

## Council Priority: PEOPLE

### Supporting Medway's people to realise their potential

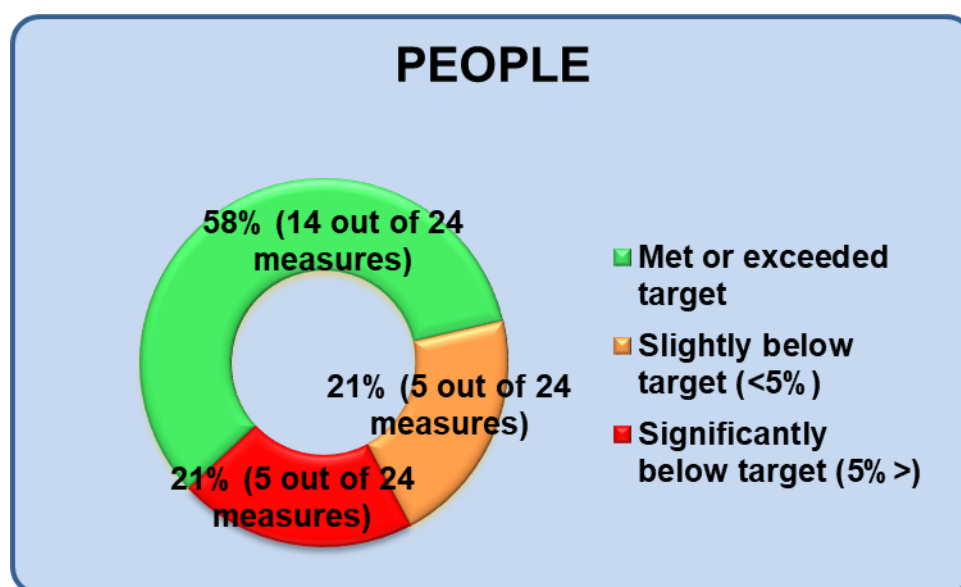
### Performance: Quarter 1 2020/21

#### Key

<b>Red</b>	significantly below target (>5%)	<b>Amber</b>	slightly below target (<5%)	<b>Green</b>	met or exceeded target
<b>Imp</b>	Improved	<b>Det</b>	Worsened	<b>Static</b>	Static

#### Council Plan Measures: Summary Performance

There are 31 Council Plan measures for this priority. We are reporting on 24 as data for 7 measures is not available this quarter.



#### Improved performance

- 65% (11 out of 17\*) improved long term (average of previous 4 quarters)
- 63% (10 out of 16\*) improved short term (since last quarter)

\*where data available

#### Measures in target (green)

Code	Status	Name	Long trend	Short trend
PH26	Green	Healthy Settings programme	Det	Det
ILAC1	Green	Average Caseloads in Assessment teams	N/A	N/A
ILAC5	Green	% of children with long term fostering as a plan, where the child, carer and service have agreed for	N/A	N/A

Code	Status	Name	Long trend	Short trend
		the placement to last until the child is ready to leave care.		
ILAC6	Green	Rate of open CIN cases per 10,000	N/A	N/A
CA13	Green	The percentage of children permanently excluded from school (upheld only)	Imp	Imp
CASEIKS4 Ofsted	Green	The percentage of secondary sector schools in Medway judged to be good or better	Imp	Static
CASEISPEC Ofsted	Green	The percentage of special schools in Medway judged to be good or better	Static	Static
PH16	Green	Smoking at time of delivery	Imp	Imp
SE2 OEPr	Green	The percentage of primary sector schools in Medway judged to be good or better	Imp	Det
CASEIEYFS Gap	Green	Percentage achievement gap at Early Years Foundation Stage Profile between the lowest attaining 20 % of children and the mean	Imp	N/A
ASCGBT001	Green	% of Long term packages that are placements	Imp	Imp
ASCOF 1C(2i)	Green	Percentage of clients receiving a direct payment for their social care service	Imp	Imp
ASCOF 2A(2)	Green	Permanent admissions to care homes, per 100,000 pop – 65+	Imp	Imp
ASCOF 2A(1)	Green	Permanent admissions to care homes per 100,000 pop – 18-64	Imp	Imp

### Measures slightly below target (amber)

Code	Status	Name	Long trend	Short trend
OfstedPrimMnt	Amber	The percentage of Maintained primary schools in Medway judged to be good or better	N/A	N/A
CSC0004	Amber	Number of LAC per 10,000 children	Det	Det
ILAC3	Amber	Completed initial child and family assessments which started as S47, where the child was visited within 1 working day.	N/A	N/A
CSC0006	Amber	Number of CP per 10,000 children	Det	Imp
ASCOF 1G (n)	Amber	Proportion of adults with a primary support reason of learning disability support who live in their own home or with their family	Imp	Imp

### Measures significantly below target (red)

Code	Status	Name	Long trend	Short trend
N23	Red	The percentage of children social care substantive posts not filled by permanent social workers	Det	Imp

Code	Status	Name	Long trend	Short trend
A1	Red	The average number of days (over the last 36 months) between a child entering care and moving in with adoptive family	Imp	Imp
ILAC2	Red	Average Caseloads in Post Assessment teams	N/A	N/A
ILAC4	Red	Completed initial child and family assessments which started as S17, where the child was visited within 5 working days.	N/A	N/A
EDU3(b)	Red	The percentage of children who were persistently absent from school	Det	Det

Measures not available this quarter:

Code	Status	Name	Long trend	Short trend
PH14	N/A	Excess weight in 4-5 year olds	N/A	N/A
PH15	N/A	Excess weight in 10-11 year olds	N/A	N/A
SEKS4A8	N/A	Average attainment 8 score	N/A	N/A
TBC	N/A	Audit Measure	N/A	N/A
SE KS2Mnt	N/A	The percentage of children who achieve the required standard or above in Reading, Writing and Mathematics at KS2 in Maintained Schools Only	N/A	N/A
ASCOF 2Cii	N/A	Delayed transfers of care from hospital and those which are attributable to adult social care, per 100,000 population	N/A	N/A
SE KS2	N/A	The percentage of children who achieve the required standard or above in Reading, Writing and Mathematics at KS2	N/A	N/A

## Strategic Risks

During quarter 4 19/20 risks were maintained through the specialist cells set up in response to the Covid-19 pandemic). In quarter 1 20/21, as the Council has moved from the Response to Recovery phase of the Emergency Planning procedures, risk monitoring has returned to the Strategic Risk Management Group (SRMG).

