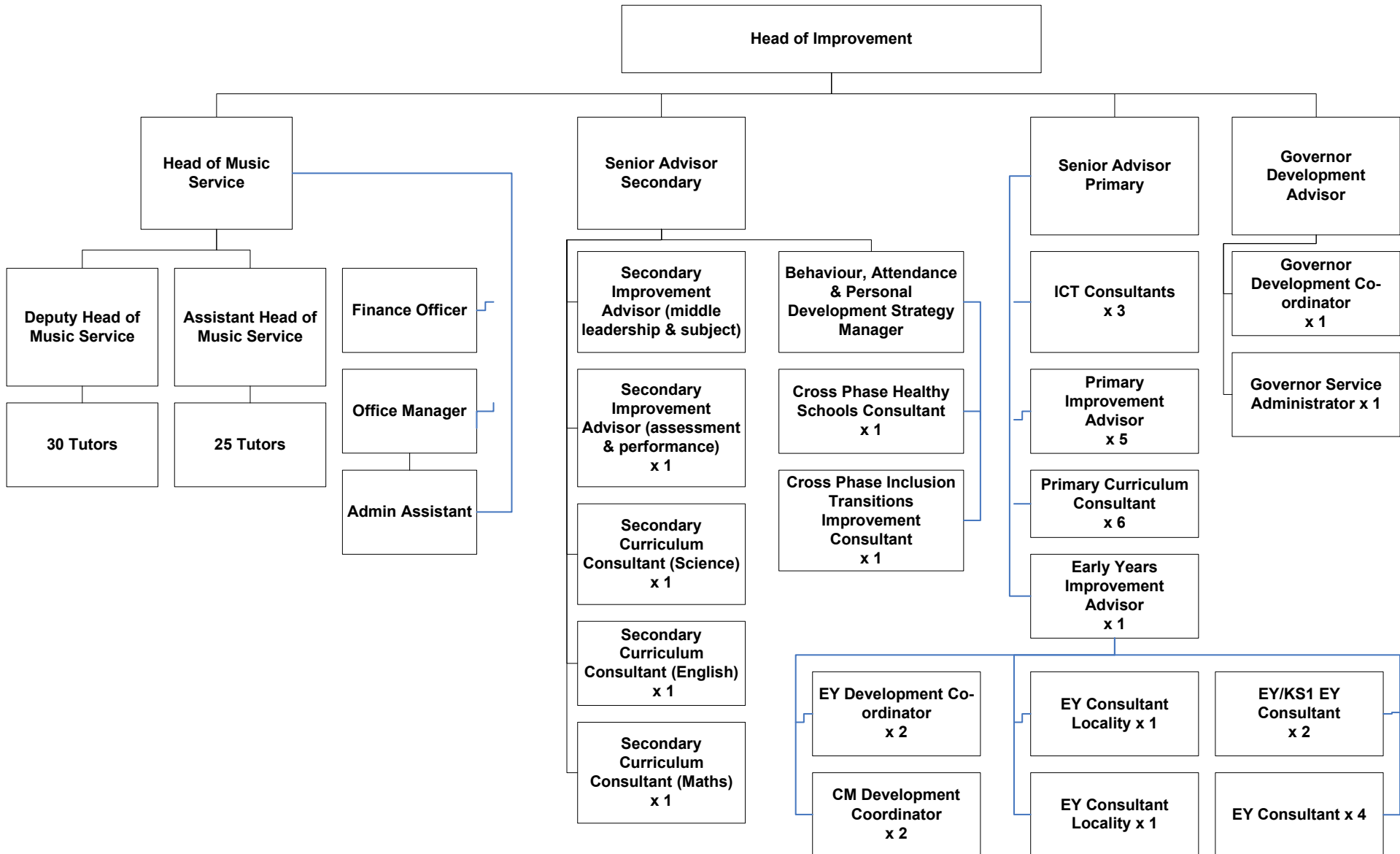
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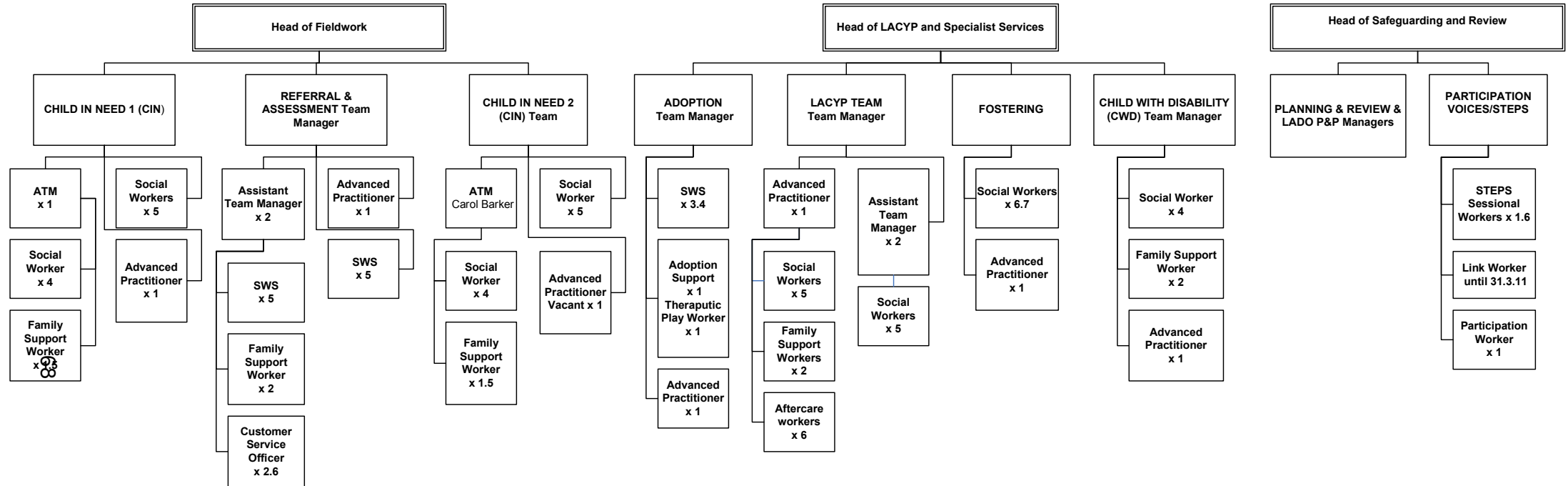
# Improvement & Inclusion



