

CHILDREN AND YOUNG PEOPLE OVERVIEW AND SCRUTINY COMMITTEE

9 DECEMBER 2014

COUNCIL PLAN - 2014/15 Q2 PERFORMANCE MONITORING

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Summary

This annual report provides a summary of Medway's performance for Quarter 2 2014/15 against its priorities, which it set out in The Council Plan 2013/15. The following information against the relevant Council priority is provided for this committee:

- Performance against Key Measures of Success
- Updates on Key Projects

1. Budget and Policy Framework

1.1 This report summarises the performance of the Council's Key Measures of Success for 2014/15 as set out in The Council Plan 2013/15.

2. Background

2.1 This report sets out the performance summary against the relevant Council priority for this committee:

Medway's Priorities

- *Children and young people have the best start in life in Medway*

2.2 It focuses on where we have achieved or exceeded our targets, and how we are tackling areas for improvement.

2.3 Detailed background information supporting this report can be found at:

Appendix 1: Performance tables – detailed reports on 18 Key Measures of Success

3. Summary of performance

3.1 Key Measures of Success Quarter 2 2014/15: in target

We monitor 18 Key Measures of Success to gauge if we are delivering the priorities, which we identified in our Council Plan.

We are able to report on only 17 of these measures for Q2 because one of the measures does not have a target set.

The Council has successfully met 8 (47%) out of 17 measures with targets for Q2 2014/15.

This is compared to;

- Q1 2014-15 where 5 (28%) out of 18 were on target.
- Q2 2013-14 where 13 (50%) out of 26 Council Plan Key Measures of Success were on or exceeded their target.

4. Key Priority 1: Children and young people have the best start in life in Medway

4.1 Customer Perception

The following table shows the percentage of respondents who agree that Medway's services enable children and young people to have the best start in life.

Q2 2013/14	Q4 2013/14	Q2 2014/15	Short Trend	Long Trend
59%	56%	56%	▬	↓

Source: Tracker. Short Trend: Comparison with last survey. Long Trend: Comparison with same time period previous year.

Service Comments

4.2 Children's Care

4.2.1 The Voice of the Child

The Youth Parliament hosted their annual conference in October 2014 with a theme of child exploitation. Secondary aged pupils from schools across Medway, Councillors and key professionals attended workshops on topics including female genital mutilation, slavery and domestic violence.

In Q2, the Medway Children and Young Person's Disability Group contributed to a leaflet on personal budgets. The group has started to discuss the transition to adulthood and their comments were taken to the Preparing for Adulthood Visioning Day in October. The group continue to review documents aimed at young people and were involved in Take Over Day.

The Young Commissioners have produced a DVD on their thoughts about living in Medway and the importance of involving children and young people in the design and delivery of services. This will be presented at the Medway Children's Action Network launch event in December.

In Q3, projects will commence that will find out young peoples' experience of using the Child In Need service, and their views on using the Council's complaints system.

4.2.2 Moving on Medway Council

Progress continues in our improvement journey and the impact of some exciting initiatives is being evidenced. The work of Professor David Thorpe has led to the changes in the 'front door' service with a rebranded team, Children's Advice and Duty Service (CADS), which has been operational since July 2014. The changed approach to responding to concerns and aiming for more targeted assessment work has led to a 30% reduction in referrals and assessments. Following a spike in numbers of referrals and assessments in quarter one, this approach is enabling the service to complete assessments more quickly; management oversight continues in relation to meeting the 45 day target.

The new Early Help service is working alongside the CADS team and is responding quickly to the identified needs of families for support, helping us to maintain our 'Never do Nothing' approach.

The Quality Assurance Framework has now been fully implemented and the new 'Learning Audit' process is in its second phase. This process replicates the methodology, which will be used as part of an Ofsted Inspection, and is a more positive learning experience for social workers as they sit alongside the auditor. Lessons learned are collated, and drive action plans which are overseen by the Children's Services Management Team.