Working alongside the Governance Cell, the SMRG has undertaken a fundamental review of the Strategic Risk Register in light of the Covid-19 Response and Recovery.

The quarter 1 20/21 strategic risk register is attached at Appendix 5. The register shows all strategic risks together with mitigation in place to minimise impact and likelihood. The risks pertaining solely to this council priority are shown below (full details in Appendix 5).

Reference	Risk Register Page (app 5)	Risk	Owner	Current residual risk score	Definition (current score) (L-likelihood) (I-impact)
SR09A NEW	12	Changing Demographics of Older People and Working Age Adults	Director of People	BII	L - high I - critical
SRO9B	16	Keeping vulnerable adolescents safe	Director of People	BII	L - high I - critical
SR26	25	Non-delivery of Children's Services Improvement	Director of People	All	L – very high I - critical
SR27 REMOVE	35	Local Authority's ongoing relationship with all schools and academies	Director of People	CIII	L - significant I - marginal
SR39	48	Lack of resources to keep young people with SEND safe due to increasing demand and complexity of need pressures		BII	L - high I - critical

The following risks pertain to all priorities:

Reference	Risk Register Page (app 5)	Risk	Owner	Current residual risk score	Definition (current score) (L-likelihood) (I-impact)
SRO3B	4	Finances	Chief Finance Officer	AI	L – very high I - catastrophic
SR46 NEW	7	Medway's Economic Recovery from Covid19	Assistant Director Regeneration (Recovery Lead Officer for Medway Council)	BII	L - high I - critical
SR21 REMOVE	22	Procurement savings – capacity and delivery	Chief Legal Officer	DIII	L - low I - critical
SR32	37	Data and information	Chief Legal Officer	CII	L - significant I - critical

Reference	Risk Register Page (app 5)	Risk	Owner	Current residual risk score	Definition (current score) (L-likelihood) (I-impact)
SR36	40	Alternative service delivery models	Chief Legal Officer, Director of RCET	BIII	L - high I - Marginal
SR37	43	Cyber Security	Chief Finance Officer	CI	L - Significant I - Catastrophic
SR02	50	Business continuity and emergency planning	Director of RCET	DII	L - low I - critical

## Council Plan Outcome: Healthy and active communities

Programme: Improving everyone's health and reducing inequalities

### Council Plan Measures: Performance

PH14	Excess weight in 4-5 year olds						Aim to Minimise
Annual							
	Value		Value	Target	Status	Long Trend	Short Trend
2018/19	24%	2019/20	N/A	21.5%	N/A	N/A	N/A
<p>Rates of children classified as "overweight" and "obese" are monitored through the National Child Measurement Programme (NCMP), which is delivered through schools. Children's weight and height are measured in reception class (ages 4-5) and again in year 6 (ages 10-11). For children in reception year, the rates of those with excess weight is 23.9% in Medway for 2018/19 (increasing from 23.4% from the previous year), which is above the England average of 22.6%.</p> <p>Obesity is a complex problem with multiple causes and significant implications for health and beyond. To tackle the increasing issue of obesity in children and adults, national and local action is needed now. With no one single solution available, tackling such an ingrained problem requires a long-term, system-wide approach that makes obesity everybody's business. Medway Council's Public Health Team have developed a whole system approach to tackling obesity, based on Public Health England's recently published whole system obesity guidance.</p>							

Support from a wide range of sector partners is currently being sourced and commitment from system leaders. Medway Council currently coordinates a wide range of activities that aim to tackle obesity, including:

- Comprehensive range of family and adult support services for tier 2 and tier 3 weight management, offering free support services for people at varying levels of excess weight.
- Healthy eating and cookery programmes for families and children.
- Regular promotion of national and local campaigns such as Sugar Smart, Change4Life and Beside You breastfeeding campaign.
- A planning guidance note that restricts hot food takeaways within 400m radius of schools.
- Providing a wide range of training to professionals and volunteers on subjects like healthy eating and obesity.
- Commissioning 0-19 provider to include healthy weight as a priority in health visiting and school nursing contracts.
- Coordination of an annual healthy weight summit that encourages as many public, private, voluntary and academic sector partners to promote this agenda and take their own actions forwards.
- A Better Medway workplace programme that supports workplaces to create healthy workforces.
- Free swimming for under 16's.
- Multiple sport and physical activity opportunities within schools and in community settings.

PH15	Excess weight in 10-11 year olds						Aim to Minimise	
Annual								
	Value		Value	Target	Status	Long Trend	Short Trend	
2017/18	34%	2018/19	N/A	34%	N/A	N/A	N/A	

Rates of children classified as "overweight" and "obese" are monitored through the National Child Measurement Programme (NCMP), which is delivered through schools. Children's weight and height are measured in reception class (ages 4-5) and again in year 6 (ages 10-11). For children in year 6, the rates of those with excess weight is 36.4% in Medway for 2018/19 (increasing from 34% from the previous year), which is above the England average of 34.3%.

Obesity is a complex problem with multiple causes and significant implications for health and beyond. To tackle the increasing issue of obesity in children and adults, national and local action is needed now. With no one single solution available, tackling such an ingrained problem requires a long-term, system-wide approach that makes obesity everybody's business. Medway Council's Public Health Team have developed a whole system approach to tackling obesity, based on Public Health England's recently published whole system obesity guidance.

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- Coordination of an annual healthy weight summit that encourages as many public, private, voluntary and academic sector partners to promote this agenda and take their own actions forwards.
- A Better Medway workplace programme, that supports workplaces to create healthy workforces. Free swimming for under 16's.
- Multiple sport and physical activity opportunities within schools and in community settings.

PH26		Healthy Settings programme					Aim to Maximise	
	Value		Value	Target	Status	Long Trend	Short Trend	
Q4 2019/20	23	Q1 2020/21	3	3	Green	Det	Det	

Despite a challenge due to the redeployment of staff for COVID-19 duties 3 organisations obtained awards in the Healthy workplace programme during Q1 (2 Silver, 1 Gold). 3 Organisations also achieved bronze during this time however this figure is not added to the total. A notable decline has been observed in businesses prepared to complete action towards award attainment due to COVID as they prioritise recovery and furlough return. The programme has however adapted its practice on assessment and developed support for local businesses to assist with pressures COVID presents. Q1 also saw the commissioning of this programme to delivery across Kent.

