

CHILDREN AND YOUNG PEOPLE OVERVIEW AND SCRUTINY COMMITTEE

9 MARCH 2017

COUNCIL PLAN QUARTER 3 2016/17 PERFORMANCE MONITORING REPORT

Report coordinated by: Stephanie Goad, Assistant Director, Transformation

Contributors: Children and Adults Directorate Management Team

Summary

Medway's three priorities are set out in the Council Plan 2016/17. . This committee is responsible for some of the performance measures within the two Council Priorities:

- Supporting Medway's people to realise their potential
- Maximising regeneration and economic growth

This report summarises how we have performed in Quarter 3 2016/17 for the 18 key measures of success which support the above priorities, and the following projects which are relevant to this committee:

Supporting Medway's people to realise their potential

- Getting to good: Strategy for action
- Best Start in Life: Healthy Child programme
- Raising aspiration and ambition: School inspections

Maximising regeneration and economic growth

- Development of a 16-19 Strategy

Performance highlights for "Supporting Medway's people to realise their potential" and "Maximising regeneration and economic growth".

- 75% (9/12) key measures of success were on target
- 72.7% (8/11) measures of success have improved over the long term (compared with the average of the previous 4 quarters).

1. BUDGET AND POLICY FRAMEWORK

- 1.1 The Council Plan 2016/17 - 2020/21 was agreed at the Council meeting on 25 February 2016. It set out the Council's three priorities and three ways of working. Success in these areas will lead to a better quality of life across Medway.

2. BACKGROUND

- 2.1 This report sets out the performance summary against the Council Priority relevant for this committee: Supporting Medway's people to realise their potential. It focuses on where we have achieved or exceeded our targets, and how we are tackling underperformance in respect of children and young people.

- 2.2 This report also sets out performance in respect of the project: Development of a 16-19 Strategy (including apprenticeships)(Council Priority: Maximising regeneration and economic growth), which falls under the remit of this committee.
- 2.3 Performance in respect of Adult Social Care, which also falls under the priority “supporting Medway’s people to realise their potential”, will be the focus of the Health and Adult Social Care overview and scrutiny committee.
- 2.4 Detailed information supporting this report can be found in Appendix 1: Children and Young People Overview & Scrutiny Committee Detailed Report.

3. COUNCIL PRIORITY: SUPPORTING MEDWAY’S PEOPLE TO REALISE THEIR POTENTIAL

3.1 Key measures of success – summary for “Supporting Medway’s people to realise their potential”

Details of the 17 key measures of success for this council priority that fall under the remit of this committee, are included in Appendix 1; however 6 of these are either data only, or data is not expected until after this report is published

- 9 out of 11 measures were on target
 - 5 out of 10* measures have improved compared with last quarter
 - 7 out of 10* measures have improved compared with the average of the previous 4 quarters
- (* Total number of measures where comparative data is available)

3.2 Service comments

3.2.1 OUTCOME 8: HEALTHY AND ACTIVE COMMUNITIES

Details of the 2 key measures of success for this outcome are included in Appendix 1; however, data for these is not expected until after this report is published.

3.2.2 OUTCOME 9: RESILIENT FAMILIES

Details of the 8 key measures of success for this outcome are included in Appendix 1; however, 2 of these are either data only, or data is not expected until after this report is published.

- 5 out of 6 measures were on target
 - 4 out of 5* measures have improved compared with last quarter
 - 4 out of 5* measures have improved compared with the average of the previous 4 quarters
- (* Total number of measures where comparative data is available)

Project 9.1 Getting to 'Good' - Children's Services

Strategy for action

The strategy for action, as agreed with DfE, continues the process of service transformation to improve quality of practice, workforce and partnership working. It has set challenging targets for the current financial year. Monitoring performance

against the plan is embedded within the monthly monitoring framework for Children's Services.

As part of the plan being embedded within Children's Services, a reorganisation designed to improve productivity, performance and staff retention was implemented on the 1 September. The reorganisation has already achieved a 9 percentage point improvement in the vacancy rate for social workers and some of the new teams are already achieving target performance against the ambitious targets set down for social work practice. Team managers not achieving target continue to be challenged at the monthly divisional performance and quality assurance meeting which is chaired by the Assistant Director. These are supported by bi-weekly focused performance meetings.

The Integrated Family Support Service is close to maintaining the target for supporting cases as they step down from social care services and this continues to ensure that case loads within the reorganised service were acceptable. A revision of the early help framework is continuing to further support multi-agency intervention and associated commissioning of services.