The relocation of the service to one site in August has been very positively received. Arrangements went well and service continuity was maintained. Feedback from staff is that they value being in the same place as other colleagues from across the service.

The service has been re-aligned into four service areas: Early Help; CADS and Assessment; Children in Need, Child Protection and Proceedings; and Looked After Children. This allows for fewer transition points and more continuity of service for children and families, as well as more balanced workloads for staff.

There has been a continued rise in the number of children subject to Child Protection Plans. A recent external review has shown that thresholds have been consistently and appropriately applied. A bid has been submitted to the DFE Innovations Fund to develop a new community-based approach to working with children subject to plans.

Recruitment of staff continues to have a clear focus and the recruitment target has been met, although the temporary additional capacity, which has been introduced to cope with rising workloads, means that the use of agency staff is still higher than desired. Initiatives to transfer agency staff into permanent positions and to recruit more staff into Medway will continue.

External scrutiny of our practice has continued in this quarter, with a Deep Dive visit from our independent chair of the External Improvement Board in

June/July, an external assessment of our LAC service, a planned review of children subject to Child Protection Plans and a follow up to the Peer Review of Safeguarding practice planned for November. This provides opportunity for reflection and challenge and supports the improvement journey.

4.2.3 Early Help

The Early Help Service has now taken shape with the integration of the following services:

- Medway Action for Families
- Family Support Service
- Common Assessment Framework
- Domestic Violence
- Missing Persons
- Children Missing in Education

All these services now have access to Frameworki, the Council's electronic case recording system. This has allowed for improved communication and the delivery of the right intervention at the right time in a more coordinated way.

The Medway Action for Families team continues to identify families to ensure Medway achieves maximum outcomes for local people, payments by results, and to turn around the lives of 560 families by March 2015. At the end of quarter 2, a total of almost 700 families have been identified and the programme has positively supported over 240 families.

The programme needs to pick up pace in coming months as we look to develop further the monitoring and analysis of data and to learn lessons from the national impact study. A Medway Action for Families launch event for phase 2 took place in October with 70 partners in attendance.

4.2.4 School Effectiveness

In July, Phonics threshold check results; Key Stage 1, 2 and SATs provisional results; and teacher assessment results by school were released. Medway children achieved improved results in Phonics, up 9% to 71% (national 74%). At Key Stage 1, level 2B+ (the national expectation) results improved. Mathematics matched national provisional results at 80%. Reading results improved to 79% (national 81%) and Writing improved to 68% (national 70%).

Medway achieved its best ever-provisional results at Key Stage 2 - up to 74% in Reading, Writing and Mathematics. The national average for state funded schools rose to 78%. Medway offered schools a question-level analysis of Key Stage 2 SATs papers. This was used to identify strengths and areas of development in Reading and Mathematics. Overall, Key Stage 2 results showed boys had performed well overall but girls underperformed in mathematics.

In August, initial provisional Key Stage 4 results, showed a small dip in the achievement of five A*-C GCSEs including English and Mathematics. However, recent provisional data, published by the DfE, shows a significant

drop in Medway from 60.5% to 53.7%. This follows a national trend with results falling from 58.6% to 52.6%. The drop in results is attributed to the way in which individual pupil results are converted this year into overall school results. It is not a reflection of a drop in the results of individual pupils. Medway still continues to perform above the national average.

Quarter 2 activities for the School Challenge and Improvement team included the development of a programme to move schools judged to be 'requiring improvement' to 'good' at their next inspection. Q2 also saw the launch of the Raising Achievement in Medway Partnership Agreement which provides clarity and consistency to schools. Partnership ratings for all schools were also revised and all schools notified of their named school improvement officer and offer of days of consultancy.

Planning for the annual Headteachers' conference took place, securing Professor David Woods as the key note speaker and organising the inaugural "heads meet" and sharing of effective good practice.

