

CHILDREN AND YOUNG PEOPLE OVERVIEW AND SCRUTINY MEETING

1 SEPTEMBER 2016

COUNCIL PLAN END OF YEAR Q4 2015/16 PERFORMANCE MONITORING REPORT

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Summary

Medway's four priorities are set out in the Council Plan 2015/16. This report summarises how we have performed in Quarter 4 EOY 2015/16 for the priority for this committee: Children and young people have the best start in life in Medway. There are 19 Key Measures of Success and 5 Key Projects for this priority; however for two of these, data is not expected until after this report is published.

Performance highlights

For the 17 Key Measures of Success where performance data is available this quarter:

- 58.8% (10/17) Key Measures of Success were on target
- 58.8% (10/17) Key Measures of Success have improved since last year.

Awards and achievements

- LAC Apprentice Scheme – Finalist in Children and Young People Now Awards 2015 in the Youth Justice Category
- Social Work Academy – Finalist in Children and Young People Now Awards 2015 in the Recruitment and Professional Development Category
- Medway Young Voice – Finalist in Local Government Chronicle Awards 2016 and awarded Highly Commended in the MJ Awards 2016
- Stonewall Top 100 – rated by Stonewall as one of the top 100 employers in their workplace equality index.
- “Licence to Kill” (a theatre education safety campaign for young drivers and passengers) awarded High Sheriff award.
- Medway schools (St Andrew’s Independent Primary School, Walderslade Primary and Featherby Infant School) recognised for their active travel achievements at the KM Walk to School awards.
- Green Apple Environmental award in recognition of the Council’s partnership commitment promoting the walk to school scheme
- Medway Health Visiting Service, commissioned by Public Health, awarded full Baby Friendly Initiative accreditation status by UNICEF

1. Budget and Policy Framework

1.1 This report summarises the performance of the Council's Key Measures of Success for Q4 2015/16 as set out in the Council Plan 2015/16

2. Background

2.1 This report sets out the performance summary against the Council priority relevant for this committee: Children and young people have the best start in life in Medway. It focuses on where we have achieved or exceeded our targets, and how we are tackling underperformance.

2.2 Detailed background information supporting this report can be found in Appendix 1: Children and Young People Overview & Scrutiny Committee Detailed Report.

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

3.1 Key measures of success - Summary

3.1.1 Details of the 19 Key Measures of Success for this Council priority are included in Appendix 1, however 2 of these are either data only or data is not expected until after this report is published.

- 10 out of 17 Key Measures of Success were on target
- 10 out of 17 Measures have improved compared with last year

3.2 Service Comments

A new performance management framework has been developed that seeks to drive service delivery improvements through a system of monthly performance meetings. These have been established across the Children and Adults Directorate, improving links between the Council Plan, division and service plans and individual PDRs. The meetings monitor a dashboard of key indicators and explore in depth service areas or activity where Medway is under-performing using corrective action reports that set out the performance issues and suggest actions being taken to address them. These reports also go to the Children and Adults Directorate Management Team (CADMT) to bring a wider perspective and consideration of the need to engage partners or other parts of the Council to provide long term solutions to the issues identified.

3.2.1 Key Project: Implement the school improvement strategy

A comprehensive Annual Schools' Performance Report has been produced. This report provides the 2015 education results at each key stage for Medway's schools and academies. The report summarises the performance from teacher assessments, tests and examinations. It also includes information on attendance and exclusions for 2013/14, the latest school year for which national data has been published.

To better support the school improvement strategy, analysis of statistical first release (SFR) data from the Department for Education has been undertaken. These reports present the position of Medway schools in relation to national and statistical neighbour performance and focus on change activity. In addition, to further support schools in the improvement of Key Stage 2 (KS2) results, detailed mid-year analysis of termly KS2 attainment has been piloted. This focuses on projected outcomes based on current progress and actions for change where target achievement is at risk.

The accelerated learning programme has continued to be well supported and this would indicate improvement this summer. This programme has provided intensive training for teachers of phonics, Year 2 and Year 6; volunteer readers through the charity Beanstalk; National Leaders of Education from London to improve standards of leadership. Primary and secondary schools have adapted to the new curriculum and assessment arrangements. Whilst there is national uncertainty as to the impact of the changes on overall results, we would anticipate at this stage that results in the primary sector will be better against the national average than last year.

3.2.2 Key Project: Edge of care response

A Social Impact Bond model has been developed and we have been awarded funding by the Cabinet Office and Big Lottery Fund to implement Family Functional Therapy (FFT) to both prevent children going into care and support children to return home where it was safe to do so.

