

CABINET MEMBER FOR CHILDREN AND EDUCATION SERVICES

Venue: Rotherham Town Hall

Date: Monday, 10th November, 2014

Time: 10.00 a.m.

A G E N D A

1. To determine whether the following items should be considered under the categories suggested in accordance with Part 1 of Schedule 12A (as amended March, 2006) of the Local government Act, 1972.
2. To determine any item(s) the Chairperson is of the opinion should be considered later in the agenda as a matter of urgency.
3. Apologies for absence.
4. Declarations of Interest.
5. Minutes of the previous meeting of the Cabinet Member for Children and Education Services held on 13th October, 2014. (Pages 1 - 9)
6. Rotherham Integrated Youth Support Service - website demonstration.
7. Youth Offending Services - performance management - quarterly update. (Pages 10 - 30)
8. Social Worker Recruitment and Retention. (Pages 31 - 34)
9. Children and Young People's Services Performance Indicator Report - Quarter Two, 2014-2015. (Pages 35 - 42)
10. Children and Young People's Service Revenue Budget Monitoring Report to 30th September, 2014. (Pages 43 - 52)

The Cabinet Member has agreed to receive the following report after the deadline in order to progress the matters referred to: -

11. Proposal to make prescribed alterations to Kelford School. (Pages 53 - 56)

12. Date and time of the next meeting: -

- Monday 8th December, 2014, to start at 10.00 a.m. in the Rotherham Town Hall.

CHILDREN AND EDUCATION SERVICES
Monday, 13th October, 2014

Present:- Councillor Beaumont (in the Chair); Councillors Lelliott and Roche.

F7. DECLARATIONS OF INTEREST

There were no Declarations of Interest to report.

F8. MINUTES OF THE PREVIOUS MEETING

Consideration was given to the minutes of the previous meeting held on 16th September, 2014.

With regards to Minute No. F3 (Effective Home Education) it was noted that the arrangements in terms of policy and procedures were found to be robust by Ofsted.

Resolved:- That the minutes of the previous meeting held on 16th September, 2014 be approved as a correct record for signature by the Chairman.

F9. LOCAL AUTHORITY GOVERNOR APPOINTMENTS

Pursuant to Minute No. C50 of January, 2000, consideration was given to nominations received to fill Local Authority Governor vacancies on school governing bodies.

Resolved:- That, with the effective date of appointment as shown, the following reappointments be made to school governing bodies, subject to satisfactory checks being undertaken:-

School	Name	Date Effective
Wales High School	Mr. Martyn Green	13 th October, 2014
Kimberworth Community Primary	Councillor S. Currie	2 nd November, 2014

F10. MEMBERSHIP OF COMMITTEES

Further to Minute No. D2 of the meeting of the Deputy Leader held on 23rd June, 2014 and Minute No. F10 of the meeting of the Cabinet Member for Education and Public Health Services held on 15th July, 2014, consideration was given to the representatives on outside bodies and sub-groups that required revision following the changes to the Cabinet.

Resolved:- That the following appointments be made:-

Corporate Parenting Panel:-

Councillor Beaumont, Cabinet Member for Children and Education Services together with: -

Councillor Doyle, Cabinet Member for Adult Social Care and Health

Councillor Havenhand plus one other Member, representatives of the Adoption Panel

Councillor Sharman, representative of the Fostering Panel.

Councillor J. Hamilton, Chairperson of the Improving Lives Select Commission.

Councillor C. Vines, Representative of the Opposition.

Education Consultative Committee:-

Councillor Beaumont, Cabinet Member together with Advisers.

Chairperson of the Overview and Scrutiny Management Board.

Chairperson and Vice-Chairperson of the Improving Lives Select Commission.

LEA Governors' Appointment Panel -

Councillor Beaumont, Cabinet Member together with Advisers.

Councillor Sims.

Local Admissions Forum:-

Councillors Beaumont, Havenhand and Roche.

Rotherham Children, Young People and Families' Partnership:-

Councillor Beaumont, Cabinet Member, along with Councillor Roche plus one other Member.

Rotherham Local Safeguarding Children Board:-

Councillor Beaumont Cabinet Member.

Rotherham Schools' Forum:-

Councillor Beaumont, Cabinet Member.

Rotherham Standing Advisory Council for Religious Education:-

Councillors Lelliott, Roche and Sharman.

Think Family Steering Group:-

Councillor Beaumont Cabinet Member. along with Councillor Lelliott.

Transport (Education) Appeals Panel:-

Councillors Gosling, J. Hamilton, Roche, Sharman and Whelbourn plus one other Member.

Visits to Children's Establishments:-

Councillor Beaumont, Cabinet Member together with Advisers.

Chairperson and Vice-Chairperson of the Improving Lives Select Commission.

Ward Councillors.

Yorkshire and Humberside Grid for Learning – Foundation Board:-

Councillor Beaumont, Cabinet Member

Mrs. Susan Wilson, Performance and Quality Manager, Performance and Quality, Neighbourhood and Adult Services.