Quarter 2 also saw the publication of Early Years Foundation Stage Profile (EYFSP) results. Headline data shows that in Medway, 64% of children attain a good level of development compared to 60% nationally (this ranks Medway 30th out of 152 councils). The results showed that, nationally, children living in the most disadvantaged households do less well than other children, with 53% achieving a good level of development. In Medway the gap is smaller with 59% of children achieving a good level of development and ranks 18th out 152 councils.

4.3 Public Health

4.3.1 Two projects commenced in this quarter to tackle childhood obesity by improving food standards and nutrition for children and young people. The Children's Food Trust has been commissioned and commenced training for nurseries and pre-schools to improve food standards and nutrition in these settings. There has been a very positive response with good uptake. In addition, following the award of the block contract to deliver catering in 48 primary schools, work has commenced to implement a School Food Plan and develop a healthy eating vision for Medway Schools with an action plan for each school site.

A dedicated health worker has been recruited to work with Medway Action for Families service, working within the multi-agency team to co-ordinate positive health outcomes for families engaged in the programme, and potential for prevention of future demands on services.

5. Risk management

Risk helps to deliver performance improvement and is at the core of decision-making, business planning, managing change and innovation. It is practised at both management and service delivery level and enables the effective use of resources, secures the assets of the organisation and its continued financial and organisational well-being.

The purpose of the Council Plan performance monitoring reports during the year is to enable managers and members to manage the key risks identified in delivering priorities.

6. Financial and legal implications

There are no finance or legal implications arising from this report.

7. Recommendations

It is recommended that Members consider Quarter 2 2014/15 performance against the Key Measures of Success used to monitor progress against the Council Plan 2013/15, and make amendments to build on current achievements and deliver remedial action where required.

Lead officer contact










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Background papers

















Council Plan 2013/15

Council Plan Monitoring - Q2 2014/15



PI Status	Trend Arrows	Success is
 This PI is significantly below target	 The performance of this PI has improved	 Higher figures are better
 This PI is slightly below target	 The performance of this PI has worsened	 Lower figures are better
 This PI has met or exceeded the target	 The performance of this PI is static	N/A - Desired performance is neither too high nor too low
 This PI is data only. There is no target and is provided for reference only.	N/A – Rating not appropriate / possible	





1.1 Working with partners to ensure the most vulnerable CYP are safe













Code	Short Name	Success Is	2012/13	2013/14	Q1 2014/15	Q2 2014/15			2014/15	Note		
			Value	Value	Value	Value	Target	Status	Short Trend		Long Trend	Target
PAF-CF/C21 NI 64	Child Protection Plans lasting 2 years or more		7.1%	8.7%	5.2%	10.8%	5.0%				5.0%	10-Oct-2014 This figure is based on CP plans that ended in the period and prone to significant volatility due to small numbers. This increase to 10.8% in Q2 is largely due to a group of 6 siblings that had been subject to CP for 2 years when the plan ended in September.
NI 147	Care leavers in suitable accommodation		94.9%	91.8%	73.3%	61.5%	90.0%				90.0%	22-Oct-2014 The Q2 outrun of 61.5% missed the target of 90%. A small cohort means that this indicator is prone to fluctuations. The number of care leavers having their 19th birthday during Q2 was 13, 5 of which were counted as not in suitable accommodation. Of these care leavers, 3 were in custody, 1 was of no fixed abode and the other despite numerous efforts the service has been unable to make contact with.
A1	Average time between a child entering care and moving in with adoptive family		660	723	749	742	506				480	10-Oct-2014 The Q2 outturn of 742 has missed the target of 520. This is a challenging national target set for all local authorities. Medway has successfully adopted a higher proportion of children with their siblings, with a disability and over the age of five than nationally. A significant contributing factor to these delays is the high proportion of LAC that are adopted by their former foster carers, which took an average 993 days between entering care and placement.
CA10	Rates of re-referrals within 12 months of a previous referral			22.48%	20.51%	22.19%	25%				26%	10-Oct-2014 The rate of re-referrals remains on target and below national and statistical neighbours. The slight increase in Q2 is the result of a spike in August, but rates returned to around 20% in September.