The Cabinet Office defines SIBs as "...designed to help reform public service delivery. SIBs improve the social outcomes of publically funded services by making funding conditional on achieving results. Investors pay for the project at the start and then receive payments based on the results achieved by the project" (Cabinet Office, November 2012).

There will be associated performance management and reporting to ensure results can be evidenced and systems in place to prevent selective referrals. Over the five years, it is expected that the service will work with 250 children.

The Medway Specialist Multi-Agency Response Team (SMART) brings together social workers, family support workers, the police, housing officers, health and schools to provide a fast-acting response to the needs of young people aged 12-17 who are identified as being on the edge of care. This includes work with families with no recourse to public funds, missing persons and those presenting as homeless to housing services.

3.2.3 Key Project: Early Help

Medway's early help strategy commits all services and agencies working with children, young people and families to help develop and sustain arrangements for collaborative early help interventions. Practitioners working with children, young people and families, especially in schools, continue to identify the need for support and put together appropriate packages.

An early help bulletin is sent to approximately 450 practitioners across all partners and agencies to keep them aware of developments and build a sense that they are part of an early help workforce.

Significant strategic pieces of work that are already underway and which will impact on the whole partnership are:

- Embedding area based working and implementing a new early help assessment;
- Commissioning new integrated services that have prevention and effective intervention at their core (early years, IYSS, community nursing, emotional and mental health); and
- Developing a clear, and supported, role for communities and community organisations in relation to children and families' needs and aspirations.

3.2.4 Key Project: Sufficiency in school places

Medway Council has a duty to ensure that sufficient good quality school places are available to meet demand. The School Organisation Plan 2011-16, and its subsequent annual reviews, sets out the expected need based upon the latest available birth, migration and housing data, highlighting emerging need as it arises.

Despite the continuing increase in the number of pupils requiring a school place, the programme to ensure enough places are available has been successful and has ensured a sufficient supply of good quality primary school places, in the right locations and at the right time. By September 2017 the Council will have created an extra 2,300 primary school places over a four year period and the forward plan of current and future projects is expected to ensure that sufficient places are available for the future.

The current programme includes the creation of a new primary facility in Hoo; the expansion of a number of mainstream schools across Medway, as well as increasing capacity at our special schools. This includes commencing on site the major project to expand and relocate Abbey Court School providing purpose built accommodation for children with severe and profound multiple learning difficulties.

Public Health

3.2.5 Key Project: Healthy Child Programme

A preferred model for integration of services has been agreed. Work is progressing to determine which sets of services would most logically fit together with the aim of commissioning integrated services. Responsibility for the Healthy Child Programme 0-5 years transferred to the Council on October 1st 2015.

A Healthy Child Partnership Group whose aim is to bring professionals and commissioners together to become a steering group for future commissioning, workforce development and service integration, meets regularly.

A needs assessment to inform the healthy child programme is currently in progress, with anticipated completion in May 2016. This work includes a comprehensive epidemiological needs assessment and insight gathering work. In addition, a workforce planning tool has been commissioned from Benson-Wintere and work is underway with providers and due for completion in May.

4 Risk management

- 4.1 Risk management 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, enabling the effective use

of resources, and securing the assets of the organisation and its continued financial and organisational well-being.

- 4.2 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.

5. The way forward for 2016/17 to 2020/21

- 5.1 The Council Plan's purpose is to set the vision and direction of the Council and will act as the primary performance monitoring framework for the medium term (5 years). The Council Plan 2016/17 to 2020/21 concentrates on the Council's transformational activity that will deliver programmes that will have a significant impact for local residents whilst ensuring that the services that matter most to local residents are preserved.
- 5.2 The Council Plan 2016/17 to 2020/21 comprises of 3 key priorities:
- Medway: A Place to be proud of
 - Maximise regeneration and economic growth
 - Supporting Medway's people to realise their potential
- 5.3 To incorporate the Council's commitment to deliver cross cutting transformation programmes the following ways of working have been incorporated into the Council Plan 2016/17 to 2020/21:
- Giving value for money
 - Digital services so good that everyone who can use them prefer to do so
 - Working in partnership where this benefits our residents
- 5.4 A suite of performance indicators and programmes to be used to monitor performance against the Council Plan 2016/17 to 2020/21 priorities was agreed at Full Council on 25 February 2016.

6. Financial and legal implications

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

7. Recommendation

- 7.1 It is recommended that Members consider the Q4 2015/16 performance against the Key Measures of Success used to monitor progress against the Council Plan 2015/16.