### Supporting Healthy Weight

Due to social distancing restrictions the scheduled healthy weight network meeting in April was postponed. COVID 19 has also resulted in a number of front line healthy weight interventions that the council provides to be postponed. In the meantime the public health service has attempted to keep engaging with existing service users and other residents through interactive web sessions, using platforms such as Facebook live. The team has also relaunched the adult weight management group using Microsoft Teams to run the intervention. This new way of working has been fully embraced by the team, but provides its own challenges for service users. The team are currently working on how the full range of healthy weight service can be restored whilst maintaining safety for staff and service users.

In June, the Corporate Management Team discussed the whole system obesity plan and have committed a number of actions across Medway council. A Whole System Obesity project officer



will shortly be recruited to resume activity across the Medway Obesity network and build on the progress that has already been made.

## Council Plan Outcome: Resilient families

Programme: Together We Can - Children's Services

### Council Plan Measures: Performance

A1		The average number of days (over the last 36 months) between a child entering care and moving in with adoptive family					Aim to Minimise	
	Value		Value	Target	Status	Long Trend	Short Trend	
Q4 2019/20	575	Q1 2020/21	511	450	Red	Imp	Imp	
<p><b>Comments</b> The 3 year average has dropped to 511 days, being driven by the very low numbers of adoptions in the last 3 months.</p> <p><b>Benchmarking</b> The 18/19 national benchmark is 486 days and the statistical neighbour outturn is 440. Medway is closer in line with the South East benchmark of 529.</p> <p><b>Actions</b> The service remains focused on reducing the time it takes between the granting of a placement order and the child being placed, work which is within the control of the service.</p>								

CSC0004		Number of LAC per 10,000 children					Aim to Minimise	
	Value		Value	Target	Status	Long Trend	Short Trend	
Q4 2019/20	67.2	Q1 2020/21	70.6	70.0	Amber	Det	Det	
<p><b>Comments</b> At the end of June there were 450 looked after children. This equates to 70.6 per 10,000, population and is above the target. There has been an increase since March, equating to 24 children. This may be a result of the lockdown measures forcing a reduction in the numbers of children leaving care in April and May. A pattern mirrored nationally.</p> <p><b>Benchmarking</b> Nationally there are 65 Looked After Children per 10,000 population, Medway has a lower rate than our statistical neighbours, at 74 per 10k. However, the rate in the South East is lower than in Medway, at 53 per 10,000 population.</p> <p><b>Actions</b></p>								



As with Child Protection (CP) plans it is important that the right children are brought into care at the right time and only for as long as they need to be. There is now a more detailed children in care and care leavers scorecard and this is being used as the basis for a 3 weekly performance clinic focussing on this group, chaired by the Assistant Director and Head of Corporate Parenting. This has only been possible since the realignment of the service areas. There has been a rise in the overall number of children in care, however this may be as a result of an unusually low number leaving and as such should not be interpreted as an upward trend at this point. Due to Covid there have been significant delays in concluding care proceedings therefore, the number of children exiting care under a Special Guardianship Order (SGO), adoption order or Child Assessment Order (CAO) has been low. This is highly unusual and is likely to continue whilst the present restrictions are in place.

CSC0006		Number of CP per 10,000 children					Aim to Minimise	
	Value		Value	Target	Status	Long Trend	Short Trend	
Q4 2019/20	72.0	Q1 2020/21	68.0	65.3	Amber	Det	Imp	

#### Comments

Following six months of continuous rises the number and rate of children on a child protection plan has fallen. At the end of June there were 434 children on a plan. During this quarter the average number of children subject to an Initial Child Protection Conference dropped to 42, having been at 56 for the previous quarter. The average number of children progressing to a Child Protection Plan fell from 51 in Q4 2019-20 to 35 in Q1 2019-21. This is consistent with the drop in contacts and referrals seen during Covid 19. As part of the Covid 19 response all CP plans were risk assessed. Subsequently the average number of children coming off a plan rose to 46 for Q1, compares to 37 in Q4, 2019-20. The drop in contacts and referrals will have also impacted CP numbers.

At the end of June 2019 there were 405 child protection plans. The ongoing upward long term trend (which has been skewed by Covid) continues, the extra 29 plans represents a 7% year on year rise. Other local authorities have seen an increase in children subject to child protection plans and becoming looked after following an inadequate Ofsted judgement.

#### Benchmarking

Medway is above the latest (2017-18) statistical neighbour rate, of 51 per 10,000 and of the current (2017-18) national rate of 44.

#### Actions

Our focus has been to reduce the number of children subject to a CP plan and we can see the effects of review work conducted by the service taking effect. The number of children subject to a plan for over 24 months has reduced from 11, in April, to 6 in June, with further work planned for Q2. The roll out of the Signs of Safety model will further support our aim.

In addition, there is now closer management oversight of cases before progressing to child protection conference, review of all children subject to a CP plan for more than 18 months, and review of all adolescents to ascertain whether a more appropriate response to address contextual safeguarding concerns should be undertaken.

ILAC1		Average Caseloads in Assessment teams					Aim to Minimise	
	Value		Value	Target	Status	Long Trend	Short Trend	
Q4 2019/20	N/A	Q1 2020/21	10.8	22	Green	N/A	N/A	

#### Comments

This is a new Council Plan measure and has been introduced following the ILAC inspection, where caseloads were challenged. The snapshot at the end of July 2019 put average caseload in the assessment teams at 32.3. The snapshot at the end of June 2020 shows the assessment teams have total caseload of 324 children, 165 families. This gives the team an average caseload of 10.8 per social worker, considerably below target. No social workers have caseloads above target, with the highest caseload of any worker being 16.

This is a direct result of the reduced referral numbers during the Covid 19 lockdown. Pre lockdown there were on average 95 referrals per week, during lockdown this has dropped to 65. We would expect the average number of caseloads to rise as lockdown is lifted and as schools return.

#### Benchmarking

There is no benchmarking for this local measure.

#### Actions

Maintaining manageable caseloads is an important target to support our recruitment and retention strategy and to improve the quality of our practice with children and families. The lower caseloads at end June mean that social workers in the assessment service have more time to complete effective assessments, and to undertake short term interventions under Child in Need plans which help to reduce the higher caseloads in the children's social work teams.