Yorkshire and Humberside Children and Young People Lead Member Network:-

Councillor Beaumont, Cabinet Member (Chair).

F11. CHILDREN AND YOUNG PEOPLE'S SERVICE REVENUE BUDGET MONITORING REPORT TO 31ST AUGUST, 2014

Consideration was given to a report presented by Joy Hobson, Principal Finance Officer, which provided a financial forecast for the Children and Young People's Services Directorate to the end of March, 2015 based on actual income and expenditure to the end of August, 2014.

The Directorate was currently projecting an overspend outturn position of £2.847m (6.6%) principally as a result of continued pressures in the Safeguarding, Children and Families Service.

Considerable concerted proactive management actions to contain and where possible reduce the projected outturn position were continuing. So far, within this financial year, these actions would have helped the service avoid £454k of costs that would otherwise have been incurred.

The table within the report summarised the outturn against approved budgets for each service division and an analysis of the main variances and the underlying reasons beneath them were provided, the detail of which was set out in the report submitted.

Discussion and questions were raised and answered on issues relating to:-

- Staff turnover, increased agency costs and the impact on the delivery of services.
- Roles of newly qualified social workers.
- Comparators of staff turnover, vacancy levels and sickness rates amongst statistical neighbours.
- Numbers of children in out of authority placements and the steps being taken for this to reduce.
- Independent review process and the projected costs associated with Regulation 33.
- Retention and recruitment of Social Workers and the ongoing negotiations over Terms and Conditions.

Resolved:- (1) That the latest financial projections against budget for the year based on actual income and expenditure to the end of August, 2014 be received and the progress noted.

(2) That a further report on comparisons of staff turnover, vacancy levels and sickness rates be submitted to the next meeting of the Cabinet Member.

F12. AIMING HIGH FOR DISABLED CHILDREN - SHORT BREAKS STATEMENT

Consideration was given to a report presented by Paul Theaker, Operational Commissioner, which detailed how from 1st October, 2011 all Local Authorities had a duty to publish a Short Breaks Statement. Short Breaks Statements must be reviewed annually and include information for services, practitioners, parents, carers and young people in their area and include:-

- Details of the range of short breaks services provided.
- How to access the criteria against which eligibility to services would be assessed.
- How the range of services was designed to meet the needs of children, young people and carers.

The report submitted set out the background information on the development of a Needs Analysis to inform the 2014-15 Short Breaks Service Statement and the Statement itself and also included information on commissioning activity to support the Short Breaks Service. Some of the information was from the 2011 Census, showing where in the Borough disabled children lived.

Short Breaks provision was re-commissioned from 1st April, 2014 for a period of two years and comprised the YMCA 'Yours Project' Weekday Evening Project, the YMCA 'Yours Project' Weekend Project and the RMBC Autism Communication Team 'Chat n Chill' Project.

The commissioned provision would, as in previous years, work alongside officers to implement the recommendations outlined in the Short Breaks Statement.

The value of commissioned Short Breaks provision for the period 1st April, 2014 to 31st March, 2016 was £341,033.

The Cabinet Member and Advisers welcomed the report and requested that some analysis be provided on the provision accessed by young people in terms of short breaks and early intervention.

Resolved:- (1) That the Short Breaks Statement 2014-15 be approved.

(2) That an analysis report be submitted to a future meeting of the Cabinet Member highlight the provision accessed by young people.

F13. EMOTIONAL WELLBEING AND MENTAL HEALTH STRATEGY

Consideration was given to a report presented by Paul Theaker, Operational Commissioner, which detailed how the draft Emotional Wellbeing and Mental Health Strategy 2014-19 had been produced to support Local Authority and Health Commissioners and service providers to improve the emotional health and wellbeing of children and young people in Rotherham.

The draft Rotherham Emotional Wellbeing and Mental Health Strategy for Children and Young People 2014-19 has been produced by RCCG Commissioners, RMBC Commissioners and RMBC Public Health and drew on national and local guidance, local needs information, surveys of local emotional wellbeing and mental health services and information from key stakeholders.

The Strategy included sections on the scope of the Strategy, the needs of children and young people, services in Rotherham, investment, challenges and risks and recommendations.

The Strategy went out for consultation to a wide range of stakeholders, including RMBC CYPS, schools, colleges, NHS providers and VCS providers, in June and July, 2014. There have also been specific consultation sessions with parents/carers and with the Youth Cabinet.

The responses from consultation have been evaluated and the draft Emotional Wellbeing and Mental Health Strategy was substantially amended to take into account the comments that have been made. In addition the Healthwatch Rotherham report on Child and Adolescent Mental Health Services was reviewed to ensure that the key findings were addressed within the Strategy.

The Rotherham CCG commissioned Attain, an independent sector consultancy organisation, to review CAMHs and their report was considered by the CCG and the Attain recommendations that the CCG agreed to take forward, have been included within the strategy.