# Improvement & Inclusion



# Safeguarding & Vulnerable Children



## Appendix B

### Measuring the impact of locality teams - Performance measures

Indicator		Measure	Source & People
Evaluation of earlier intervention			
	Appropriateness of referrals made to Children's Social Care;	Number of social care referrals that go onto become an initial assessment/CAF/no further action	FWi
Service improvement			
	Number of step-down CAFs (Common Assessment Framework)	<i>As indicator</i>	CAF registry
	Number of step-down CAFs that are not subsequently re-referred to Children's Social Care after 6 months	<i>As indicator</i>	CAF registry
	Number of step-down CAFs that are not subsequently re-referred to Children's Social Care after 12 months	<i>As indicator</i>	CAF registry
	<i>Percentage</i> of CAFs that do not result in a service from Children's Social Care within 6 months of the start of the CAF	<i>As indicator</i>	CAF registry
	<i>Percentage</i> of CAFs that do not result in a service from Children's Social Care within 12 months of the start of the CAF	<i>As indicator</i>	CAF registry
Staff improvement			
	Percentage of staff time that is spent on face to face work with children, young people or families	Amount of time spent by staff on face to face work divided by normal working hours	Staff reporting
	Percentage of staff time that is spent travelling	Amount of time spent by staff on travelling divided by normal working hours	Travel claim comparisons

	Cost of travel expenses ( <i>compared to pre-locality period</i> )	Amount spent on travel expenses pre and post localities	Travel Claim comparisons
Intervention timeliness			
	%age of referrals achieved in appropriate time frame for CAFs	%age of CAF referrals completed within 20 days (not working days).	CAF registry

## Satisfaction Measures

Indicator	Measure	Source & People
Needs identified sooner		
	<i>'Have things got better for you?'</i>	%age of people reporting that things had improved for them. CAF registry
	<i>'Have things got better for your child?'</i>	%age of people reporting that things had improved for their child. CAF Registry



<b>MEETING:</b>	<b>CHILDREN'S SERVICES SCRUTINY COMMITTEE</b>
<b>DATE:</b>	<b>11 MARCH 2011</b>
<b>TITLE OF REPORT:</b>	<b>STANDARDS IN THE EARLY YEARS FOUNDATION STAGE AND STANDARDS IN THE PRIMARY AND SECONDARY STAGES – FURTHER UPDATE</b>
<b>REPORT BY:</b>	<b>HEAD OF IMPROVEMENT</b>

**CLASSIFICATION:** Open

### **Purpose**

Following reports from the Head of Improvement to members of Children's Services Scrutiny Committee on 22 October 2010 and 10 December 2010 on current school and early years foundation stage performance the Committee requested an update at a mid point in the academic year.

### **Recommendation**

**THAT Children's Services Scrutiny Committee notes the content of this update to the earlier standards reports and reflects on the actions to improve educational outcomes in the respective phases of early years settings and maintained schools in Herefordshire**

### **Key Points Summary**

- The Herefordshire School Improvement Policy and Early Years Improvement Policy was agreed in the summer term 2010 and have been implemented since 1 September 2010.
- All Herefordshire schools and settings have been allocated an agreed category of performance (a four point criteria referenced scale set out in Herefordshire Council's School and Early Years Improvement Policy) and appropriate interventions and support have been determined.
- The performance of all schools in Herefordshire is formally reviewed six times a year at forum meetings attended by CYPD officers and the SIP.
- Schools in categories 1 and 2 receive regular (at least once a term) monitoring visits from their SIP. Early years settings receive an annual visit from an early years consultant and access support through termly network meetings and monthly training.
- Schools and settings in category 3 receive more frequent visits and agree a support plan with the school improvement service, the impact of which is continually monitored by the SIP/EYC and SIA.

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Further information on the subject of this report is available from  
Steve Rogers and Head of Improvement on (01432) 261772

- Schools and settings in category 4 receive frequent visits and agree a rapid recovery plan with the school improvement service. The impact of interventions and improvement activity is continually monitored by the SIP and SIA and formally reviewed at monthly progress check meetings which include the head teacher, chair of governors, SIP and SIA.
- Statutory performance targets (progress and attainment) have been agreed with all schools for 2011 and 2012.
- The Ofsted inspection profile of schools and settings in Herefordshire is improving. The number of schools in an Ofsted category of concern has fallen from six to two in this academic year. The proportion of schools judged good or outstanding is increasing. The primary details are shown in table 1. The inspection profile of High Schools remains particularly strong and is improving.
- The next key milestone for national testing will be the summer 2011 early years profile results and school test and examination results.

## **Alternative Options**

- 1 There are no alternative options.

## **Reasons for Recommendations**

- 2 The report is presented as an overview and impact of current actions and interventions to improve the educational outcomes of children and young people in Herefordshire.

## **Introduction and Background**

### **Early Years Foundation Stage**

- 3 The Early Years Foundation Stage is the national statutory framework for early years education for all children 0-5 years. The framework incorporates the statutory welfare requirements and guidance on learning and development across six areas:
  - Communication, language and literacy,
  - Personal, social and emotional development,
  - Problem solving, reasoning and numeracy
  - Creative Development
  - Physical Development
  - Knowledge and Understanding of the World.
- 4 The first statutory assessment of children's progress comes at the end of the Reception year at school when children are 5 years old. It is measured and reported under the Early Years Foundation Stage profile.
- 5 In 2010 the gap in attainment for the most vulnerable children under five in Herefordshire narrowed to be in line with national expectations. However, the target relating to the

percentage of children achieving a good level of development in the aspects listed above (paragraph 3) was not met and declined slightly against the previous year's performance.

- 6 As reported to Scrutiny in October 2010, an investigation was carried out to examine the disappointing early years outcomes in Herefordshire. 40% primary schools reported errors in the data submitted to the Local Authority. Further investigation highlighted that the systems for submission of the early years data were inadequate, and school staff were unclear about the interpretation and use of early years data. Actions were put in place to address gaps in systems for data collection and in improving practitioner knowledge and understanding of the Early Years Foundation Stage Profile.
- 7 Following investigation by national bodies - The National Strategies and Qualifications and Curriculum Development Agency (QCDA) it was agreed and recorded that there were "anomalies" in the data and that the 2010 data does not reflect the quality of intervention and support offered within the Local Authority. The QCDA judged the LA moderation of the Early Years Assessment process to be good.

### **Primary**

- 8 The first statutory assessment of children's progress comes at the end of the Reception year at school when children are 5 years old. It is measured and reported under the Early Years Foundation Stage profile. This is followed at age 7 by statutory Key Stage 1 assessment, measured through moderated teacher assessment and informed by the results of national tests.
- 9 Achievement data was summarised in the autumn term scrutiny paper. The Local Authority does not collect mid year information on attainment and progress and this report cannot therefore comment on whether achievement is improving or deteriorating across the county. Individual discussions with schools will happen through summer term SIP meetings and this information taken alongside the key stage 1 and 2 end of year data will be used to make a comment on achievement at that time.
- 10 National tests are undertaken at the end of key stage 2 in the summer term. Results are collected and made available for schools and local authorities.
- 11 The Local Authority uses the information from both national tests/examinations and Ofsted inspections of schools to inform planning and to measure effectiveness. A key role is to pinpoint where additional support is needed, and to identify the good practice to be shared.