Lead officer contact

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Appendices

Appendix 1: Children and Young People Overview & Scrutiny Committee Detailed Report.

Background papers

Council Plan 2015/16

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Appendix 1: Council Plan Monitoring -EOY Q4 2015/16


















Children and Young People Overview & Scrutiny Committee Detailed Report.






Key

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	NA - Desired performance is neither too high nor too low
This PI is data only. There is no target and is provided for reference only.	NA – Rating not appropriate / possible, or target is cumulative	
*Short trend compares to last quarter.		
*Long trend compares to average of previous 4 quarters.		

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



Code	Short Name	Success Is	2014/15	Q1 2015/16	Q2 2015/16	Q3 2015/16	Q4 2015/16	2015/16			Note	
			Value	Value	Value	Value	Value	Value	Target	Status		Long Trend
CSC0001	The percentage of Child Protection Plans ending in the period that lasted two or more years		5.2%	4.6%	3.1%	4.3%	4.1%	4.3%	5.0%			12-Apr-2016 Performance has remained strong throughout the year.
CSC0003	The percentage of care Leavers who are in suitable accommodation on their 19th, 20th and 21st birthday		NA	87.2%	87.8%	89.3%	89.7%	89.7%	78.0%		NA	19-Apr-2016 Performance has remained strong throughout the year.
A1	The average number of days between a child entering care and moving in with adoptive family		711	708	694	700	686	686	628			12-Apr-2016 Improving the timeliness and quality of Permanence Planning remains one of the key priorities in Children's Social Care with recent work to improve these timescales. Although performance over the last 3 years was 686, performance for the 23 children adopted in the last year averaged 536 days and is in line with latest national figures.
CA10	The rate of re-referrals to children's social care within 12 months of a previous referral		21.12%	17.21%	16%	17.49%	17.46%	17.02%	23%			08-Apr-2016 Performance is comfortably within the band of acceptable practice.
N14	The percentage of Child and Family Assessments completed within 45 days		76.8%	87.8%	73.1%	85.8%	86.1%	83.3%	70.0%			18-Apr-2016 Sustained management action has improved performance in relation to assessment completion timescales, ensuring that the annual target has been met.
N15	The percentage of children whose Initial Child Protection Conference was held within 15 days		59.8%	88.4%	94.0%	90.0%	83.1%	88.8%	60.0%			12-Apr-2016 Performance has remained strong throughout the year





Code	Short Name	Success Is
N23	The percentage of children social care substantive posts not filled by permanent social workers	

2014/15	Q1 2015/16	Q2 2015/16	Q3 2015/16	Q4 2015/16	2015/16			
Value	Value	Value	Value	Value	Value	Target	Status	Long Trend
32.53%	42.1%	39.62%	40.54%	38.27%	40.14%	25%		






Note
26-Apr-2016 A national shortage of experienced social work managers and senior social workers continues to be a challenge for all authorities. A new social work careers site has been launched together with a bespoke recruitment campaign with jobs go public. In addition we are working with an agency provider to assist with identifying permanent staff. Consultation on the reconfiguration of Children's Services has recently been completed which we anticipate will reduce the need for agency workers given the move to smaller teams and will also encourage new applicants.









1.2 We will champion strong leadership and high standards in schools

Code	Short Name	Success Is
SE KS4a	The percentage of children achieving five or more A*-C grades at GCSE or equivalent including English and Maths	
NI 101	The percentage of looked after children who achieve five A*-C GCSEs including English and maths	

2014/15	Q1 2015/16	Q2 2015/16	Q3 2015/16	Q4 2015/16	2015/16			
Value	Value	Value	Value	Value	Value	Target	Status	Long Trend
58.8%	Not measured for Quarters				57.8%	61.8%		
.0%	Not measured for Quarters				28.6%	25.0%		










Note
22-Apr-2016 This final data is better than the state funded schools average of 57.3%, but the fourth consecutive year of a downward trend since 2011-12. Liaison continues with Regional Schools Commissioner (RSC) for academy performance with interim AD and DCS meeting with RSC to challenge academy performance.
15-Apr-2016 In 2014 there were multiple methodological changes following the Wolf Review and in 2015 the early entry policy was extended to all subjects, so the results of a pupil's first attempt are counted, not their best.