The key recommendations within the Strategy were outlined and set out in detail as part of the report.

It should be noted that as the governance process progressed for final approval of the Strategy, the key recommendations and actions were already being acted upon. The development of multi-agency care pathways was a priority piece of work and would address a number of issues in relation to thresholds/access to services and pathways such as post diagnosis ASD. A workshop with stakeholders had been held and was informing the work of small time-limited working groups that had been established for each multi-agency pathway.

The Strategy had been endorsed by CYPS DLT and following consideration by Cabinet Member, would go to the Health and Wellbeing Board for final joint RMBC/RCCG approval at its meeting on 12th November, 2014.

It was noted that there were no financial implications at this stage. However, there may be financial implications arising from implementing the recommendations contained within the Emotional Wellbeing and Mental Health Strategy. Any such financial implications that arose would be fully outlined within future reports that were submitted through governance structures.

The Cabinet Member welcomed the Strategy and sought clarification on the feasibility of promoting the prevention of mental health, the research promoting resilience and the outcomes framework for CAMHs.

Resolved:- That the final draft of the Emotional Wellbeing and Mental Health Strategy 2014-19 be approved.

F14. INCREASING CAPACITY AT SANDHILL ACADEMY

Consideration was given to a report presented by Dean Fenton, Principal Officer, School Organisation and Risk Management, which outlined proposals to create increased space and capacity for future Reception/Foundation Stage 2 cohorts for the 2016/17 Academic Year onwards at Rawmarsh Sandhill Academy.

Pupil Numbers in Key Stage 1 were rising across the Borough creating the need for permanent school expansions and 'bulge' year classes in individual schools.

Projections indicated that a 'bulge' year would occur in the Rawmarsh Learning Community in the 2016/17 Academic Year where more places in Reception/Foundation Stage 2 would be needed than were currently available. Added to this was the substantial new housing development in the local area, both current and proposed, and potential additional pupil yield from this new housing.

It was proposed that the Local Authority should work with the Sandhill Academy Trust to create additional teaching and learning spaces at the school for the 2016/17 Academic Year onwards to enable the Academy to submit a business case to the Department for Education in relation to proposals to increase the Published Admission Number (PAN) for Reception/Foundation Stage 2 and subsequent cohorts from 30 to 45 by providing additional teaching and learning spaces at the Academy.

Funding for the initial additional space required (relocation of a temporary classroom from Flanderwell Primary School and internal modifications at the Academy) would be provided from Basic Need Funding (Basic Need Funding was allocated to the Local Authority to ensure a sufficiency of

school places across the Authority). The estimated cost of this project was £100k.

There was the potential for future Section 106 Developer Education Contributions from proposed catchment area housing development and the Academy/Local Authority would work in partnership to secure funding from other streams to create additional resources required for the longer term needs.

The Academy would need to plan for the expansion and appoint additional teaching and non-teaching staff. Funding for the additional staffing would be generated from the additional pupils on roll and be part of the school's annual budget. However, in the first year of operation, as the pupils would not be on roll in time for the school's budget to be allocated, additional funding would need to be requested from the Contingency for Pupil Growth Fund to cover the 7/12 funding gap via the Schools Forum.

Further information was sought on whether the additional capacity at Sandhill Academy and the next report relating to Thorogate Junior and Infant School and it was confirmed that this should meet the demand in the Rawmarsh Learning Community.

Resolved:- That Local Authority support be approved for Sandhill Academy to create additional capacity in future years.

F15. 'BULGE YEAR' INCREASE IN PUBLISHED ADMISSION NUMBER AT THOROGATE JUNIOR AND INFANT SCHOOL

Consideration was given to a report presented by Dean Fenton, Principal Officer, School Organisation and Risk Management, which outlined proposals to create a 'bulge' year cohort of Reception/Foundation Stage 2 pupils for the 2016/17 Academic Year at Rawmarsh Thorogate Junior and Infant School.

It was noted that pupil numbers in Key Stage 1 were rising across the Borough creating the need for permanent school expansions and 'bulge' year classes in individual schools.

Projections indicated that a 'bulge' year would occur in the Rawmarsh Learning Community in the 2016/17 Academic Year where more places in Reception/Foundation Stage 2 would be needed than were currently available. Added to this was the substantial new housing development in the local area and potential additional pupil yield from this new housing.

It was proposed to create a 'bulge' class at Rawmarsh Thorogate Junior and Infant School for the 2016/17 Academic Year by increasing the School's Published Admission Number (PAN) for Reception/Foundation Stage 2 only from 30 to 45 by providing an additional teaching and learning space.

There was a Section 106 Developer Education Contribution of £150k from the nearby 'Wickets' development which would be used to create the additional permanent teaching and learning space at the School.

The School would need to plan for the expansion and appoint additional teaching and non-teaching staff. Funding for the additional staffing would be generated from the additional pupils on roll and would be part of the School's annual budget. However, in the first year of operation, as the pupils would not be on roll in time for the School's budget to be allocated, additional funding would need to be requested from the Contingency for Pupil Growth Fund to cover the 7/12 funding gap via the Schools Forum.