### **Secondary**

- 12 The next key milestone for national testing will be the summer 2011 examinations for schools at KS4 and KS5.
- 13 Some schools operate an early entry policy or undertake modular examinations in some subjects and these will count towards the final outcomes for that cohort of students. Feedback from these early entry and modular tests has been very encouraging.

## Key Considerations

### Early Years Foundation Stage

Table 1 Summary and Interim Evaluation of Actions Taken:

Proposed Actions (Scrutiny Report Oct. 2010)	Interim Evaluation Report (February 2011)
<p>Introduction of new systems for the collection, analysis and submission of the early years foundation stage profile data in 2010. The new system is known as E-Profile and is used by most other Local Authorities.</p>	<p>All Herefordshire Primary Schools have been advised to use 'eProfile' to collect and analyse early years profile data. Training has been provided by the Early Years Improvement Advisor and Early Years Profile Moderation Manager at six workshops (October – December 2011) or during school visits.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> EYFS Teachers (55)</li> <li><input type="checkbox"/> Headteachers (3) + New Heads (7)</li> <li><input type="checkbox"/> School Improvement Partners (10)</li> </ul> <p>Impact: All schools that participated in training are now using EProfile and have given positive feedback. Training in the use of Early Years Profile Data will be included in Head Induction Training, Governor Training and for staff new to the Early Years Foundation Stage. An audit of Primary Schools (February 2011) is being carried out to assess use of EProfile.</p>
<p>Introduction of a training programme for Head Teachers, School Improvement Partners, Local Authority Advisors and Consultants to ensure consistent advice is given, and the profile data is used effectively to analyse and present standards in early years.</p>	<p>All Primary Schools provided with the Herefordshire Early Years Profile Data Pack which can be used to support analysis of provision and practice in Reception Classes.</p> <p>Every Primary School was offered support from an Early years Consultant to analyse the 2010 data at child level.</p> <p>12 Schools accepted the offer of a 1:1 discussion. Two Heads requested telephone conversations.</p> <p>70 delegates attended an 'EYFS/KS1 Transitions' conference. Speakers from QCDA and The National Strategies (21/01/11)</p>
<p>Ongoing support and challenge to ensure EYFS/Year 1 teachers are making accurate judgements, collecting information, using and applying the data to inform their provision and</p>	<p>100% Reception Teachers to attend cluster moderation meetings in Spring Term. Trained moderator to attend each cluster meeting and to</p>

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Further information on the subject of this report is available from  
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<p>practice.</p>	<p>collect Spring Term data and record outcomes.</p> <p>30% schools to receive Moderation Visits in Summer Term. 70% schools to attend group Moderation Meeting in Summer term.</p>
<p>Extension of the pilot programme to track progress of children attending pre-school settings so that accurate information on children's learning and development is provided on entry into school.</p>	<p>Pilot Programme 'Progress Matters' extended across all group settings. Format to be included in 2011 county-wide Transition Document.</p> <p>Early Years Entry Profile piloted in reception classes. Positive feedback from reception teachers, Heads and Ofsted Inspectors. Entry profile format now provided to all Herefordshire Primary Schools.</p>
<p>Support for strengthened quality improvement arrangements in children's centres ensuring early identification and intervention for vulnerable groups.</p>	<p>Children's Centre Reviews completed in two centres. Highlighted gaps in systems for data collection, consistency and cohesion across the county. Since September 2011 a Children's Centre Steering Group has been established. Data for Children's Centres is now collated centrally and presented as a Data Profile updated on a quarterly basis. An annual cycle of Quality Improvement has been introduced which will support self evaluation processes, target setting and focused improvement.</p>
<p>Strengthening engagement of parents in children's early learning and development. A particular focus on the development of children's speech and language through the 'Every Child a Talker' DFE funded project in preschools and the Communication, language and literacy DFE funded programme in schools.</p>	<p>'Lets Talk' training for parents and EY Practitioners (26 parents/11 Practitioners)</p> <p>Speech and Language Support for Under Fives 2x 10 week course (66) 2 day overview for Leaders and Managers (48)</p> <p>'Getting Started' training for parents in Children's Centres (36 Parents)</p> <p>25/26 Early Language Lead Practitioners will complete training in March 2011 and will support delivery of the county wide programme of early language support for Under Fives.</p> <p>Partnership Project with Bookstart to promote Under Fives and Family membership of Libraries. Reported in Herefordshire Matters.</p> <p>'Letters and Sounds' Parent Workshops in 8 Primary Schools involved in CLLD Intervention</p>

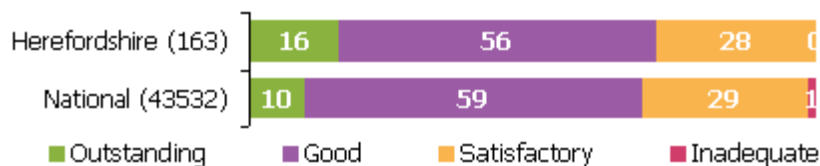
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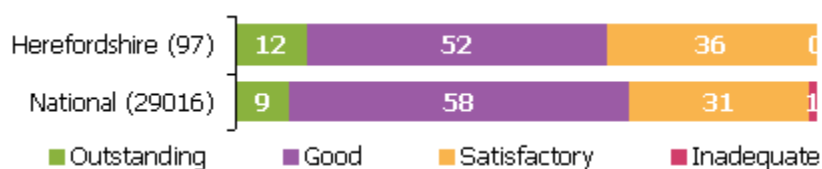
	Project.
Improving the accuracy of observations and assessments in early years. Introduction of E-Profile, a new EYFS data collection and analysis tool, with associated training for Heads, Teachers and LA Advisory Teams.	<p>Observation and assessment workshops delivered at monthly training for Early Years Teachers/Practitioners. 100 delegates attended and took away resources (Early Years Entry Profile Pack, Progress Matters Record Sheets and Vulnerability Matrix) Heads, Teachers, Practitioners reported piloting assessment tools, gave positive feedback and have requested 'Progress Matters' is now used county-wide as a 'Transition Document'.</p> <p>Moderation Team trained by QCDA to support accurate observation and assessment using eProfile (February 2011)</p>
Reorganisation of the Early Years team to raise standards and ensure early identification of vulnerable groups. The team will need to be flexible in order to meet changing needs in line with new guidance and funding arrangements from the DFE.	<p>Improved links between Early Years Settings and Schools with Children's Centres.</p> <p>Multi-Agency Group meetings to support CAF and early support for vulnerable groups.</p> <p>All settings/schools have access to a named Early Years Consultant who is qualified and experienced in Safeguarding, Special Education and Early Intervention.</p>