ILAC2		Average Caseloads in Post Assessment teams					Aim to Minimise	
	Value		Value	Target	Status	Long Trend	Short Trend	
Q4 2019/20	N/A	Q1 2020/21	20.7	18	Red	N/A	N/A	

#### Comments

This is a new Council Plan measure and has been introduced following the ILAC inspection, where caseloads were challenged. The snapshot at the end of July 2019 put average caseload in the assessment teams at 21.4. A snapshot at the end of June 2020 shows post assessment social work teams (Area's 1 to 4) Social Workers have a total caseload of 839 children in 390 families. This gives an average caseload of 20.7, which is over target. The highest caseload is 24 and 33 social workers have caseloads over the target. Caseload numbers in these teams will have been adversely affected by the Covid 19 lockdown measures which have seen difficulties in closing cases where children have needed to be moved. This is also evident in the caseloads for

the children in care teams, where the average is 16.7 against a target of 15, with 17 of 20 social workers having caseloads over target (maximum caseload 22).

It should be noted that caseloads going marginally over target is, in many cases, preferable to breaking up sibling groups.

#### Benchmarking

There is no benchmarking for this local measure.

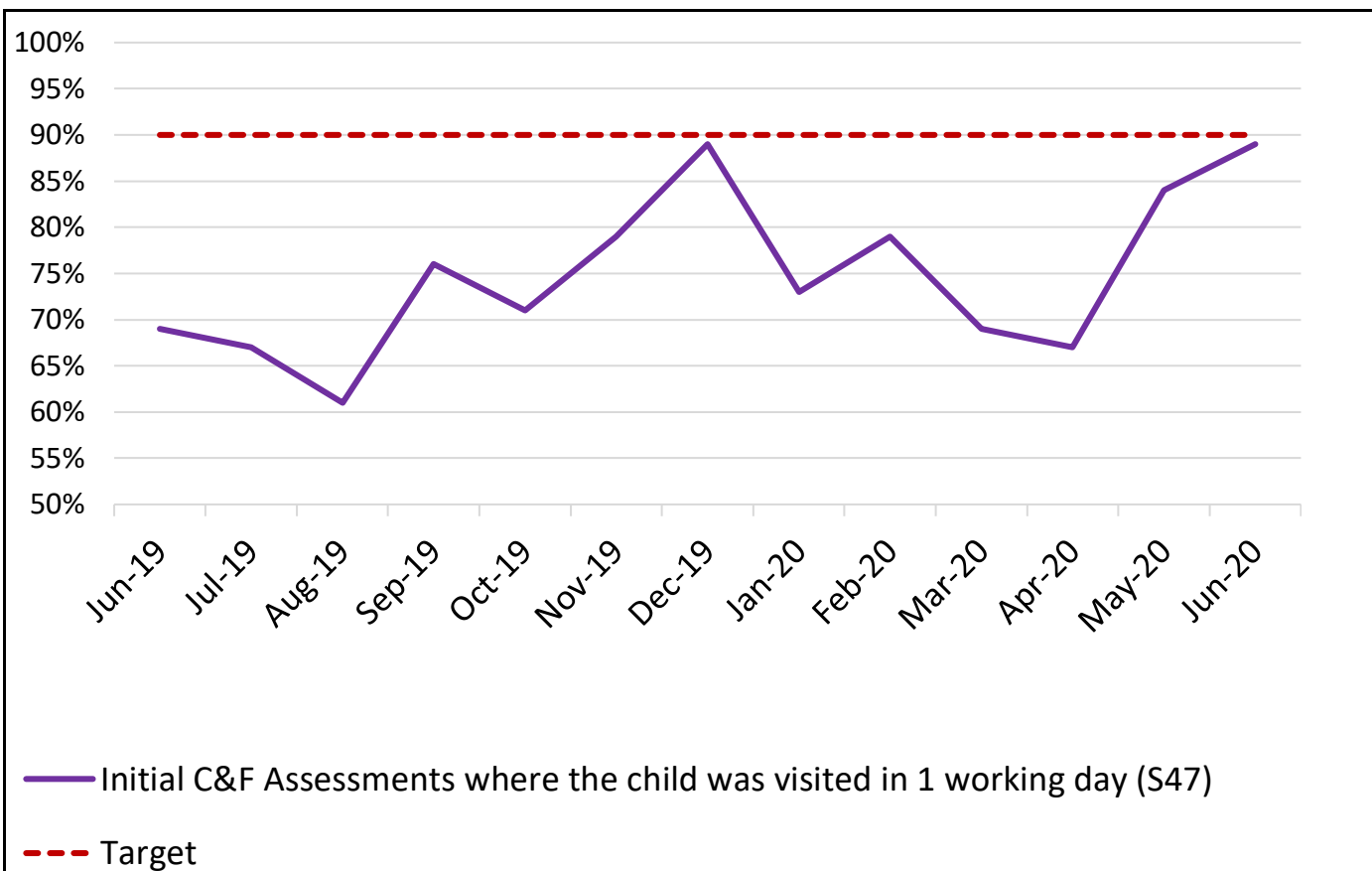
#### Actions

The higher caseloads are placing additional pressures on the children's social work teams and the impact of this is being closely monitored as it might adversely affect the quality of practice. A business case has been developed to commission a short-term additional resource to reduce the caseloads. The assessment teams are undertaking short term interventions to reduce the flow of work through to the social work teams whilst the impact of Covid is in place.

ILAC3		Completed initial child and family assessments which started as S47, where the child was visited within 1 working day.					Aim to Maximise	
	Value		Value	Target	Status	Long Trend	Short Trend	
Q4 2019/20	N/A	Q1 2020/21	89%	90%	Amber	N/A	N/A	

#### Comments

This is a new Council Plan measure, introduced following the ILAC inspection, which challenged unidentified risk. In July 2019 67% of S47 assessments were seen in 1 day. This has risen to 89% following a dip seen with the introduction lockdown in March.



**Benchmarking**

There is no benchmarking for this local measure.