Resolved:- That a one year increase in the Published Admission Number (PAN) at Thorogate Junior and Infant School for the 2016/17 Academic Year to accommodate an increased cohort 'bulge' year be approved.

F16. CHILDREN AND YOUNG PEOPLE'S SERVICES PERFORMANCE INDICATOR REPORT - QUARTER ONE, 2014-2015

Consideration was given to a report presented by Sue Wilson, Performance and Quality Manager, which outlined performance at the end of Quarter 1 2014/15 against targets, with direction of travel against previous year's performance and comparisons with statistical neighbours and national data where available.

Reference was made to the report and appendix 'Performance – Qtr1 2014-15' which provided details of performance by each Corporate Plan Priority relating to Children and Young People's Services measures rated as red. It was confirmed that no outcomes were rated as red indicators in this quarter.

Full details of performance and commentary at indicator level were provided and which included:-

- Performance against targets (Comparing performance against set targets).
- Direction of travel analysis (Comparing 2014/15 Quarter 1 performance to 2013/14 outturn performance).
- Performance against Statistical Neighbours average.
- Performance against National average.

Resolved:- (1) That the Performance Report be received and performance noted.

(2) That the report be submitted to the Children, Young Peoples and Families Partnership for their information.

(3) That should any indicators have ongoing issues or poor performance they should be recommended for performance clinics.

F17. DATE AND TIME OF THE NEXT MEETING

Resolved:- That the next meeting of the Cabinet Member for Children and Education Services take place on Monday 10th November, 2014, to start at 10.00 a.m. in the Rotherham Town Hall.

ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS

1.	Meeting:-	Cabinet Member for Children and Education Services
2.	Date:-	10th November, 2014
3.	Title:-	Youth Offending Service – Quarterly Performance Report
4.	Directorate:-	CYPS

5. Summary

This report is intended to form part of the wider IYSS Governance process and will provide the Youth Justice Board and Safer Rotherham Partnership with a quarterly update on key performance indicators for the Youth Offending Service (YOS).

The report will provide current performance data and where necessary details of actions that will help maintain and/or improve performance across the service.

In addition the report will also highlight key risks, issues and achievements of the service along with any other information deemed appropriate.

This will allow the Board and Partnership to ensure that the YOS is functioning effectively, is acting positively on inspection recommendations and is also planning for future inspections.

6. Recommendations

- That Members note the Youth Offending Service quarterly performance.
- That Members note the information provided within this report.

7. Proposals and Details

7.1 Performance Indicators

Ref	Indicator	Related Measure (i.e. NI)	Target	Performance	Definition / Comments	RAG Status
YOS1	First time entrants to the youth justice system aged 10-17 (based on rate per 100,000 of 10-17 year old population)	NI111		Jan 2013 – Dec 2013 535 Jan 2012 – Dec 2012 449 Increase of 19.1%	Data published by the YJB and will always be 4 months out of date. Rotherham has shown an increase in FTE whilst the national figure shows a decrease of 20.7%	Red
		LPI	Favourable in comparison with National	Jul 2013 – Jun 2014 436 FTE This is a decrease in comparison Jul 2012 – Jun 2013 (552) Decrease of 21%	Latest quarterly local information available from Careworks (PM table)	Green
YOS2	Young people receiving a conviction in court who are sentenced to custody (based on rate per 1,000 of 10-17 year old population)	NI43 Local		Apr 2013 – Mar 2014 0.52 Apr 2012 – Mar 2013 0.36 Shows an increase of 0.16	Data published by the YJB and will always be 4 months out of date. Rotherham has shown an increase in custody rate whilst the national figure shows a decrease of 0.18%	Amber
YOS3a/b	Rate of proven re-offending by young people in the youth justice system	N19		Jul 2011 – Jun 2012 32.3% Jul 2010 – Jun 2011 36.3% Shows an decrease of 4%	Data published by the YJB and will always be 13 months out of date	Green
		LPI		Jul 2013 – Jun 2014 17.6% Jul 2012- Jun 2013 30.2% Shows a decrease of 13.6%	Latest local Careworks data	Green

Ref	Indicator	Related Measure (i.e. NI)	Target	Performance	Definition / Comments	RAG Status
YOS4	Initial assessments completed within time (Referral orders within 20 working days, all other orders within 15 working days)		75%	Apr 2014 – Jun 2014 91.0% (21 from 23)	Performance against ALL assessments, including those YP who do not attend appointments (Q -	Green
YOS5	All new assessments quality checked.	See below (7.3)				
YOS6	All new assessments meet quality standards	See below (7.3)				
YOS7	Quality of cases	See below (7.3)				
YOS8	Review of orders		75%	76% (19 from 25)	% of reviews carried out and recorded in time (within 6 months of IA)	Green
YOS9	Screening of Initial assessments for identification of Vulnerability and Risk of serious harm		?	Apr 2014 – Jun 2014 94% (17 from 18)	% of VMP's and RMP's are completed at time of IA) (Use start assets info)	Green