A net gain of 5 in-house foster carer households has been achieved and expertise from the digital transformation project has been brought in to improve the effectiveness of our advertising. The fostering service will implement an invest to save plan that will support improved outcomes for children whilst yielding cost savings to the authority. Reductions in the use of high cost Looked After Children (LAC) placements have been achieved through closer monitoring of the young people's needs and the effective commissioning of external placements.

Management use of performance information continues to be enhanced through further developments of direct access performance reports allowing effective scrutiny of their progress on key areas of practice.

Project 9.2 The best start in life

Healthy Child Programme

Responsibility for the full Healthy Child Programme 0-5 years transferred to the Council on October 1 2015. This consists of many elements but is predominately focussed around the Health Visiting and School Nursing services.

Health Visiting performance has improved significantly since transition 18 months ago and the service is engaging and supporting more families across Medway as a result.

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

In May 2016, CMT approved the recommendation to decommission Medway's Family Nurse Partnership programme (FNP). The FNP programme is now fully decommissioned and all families have been successfully transferred to the core Health Visiting Service. A new Vulnerable Parents Pathway is being developed and will be in place in early 2017.

An integrated model of 0-19 Child Health Services (including Public Health and Clinical Commissioning Group services) (CCG) was approved by Cabinet and CCG Governing body in Dec 2016, and proposals are now (Jan 2017) out for public consultation with a view to a new contract being awarded in the autumn of 2017.

3.2.3 **OUTCOME 11: ALL CHILDREN ACHIEVING THEIR POTENTIAL IN SCHOOLS**

Details of the 7 key measures of success for this outcome are included in Appendix 1; however, 2 of these are either data only, or data is not expected until after this report is published

- 4 out of 5 measures were on target
- 1 out of 5 measures have improved compared with last quarter
- 3 out of 5 measures have improved compared with the average of the previous 4 quarters

Project 11.1 Raising aspiration and ambition

School inspections

a) Finalised results show improvement at all key stages

In early years, the national standard is Good Level of Development (GLD). Medway has improved by 3.7% to 73.3%, and this is above the national average of 69.3%.

The gap between the lowest attaining 20% and the mean attainment has fallen in Medway, for the fourth year running and is now 29.7. This is better than the national gap of 31.4.

Phonics at year 1 has improved significantly, increasing from 74.4% to 81.8% and this is above the national average of 80.6%. Indeed Phonics performance has improved by a greater amount than the national mean year on year.

At Key Stage 1, the measurement process changed so direct comparisons are not possible with previous years. However finalised results show that Medway is above national in Reading, Writing and Maths and at national in Science.

At Key Stage 2, the measurement process again changed so direct comparisons are not possible. However a comparison can be made against the rate of improvement against the national average. Provisional results show Medway at 49% expected progress for Reading, Writing and Maths combined. That national provisional figure is 54%. Last year Medway was 7 percentage points below the national average on the previous assessment system; this year Medway is 5 percentage points below the national average and therefore has closed the gap by 2 percentage points. In 2015, Medway was joint bottom nationally at Key Stage 2, but this year Medway has climbed 25 places.

At Key Stage 4, provisional results show Medway secondary schools to have increased the standard of 5A*-C (including English and Maths) from 57.8% to 60%, which is above the national level of 57.7%. This measure has been superseded a measure of the percentage of pupils who achieved an A*-C in English and Maths. Medway outperformed the national attainment for the second year running and

increased the difference to national attainment, rising from 0.1 percentage points above national in 2014/15 to 1.3 percentage points above in 2015/16.

Medway schools outperformed the national attainment in the key measure of progress 8, by 0.08 points. Progress in Medway schools was positive (0.05 points) where as nationally it was negative (-0.03 points).

b) OFSTED inspection judgements

Overall these continue to improve. At secondary and special, the position has remained the same this quarter. In primary, Lordswood School has been assessed as requiring improvement and this has reduced the percentage at good or outstanding by 1.8 percentage points.

c) School Improvement Strategy

The 2016 /17 Securing Outcomes training programme is in the third term of delivery, the aim of which is to improve teaching, learning and assessment through providing a comprehensive offer incorporating workshops and surgeries to develop classroom and whole school practice to secure outcomes for Y2 and Y6 pupils 2017 in reading, writing, maths, GPaS (grammar, punctuation and spelling) and the combined measure.

Based on July 2016 pupil outcomes, schools have been *targeted* to participate in the different strands within the training and development (*Targeted offer*). In addition to this a CPD programme is open to all schools (*Universal offer*). 18 targeted schools within KS2 are currently engaged in the Securing Outcomes programme and 15 at KS1.