**Actions**

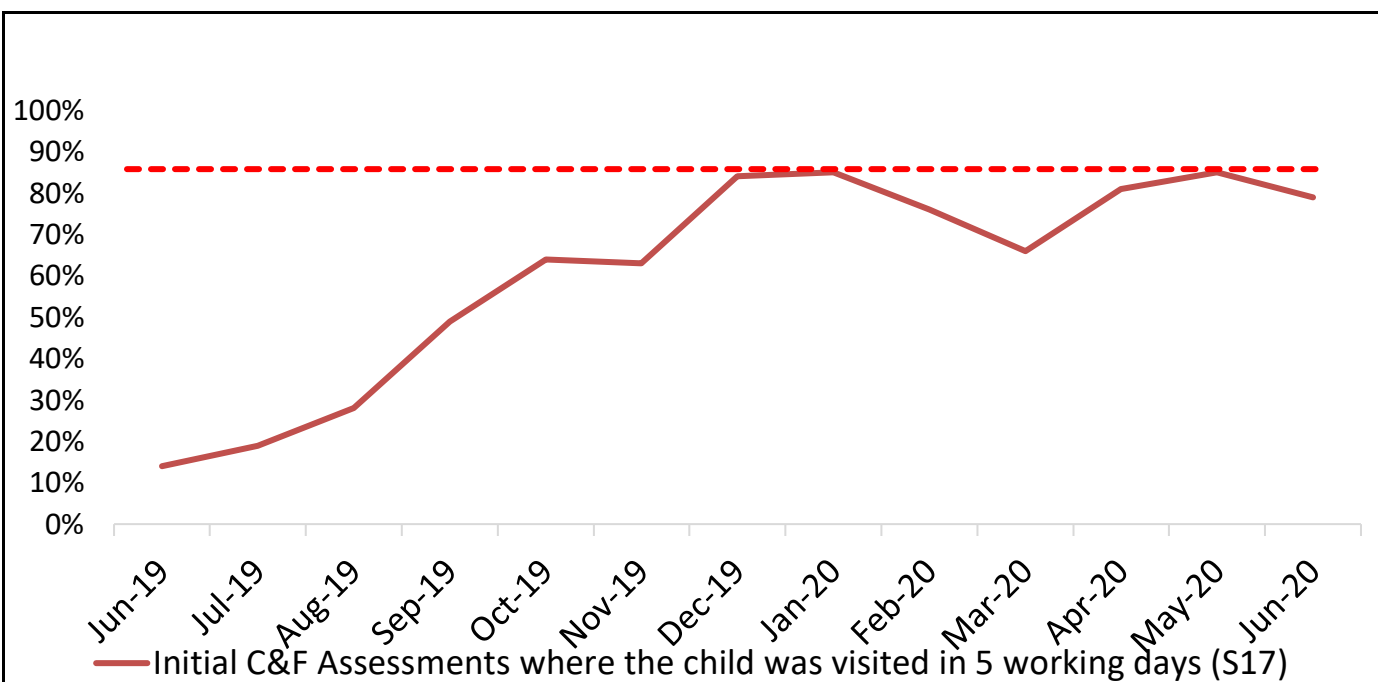
The assessment service is closely monitoring this PI which is also considered at the regular performance clinics. The dip in performance was a direct result of Covid restrictions and performance has now improved and is expected to be at or above target level moving forward.

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ILAC4		Completed initial child and family assessments which started as S17, where the child was visited within 5 working days.					Aim to Maximise	
	Value		Value	Target	Status	Long Trend	Short Trend	
Q4 2019/20	N/A	Q1 2020/21	79%	85%	Red	N/A	N/A	

**Comments**

This is a new Council Plan measure, introduced following the ILAC inspection, which challenged unidentified risk. In July 2019 19% of S17 assessments were seen in 5 days. This has risen to 70% following a dip seen with the introduction lockdown in March.



### Benchmarking

There is no benchmarking for this local measure.

### Actions

The assessment service is closely monitoring this Performance Indicator (PI) which is also considered at the regular performance clinics. The dip in performance was a direct result of Covid restrictions and performance has now improved and is expected to be at or above target level moving forward.

ILAC5		% of children with long term fostering as a plan, where the child, carer and service have agreed for the placement to last until the child is ready to leave care.					Aim to Maximise	
	Value		Value	Target	Status	Long Trend	Short Trend	
Q4 2019/20	N/A	Q1 2020/21	63%	60%	Green	N/A	N/A	

#### Comments

This is a new Council Plan measure, introduced following the ILAC inspection which challenged our performance regarding permanency planning. In July 2019 only 40% of children with long term fostering as a plan had agreed that the placement would last until the child was ready to leave care. There has been a steady improvement in this measure over the course of the last year.

#### Benchmarking

There is no benchmarking for this local measure.

#### Actions

There has been significant improvement in relation to this indicator over the last year. Permanence Panel and a process for regular permanence planning meetings are now in place. Additional Fostering Panels have been convened to approve carers and the match for a long-term placement. It is expected that this indicator will continue to improve.

ILAC6		Rate of open CIN cases per 10,000					Aim to Minimise	
	Value		Value	Target	Status	Long Trend	Short Trend	
Q4 2019/20		Q1 2020/21	336	382	Green	N/A	N/A	

#### Comments

This is a new Council Plan measure, introduced to give context to the overall level of need amongst children in the authority. A child in need (CIN) is defined, under the Children's Act 1989 "as a child who is unlikely to reach or maintain a satisfactory level of health or development, or their health or development will be significantly impaired, without the provision of services, or the child is disabled." This includes all Looked after Children and all children on a child protection plan as well as other children supported by social services who are not, looked after on a CP plan. Medway would not be considered an outlier presently, with our current rate of CIN comparable to the national level.

#### Benchmarking

Nationally there are 334 CIN cases per 10,000 population. This is slightly higher at 382 for our statistical neighbour group and at 304 in the South East.

#### Actions

Medway is not an outlier in relation to this indicator. However, our rate of children subject to a child protection plan per 10,000 is higher than national or statistical neighbour levels and work is underway to address this. Actions include closer management oversight of cases before progressing to child protection conference, review of all children subject to a CP plan for more than 18 months, and review of all adolescents to ascertain whether a more appropriate response to address contextual safeguarding concerns should be undertaken. A more robust approach is also being taken to support child in need planning to build partner confidence in this intervention, which includes a specialist Child In Need reviewing officer post and process, and strengthened child in need planning through the Signs of Safety practice model.

N23		The percentage of children social care substantive posts not filled by permanent social workers					Aim to Minimise	
	Value		Value	Target	Status	Long Trend	Short Trend	
Q4 2019/20	39%	Q1 2020/21	36%	25%	Red	Det	Imp	

#### Comments

This measure is a national indicator that describes the total percentage of substantive posts not permanently filled throughout the whole Service and includes posts outside of the Assessment and Post Assessment teams.

Whilst there has been a small drop in the rate Medway the outturn for this measure is off target.

Team rates are as follows:

Team	Budgeted FTE	Permanent FTE	% social care substantive posts not filled by permanent social workers
Assessment	36.0	15.8	56%
CSWT	58.0	31.8	45%
Children in Care	29.0	21.0	28%

#### Benchmarking

Nationally the vacancy rate is 17% and for our statistical neighbours it is 22%.

