

AGENDA MANAGEMENT SHEET

Name of Committee **Children, Young People and Families Overview and Scrutiny Committee**

Date of Committee **16th November 2006**

Report Title **Children, Young People and Families Directorate Annual Performance Assessment**

Summary The Annual Performance Assessment summarises the performance of the Children, Young People and Families Directorate as assessed by Ofsted/CSCI.

For further information please contact: Geoff King
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Would the recommended decision be contrary to the Budget and Policy Framework? [please identify relevant plan/budget provision] No

Background papers

- Annual Performance Assessment
- Cabinet report 2.11.06

CONSULTATION ALREADY UNDERTAKEN:-

Details to be specified

Other Committees ☐

Local Member(s) ☐ Not applicable

Other Elected Members ☒ Cllr Helen McCarthy
Cllr Richard Grant – *“noted for consideration by the Committee”*
Cllr Jill Dill-Russell
Cllr John Whitehouse

- | | |
|---------------------------------|--|
| Cabinet Member | <input checked="" type="checkbox"/> For information:
Cllr Izzi Seccombe |
| Other Cabinet Members consulted | <input checked="" type="checkbox"/> For information:
Cllr John Burton |
| Chief Executive | <input type="checkbox"/> |
| Legal | <input checked="" type="checkbox"/> Richard Freeth – no comments to make |
| Finance | <input type="checkbox"/> |
| Other Strategic Directors | <input type="checkbox"/> |
| District Councils | <input type="checkbox"/> |
| Health Authority | <input type="checkbox"/> |
| Police | <input type="checkbox"/> |
| Other Bodies/Individuals | <input checked="" type="checkbox"/> Michelle McHugh, Scrutiny Officer |

FINAL DECISION

NO

SUGGESTED NEXT STEPS:

Details to be specified

- | | |
|---|--|
| Further consideration by this Committee | <input type="checkbox"/> |
| To Council | <input type="checkbox"/> |
| To Cabinet | <input type="checkbox"/> |
| To an O & S Committee | <input checked="" type="checkbox"/> Future meeting of this O&S Committee |
| To an Area Committee | <input type="checkbox"/> |
| Further Consultation | <input type="checkbox"/> |

Children, Young People and Families Overview and Scrutiny Committee – 16th November 2006

Children, Young People and Families Directorate Annual Performance Assessment

Report of the Strategic Director for Children, Young People and Families

Recommendations:

That the Committee:

- (1) accepts and comments on the report produced by Ofsted/CSCI following an assessment of the Directorate's performance
- (2) examines and comments on the action plan
- (3) agrees to receive exception reports
- (4) considers whether the two actions which are currently not on target should be included in the work programme of the Committee.

1. Introduction

- 1.1 The annual performance assessment is the culmination of a self-assessment followed by scrutiny from Ofsted and CSCI. It focuses on outcomes for children and young people which are delivered in a multi-agency context.
- 1.2 Having examined our submission thoroughly, the inspectors arrived at overall judgements in three areas. They are:
 - The contribution to the Local Authority's Children's Services in maintaining and improving outcomes for children and young people – 3
 - The Council's overall capacity to improve its services for children and young people – 4
 - The contribution of the Local Authority's Social Care Services in maintaining and improving outcomes for children and young people – 3
- 1.3 Gradings range from inadequate (1) to excellent/outstanding (4).

2. Recommendations

That the Committee:

- (1) accepts and comments on the report produced by Ofsted/CSCI following an assessment of the Directorate's performance (attached at **Appendix A**)
- (2) examines and comments on the action plan (attached at **Appendix B**)
- (3) agrees to receive exception reports
- (4) considers whether the two actions which are currently not on target should be included in the work programme of the Committee.

MARION DAVIS
Strategic Director for Children,
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1st November 2006

2006 ANNUAL PERFORMANCE ASSESSMENT OF SERVICES FOR CHILDREN AND YOUNG PEOPLE IN WARWICKSHIRE

Overall judgement on Warwickshire's 2006 APA

There are three areas for judgement in the APA. These are:

1. the contribution of *the local authority's children's services* in maintaining and improving outcomes for children and young people;
2. the council's overall *capacity to improve* its services for children and young people; and,
3. the contribution of *the local authority's social care services* in maintaining and improving outcomes for children and young people.