Code	Short Name	Success Is	2012/13	2013/14	Q1 2014/15	Q2 2014/15			2014/15	Note		
			Value	Value	Value	Value	Target	Status	Short Trend		Long Trend	Target
N14	(N14) Timeliness of assessments			48.9%	64.9%	69.1%	80.0%				80.0%	10-Oct-2014 Slight improvement seen in the timely completion of assessment during Q2. However, significant progress has been made in addressing the number of assessments open 45+ days, with this nearly at zero from 107 at the end of July.
N15	(N15) Timeliness of Initial Child Protection Conference			58.2%	58.3%	46.1%	72.0%				72.0%	10-Oct-2014 A Lean process review has been carried out in response to this decrease in performance. As a result a new process for arranging an ICPC has been developed and it is anticipated that this will help ensure that ICPCs take place in a timely way.
N23	(N23) Vacancy rate of social workers			30%	33.6%	32.77%	25%				15%	22-Oct-2014 This indicator refers to the percentage of substantive posts not filled by permanent social workers. The vacancy rate has reduced slightly in Q2, as the recruitment of permanent social workers remains a key area of focus, with a number of initiatives in place.

1.2 We will champion strong leadership and high standards in schools




















Code	Short Name	Success Is	2012/13	2013/14	Q1 2014/15	Q2 2014/15			2014/15	Note		
			Value	Value	Value	Value	Target	Status	Short Trend		Long Trend	Target
CA13	Permanent exclusion rates - % of children excluded from school			0.04%	0.02%	0.01%	0.01%				0.01%	14-Oct-2014 This represents 3 permanent exclusions that have been upheld (out of 43,441 children from the January census cohort). These figures should be regarded as provisional because there are a number of appeals awaiting outcome.
EDU3	% of young people who are absent from school for 15% or more days in the school year.		4.7%	4.63%	3.4%	N/A	3%	N/A	N/A	N/A	3%	08-Oct-2014 This figure is reported on a termly basis and an update will be available at Q3.

Code	Short Name	Success Is
EY2	Number of children attending a funded early education place, as a proportion of the total number (popn) entitled to a place	
SE1a	Difference made to schools by Local Authority support - Schools in Special Measures (formerly SIS2a (amended))	
SE1c	Difference made to schools by Local Authority support - Schools below floor threshold (LA maintained schools only) (formerly SIS2c (amended))	
SE2 LM	% Ofsted school judgements - schools judged good or better for Leadership & Management	

2012/13	2013/14	Q1 2014/15	Q2 2014/15				2014/15	
Value	Value	Value	Value	Target	Status	Short Trend	Long Trend	Target
		76.6%	76.6%	55.0%				70.0%
5	5	5	3	3				3
7	6	6	5	3				3
69.0%	72.4%	72.4%	71.0%	78.0%				78.0%

Note
10-Oct-2014 No update on Q1. 729 children from an eligible total of 952 attended a funded early education place - 76.5%. This exceeds the target of 70% and is close to the Department for Education's 2015-16 target of 80%.
10-Oct-2014 In Q2, two schools became sponsored academies, leaving two primary schools and one secondary (academy) in special measures.
08-Oct-2014 Although we are still awaiting the median national levels of progress in order to have a definitive number of schools that are currently below 65% Level 4+ in reading, writing and mathematics and below the national median rate of progress in all 3 subjects, initial analysis suggests that 5 primary schools will be below the floor threshold.
08-Oct-2014 This figure shows a decline as changes in the framework have brought key judgements into line. In response the SCI team are delivering inset for middle and senior leaders including study visits and internships in good and outstanding schools in other areas.