#### Actions

There is ongoing multiplatform recruitment activity. The market continues to be very tough and the decision to increase capacity in both the first response (assessment) service and the area safeguarding teams to support reduced caseloads, has resulted in additional challenge to fill posts with either permanent or agency staff. The focus will continue to be maintained on both recruitment and retention of staff as this is a key indicator of the ability to make sustained service improvement.



A Workforce Development Strategy has been developed with a strong focus on recruitment and retention. Targeted activity is being undertaken to work with agency staff to support conversion to permanence. 'Grow your Own' initiatives including students, apprentices and NQSW support are in place.

ILAC 7	Audit Measure TBC	
Not available this quarter		

## Programme: The best start in life

### Council Plan Measures: Performance

CASEIEYFS Gap	Percentage achievement gap at Early Years Foundation Stage Profile between the lowest attaining 20 % of children and the mean						Aim to Minimise
	Value		Value	Target	Status	Long Trend	Short Trend
2018/19	31.8%	2019/20	28.7%	29.5%	Green	Imp	Imp

#### Comments

Data is now published for the 18/19 academic year (reported 19/20). Medway has made a 10% improvement (3.1pp) compared to the 17/18 academic year (reported 18/19). This is a strong performance. Medway is now better than national, by 11% (3.7pp) and more importantly Medway has seen an improvement year on year whilst nationally rates have worsened, by 2%. This means that Medway has now moved from the 2nd quartile into the first quartile (best performing) nationally.

PH16	Smoking at time of delivery						Aim to Minimise
	Value		Value	Target	Status	Long Trend	Short Trend
Q3 2019/20	14.77%	Q4 2019/20	13.9%	17.5%	Green	Imp	Imp

Q4 data due to be published 07.07.20 and a SATOD rate of 13.9% is expected, demonstrating a sharp reduction from 17.5% in Q1. Annual prevalence for 2019/20 is estimated at 15.1% compared to 15.9% in 2018/19. The national prevalence rate has remained in the range 10.4% - 10.5% for the duration of Q1 - Q3 2019/20. The Stop Smoking Service continues to provide regular activity and outcome reports to midwife teams as well as sharing feedback and best practice. Midwife referrals increased from 438 in 2018/19 to 528 in 2019/20.

## Healthy Child Programme

The service has been significantly impacted since the start of March as a result of COVID. Around 1/3 of the children's workforce have been redeployed into adult services as part of the mutual aid programme. We have maintained face to face contact for the New Birth Visits (10-14 days) and are providing remote support for the ante-natal check and the 6-8 week Maternal Mood Assessment. Families who are deemed as vulnerable are still being supported face to face where appropriate. The service has been collaborating closely with Midwifery, Early Help and Social Care to ensure that volumes of contacts are minimised, the outcomes of contacts are maximised and information is shared in a timely manner.

The Child Health team have been providing daily resource packs and lesson plans to schools. They are now producing monthly return to school packs for both staff and students. These packs cover everything from bereavement to domestic abuse. The packs have been shared nationally and are being used by 14 other English local authorities as well as by the Welsh school board. The team are still working with schools to ensure they are all ready to meet the new national requirements around Relationships and Sex Education (RSE) from September 2020.

A survey of young people to understand their experience of lockdown was carried out with over 1,000 children and young people (CYP) responding. Some key findings include that CYP did not understand the government messages about lockdown or how to keep themselves safe, around half feel more stressed and worried than normal (53%), are experiencing worse sleep (48%), and are getting less exercise (51%) than before the lockdown. Public Health will work with partners to improve these outcomes for children.

## Council Plan Outcome: Older and disabled people living independently in their homes

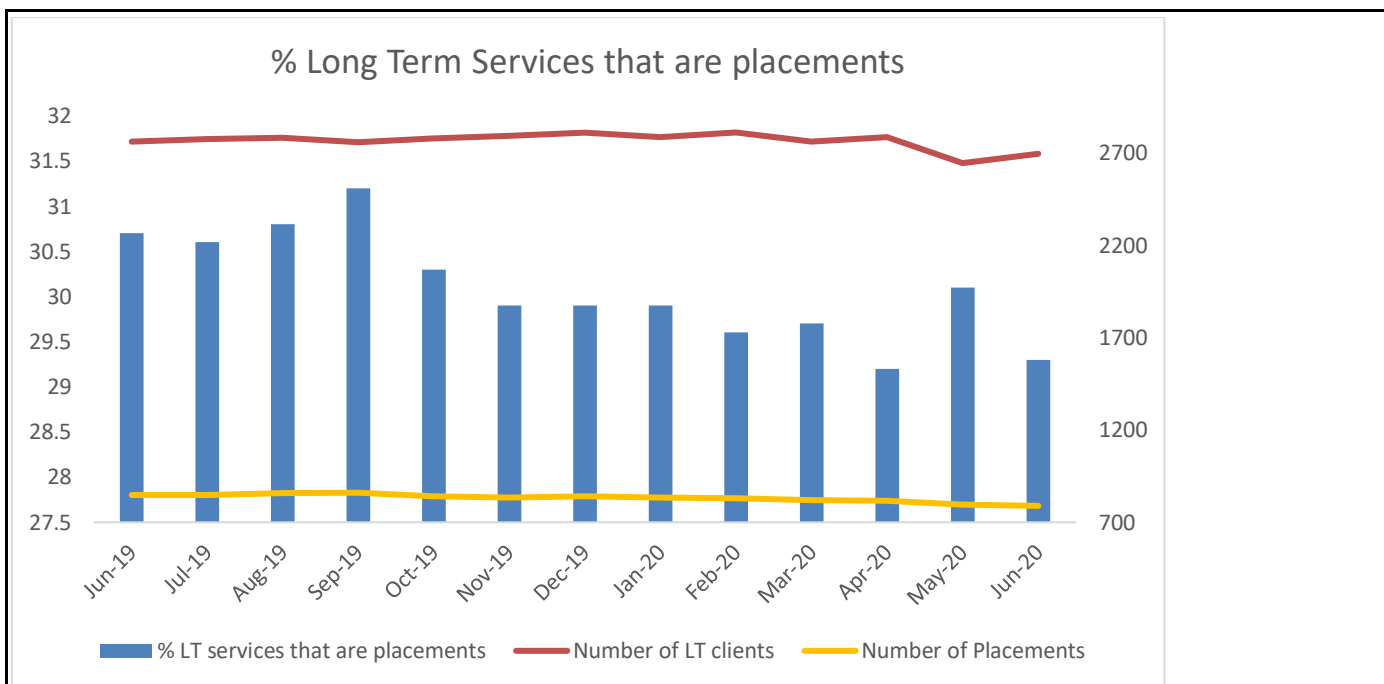
Programme: Improve support for vulnerable adults by working with partners and communities

### Council Plan Measures: Performance

ASCGBT001		% of Long term packages that are placements					Aim to Minimise
	Value		Value	Target	Status	Long Trend	Short Trend
Q4 2019/20	30%	Q1 2020/21	29%	30%	Green	Imp	Imp

#### Comments

The proportion of long term services that are placements has dropped by 1 pp to 29%. This is 2pp below the rate in June 2019. Currently there are 789 clients in residential and Nursing homes and a total of 2695 clients receiving long term care. There are 32 (4%) fewer clients in residential and nursing homes now, than at the end of March 2019, there are also slightly fewer clients receiving long term care (2%).