With the high priority placed on improving reading outcomes for Medway Pupils, this year the '*Power of Reading*' programme has been purchased for targeted schools based on the successful impact which this has had for some Medway and London schools previously. 18 schools are engaged with the Power for Reading programme.

In addition, 19 schools are participating with the strand of Securing Outcomes to develop *Effective leadership of Reading* which incorporates a 2 day programme of internship for leaders of reading within targeted schools and a further 2 study days in outstanding schools outside of Medway, used as models of excellence.

Building on the momentum of improvement evident in the 2016 Phonic outcomes for pupils in Y1, this year there are 9 targeted schools receiving intensive support for leaders of *Phonics* in order to drive up standards.

Leadership in primary schools continues to be given high priority with National Leaders of Education (NLEs) from London working in some of our maintained schools, supporting leadership and management but also highlighting good practice from their own schools by offering work shadowing opportunities in their schools. There are 10 schools working with *National Leaders of Education*.

d) Engaging young people as active citizens

Medway Youth Parliament ran a conference in November for young people on the theme of tackling racism, which was attended by 108 young people and feedback was positive. The Youth Parliament has also run the Medway heat of the Tryangle

Awards, recognising young people's achievements and contributions to the community.

The Youth Service has continued to run participation days and this quarter the subject was Relationships Education, with the MSCB and Public Health contributing to the day and taking feedback from young people.

4 KEY PRIORITY: MAXIMISING REGENERATION AND ECONOMIC GROWTH.

4.1 Key measures of success: summary for "Maximising regeneration and economic growth"

Details of the 1 key measure of success for this outcome that falls under the remit of this committee, are included in Appendix 1.

- 0 out of 1 measure was on target
- 0 out of 1 measure has improved compared with last quarter
- 1 out of 1 measure has improved compared with the average of the previous 4 quarters

4.2 Service comments.

Project 4.2 Development of a 16-19 Strategy (including apprenticeships)

Council officers in Children and Adults have worked with the Medway Youth Trust and developed a Youth Employment Strategy which was agreed by Cabinet on 7 June 2016. The strategy outlines the Council's objectives, target areas and outputs.

Children and Adults Directorate are leading on qualifications and engaging with schools and colleges to meet the needs of the business community. The Regeneration Delivery Service is working with local businesses and stakeholders to determine current and future skills requirements.

5 RISK MANAGEMENT

5.1 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.

5.2 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.

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 quarter 3 2016/17 performance against the key measures of success used to monitor progress against the Council Plan 2016/17.

LEAD OFFICER CONTACT

Susan Olney, Corporate strategy, performance and improvement officer
ext.1490

APPENDICES

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

BACKGROUND PAPERS

Council Plan 2016/17 - 2020/21










This page is intentionally left blank

Appendix 1

Children and Young People Overview & Scrutiny Committee Detailed Report Quarter 3 2016/17







Key

Status	Trend* Arrows	Success is
 This measure is significantly below target	 The performance of this measure has improved	 Higher figures are better
 This measure is slightly below target	 The performance of this measure has worsened	 Lower figures are better
 This measure has met or exceeded the target	 The performance of this measure is static	N/A - Desired performance is neither too high nor too low
 This measure is data only. There is no target and is provided for reference only.	N/A – Rating not appropriate / possible or target is cumulative	
*Short trend compares to last quarter.		
*Long trend compares to average of previous 4 quarters.		



Title
2 Maximising regeneration and economic growth












Title
2.1 Residents with jobs and skills










Code	Short Name	Success is	2014/15	2015/16	Q2 2016/17	Q3 2016/17					2016/17	Latest Note Date	Latest Note
			Value	Value	Value	Value	Target	Status	Long Trend	Short Trend	Target		
NI 117	The percentage of 16-18 year olds who are not in education, employment or training (NEET)		7.31%	7.80%	5.30%	6.30%	6.00%				6.00%	10-Jan-2017	<p>December data is not yet available. Based on November data 6.3% (639) young people are NEET. This is a decrease on the percentage of NEET (7.4%) and numbers of NEET (724) at the same point last year (November 2015).</p> <p>Performance against the revised targets detailed in the Q2 commentary are as follows:</p> <ul style="list-style-type: none"> . Target 16 year olds – 3.21% November performance 2.8% variance –0.41 percentage points (pp) . Target 17 year olds – 6.17% November performance 6.3% variance +0.13 pp . Target 18 year olds – 9.15% November performance 9.6% variance +0.45pp <p>As such it can be seen that whilst there are proportionally less 16yo NEETs than the target there are proportionally more 17 and 18 year olds.</p>