7.2 Detailed exception reporting for Red and Amber measures

Measure	Comment
YOS 1	<p>As reported to the last management board there has been an increase in the number of first time entrants in the period measured by the Youth Justice Board. These figures come from data collected from the police national computer and are collected on a regional basis and then disaggregated to give local authority figures. This process can create inaccuracies in the figures compared to local data.</p> <p>The increase represents 5 individuals and local data continues to show a decrease. There is therefore no cause for concern at</p>

	present. The YJB performance team consider Rotherham's performance to be on track and have not raised any concerns.
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Measure	Comment
YOS 5,6,7	Quality assurance processes have been on hold due to the YJB requiring an audit of National Standards. (See 7.3)

7.3 Service Specific Information

The Youth Justice Board has re-introduced an annual audit of National Standards to be reported back to them on 19th September 2014. The NS audit will take place in two parts - a data extract provided by the YJB Information Team from YMIS and a self-assessed audit undertaken by the YOS.

The self-assessment will be measured on the number of standards met in each case using the following scoring criteria.

Percentage Met	Definition
Greater than 85	Standards met
65 – 84	Standards met with recommendations for improvements
Less than 65	Standards not met with improvements required

The self-assessment sample covers 20% of the YOS caseload over the last 9 months and includes first tier, community and custody cases. This is a comprehensive piece of work and therefore normal quality assurance processes have been suspended whilst this is conducted.

As this is the first audit since new National Standards were introduced, following a period of grace for practice to become embedded. Barnsley and Rotherham YOS have taken the opportunity to bring an additional degree of rigour to the audit by respectively conducting each other's self-assessment.

The data extract element of the audit which the YJB is producing will not be available until 21st August 2014. Results of the audit will therefore be submitted to the Management Board at the next meeting.

Standards to be inspected will be:

- National Standard 8: Planning and delivering interventions in the community

- National Standard 9: Planning and delivering interventions in custody and resettlement into the community
- National Standard 4: Assessment for interventions and reports
- National Standard 7: Work with victims of crime

7.4 Risks and Issues

Results of the audit will be passed onto to HMIP and may alongside other factors, (poor performance etc.), trigger an inspection.

7.5 Forward planning

From June 2014 YOT's become responsible for the delivery of unpaid work. This will be delivered alongside the existing reparation scheme and is under review prior to 2015 to include educational and training elements.

7.6 Achievements

The pilot of the programme to address racial discrimination has successfully concluded.

8. Finance

The YOS Budget for Quarter 1 is enclosed and requires approval by the Board

9. Risks and Uncertainties

Funding continues to be subject to review.

10. Policy and Performance Agenda Implications

None

11. Background Papers and Consultation

None

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REOFFENDING

Introduction

The data from which this analysis is made is drawn from two re-offending toolkits produced by the Youth Justice Board (YJB) and Local Criminal Justice Board (LCJB) respectively.

The YJB kit looks at the historical data (2009-2011) that informs the current performance measure, (always over a year behind due to the measure being calculated by waiting a further 12 months for offences to occur and an additional six months for offences to be proved).

The LCJB toolkit contains more up to date data (2011 – 2014) and assumes that a detected offence will subsequently be admitted and become a re-offence. It is therefore less accurate than the YJB toolkit but the differences do not appear to be significant enough to interfere with macro trends. Thus making it a useful proxy instrument for measuring progress.

Analysis

Reoffending is a key priority for both Ministers and the Youth Justice Board for England and Wales (YJB). Both binary and frequency rates for reoffending by young people in England and Wales have increased year on year, and rates for young people are relatively high when compared to the adult population.

In Rotherham whilst the binary re-offending rate remains below national and regional comparators, it has increased over time and margins have narrowed. Such that we are beginning to approach national and regional rates. Of more concern is that frequency rates are showing a steady increase and starting to match national and regional rates.

Reductions in the number of first time entrants have meant that over time the YOS has seen a decline in the number of young offenders within the Youth Justice System. However the decline in numbers has not been matched by a decline in re-offending and those left in the system are re-offending more often. In addition case managers are reporting that young people are more difficult to engage and the occasions on which the YOS has to resort to breach are increasing

These figures above and the other factors suggest that the YOS now has a group of young people whose characteristics mean they are more likely to reoffend, they may have more complex needs and may be more demanding to support and turn away from offending behaviour than in the past.

In order to reduce reoffending rates, there is a need to understand the characteristics of those that go on to re-offend in order to identify local practise issues that need to be addressed and prioritised in order to align with the needs of the current cohort.