**Benchmarking**

Nationally 30% of long term clients are in placements, A similar level as in Medway. However, the national trend is rising, whereas the Medway trend is falling. Whilst the long term expectation is that ongoing demographic changes, in particular those relating to an ageing population, will impact on the number of placements needed, the current Covid 19 situation may be impacting the numbers currently being admitted to and in placements.

ASCOF 1C(2i)		Percentage of clients receiving a direct payment for their social care service					Aim to Maximise
	Value		Value	Target	Status	Long Trend	Short Trend
Q4 2019/20	30%	Q1 2020/21	30.2%	30%	Green	Imp	Imp

**Comments**

Work done to increase the rate of Direct Payments (DP) continues to bear fruit as the percentage of services that are direct payments has risen for the third quarter in a row. There are now, proportionally 10% more clients receiving a DP than were at the same point last year.

**Benchmarking**

Nationally 28.3% of clients with an ongoing long term service receive a direct payment, which means that Medway is outperforming the national average. The South East average is slightly higher at 29.5% and our statistical neighbours' performance is 30.3%.

In Medway 99.7% of clients receive their long term services via Self Directed support. This is better than the national rate of 89%.

**Actions**

Following the coronavirus outbreak staff in the Self Directed Support Team were redeployed to support core functions. As a result, we are likely to see a decline in Direct Payment uptake. However, as we move into our recovery phase, we will refocus and pick up on the actions we agree as a result of the deep dive.

ASCOF 1G (n)		Proportion of adults with a primary support reason of learning disability support who live in their own home or with their family					Aim to Maximise	
	Value		Value	Target	Status	Long Trend	Short Trend	
Q4 2019/20	63%	Q1 2020/21	68%	70%	Amber	Imp	Imp	

Data is as of May 2020. For the fourth quarter running the percentage of LD clients living in their own homes or with family has risen. Over the last 12 months there has been a 17% improvement in this statistic.

ASCOF 2A(1)		Permanent admissions to care homes per 100,000 pop – 18-64					Aim to Minimise	
	Value		Value	Target	Status	Long Trend	Short Trend	
Q4 2019/20	3.5	Q1 2020/21	3	3.5	Green	Imp	Imp	

**Comments**

Please note the target is apportioned per quarter. The full year target is 14 admissions per 100,000. In the quarter there have been 5 admissions per 100,000 population recorded. However, it is possible that the number of admissions will rise as records are updated retrospectively. This gives a rate of 3 per 100,000 population. In Q1 2019/20 the rate was 4.1 per 100,000 population.

**Benchmarking**

Nationally the benchmark is 13.9 per 100,000 for the full year, just under 3.5 per 100,000 for each quarter and for our statistical neighbours the figure is 14.2 (a little over 3.5 per 100,000).

**Actions**

Increasing the possible alternatives to placements for younger adults continues to be a focus. Investment in our Shared lives service has seen a 33% increase in the number of long term Shared Lives carers over the last 12 months. For the last 6 months, 100% of potential long term shared lives placements have been used. This service can be used as an alternative to residential care for working age adults and supports people to live in a family home in the community.

ASCOF 2A(2)		Permanent admissions to care homes, per 100,000 pop – 65+					Aim to Minimise	
	Value		Value	Target	Status	Long Trend	Short Trend	
Q4 2019/20	142.5	Q1 2020/21	67.9	154.5	Green	Imp	Imp	
<p><b>Comments</b> Please note the target is apportioned per quarter. The full year target is 618 admissions per 100,000. In the last quarter, there were 30 admissions of older people (65+) to residential and nursing care. This equates to 67.9 per 100,000 population. Whilst better than the 145 per 100,000 population target, it should be remembered that this number will rise as records are updated. The number of admissions in the same quarter last year was 82 (185.5 per 100,000 population).</p> <p><b>Benchmarking</b> The National rate of admissions is 579.4. This equates to 144.9 per quarter. Our statistical neighbours 2018-19 outturn of 633.3 (158.3 per quarter).</p> <p><b>Actions</b> We will continue to monitor the number of admissions closely. The evidence is that we are placing residents with a higher acuity of need and coupled with the impact, to date, of Covid 19 this is likely to significantly affect the number of placements made.</p>								

ASCOF 2Cii		Delayed transfers of care from hospital and those which are attributable to adult social care, per 100,000 population					Aim to Minimise	
	Value		Value	Target	Status	Long Trend	Short Trend	
Q4 2019/20	2.1	Q1 2020/21	N/A	4.1	N/A	N/A	N/A	
Data collection has been suspended by Central Government during lockdown								

## Social isolation

- The impact of Covid-19 has exacerbated the issue of social isolation. The Welfare Calls team made direct contact with 658 identified isolated and vulnerable individuals.
- The key element of these calls was to provide reassurance and early support interventions. This included offering guidance and advice; sourcing solutions to often complex emerging issues; and making direct referrals to support services and agencies.
- The Welfare Calls team liaised with Doctors and Pharmacists to ensure medicines were picked up and delivered. This vital support was coordinated through Public Health with the support of NHS Volunteers; Kent Fire and Rescue; and Greenwich University. This ensured

isolated people were safe, provided reassurance and gave important human contact for people who were often living alone, and with no other support.

- Working in partnership with the Medway Social Isolation Network through these times helped create meaningful connections for socially isolated individuals. It is this partnership approach, and the shared learning, we will use to plan for the recovery and build resilience in Medway.