### The Current situation in Herefordshire

- 14 Ofsted report (December 2010) that the quality (overall effectiveness) of Herefordshire early years PVI provision exceeds national statistics with 72% good/outstanding compared to 69% nationally:



- 15 There has been an increase in the numbers of good/outstanding PVI settings from 59.6% in August 2008 to 72% in December 2010. Every PVI setting in Herefordshire is now subject to a graduated programme of support and challenge so this upward trend should continue.
- 16 Interim Profile data (Teacher Assessments) will be collected in the Spring Term.
- 17 Anecdotal reports suggest that Herefordshire Primary Schools expect to see a strong improvement in the numbers of five year olds attaining a 'good level of development' in July 2011, in line with the target set.
- 18 All Primary Schools/settings have identified those children at risk of delay and are delivering early intervention programmes and focused improvement plans to address gaps in provision and practice. Progress is monitored using 'Development Matters' and collected at school/setting level.
- 19 Interim data for the 'Every Child a Talker' intervention programme in early years indicates that the % of children at risk of speech and language delay decreased from 19.5% to 12.75% following early language intervention from a trained Early Years Practitioner. The % of children identified as being 'ahead' with speech and language increased from 13.75% to 22.25% following intervention.
- 20 100% Home-based Childcare (Childminders) judged by Ofsted who are in receipt of Nursery Education Funding are part of the Local Authority Network and are all judged good/outstanding.
- 21 Inspection outcomes for all Childminders inspected between 1<sup>st</sup> September 2008 and 31<sup>st</sup> December 2010:



- 22 A new 'Pathway to Quality' has been introduced for all new childminders to ensure that they all enrol in the LA network and work towards the Quality Mark accreditation. The Early Years Quality Improvement Programme of support and challenge now applies to all existing childminders and has been targeted at those with a satisfactory outcome.
- 23 A focus on Early Years Education is necessary to improve standards and close the gap for children in Herefordshire. The Profile data indicates that 56% of children in Herefordshire are starting school without a 'good level of development' and 59% boys start school with a risk of speech and language delay which will impact on their learning in primary and secondary schools. Early speech and language intervention programmes are having an impact but this needs to be reflected in the profile/KS1 data.
- 24 A coordinated approach to early years provision and practice is needed. All those working with children under five across children's services must be clear about the vulnerabilities that affect children's learning and development, and work together to ensure that those children can be identified (effective and accurate data collection) can be supported (Universal and targeted delivery of research based early intervention programmes) and tracked to show the impact and outcomes of the interventions.

## Primary

Table 2 Summary and Interim Evaluation of Actions Taken

Proposed Actions (Scrutiny Report Oct. 2010)	Interim Evaluation Report (February 2011)
<p>Improving all subjects at key stage 1 with a particular emphasis on improving the performance of boys especially in reading and writing. Intervention programmes such as ECAW, ECAR, ECC and Numicon will help in addressing this. As will the early years CLLD phonics focus.</p>	<p>No mid year data is collected from schools but meetings with SIPs and SIAs focus on discussions on pupil progress.</p> <p>The SIP visit for the spring term will specifically focus on provision and will look at the effectiveness of intervention programmes.</p> <p>Schools have now started the specific intervention programmes (ECAW, ECAR, ECC and Numicon) and are reporting significant improvement in pupil progress.</p>
<p>Improving the quality of leadership in schools to ensure that all pupils make the required progress and achieve well. Tightening up of SIP visits at school will ensure that leadership receives the rigour of effective challenge and support.</p>	<p>At the Primary Forum meeting with SIPs in January it was decided to alter the categorisation of some of the schools. There are now 55 schools in category 1 and 2 support, compared with 52 previously and 26 in category 3 and 4 compared with 29.</p> <p>All SIP reports have been completed for the Autumn term 2010.</p> <p>Early headship provision meetings have taken place and are part of a package for Headteachers to develop leadership skills. Feedback from these sessions has been very positive.</p>
<p>Improving the quality of governance to ensure that the leaders in schools are challenged and supported to drive improvements in standards. The setting up of a larger governor service will ensure that the delivery of key training will develop governor skills to focus on school improvement issues.</p>	<p>The newly extended and appointed Governors Service Team has been shadowing school improvement advisors in delivery specific support to schools. A package of support including a new website to support governor development and a revised training programme are nearing completion.</p>
<p>Improving the transition between EYFS and NC SIA and Sips will work closely with schools to ensure that Headteachers ensure an effective transition between early years and the first year of the National Curriculum.</p>	<p>The training provided for SIPs in January included a focus on EYFS and the link into the National Curriculum. Three Early Years/ Key stage 1 consultants have been appointed as part of the restructuring of the CYPD.</p>



Improving all subjects at key stage 2 with a particular emphasis on improving the progress of all pupils in maths and the performance of the more able in the subject. Key interventions such as the national 1:1 intervention will ensure that targeted support will be effective in accelerating progress and improving standards, The MAST training for teachers will improve teacher subject knowledge and will build up a team of teachers to support other schools in developing teacher subject knowledge in maths,	<p>No mid year data is collected from schools but meetings with SIPs and SIAs focus on discussions on pupil progress.</p> <p>The SIP visit for the spring term will specifically focus on provision and at the effectiveness of intervention programmes.</p> <p>1029 pupils in Herefordshire at Key stage 2 are being supported through the 1 to 1 intervention programme. This includes children with EAL and LAC.</p>
LA consultants will deliver focussed bespoke training and support for schools in targeting appropriate intervention to help move all pupils who achieve 2C at key stage 1 to level 4 at key stage 4, along with moving all pupils who achieve level 3 to a level 5	All schools being supported by LA consultants have agreed School Support Plans or Rapid Recovery Plans. Targeted consultancy is defined in these plans. These are being monitored regularly to ensure impact of actions.

### Ofsted updates

- 25 Since September 2010 the following Primary Schools have been inspected.
- 26 The table above shows that the nearly all schools inspected since September have improved their judgement grades, with one school moving two judgement grades.