Those who offend in Rotherham are mainly White; the 2011 census identified the 10-17 population as being 91% White, 6% Asian, 2% Mixed, and 1% Black. The youth offending cohort has effectively mirrored this balance since the census, and although there has been an increase in the number of young people identifying as “other” in 2012/13 this is not significant enough to skew re-offending data at present. Rotherham is not therefore seeing the pattern of other areas of the country where there is a disproportionate number of minority ethnic young people within the youth justice system.

Unsurprisingly as this is a well-established historic trend, those who offend tend to be male making up on average 82% of the offending cohort. Similarly males are more likely to reoffend than females accounting for a rate of 32% reoffending rather than the 15% exhibited by young women.

The YJB toolkit shows that those in the 15-17 age bracket have been most likely to reoffend in the period 2009 to 2012 at an average rate of 36%, and the LCJB tool enables this to be broken down more usefully for 2012/13 and 2013/14, (to date).

Apr 12 – Mar 13

	Age 10	Age 11	Age 12	Age 13	Age 14	Age 15	Age 16	Age 17
RATE	0%	9%	36%*	5%	32%	29%	39%	34%

(*The apparent spike in re-offending by 12 yr. olds can be discounted due to the small numbers involved)

Apr 13 – Mar 14 (12 months has not elapsed to capture offending during a full year hence these figures are depressed in relation to others).

	Age 10	Age 11	Age 12	Age 13	Age 14	Age 15	Age 16	Age 17
RATE	0%	0%	0%	27%*	22%	13%	28%	19%

(* Age 13 - Low numbers at this point).

Since 2009/10 the 15 to 17 age group has increased in size from 68.6% of the YOS case load to 76.6%, with 17 year olds being the majority accounting for over a third of the group, but 16 year olds offending at a higher rate. There also appears within the last two years a spike in offending by 14 year olds, this is discussed later.

That the overall cohort is more likely to offend is illustrated by the average number of re-offences moving from 2.39% to 2.77% with Theft being the most likely type of re-offence that is committed, accounting on average for just over a third of re-offending, (33.6%). Re-offending involving violence against the person is relatively low and stable, accounting for 1.6% of re-offending on average, but serious acquisitive re-offending has increased from 4.45% of reoffending to 6.50%.

Both toolkits also indicate that young people are more likely to reoffend within a few months of their original offence e.g. April 2012 to March 2013:

	< 1 MON TH	< 2 MONT HS	< 3 MONT HS	<4 MONT HS	< 5 MONT HS	< 6 MONT HS	< 7 MONT HS	< 8 MONT HS	< 9 MONT HS	<10 MONT HS	< 11 MONT HS	< 12 MONT HS
%	21%	20%	13%	11%	12%	7%	2%	7%	3%	2%	0%	1%

Reoffending begins to tail off over time which is some indication that the YOS does have an impact, but benefits slowly accumulate. Some early offending is as a result of offences catching up with young people once they have been convicted and may inflate the figures slightly, but this is in the minority.

The overall reoffending cohort for the YOS is comprised of both Court Orders and Pre Court disposals e.g. Youth Cautions, (previously reprimands) and Youth Conditional Cautions, (previously final warnings). Reoffending rates for the pre court population appear to be increasing, and this is concerning because the majority of these will not benefit from a YOS intervention, although some will receive a preventative service. Young people receiving a pre court intervention are more likely to be younger and offending amongst this cohort is the reason for the spike in reoffending behaviour noted above.

Year	Pre Court Reoffending
2009/10	31.03%
2010/11	41.80%
2011/12	37.03%
2012/13	38.27%
2013/14	40.74%

The increase seen in 2013/14 may be related to the introduction of new pre court disposals but further time would need to elapse before coming to any firm conclusions.

Recommendations

The YOS Management Board is requested to consider the following recommendations:

As reoffending occurs relatively soon after the initial offence, earlier engagement with those who offend is likely to have an impact on the binary rate of offending. The YOS should therefore:

1. Review preventative services, with the aim of reviewing the effective interventions, and considering earlier intervention amongst pre court cohorts.
2. Review of YOT engagement for the first few months of the order, with the aim of engaging with young offenders earlier.

Targeting the 15-17 cohort is most likely to have an impact on the frequency of offending. The YOS should therefore

1. Consider exit strategies for this group particularly in relation to provision within Integrated Youth Support Services.
2. More robustly review orders at the point at which reoffending occurs.
3. Closely engage with the YJB introduction of AssetPlus , (a new end-to-end assessment and planning interventions framework, which assesses young people against an enhanced range of factors), and utilise early practise materials as they are produced.

Paul Grimwood

August 2014

ROTHERHAM YOUTH OFFENDING TEAM

YOUTH JUSTICE STRATEGIC PLAN 2014/15

Introduction

The Youth Justice Strategic Plan lays out the broad principles and direction for Rotherham Youth Offending Team (YOT) in 2014/15.

The YOT works with all young people aged 10 – 18 who are subject to statutory orders imposed by the Court, Pre Court disposals (Youth Conditional Cautions) and preventative work, including offering voluntary intervention to those receiving a, Youth Restorative Disposal, Youth Caution and Anti-Social Behaviour Contract.

