



PROGRESS ON IMPROVEMENT IN CHILDREN AND YOUNG PEOPLE'S SERVICES

PORTFOLIO RESPONSIBILITY: CHILDREN'S SERVICES

CABINET

21ST JUNE, 2007

Wards Affected

County-wide

Purpose

To advise Cabinet of the Success Criteria agreed with the Government Office for the West Midlands (GOWM) in the continuing formal engagement with the authority, with a view to ceasing that engagement in the autumn period.

Key Decision

This is not a Key Decision.

Recommendation

THAT the Success Criteria for Herefordshire Council be noted.

Reasons

To ensure that Cabinet is aware of the criteria on which GOWM will judge if sufficient improvement has been made in Children and Young People's Services in Herefordshire.

Considerations

1. On April 12th Cabinet were advised of the continuing engagement in the drive for improvement in Children and Young People's Services. Since then more detailed discussions have been held with GOWM
2. At the end of March GOWM,
 - (i) noted that significant improvement had been made in **performance management** but further evidence of embedding performance management was required. On this, the following Success Criteria have been agreed:

Success criteria	Evidence	Timescales
1.0 Embedded practice in monitoring Performance at	(a) Quarterly Performance Digest (b) Paper trail through Minutes of	Initiate immediately PM on agenda of

all levels of the organisation 1.1 Good management and performance data. 1.2 The interrogation and interpretation of data. 1.3 Appropriate response and action that flows from the understanding of the DMT.	CYPDMT and team meetings (c) Observation at CYPDMT- Rob W. (d) Identification of areas for concern/celebration by CYPDMT and subsequent action taken/plans being informed by this evidence	Monthly management meetings and team meetings
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- (ii) expressed a concern over a **capacity to deliver projects and implement effective change** management. The Local Authority has offered the Review of Schools to demonstrate how change can be managed in Herefordshire. The success of this will be judged against the following criteria:

Success criteria	Evidence	Timescales
2.0 Strategic plan agreed which sets out the way forward and timescales for closures/ amalgamations. 2.1 To develop a growing awareness in Herefordshire of the need for change in school provision and a shared vision.	Paper trail of data/meetings and consultation process of a strategy	Autumn term

- (iii) felt that there was further work to do on the **Children's Workforce Development Strategy**. This will be judged on:

Success criteria	Evidence	Timescales
Strategy document approved Appropriate action taken to develop services according to need identified through strategy	(a) Completed Document (to high quality, relevant to Herefordshire context, evidence based and costed). (b) Paper trail of consultation, formal approval process (c) Issues/areas identified for development to meet need and in our plans	September 2007

3. Progress on these 3 areas will be assessed formally in meetings with the GOWM in June and October. The Children's Services Adviser also has an open invitation to attend Directorate Management Team Meetings to offer support and advise and gain a better understanding how strategic management in Children's Services is provided. Rob Willoughby from GOWM has attended 2 such meetings in the last 6 weeks.

Risk Management

The importance of meeting these Success Criteria cannot be overemphasised and appropriate priority will be accorded to their delivery. Staffing is the most significant risk to this. The Performance Unit will have a permanent lead officer for the first time. Staff resources to support the school review will be strengthened in this period.

Alternative Options

There are no Alternative Options.

Consultees

None.

Appendices

Not applicable.

Background Papers

Letter to GOWM from Director of Children's Services 10.05.07.