1.3 We will promote and encourage healthy lifestyles for CYP


Code	Short Name	Success Is	2012/13	2013/14	Q1 2014/15	Q2 2014/15			2014/15	Note		
			Value	Value	Value	Value	Target	Status	Short Trend		Long Trend	Target
NI 117	16 to 18 year olds who are not in education, employment or training (NEET)		6.60%	6.41%	6.77%	5.60%	6.00%				6.00%	17-Oct-2014 The NEET level for 16-18 year old YP in September 2014 was 5.6% (439). This is under the target of 6%. This is an improvement on the same quarter in the previous year of 1.6 percentage points and represents the lowest quarterly rate since 2011-12.
NI 148	Care leavers in education, employment or training		51.3%	57.5%	60.0%	38.5%	60.0%				60.0%	20-Oct-2014 The Q2 outturn of 38.5% missed the target of 60.0%. A small cohort means that this indicator is prone to large fluctuations. In Q2, 13 care leavers had their 19th birthday. Of these seven were counted as not in employment, education or training. The service was unable to contact one young person, despite numerous efforts the service has been unable to locate them.
CA17	% of children in need aged 0-4 attending local Sure Start Children's Centre			17.0%	15.5%	23.0%	20.0%				30.0%	17-Oct-2014 In Q2, there were 103 CIN under the age of 5 at 30 September 2014 who attended sure start centres, out of a total of 441.
EY1b	Total number of attendances at Sure Start Children's Centres by families with children 0-4 years		235,564	277,857	67,400	135,760	127,400				245,000	09-Oct-2014 The total number of attendances during the first 6 months of the year is an increase of 14,000 attendances (or 12%) as compared to the corresponding 6 month period in 2013-14. In the 3 years since 2011, there has been a 66% increase in attendances within the same budget limit. This continued year-on-year increase reflects the greater number of interventions and services provided both by the Children's Centre teams and partner agencies. Those families who receive targeted support are receiving a higher number of interventions.
PH8	Percentage of children and young people achieving a lifestyle improvement as a				63.6%	60.4%	50.0%			N/A	50.0%	08-Oct-2014 7 programmes completed during Q2. 10 completed Change4Life 1-2-1's between June - Sept. 36 completers for




Code	Short Name	Success Is
	result of completing a young people weight management service	

2012/13	2013/14	Q1 2014/15	Q2 2014/15					2014/15
Value	Value	Value	Value	Target	Status	Short Trend	Long Trend	Target

Note
Mend either finishing or being run during Q2, this includes 7-13, 2-4 and FitFix programmes.

5.1 Putting the customer at the centre of everything we do

Code	Short Name	Success Is
MCV1	How satisfied are residents with the way Medway Council runs its services	

2012/13	2013/14	Q1 2014/15	Q2 2014/15					2014/15
Value	Value	Value	Value	Target	Status	Short Trend	Long Trend	Target
		63.00	57.00	N/A				N/A

Note
23-Oct-2014 836 residents completed the survey in August. 57% were very (10.4%) or fairly satisfied with the way the Council runs its services. Only 9.1% of residents were very (3.0%) or fairly dissatisfied. 26% were neither satisfied or dissatisfied. Whilst there has been a significant drop compared to Q1 in satisfaction (63%), the overall rate of satisfaction is still 5 percentage points higher than the survey conducted in August 2013. The drop may also be due to the refresh of the Citizen's Panel after Q1, which has increased the proportion of 16-24 year old and other groups to enhance the survey as a representative sample of the local population. 16-24 year olds are most likely to be dissatisfied with Medway Council services. This age group along with the 25-34 year olds are also most likely to be neutral in their opinion. Those aged 55+ are most satisfied. Those in Chatham and Gillingham are least satisfied. Those in Gillingham and Strood are more likely to state their views as being neutral. Those with a disability are generally more satisfied about services than those without a disability.