Title
3 Supporting Medway's people to realise their potential

Title
3.1 Healthy and active communities





Code	Short Name	Success is	2014/15	2015/16	Q2 2016/17	Q3 2016/17					2016/17	Latest Note Date	Latest Note
			Value	Value	Value	Value	Target	Status	Long Trend	Short Trend	Target		
PH14	Excess weight in 4-5 year olds		21.6%	21.9%	Not measured for Quarters	Not measured for Quarters					21.5%	09-Jan-2017	<p>For children in reception year, the combined overweight and obesity figure (known as 'excess weight'), has fallen to 21.9% in Medway in 2015/16, from 25.3% in 2008/09, and is now the same as the England average.</p> <p>In Medway, there are established services for children and young people to achieve and maintain healthy weight. Mind, Exercise, Nutrition, Do it (MEND) has a number of free courses for families with children up to 13 years old. There are also a range of other community initiatives aimed at promoting healthy eating.</p>
PH15	Excess weight in 10-11 year olds		34%	33.5%	Not measured for Quarters	Not measured for Quarters					34%	09-Jan-2017	<p>For children in the Year 6 age group, the rate of those with excess weight has reduced since 2007/08, to 33.5% in 2015/16. This is similar to the national average of 34.2%.</p> <p>In Medway, there are established services for children and young people to achieve and maintain healthy weight. Mind, Exercise, Nutrition, Do it (MEND) has a number of free courses for families with children up to 13 years old. There are also a range of other community initiatives aimed at promoting healthy eating.</p>











Title													
3.2 Resilient families													
Code	Short Name	Success is	2014/15	2015/16	Q2 2016/17	Q3 2016/17					2016/17	Latest Note Date	Latest Note
			Value	Value	Value	Value	Target	Status	Long Trend	Short Trend	Target		
NI 101	The percentage of looked after children who achieve five A*-C GCSEs including English and maths		.0%	28.6%	Not measured for Quarters	Not measured for Quarters						10-Jan-2017	At the time of writing provisional GCSE results are not yet published. Data is expected in March 2017.
A1	The average number of days between a child entering care and moving in with adoptive family		711	686	631	610	625				608	10-Jan-2017	Performance has improved and is just shy of the end of year target, however achieving the year end target will remain challenging due to historical timescales for care proceedings and the 3 year timescale covered by the indicator. Performance for the last year only is much improved at 456 days.
CASEIEY FS Gap	Percentage achievement gap at Early Years Foundation Stage Profile between the lowest attaining 20% of children and the mean		N/A	N/A	Not measured for Quarters	29.7%	31%		N/A	N/A	31%	10-Jan-2017	This result was published in December. Medway has closed the attainment gap between all children and the bottom 20% by 1.9pp on last year. Medway has a smaller and therefore better gap than the national gap, which is 31.4%, by 1.7pp. Nationally the year on year reduction (2015 to 16) was 0.7pp. For Medway narrowed the gap by 1.9pp, which is over 2.5 times as much as the national movement. The target of 31% has been beaten.
CSC0004	Number of LAC per 10,000 children		N/A	N/A	64.7	62.2	66.4				67.0	10-Jan-2017	The year end target has been achieved. The target was set in line with average rate in the South East of England adjusted for the level of deprivation in Medway (IDACI index). The number of LAC is very strongly linked to the level of deprivation and hence it should not be expected





Code	Short Name	Success is	2014/15	2015/16	Q2 2016/17	Q3 2016/17					2016/17	Latest Note Date	Latest Note	
			Value	Value	Value	Value	Target	Status	Long Trend	Short Trend	Target			
														to fall further, but will fluctuate according to need.
CSC0005	CAF/Early help assessments achieving desired outcomes		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	10-Jan-2017	We are not able to report on this outcome until the new early help framework 'assessment and review tool' is launched across Medway since this has the mechanisms to accurately report on outcomes achieved. This is not expected to be launched until the next financial year.	
CSC0006	Number of CP per 10,000 children		N/A	N/A	52.7	50.2	70.6				65.3	10-Jan-2017	The year end target has been achieved. The rate in Medway is now comfortably between the average rate of 41 in the South East of England and the average rate of 56 when the level of deprivation in Medway (IDACI index) is factored in.	
N23	The percentage of children social care substantive posts not filled by permanent social workers		32.53 %	40.14 %	40.4%	40.0%	30%				28%	19-Jan-2017	Work to improve Recruitment & Retention of Social Workers continues at pace including; <ul style="list-style-type: none"> - Ambitious and far reaching recruitment campaign targeting recruitment for Practice Managers and Social Workers - Microsite enhancements for campaign launched at end of October - Next cohort of NQSWs being planned for February/March intake - Continuous follow up of potential candidates joining the talent pool - Benchmarking of Medway's pay data against other authorities being undertaken to ensure competitive offer 	