Table 3

School	Previous Ofsted Overall Effectiveness Judgement	New Ofsted Overall Effectiveness Judgement
Pencombe	2 – Good	1- Outstanding
Brockhampton	3 - Satisfactory	2 – Good
Weobley	3 - Satisfactory	2 – Good
Ledbury	3 - Satisfactory	2 – Good
Kingstone and Thruxton	Notice to Improve	3 - Satisfactory
Little Dewchurch	Special measures	2 – Good
Wellington	3 - Satisfactory	3 - Satisfactory

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Further information on the subject of this report is available from Steve Rogers and Head of Improvement on (01432) 261772

## **Update on attendance**

- 27 Over the last two years absence levels rose slightly in the primary phase and went above national and regional averages for the first time. Persistent absence rose slightly (by 0.3 % points) but remains below national and regional averages.
- 28 The LA has recently purchased Attendance Analysis software which will facilitate remote analysis of current attendance in Herefordshire primary schools. This will, capacity notwithstanding, enable the Education Welfare Service to respond more proactively to changes in attendance patterns where they give cause for concern.
- 29 New guidance and advice to schools has been issued relating to holiday absence in term time. Most schools discourage parents wherever possible from removing their children from school during term time for family holidays.
- 30 The other action we are about to embark upon is a greater focus on transition and attendance; again a cluster approach seems sensible.

## Secondary

Table 4 Progress with the priorities for the secondary team identified in the previous scrutiny report:

<b>Proposed Actions (Scrutiny Report December 2010)</b>	<b>Interim Evaluation Report (February 2011)</b>
<p>Implement the new and revised school improvement policy and ensure that appropriate support is allocated for schools to ensure that they continue to improve.</p> <p>Ensure that any decline in school performance is addressed early so that all Herefordshire high schools remain in a positive Ofsted category.</p> <p>Work in partnership with schools to consolidate the advances made in improving the performance of disadvantaged groups of students.</p> <p>Focus challenge and support on key areas such as continuing improvement in Mathematics and English. In particular share effective practice and strategies to improve the outcomes of boys and narrow the performance gaps between boys and girls.</p>	<ul style="list-style-type: none"> <li>▪ The secondary desk top review took place in December 2010. This included the Pupil Referral Units and the Special schools with secondary provision and excluded the Herefordshire Academy and the Steiner Academy as they are monitored through the DFE. Using the new School Improvement Policy Categorisation (not a direct parallel with Ofsted Judgements) a discussion and agreement in relation to school categorisation took place.</li> <li>▪ Category 3 and 4 schools are being closely monitored and supported by SIS.</li> <li>▪ Feedback from School Improvement Partners and head teachers was overwhelmingly positive about this process.</li> <li>▪ A further forum meeting has taken place with category 3 and 4 schools to ensure that there are secure plans in place to improve identified aspects of performance.</li> <li>▪ The School Improvement Service is deploying staff and financial resources to support schools in meeting the targets for improvement agreed.</li> <li>▪ The programme to develop and support school based intervention centres continues successfully.</li> </ul>
<p>Continue to work with the Herefordshire LA data team to further develop the systems for benchmarking school performance at key stages four and five.</p>	<ul style="list-style-type: none"> <li>▪ This is underway. The school data profiles have been updated in November following the publication of the validated data sets.</li> </ul>
<p>Work closely with the 11-19 Integrated Service to develop the recently established school sixth form heads' network.</p>	<ul style="list-style-type: none"> <li>▪ The heads of sixth forms are keen to develop this network and a further meeting has been planned. The network will become self sustaining and the LA will act in an advisory role as commissioned.</li> </ul>
<p>Continue to work with school sixth forms to support their further improvement.</p>	<ul style="list-style-type: none"> <li>▪ The School Improvement Service is working closely with two sixth forms and deploying resources (financial and personnel) to support their identified areas for improvement.</li> </ul>

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Further information on the subject of this report is available from Steve Rogers and Head of Improvement on (01432) 261772

<p>Work in partnership with schools, supporting head teachers and governing bodies in responding to national initiatives such as the academies programme and local imperatives such as the increasing development of alternative school models.</p>	<ul style="list-style-type: none"> <li>▪ Both Wigmore schools (Primary and High) and John Kyrle High School became Academies on the 1<sup>st</sup> January 2011.</li> <li>▪ Both schools have expressed a desire to continue to work closely with the LA.</li> <li>▪ John Kyrle High School Head teacher continues to be a School Improvement Partner for another High School in the LA and is engaging their current LA School Improvement Partner for the rest of this academic year.</li> </ul>
<p>Commission external expertise to advise SACRE on the statutory revision of the Agreed Syllabus for Religious Education. Support its implementation.</p>	<ul style="list-style-type: none"> <li>▪ This revised syllabus is near completion and will be launched in the summer term for schools to implement in September 2011.</li> </ul>

### Ofsted updates

31 Since December 2010 full section five Ofsted inspections have taken place in John Masefield High School, Lady Hawkins High School and Weobley High School. Subject inspections in English and Geography have taken place in Kingstone High School and Queen Elizabeth High School. Because the inspections are recent and the inspection judgements have not been quality assured and signed off by Ofsted they remain confidential and cannot be reported. However the outcomes are positive and Herefordshire continues to have no high schools in a negative Ofsted Category.

### Update on Attendance.

32 Validated data for the autumn term 2010 from the DfE expected in March.

33 Validated data for 2009-10 indicates the following:

#### High School Overall Absence 2009-10.

- Herefordshire's overall absence continues to fall year on year in line with national and statistical neighbour trends
- Overall absence in Herefordshire high schools was at its lowest since 1999-2000

#### High School Persistent Absence 2009-10.

- This also continues to fall year on year in line with national and statistical neighbour trends
- Overall Persistent Absence in high schools was at its lowest since 2005-6, the year the measure was introduced

### Community Impact

34 Effective early intervention can prevent speech and language difficulties, disaffection, mental health issues, obesity, challenging behaviours and low standards in later years. Accurate information and intervention in the early years will provide long term benefits to the child, the family and community.

- 35 Improving primary pupils' achievement in the basic skills of English and maths will improve their life chances and consequently their contributions to the wider community.
- 36 Declining pupil numbers and the financial limitations of the 2011/12 budget settlement for schools mean that some schools have to reduce their staffing and that there is often increasing competition between schools to attract admissions.

## **Financial Implications**

- 37 The recent cuts in funding and removal by Central Government of grants which have previously support school improvement activity, mean that the Improvement Service and the support provided to improve performance will, from April 2011 have to be increasingly purchased by schools and settings through a Service Level Agreement (SLA).
- 38 Statutory provision will continue to be provided at no cost.
- 39 If the purchase of the services does not cover the costs then it is likely that parts of the service will cease.

## **Legal Implications**

- 40 No legal implications have been identified.

## **Risk Management**

- 41 The recently announced Government funding cuts, changes in statutory services and movement into traded services will affect the future of the Improvement Service and the form of support which it has historically provided to EYFS, Primary and Secondary settings.
- 42 The ability to maintain a high quality service ensuring no Herefordshire school/setting is underperforming or in a negative Ofsted Category.