Code	Short Name	Success Is
DMTEYR5	The percentage of children achieving a good level of development at the early years foundation stage	
CA13	The percentage of children permanently excluded from school	
EDU3(b)	The percentage of children who were persistently absent from school	
SE KS2	The percentage of children who achieved level 4 or above in Reading, Writing and Mathematics at KS2	
SE2 OEPr	The percentage of primary sector schools in Medway judged to be good or better	



2014/15	Q1 2015/16	Q2 2015/16	Q3 2015/16	Q4 2015/16	2015/16			
Value	Value	Value	Value	Value	Value	Target	Status	Long Trend
64.4%	Not measured for Quarters				70.7%	64.0%		
0.23%	0.14%	0.07%	0.08%	0.00%	0.22%	0.06%		
NA	7.3	7.3	10.8	4.4	4.4	NA		NA
75.0%	Not measured for Quarters				73.0%	76.0%		
NA	64.0%	66.7%	71.0%	74.6%	74.6%	63.0%		NA

Note
22-Apr-2016 This indicator is measured in June of each year. The 2015 result of 70.7% is 4.4 percentage points above the national performance.
22-Apr-2016 In the financial year 96 pupils have been permanently excluded. This is 0.22%, over three times the national rate (last published for 2013-14). The Inclusions team continues to work with school consortia and The Fair Access Panel to challenge exclusions and advise practice.
20-Jun-2016 At the end of Term 3 persistent absence was 4.4% This measures children who were absent from school for more than 10%, a change from last year where absence was measured at 15%. The trend over the three terms of the 2015-16 year has been downward representing an improvement in attendance. This figure is a local collection and dependent on 'goodwill' submissions, which were proportionally low in Q4. The persistent absence rate rose in April 2016 to 5.9%
22-Apr-2016 2016 This validated data includes 7 schools that are below floor threshold (a combination of measures that identify schools that are consistently underperforming in reading, writing and maths). A "Securing Outcomes" Programme as well as bespoke consultancy and advice has been developed to improve pupil outcomes.
18-Apr-2016 50 schools are good or outstanding out of 67 that have been inspected. Converter academies retain their pre conversion grade, Sponsor led academies are excluded until reinspected, in line with Ofsted methodology.

1.3 We will promote and encourage healthy lifestyles for CYP

Code	Short Name	Success Is	2014/15	Q1 2015/16	Q2 2015/16	Q3 2015/16	Q4 2015/16	2015/16			Note	
			Value	Value	Value	Value	Value	Value	Target	Status		Long Trend
NI 117	The percentage of 16-18 year olds who are not in education, employment or training (NEET)		7.31%	7.78%	6.79%	7.42%	7.80%	7.80%	6.00%			27-May-2016 Much of the work on identifying and supporting young people not in Employment, Education or Training is outsourced to the Medway Youth Trust, who provide regular monthly briefings on the situation and have been commissioned by Medway Council to prepare a 16-19 Strategy that includes a holistic approach ensuring all agencies play their part in reducing NEETs. The full year figure is based on 772 young people classed as NEET, about 180 people above target.
CSC0002	The percentage of care Leavers in employment, education or training on their 19th, 20th and 21st birthday		NA	50.3%	49.2%	48.8%	49.4%	49.4%	45.0%		NA	19-Apr-2016 Performance has remained strong throughout the year.
EY1b	The total number of attendances at Children's Centres by children aged under 5 years		288,752	72,561	132,762	203,761	263,181	263,181	280,000			29-Mar-2016 The provisional cumulative total at Q4 is 263181. Inputting will continue during April and a final figure will be available in early May. There are provisionally 55762 attendees in the period 1/1/16 to 28/3/16.
PH14	Excess weight in 4-5 year olds		21.6	NA	NA	NA	NA	NA	NA	NA	NA	27-Apr-2016 The latest year available is 2014/15. Medway is 21.6%, England 21.9%. This indicator is based on the government's proposed public health premium. Payments will be based on changes between the years 13/14 and 14/15. The methodology used to measure success in terms of this indicator has not yet been published by the Department of Health. The scheme is regarded as a pilot and may not continue.

Code	Short Name	Success Is
PH8	Percentage of children and young people achieving a lifestyle improvement as a result of completing a young people weight management service	

2014/15	Q1 2015/16	Q2 2015/16	Q3 2015/16	Q4 2015/16	2015/16			
Value	Value	Value	Value	Value	Value	Target	Status	Long Trend
63.2%	90.1%	87.4%	88.7%	89.2%	67.1%	50.0%		

Note
06-Apr-2016 Of the 102 children and young people starting one of the under 18s weight management schemes, 91 achieved a significant behaviour change or positive health outcome. This could include significant improvement in diet, activity level, weight status, fitness level, sedentary time or body shape. The programmes include FitFix teenage weight management programme, MEND family lifestyle service and Change4Life 1-1 Club for families