In both the contribution of the local authority's children's services and social care services in maintaining and improving outcomes, Warwickshire was awarded a grade **3**, or a 'good' standard. Grade 3 is reached when an authority demonstrates a service that consistently delivers above minimum requirements for users.

In the area of the council's overall capacity to improve services for children and young people, Warwickshire was awarded grade **4**, the standard for excellent/outstanding services. Grade 4 is reached when an authority demonstrates a service that delivers well above minimum requirements for users.

In addition, positive comments are made about good partnerships with voluntary sector providers, good improvements on areas highlighted in the 2005 APA report, and the high quality of the needs analysis information contained in the Children and Young people's Plan, 2005/6 (CYPP). The new directorate structure is also praised for its clarity of individual and collective responsibility for delivering Every Child Matters.

The children's services grade will provide the score for the children and young people service block in the comprehensive performance assessment (CPA) and will be published to the Audit Commission. The social care judgement is for CSCI information only.

APA report commentary on the five outcomes, plus 'service improvement'

Being healthy:

The contribution that the council's services for children and young people make to improving outcomes in this area is good. Outcomes in this area are also good. There is evidence of progress over the last year. Evidence of effective partnership working is strong with clear examples of positive impact on services.

Particular mention is made of good provision and continuing development within Child and Adolescent Mental Health Services (CAMHS), the Integrated Disability Service (IDS), school health projects, developments to target harder to reach groups and communities in greatest need, the health of looked after children (HELAC) and teenage pregnancy work.

'Being Healthy' areas of further work:

- *Impact of investments in CAMHS on cross-county access to services.*
- *Impact of HELAC approach on health outcomes of looked after children.*

Staying safe:

The contribution that the authority makes to keeping children and young people safe is good. Outcomes in this area are also good. The transition from Area Child Protection Committee (ACPC) to Safeguarding Board was achieved ahead of time, in October 2005.

Safeguarding processes and activities are commended, showing good evidence of improvement. The pattern of child protection activity is closely scrutinised and there is a good understanding of performance across a range of indicators. All schools met statutory regulations for child protection (safeguarding). Safety issues for registered day care providers are addressed at registration with no actions with regard to staying safe being imposed at inspection of these services.

The number of looked after children is reducing slowly. LAC numbers are expected to decrease as the range of preventative services increases. The needs of both LAC and children in need (CIN) are considered by multi-agency panels. The needs of children from black and minority ethnic backgrounds are considered by the Recognising and Celebrating Cultural Heritage (REACCH) team. The IDS is improving services for children in need with a disability.

'Staying Safe' areas of further work:

- *Impact of multi-agency preventative work on child protection activity and looked after children.*
- *Impact of the integrated disability service and of transition planning at 14+.*
- *Impact of strategies to deal with racial incidents and bullying in schools.*

Enjoying and achieving:

The contribution that the authority makes to this area is good. Outcomes are also good. Access to child care for under-fives is excellent and the quality of provision for under-fives is consistently of a satisfactory quality and frequently good or better. Advice and guidance for registered providers has improved the outcomes of inspections since last year. The quality of provision for children in their early years is also reflected in the overall good outcomes for foundation stage learning, reported in inspections across the authority.

Standards continue to rise and are above national averages for Key Stages 1, 2 and 3. In Key Stage 4 standards have risen, generally in line with national averages. More rigorous and effectively targeted intervention has resulted in positive and active responses from schools who have caused concern in the past. There are more schools causing concern in areas of deprivation but improved partnerships are starting to have a positive impact on the outcomes for the children and young people.

Achievement by looked after children is good. However, the gap between these pupils and other pupils in Warwickshire is still wide, as it is nationally. Differences in the achievement of other groups of learners do not cause concern. Initiatives to improve the achievement of pupils from minority ethnic backgrounds for example, Black Caribbean and pupils of dual heritage, have been successful. The development of the IDS has greatly improved the proportion of statements completed within the required timescales. Access to a range of recreational and voluntary learning experiences is at least satisfactory. Access to youth services is good. Attendance in both primary and secondary schools is rising and is good in primary schools.