## **Appendices**

Appendix 1 - Glossary

## **Background Papers**

None.

## **Appendix 1**

### **Glossary**

CLLD	Communication, language and literacy development
CYPD	Children and Young People's Directorate
EAL	English as an additional language
ECAR	Every Child a Reader
ECAW	Every Child a Writer
ECC	Every Child Counts
EYC	Early Years Consultant
EYFS	Early Years Foundation Stage
LAC	Looked after children
MAST	Mathematics Specialist Teachers
NC	National Curriculum
SIA	School Improvement Advisor
SIP	School Improvement Partner
SIS	School Improvement Service

## Appendix 2

### Early Years

	LA	SN	Na
NI 72 - % pupils achieving "good level of development"	45%	57%	56%
NI 92 - inequality gap	33%	31%	33%

### KS2

KS2	English & Maths			English			Maths		
	LA	SN	Na	LA	SN	Na	LA	SN	Na
Level 4+	71.4%	72.6%	74.0%	79.2%	80.2%	81.0%	77.9%	79.0%	80.0%
Level 5+	19.5%	20.9%	23.0%	31.0%	31.4%	33.0%	30.4%	32.2%	35.0%

### KS4

#### 2010 Performance of Herefordshire Local Authority compared to Statistical Neighbours and England (National)

% pupils achieving						
Name	Level 2 (5+ A*-C) (or equivalent) including English and maths GCSEs	English Baccalaureate	A*-C GCSE in English and maths	English and maths Skills at Level 2	Level 2 (5+ A*-C)	2 grades A*-C in science
Gloucestershire	60.1%	21.2%	60.7%	63.8%	76.1%	63.2%
Dorset	59.4%	21.0%	60.3%	61.1%	74.3%	61.3%
Shropshire	57.8%	18.9%	58.3%	61.4%	72.6%	61.8%
Herefordshire Local Authority Average	56.0%	20.3%	56.3%	57.7%	81.2%	71.4%
Wiltshire	55.8%	18.8%	56.5%	58.9%	70.9%	57.8%
East Sussex	55.4%	14.0%	56.2%	57.7%	76.3%	64.0%
England Average (state funded schools only)	55.2%	15.1%	55.4%	59.4%	76.1%	61.6%
Devon	54.7%	14.4%	55.3%	57.3%	68.7%	56.8%
Somerset	54.0%	14.4%	54.0%	56.4%	68.6%	57.1%
Cornwall	53.8%	10.1%	54.3%	57.2%	73.0%	57.9%
Norfolk	52.3%	15.4%	52.9%	56.9%	67.1%	52.9%
Suffolk	51.7%	13.6%	52.2%	53.5%	71.0%	62.0%





<b>MEETING:</b>	<b>CHILDREN'S SERVICES SCRUTINY COMMITTEE</b>
<b>DATE:</b>	<b>11 MARCH 2011</b>
<b>TITLE OF REPORT:</b>	<b>CAPITAL BUDGET REPORT UPDATE ON 2010/2011 &amp; FUNDING FOR 2011/12</b>
<b>REPORT BY:</b>	<b>HEAD OF ACCESS AND CAPITAL COMMISSIONING</b>

**CLASSIFICATION:** Open

### **Wards Affected**

County-wide

### **Purpose**

To scrutinise the capital budget position for 2010/11 for the Children & Young People's Directorate and to receive information on indicative capital funding for 2011/12.

### **Recommendation(s)**

**THAT Committee note and comment on the report as part of its scrutiny function.**

### **Key Points Summary**

- The 2010/11 capital programme is on schedule, both in terms of time and budget.
- The Indicative 2011/12 capital allocations for Herefordshire show an 80% decrease in schools' devolved formula capital allocations. Although, in part, this is due to the Government allocating the bulk of capital maintenance grant to the Local Authority, rather than to schools, the overall capital allocation for 2011/12 is about £1.4 million below the 2010/11 allocation.

### **Alternative Options**

- 1 This is a monitoring report and therefore alternatives are not provided.

### **Reasons for Recommendations**

- 2 To provide sufficient information and opportunity for scrutiny committee to scrutinise the capital programme for children and young people's directorate.

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Further information on the subject of this report is available from  
Rob Reid, Head of Access & Capital Commissioning on (01432) 260920

## Introduction and Background

- 3 This is an exception report on the key areas of progress, achievement and challenge within the capital programme for 2010/11. The planned capital expenditure for 2010/11 is £31,459,000. Indicative capital funding for 2011/12 is detailed in paragraph 4.2.

## Key Considerations

### 4.1 Schemes with an expected outturn exceeding £500k in 2010/11

Scheme	2010/11 Forecast £'000	Spend to end Quarter 3 (December) £'000	Comments
Hereford Academy	13,256	8,684	Work in progress scheme on schedule, both time and budget
Earl Mortimer Replacement School	4,171	3,624	Work in progress scheme on schedule, both time and budget
Co-location	3,328	1,152	Seven schemes are progressing at various locations on schedule, both time and budget.
Devolved Capital Programme	1,900	1,369	Devolved allocation of capital funding to schools
Intervention Centres	1,823	1,005	14 schemes at high schools are progressing on schedule, both time and budget
Primary Grant	1,500	358	This grant is funding the amalgamation of Leominster's junior and infant school and the following schemes: <b>Credenhill St Mary's CE</b> - £50,000 - Classroom extension <b>Walford</b> - £69,700 - secure entrance/relocate reception and head's office <b>Almeley</b> - £130,000 - replace temporary classroom with permanent build/secure entrance/relocate head's office <b>Ashperton</b> - £100,000 - replace temporary classroom/secure entrance <b>Clifford</b> - £20,000 - sheltered outdoor learning space <b>Bodenham St Michaels CE</b> - £11,000 - access ramps <b>Lugwardine</b> - £31,000 - extension to classroom <b>Goodrich</b> - £35,000 - teaching space for small group work/music to release space in school hall for PE etc.
TCF Standards and Diversity	675	76	Rural funding towards plant and equipment costs
Early Years Childcare / Quality & Access	508	512	Various schemes to complete in 2010/11

Condition property works	600	571	Annual programme of works at various sites committed on a highest need first basis, budget under pressure due to decreased funding allocation this year
Children's Centres	717	255	Springfield children's centre completes soon, Coningsby (Leominster) and Broadlands (Hereford) are scheduled to complete this year
<b>Total</b>	<b>28,478</b>	<b>17,606</b>	

## 4.2 Indicative capital funding grants 2011/12

### 4.2.1 The national context

4.2.1.1 On 13 December 2010, the Secretary of State announced details of allocation of over £2 billion of capital funding for 2011-12 to schools and local authorities.