Role and Purpose

The principal aim of the youth justice system is to prevent offending by children and young persons (Crime and Disorder Act 1998, section 37(i)).

The YOT has four objectives relating to this aim:

- Reduce offending and re-offending within the 10-17 population
- Reduce the use of custody
- Reduce the number of first time entrants to the youth justice system
- Increase victim and public confidence in the youth justice system.

In addition, the Rotherham Youth Justice Plan is aligned with Rotherham Metropolitan District Council's Corporate Plan (2010/14), The Children and Young People's Plan (2013/16), the Police Crime Commissioner's Police and Crime Plan (2013/17) Rotherham Joint Strategic Intelligence Assessment (2013/14), Safer Rotherham Partnership Purpose (2014/17), and the priorities of the Rotherham Local Safeguarding Board, including its Child Sexual Exploitation Strategy (2013/16).

Structures and Governance

Rotherham has amalgamated its Community Partnership, Youth Offending Team Management Board and Drug and Alcohol Action Team Steering Group into one overarching strategic body, the Safer Rotherham Partnership (SRP).

Following a review of the SRP and considering its functions in relation to the YOT management board the SRP now convenes separately as a full YOT management board which meets bi-monthly. The Board has renewed terms of reference following new guidance. (Modern Youth Offending Partnerships, YJB 2013), and effectively discharges its functions as a "critical friend" of the YOT and ensures appropriate scrutiny and support is given to the YOT.

The SRP Board meets quarterly as a full strategic partnership and monthly as an executive group to consider reports, monitor performance etc. The YOT manager sits on both these forums, and the YOT is represented at the JAG (Joint Action Group – the operational arm of the SRP) and also at the themed sub groups; Anti Social Behaviour, Priority Group, Reducing Crime and Re-offending Group and Reducing Harm.

Direct links exist between the SRP and Children's Board via YOT line management within Children and Young People's Services and the chair of the SRP sitting on the Children's Board.

The YOT is embedded in Integrated Youth Support Services, sitting within Rotherham Councils Schools and Lifelong Learning directorate. This location means the YOT has a wider reach beyond criminal justice services and the core service is part of a central multiagency hub offering a one stop service to all young people of Rotherham.

Partnership Arrangements

In addition to the partnership arrangements above, the YOT has a number of robust partnerships with statutory and non statutory agencies. The YOT Manager sits on a number of strategic forums most notably; the Local Criminal Justice Board, Strategic MAPPA Board, the Regional Reducing Re-offending Board, Regional Restorative Justice / Integrated Offender Management Meeting, the Child Sexual Exploitation Silver Group and the Rotherham Local Children's Safeguarding Board.

Partnership arrangements at both a strategic and operational level are good as evidenced by the commitment of partners to the YOT and the successful establishment of multi agency prevention teams in seven areas of Rotherham.

Performance Targets

The Youth Justice Board/Ministry of Justice have set three national indicators relating to Youth Justice.

- Reduction in First Time Entrants
- Reduction in Custody
- Reduction in Re-offending

How Performance is Calculated

Performance data for Youth Offending Teams is calculated from the Police National Computer (PNC) data (for first time entrants and re-offending). Custody data is calculated from case management data that Youth Offending Teams retain.

The YJB collates this data and returns it to the service with subsequent RAG ratings. With the exception of custody data, comparative data relating to first time entrants may be a quarter behind.

Re-offending data is calculated against a rolling cohort established in 2008/9, twelve months need to elapse before offending can be known to have re-occurred and a further six months is added for offences to be proven in court.