'Enjoying and Achieving' areas of further work:

- *Secondary education particularly in Key Stage 4.*
- *Challenge and measuring of achievement for pupils with LDD.*
- *Exclusions and provision for excluded pupils.*

Making a positive contribution:

The authority has made a good contribution to this area. Outcomes are good. There are many effective ways in which the local authority consults with young people and the looked after population to improve services. The contribution of young people to the Children and Young People's Plan is good, as is the dialogue with voluntary sector providers. A particular strength is the innovative work enabling young people to help one another for example, members of the youth parliament working with disengaged young people, peer mentoring and arts initiatives.

'Making a positive contribution' areas for further work:

- *Impact of children and young people's views on service delivery and development.*

- *Impact of children and young people's involvement in reducing anti-social behaviour offending and re-offending.*

Achieving economic well-being:

The contribution that the authority makes to this area is good and results in good outcomes. There is excellent access to good quality child care. The provision is well targeted to the needs of local communities. The number of young people not in education or training is one of the lowest in the country.

Particular mention is given to good quality performance in delivering services and support to Key Stage 4 and 5 students of all abilities. Young people have an excellent chance of getting a job or further education after leaving school. Support for care leavers and young people with LDD is also good.

'Achieving economic well-being' areas for further work:

- *Range of options available for 14 -19 year olds.*
- *Access of young offenders to education and training.*

Service improvement:

Children's services are well managed and have excellent capacity to improve further. There has been clear improvement across a broad range of indicators and service developments. This has been maintained during a period of major change and the establishment of a Children's Services Directorate. Partnership working is strongly embedded in the organisational culture. The alignment of the Directorate structure to ECM outcomes and delivery of CYPP priorities ensures matrix management across the Directorate, and individual and collective responsibility to deliver all of the ECM outcomes to all parts of the county.

There are good examples of value for money (VFM) in the delivery of services, including the Youth Service and Fostering Service. The 2006/07 budget is challenging. Work has started to align spending to CYPP priorities rather than historical spend. Work is also taking place to rationalise some elements of spend to ensure best use of resources and the establishment of an integrated workforce development programme. The main area for development in service management is the development of clear and specific indicators against which to measure and evidence the impact of actions and the achievement of outcomes.

Key area for improvement	CYPP reference number	CYPP action/programme addressing the key area	Programme leader	Programme status
Being healthy:				
Work to meet HSS target.	207-A	Healthy Schools – To promote a whole school approach to healthy schools.	Mindy Chillery	R
Development of more specific outcome and impact measures.	207-B	Transforming School Meals – To transform school meals, customer attitudes and the supporting infrastructure to ensure that they are on a sustainable footing when the funding ceases in 2008.	Shona Walton	Y
	208A-E	<ul style="list-style-type: none">Targeted work with at risk groups of young people, in particular looked after children.Existence of discrete, credible, highly visible, young people friendly sexual health/contraceptive advice services, with a focus on health promotion as well as reactive services.Oversee the strong delivery of SRE/PSHE by schools.Workforce training on sex and relationship issues within mainstream partner agencies.Ensure support for young parents ensuring increased synergy with partners to overcome social exclusion and rural isolation taking account of risk factors.	Amy Barnes/Warwickshire Teenage Pregnancy Partnership Board	
	210	Improve engagement and outcomes for young people with substance misuse needs in Warwickshire.	Will Johnston/ Drug Action Team	
Staying safe:				
Ensuring that reviews of looked after children are completed on time.	203-K	Looked after reviews – Undertake a review of the timing and administration of looked after reviews and take action to improve performance.	Brenda Vincent	B
Continuation of work to reduce child protection activity to nearer IPF levels.	213-C and 263	Performance management for safeguarding Board – Develop a performance management regime for the Warwickshire Safeguarding Children Board.	Phil Sawbridge	Y