4.2.1.2 The announcement included details of allocation of:

- £800 million of basic need funding to local authorities to provide school places where needed in their area, in all categories of taxpayer-funded schools i.e. Local Authority maintained schools, academies and free schools.
- £858 million of maintenance capital to local authorities to support the needs of the schools that they maintain and for the Sure Start children's centres in their area
- £196 million of locally-coordinated Voluntary Aided schools programme capital to support the maintenance capital needs of voluntary-aided schools
- £185 million of devolved formula capital for schools.

4.2.1.3 £800 million basic need funding has been allocated according to relative need for new places, based on forecast data provided by all authorities. All taxpayer-funded schools within each local authority will be eligible for this funding, including voluntary-aided schools, open academies, and new Free Schools where they address basic need pressures.

4.2.1.4 The proportion of the funding available for capital maintenance which has been allocated to each authority has been determined by school and weighted pupil numbers from the most recent data available. The voluntary-aided sector has been allocated a fair share based on pupil numbers, and reflecting the governors' 10 per cent contribution and eligibility for VAT. Allocations have been abated where schools have been or are about to be modernized through Building Schools for the Future or PFI projects.

4.2.1.5 £185 million devolved formula capital funding has been allocated direct to all taxpayer-funded schools based on a national formula of £4,000 per school and a per pupil sum which is weighted for the type of pupil: £11.25 (primary), £16.875 (secondary), £33.75 (SEN). This is a much lower rate than previously. For most schools, devolved formula capital has reduced by 80% on previous years' funding levels. The Audit Commission

criticised the allocation of large amounts of funding to schools that was not targeted to building need. Therefore, in view of the need to prioritise, the Government has balanced the bulk of maintenance funding to local authorities, to support local priorities and larger projects, with coordinated and efficient procurement.

4.2.1.6 Allocations at local authority level are indicative and will be adjusted in line with end-of-year pupil figures in maintained schools.

4.2.1.7 All these programmes will be delivered as capital grant.

4.2.1.8 Allocations for 2012/13 until 2014/15 will be informed by the outcome of the Government's capital review, which the Department for Education has said will be published in early 2011. While the allocation and management for these programmes may change to reflect the recommendations of the review, it is expected that the funding available for basic need and capital maintenance of schools will be roughly in line with the funding for 2011/12.

#### 4.2.2 Herefordshire Local Authority indicative allocations – 2011/12

Grant	Indicative allocation 2011/12 (£000)	2010/11 allocation for comparison (£000)	Difference (£000)
Basic Need	2,154	458	1,696
Capital Maintenance – Local Authority Maintained Schools	2,696	1,949	747
Capital Maintenance – Locally Co- ordinated Voluntary Aided Schools Programme	907	1,032	(125)
Schools Access Initiative	0	286	(286)
Devolved Formula Capital	679	3,589	(2,910)
Harnessing Technology (Devolved to schools)	0	545	(545)
<b>Total</b>	<b>6,436</b>	<b>7,859</b>	<b>(1,423)</b>

4.2.3 The Local Authority will work with schools, through the CYPD Capital Strategy Consultative Group, to allocate Basic Need and Capital Maintenance funding, using the CYPD Capital Strategy format and assessment tool. This approach was used successfully to allocate the first tranche of primary strategy capital money, detailed above and involves school,

Archdiocese and Diocesan representatives.

## **Community Impact**

- 5 The capital investment programme of the Children and Young People's Directorate, including schools and early years settings, has wide ranging community impacts, benefiting children and young people and their families across Herefordshire.

## **Financial Implications**

- 6 These are contained in the body of the report.

## **Legal Implications**

- 7 The use of capital funding including grants must comply with the legal requirements associated with each funding stream and the conditions of specific grants

## **Risk Management**

- 8 The risks are set out in the body of the report, in terms of project delays and the actions planned to mitigate the impact of these.

## **Consultees**

- 9 Not applicable.

## **Appendices**

- 10 None.

## **Background Papers**

- None identified.



<b>MEETING:</b>	<b>CHILDREN'S SERVICES SCRUTINY COMMITTEE</b>
<b>DATE:</b>	<b>11 MARCH 2011</b>
<b>TITLE OF REPORT:</b>	<b>EXECUTIVE RESPONSE TO SCRUTINY REVIEW OF PUPIL ACHIEVEMENT IN SWIMMING AT KEY STAGE 2</b>
<b>PORTFOLIO AREA:</b>	<b>ICT, Education and Achievement</b>

**CLASSIFICATION:** Open

### **Wards Affected**

County-wide.

### **Purpose**

To note the Cabinet Member – ICT, Education and Achievement, response to the Scrutiny Review of Pupil Achievement in Swimming at Key Stage 2.

### **Recommendation**

**THAT the Committee note the decision of the Cabinet Member – ICT, Education and Achievement to accept all the recommendations arising from the Scrutiny Review of Pupil Achievement at Key Stage 2.**

### **Key Points Summary**

In accordance with the scrutiny process the Executive, in this case through the Cabinet Member – ICT, Education and Achievement, has considered and accepted all the recommendations from the Scrutiny Review of Pupil Achievement in Swimming at Key Stage 2.

### **Alternative Options**

No alternative options are suggested as the Cabinet Member has approved all the recommendations from the Review.

### **Introduction and Background**

- 1 Arising from a number of debates at the Committee on the provision of swimming tuition at schools the Committee at its meeting on 6 July 2009 set up a Scrutiny Review Group to look at pupil achievement in swimming at Key Stage 2 and establish baseline data against which future trends could be compared. Subsequent Committee meetings received reports and a presentation was received on 14 June 2010 from the Chief Executive, HALO the provider of swimming facilities to schools in

the county.