Code	Short Name	Success is	2014/15	2015/16	Q2 2016/17	Q3 2016/17					2016/17	Latest Note Date	Latest Note
			Value	Value	Value	Value	Target	Status	Long Trend	Short Trend	Target		
PH16	Smoking at time of delivery		N/A	16.81	16.62	N/A	17.9				17.9	09-Jan-2017	The Saving Babies' Lives seminar was attended by 76 delegates with good evaluation and keen interest from key stakeholders to form a Maternal Smoking Strategy Group to develop an action plan to address high rates of smoking during pregnancy. The group first met in December.

Title
3.4 All children achieving their potential in schools

Code	Short Name	Success is	2014/15	2015/16	Q2 2016/17	Q3 2016/17					2016/17	Latest Note Date	Latest Note
			Value	Value	Value	Value	Target	Status	Long Trend	Short Trend	Target		
SE KS4a	The percentage of children achieving five or more A*- C grades at GCSE or equivalent including English and Maths		58.8%	57.8%	Not measured for Quarters	60.0%	60%				60.0%	19-Jan-2017	<p>The revised and final figure for 2016 is 60%.</p> <p>Medway has continued to outperform national in this measure, being 2.3pp above the national attainment. Medway has improved year on year by 3.8% where as nationally the improvement has been 0.7%. This shows Medway has improved its results faster than results have improved nationally.</p> <p>For next year this measure will be replaced by the percentage of children achieving threshold in English and Maths.</p>

Code	Short Name	Success is	2014/15	2015/16	Q2 2016/17	Q3 2016/17					2016/17	Latest Note Date	Latest Note
			Value	Value	Value	Value	Target	Status	Long Trend	Short Trend	Target		
CA13	The percentage of children permanently excluded from school		0.23%	0.22%	0.01%	N/A	0.02%	N/A	N/A	N/A	0.06%	10-Jan-2017	Due to a technical problem Impulse data is not available. A manual work around has been implemented but, currently data, is not available.
CASEIKS 4 Ofsted	The percentage of secondary sector schools in Medway judged to be good or better		N/A	N/A	88.2%	88.2%	88.2%				88.2%	10-Jan-2017	Data is based on November results. There has been no change since Q2, 88.2% of secondary schools represents 15 out of 17 eligible schools. 4 secondary schools are outstanding and 11 are good.
CASEISP EC Ofsted	The percentage of special schools in Medway judged to be good or better		N/A	N/A	80%	80%	80%				80%	10-Jan-2017	There has been no change since last quarter.
EDU3(b)	The percentage of children who were persistently absent from school		N/A	N/A	4.7	6	5.5				N/A	10-Jan-2017	The term 1 outturn, is 6.0% This is based on a 71% of schools contributing to the voluntary return, as such the robustness of the data is in question. In term 1 2015-16, based on a return rate of 84%, 7.3% of pupils were classed as persistently absent. Although the base percentage performance is improved year on year the considerable drop in participation brings into doubt the validity of the 2016-17 outturn.
SE KS2	The percentage of children who achieved level 4 or above in Reading, Writing and Mathematics at KS2		75.0%	73.0%	Not measured for Quarters	49.0% 16/17 annual value	76.0% 16/17 annual target		N/A	N/A	76.0%	19-Jan-2017	Note: For 2016/17 this will be data only, as the existing Medway target no longer reflects the recent changes to the national methodology for calculating KS2 performance. Performance in 2017/18 will be monitored against a new target.

Code	Short Name	Success is	2014/15	2015/16	Q2 2016/17	Q3 2016/17					2016/17	Latest Note Date	Latest Note	
			Value	Value	Value	Value	Target	Status	Long Trend	Short Trend	Target			
														The revised performance figure is 49%, against a national result of 54%. Medway is, as such 5pp behind national attainment. However in 2015-16, under a different testing regime of a similar measure Medway was 8 pp behind national attainment. This makes Medway ranked 123rd out of 152 authorities, which is 25 places better than the previous year when Medway was 148th.
SE2 OEP _r	The percentage of primary sector schools in Medway judged to be good or better		N/A	74.6%	83.1%	81.8%	75.0%				75.0%	10-Jan-2017	66 Schools have been inspected. 7 are outstanding and 47 are good, making 54 in total. 1 school has been inspected since September, gaining a satisfactory grade.	