Appendix B

over time.				
Increase the volumes of core assessments.	202-E / 215 / 251-F	Recording and monitoring direct work with children in need – To explore the potential of recording and monitoring direct work within children in need.	Maria Barnes/ RICA group.	Y
Demonstrate the impact of investment in prevention on the number of looked after children.	203/214-A	Corporate parenting action plan – To implement the Corporate Parenting Action Plan over a three-year period following agreement from Cabinet and the Children's Strategic Partnership Board.	Brenda Vincent	Y
Enjoying and achieving:				
Key Stage 4 attainment at GCSE A* - C levels.	221-A	Implement the Secondary National Strategy – To raise standards and the quality of teaching in Key Stage 3 and 4 in all county schools by providing high quality support, training, intervention and networking opportunities through the implementation of National Strategies.	Suzanne Edwards	Y
Reduce exclusions and ensure sufficient education for pupils permanently excluded.	238-C 238-D	Area behaviour panels – Role of Area Behaviour Panels clarified and agreed. Exclusion responsibilities – Disseminate information to schools on new exclusion responsibilities.	Viv Sales Viv Sales	Y
Reduce the number of schools in categories of concern.	220-B/221-D	Improve achievement by carrying out planned interventions in schools causing concern.	Lorrie Cooper/ Bob Hooper	Y
Measuring and challenging achievement for children and young people with LDD.	No single specific programme of work	Responsibility for delivering on targets in this area fall under the remit of a number of services and heads of services. Therefore activity is taking place, but it is not measurable against a CYPP programme of work at the present time.	Geoff King	W
Making a positive contribution:				
Establish how the involvement of young people with LDD in their reviews influences provision and decisions about their own life experiences and opportunities.	206-C	Integrate services for children and young people with disabilities – common processes – To develop coherent Integrated Disability Service policies and procedures which are fully understood and utilised throughout the service. To ensure all disabled children, young people and their families have access to services which embrace and respect	Deborah Vickers	Y

		their ethnicity, religion, gender, language, dietary and cultural needs. To ensure the service is accessible and responsive from the earliest moment of contact with any stakeholder and that services are provided in a timely manner. To ensure that the Service has effective lines of communication at all levels, that the organisation conducts itself with integrity, listens to its staff and that decisions are communicated swiftly.		
Achieving economic well-being:				
The level of direct payments to young people with LDD.	No single specific programme of work	Increasing numbers of direct payments to carers but no take up from young people. Further action on this is part of IDS service plan for the next 18 months.	Deborah Vickers	W
Young offenders take up of education employment or training.	246-A	To develop work-related learning – To ensure all young people are prepared for adult and working life.	Steve Stewart	Y
	246-B	September guarantee – To ensure that each young person leaving year 11 has an offer of a place in education or training.	Steve Stewart	
Management of children's services:				
Development of a cohesive strategy to ensure head teacher vacancies are filled, including 'grow your own' capacity.	253-F	Recruitment and retention strategy – To provide an effective recruitment and selection service. To ensure that all HR policies and practices support the promotion of Warwickshire as an employer of choice thus enabling Warwickshire to attract, select and retain high calibre staff across all service areas. To develop a coherent strategy to meet predicted recruitment and retention needs, establish robust systems to analyse the workforce data to better inform strategic planning for medium and long-term recruitment and retention needs.	Allison Lehky	Y
Establish clearer criteria for measuring the impact and success of actions on ECM outcomes.	No single specific programme of work	By its nature, this area must be investigated by individual services and fed into the CYPP. There is not a uniform approach to gathering this information at present.	Geoff King (CYPP), all service managers.	W

Appendix B

Rigorous utilisation of this information to ensure planning is as robust as intentions.	250-A	CYPP Planning System project – To process map the planning and performance measurement functions within the CYPF Directorate, and design, build, test and implement an electronic planning and performance measurement system to support this process which will be used by all relevant members of the CYPP as the basis of their service planning.	Helen Cox	Y
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Description of progress	Colour code
Alert – not on target	R
On Track	Y
Completed	B
No specified CYPP programme, but progress being made.	W

Caveat to table:

The wording of the Key areas for improvement from the APA report does not match exactly with existing programmes of work being delivered through the CYPP. Therefore, several programmes may overlap and where this is the case, the table shows the programme most closely matching the improvement, although it may not deliver exactly what the APA recommends.