## Council Plan Outcome: All children achieving their potential in schools

Programme: Raising aspiration and ambition

### Council Plan Measures: Performance

CA13		The percentage of children permanently excluded from school (upheld only)					Aim to Minimise	
	Value		Value	Target	Status	Long Trend	Short Trend	
Q4 2019/20	0.01%	Q1 2020/21	0.00%	0.02%	Green	Imp	Imp	

#### Comments

There have been no permanent exclusions this quarter.

So far, this academic year there have been 17 upheld exclusions. This is a total of 0.04%. In the same period last academic year (18-19) there had been 35 permanent exclusions, 0.07%

Data to the 31 May shows that there are 17 exclusion processes still to conclude, meaning that potentially the number of exclusions upheld could rise to 34. This year the exclusion process has been instigated 44 times, with 17 still to conclude. This means that of the 27 finalised processes, 37% (10/27) were not upheld. This suggests we could reasonably expect about 11 of the 17 nonoccluded exclusions to be upheld. This would lead to a total of 28 exclusions for the year, a rate of 0.06%. This would achieve our target.

Clearly Covid 19 and the closure of schools has been a significant factor in reducing the numbers of exclusions. However, work continues with schools to reduce the numbers of exclusions and include a pilot of 4 schools involved in the European Positive Behaviours Programme which seeks to reduce exclusion by adopting a value based system to manage behaviour. Initial feedback has been very positive with some schools seeing a considerable reduction in excludable behaviours.

Please note, the annual target of 0.06% is apportioned across each quarter.

#### Benchmarking

Nationally the rate of permanent exclusions is 0.1% (2017-18)

CASEIKS4 Ofsted		Partnership measure :Percentage of all Secondary Schools judged good or better,					Aim to Maximise	
	Value		Value	Target	Status	Long Trend	Short Trend	
Q4 2019/20	94.4%	Q1 2020/21	94.4%	85%	Green	Imp	Static	

**Comments**

Of the 18 Secondary schools in Medway 4 are classed as outstanding, 13 are good and 1 is inadequate. This means that 17 of 18 are good or better. The inadequate judgment applies to the Waterfront UTC from its time as Medway UTC.

**Benchmarking**

Nationally this figure is 76% and the South East currently has 86.6% of schools graded good or better.

**Actions**

During COVID19 Parliament has suspended Ofsted as an inspection regulator.

CASEISPEC Ofsted		The percentage of special schools in Medway judged to be good or better					Aim to Maximise	
	Value		Value	Target	Status	Long Trend	Short Trend	
Q4 2019/20	100%	Q1 2020/21	100%	90%	Green	Static	Static	

**Comments**

During COVID19 Parliament has suspended Ofsted as an inspection regulator.

EDU3(b)		The percentage of children who were persistently absent from school					Aim to Minimise	
	Value		Value	Target	Status	Long Trend	Short Trend	
Q4 2019/20	10.9%	Q1 2020/21	13.5%	11.4%	Red	Det	Det	

**Comments**

Information is calculated from the spring census, conducted in January 2020. There has been a noticeable rise in the number of children classed as persistently absent as at the end of term 2. The rate was 12% in primary schools and 15% in secondary schools.

The cancelation of the school summer school census, due to Covid 19, will mean there will be no updated data until the Autumn census is published in December 2020.



**Benchmarking**

Nationally the 2018-19 rate of PA was 11.4%

**Actions**

The Attendance Advisory Service to Schools and Academies (AASSA) team continues to be work with the majority of schools and academies to raise attendance and lower Persistent Absence (PA). PA figures will be affected by Covid 19 and the school closures as no updated data until the Autumn Census.

The team challenges schools and academies to ensure robust internal procedures are maintained and the appropriate families are identified for support.

OfstedPrimMnt		The percentage of Maintained primary schools in Medway judged to be good or better					Aim to Maximise	
	Value		Value	Target	Status	Long Trend	Short Trend	
Q4 2019/20	N/A	Q1 2020/21	92.8%	93%	Amber	N/A	N/A	

**Comments**

26 out of 28 LA maintained primary schools are rated good or better, with 4 graded outstanding. 2 require improvement.

**Actions**

During COVID19 Parliament has suspended Ofsted as an inspection regulator.

SE KS2	The percentage of children who the required standard or above in Reading, Writing and Mathematics at KS2					Aim to Maximise	

**Comments**

Due to Covid 19 and the closure of schools there will be no data for the 19/20 academic year.

**Actions**

The Medway Education Partnership is working with Medway Education Leaders Association (primary school head teachers) to urgently address the shortfall in children who fail to reach the expected standard in reading by age 11.

The following priorities are driving actions in respective plans across the primary phase:

- **Improve** the **prioritisation** of all pupils' **ability to read** to the required standard, so that they can fully access the year group curriculum and be ready for the next phase of their education.
- **Improve** the achievement of pupils in **Key Stage Two** in all subjects in order to close the gap to national in reading, maths & grammar, punctuation and spelling.

**Improve** the performance of **disadvantaged** pupils and the progress of pupils with **SEND** in order to close the gap to national for all groups.

SE KS2Mnt	The percentage of children who achieve the required standard or above in Reading, Writing and Mathematics at KS2 in Maintained Schools Only	Aim to Maximise
	Due to Covid 19 and the closure of schools there will be no data for the 19/20 academic year.	

### Actions

Maintained schools will be supported in the learning zones and held to account for their improvement plans their learning improvement zone and school effectiveness officer.

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**Improve** the performance of **disadvantaged** pupils and the progress of pupils with **SEND** in order to close the gap to national for all groups.

SE2 OEPr	Partnership measure: Percentage of all Primary Schools judged good or better,					Aim to Maximise	
	Value		Value	Target	Status	Long Trend	Short Trend
Q4 2019/20	89.7%	Q1 2020/21	88.5%	87.5%	Green	Imp	Det

There has been a small drop in the proportion of Primary schools graded good or better. Currently 69 falls into this category. 8 remain outstanding and 61 good, down from 62 last quarter. 5 schools are graded as requiring improvement and 4 as inadequate.

There are 50 academies. Of these 86% are good or better (4 Outstanding and 39 Good) 3 require improvement and 4 are inadequate.

### Benchmarking

Nationally 87.8 % of Primary schools are rated good or better, with the South East having 90.8%

### Actions

During COVID19 Parliament has suspended Ofsted as an inspection regulator

SEKS4A8	Average attainment 8 score	Aim to Maximise
	Due to Covid 19 and the closure of schools there will be no data for the 19/20 academic year.	
<b>Actions</b> Secondary schools will be both supported and challenged according to the school effectiveness strategy.		