- 2 The Scrutiny Review Group met on 20 August 2010 and took into consideration information previously supplied to or considered by the Committee. The Review Group were also informed about the DfES publication "Swimming Charter" which provided information to schools, sports and recreation departments within local authorities on how to work and plan effectively, with guidance on how to encourage more children to take part in swimming. A report by the Assistant Director, Improvement and Inclusion, setting out the provision in Herefordshire schools was also taken into consideration.
- 3 The Chairman of the Review Group, Councillor WLS Bowen, presented the findings and recommendations of the Review Group to the Children's Services Scrutiny Committee on 1 October 2010.
- 4 The Committee agreed that the recommendations be forwarded to the Executive for consideration namely:
  - a. That 88% of pupils attaining the 25 metre swimming distance target by the end of year 6 be used as a local comparator for future benchmarking and trend monitoring;
  - b. That officers be requested to investigate the least disruptive means for schools to submit swimming data on an annual basis and data be compared to the data held by HALO;
  - c. Results from the data collected be included in the performance monitoring report to Children's Services Scrutiny Committee and any anomalies should then be investigated as the Committee considers appropriate;
  - d. Officers should investigate whether the local partnership between public, private and voluntary sectors were making the most efficient use of their swimming resources.
- 5 The Cabinet Member, ICT, Education and Achievement, considered a report dated 25 January 2011, setting out the background and recommendations from the Review referred to him by the Children's Services Scrutiny Committee.
- 6 The Cabinet Member, ICT, Education and Achievement, has approved the recommendations arising from the review and his decision has been recorded in the decision notice Ref No2011 ICT&A.001.
- 7 Officers will now be investigating methods of collecting swimming data and once the data received has been analysed the results will be reported to Committee as part of the Performance Monitoring Report. Officers will also be investigating the efficient partnership use of swimming recourses by the public, private and voluntary sectors.

## **Appendices**

13 None.

## **Background Papers**

- None.





<b>MEETING:</b>	<b>CHILDREN'S SERVICES SCRUTINY COMMITTEE</b>
<b>DATE:</b>	<b>11 MARCH 2011</b>
<b>TITLE OF REPORT:</b>	<b>COMMITTEE WORK PROGRAMME</b>
<b>REPORT BY:</b>	<b>Democratic Services Officer</b>

**CLASSIFICATION:** Open

### **Wards Affected**

County-wide.

### **Purpose**

To consider the Committee's work programme.

### **Recommendation**

**THAT subject to any comment or issues raised by the Committee the Committee work programme be approved and reported to the Overview and Scrutiny Committee.**

### **Introduction and Background**

1. The Overview and Scrutiny Committee is responsible for overseeing, co-ordinating and approving the work programmes of the Committee, and is required to periodically review the scrutiny committees work programmes to ensure that overview and scrutiny is effective, that there is an efficient use of scrutiny resources and that potential duplication of effort by scrutiny members is minimised.
2. The work programme, set out at appendix 1, may be modified by the Chairman following consultation with the Vice-Chairman and the Director in response to changing circumstances.
3. Should any urgent, prominent or high profile issue arise, the Chairman may consider calling an additional meeting to consider that issue.
4. Should Members become aware of any issues they consider may be added to the scrutiny programme they should contact the Democratic Services Officer to log the issue so that it may be taken into consideration when planning future agendas or when revising the work programme.
5. To enable the Committee to track the result of previous recommendations Appendix 2 is attached for information only. Where possible this includes a comment by the relevant officer on the current position concerning the issue at the time of going to print.

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

## **Background Papers**

- None identified.

**Children's Services Scrutiny Committee - Work Programme - 2010/11  
For consideration by Committee on 11 March 2011**

<b>11 July 2011 at 10.00am</b>	
	<ul style="list-style-type: none"> <li>• Capital Budget Monitoring.</li> <li>• Revenue Budget Monitoring</li> <li>• Performance Digest</li> <li>• Committee Work Programme.</li> </ul>
Scrutiny Reviews	--

<b>26 September 2011 at 10.00am</b>	
	<ul style="list-style-type: none"> <li>• Standards in the Early Years Foundation Stage and Standards in the Primary and Secondary Phase – Full report.</li> <li>• Capital Budget Monitoring.</li> <li>• Revenue Budget Monitoring</li> <li>• Performance Digest</li> <li>• Committee Work Programme.</li> </ul>
Scrutiny Reviews	--

<b>9 December 2011 at 10.00am</b>	
	<ul style="list-style-type: none"> <li>• Capital Budget Monitoring.</li> <li>• Revenue Budget Monitoring</li> <li>• Performance Digest</li> <li>• Committee Work Programme.</li> </ul>
Scrutiny Reviews	--

<b>March 2012 at 10.00am</b>	
	<ul style="list-style-type: none"> <li>• Capital Budget Monitoring.</li> <li>• Revenue Budget Monitoring</li> <li>• Performance Digest</li> <li>• Committee Work Programme.</li> </ul>
Scrutiny Reviews	--

Possible future items on:

- Be Healthy' issues (obesity / alcohol / lifestyle/housing/ CAMHS/ psychology service) also consider inviting members from Health Scrutiny. (see minutes June 2010)
- The 14 – 19 Strategy
- Foundation and Academy Schools
- Governance arrangements for the Children's Trust and partnerships.
- Delivery plans to be submitted to Committee for the Children and Young People Plan.
- Monitor the sustained year-on-year impact of the Children and Young Peoples' Plan in relation to Gypsy, Roma and Traveller children (GRT) (Minute 19 1<sup>st</sup> Oct 2010)

In consultation with the Chairman and Vice-Chairman the Director of Children's Services is working up a programme of open seminars for Members based on defined themes.

**Suggested themes or Issues identified by the Director for future seminars**

<b>Date</b>	<b>Subject</b>
To be confirmed	Economic Well Being: 14-19 Strategy.
To be confirmed	Positive Contribution: Targeted / Integrated Youth Services
To be confirmed	Enjoy and Achieve: Attendance
To be confirmed	Herefordshire and its comparators
To be confirmed	The changing interrelationship and pressures on the Directorate Central Service following changes to school management (academies, free schools, federations etc and the affect on Traded Services) (see minute 46 10/12/10)

## APPENDIX 2

Progress in response to recommendations made and issues requiring action raised by the Children's Services Scrutiny Committee.

Committee date: 1 October 2010

<b>Government Initiatives in Children's Service</b>	
<b>Recommendations</b>	<b>Response/Action</b>
<p>b) the Committee Recommends that the Cabinet Member(s) consider whether the Youth Service can provide any support towards those Playbuilder schemes ready to proceed so that the impetus at community level isn't lost.</p>	<p>In December 2010 the Council announced that the funding for the playbuilder schemes already in progress would continue.</p>

Committee Date: 22 October 2010

<b>Sustainable School Provision for 21<sup>st</sup> Century</b>	
<b>Recommendations</b>	<b>Response/Action</b>
<p>That the report be noted and the Committee suggests to the Cabinet Member that school clusters that have not yet responded be reminded of the importance of their comments and urge a prompt reply</p>	<p>Clusters have undertaken a lot of good work. The interim Director of Children's Services is currently discussing with governors, heads and other stakeholders how to best progress next steps at a school cluster locality and local authority level.</p>

Committee Date 10 December 2010

<b>Performance Digest Quarter 2</b>	
<b>Comment</b>	<b>Response/Action</b>
<p>While debating the Performance Digest for Quarter 2 the Committee requested a briefing note to clarify the post 16 transport funding position</p>	<p>Work in progress</p>