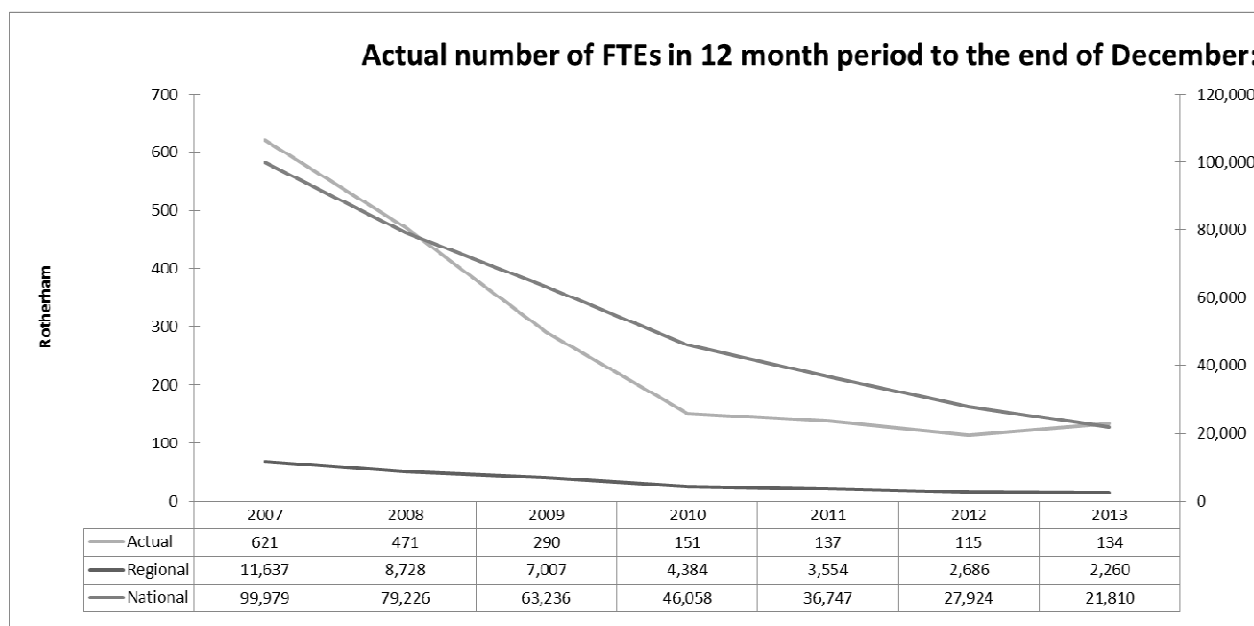
The new system will measure performance for each indicator above compared to the previous year. YOT's will be RAG rated on both performance and whether they fall into the bottom 25% of YOT performance in England and Wales. Currently, Rotherham YOT remains a good performer in this system within the top 25% and is not therefore at risk of receiving a low rating.

Performance Outputs

First Time Entrants

FTE PNC Rate per 100,000 of 10-17 Population

	Rotherham	Yorkshire	England
Jan 13 – Dec 13 (latest Period)	535	459	441
Jan 12 – Dec 12	449	537	556

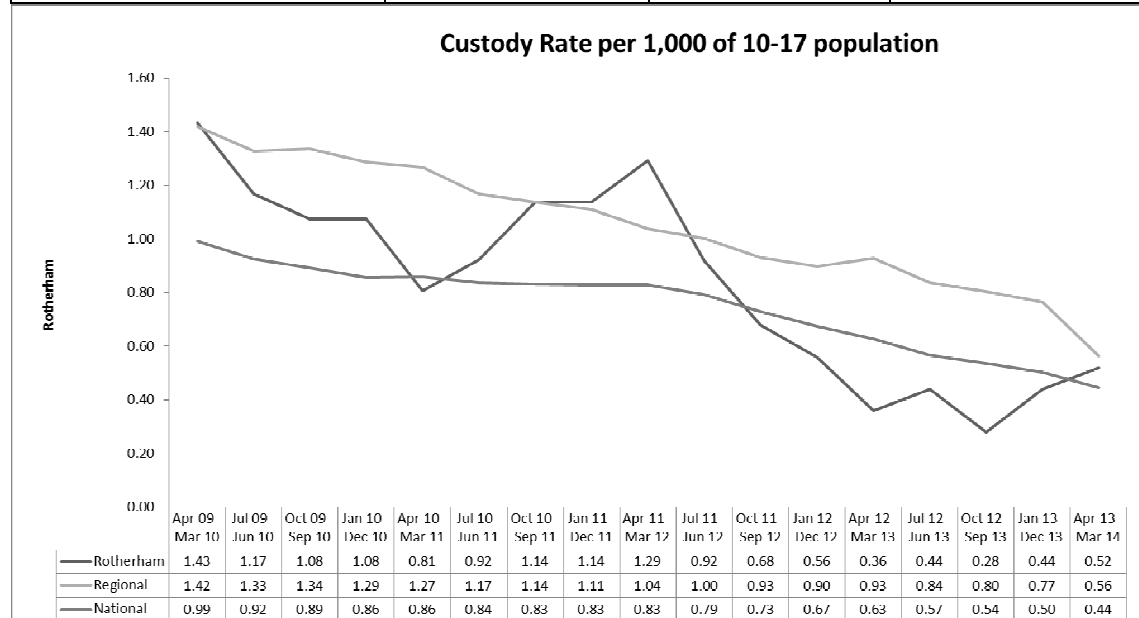


After a number of years in which there have been significant reductions in first time entrants, the outcome measure shows a plateau in performance, followed by a slight increase over the last year (January - December 2013).

The trajectory over time shows that Rotherham’s first time entrant actual numbers have dropped faster than comparators, levelled out, and has now risen slightly. There has therefore been a slight increase in young people entering the criminal justice system when comparing the baseline cohort with the latest cohort. The trajectory of decline has now reached a plateau and is beginning to rise. It is likely that a combination of factors has contributed to these trends, and may be that this is a trend that will be seen by comparators in the future. The continued investment of the YOT and partners in prevention services should help to maintain progress in the medium term and the Management Board will continue to oversee this target.

Use of Custody Rate per 1,000 of 10-17 Population

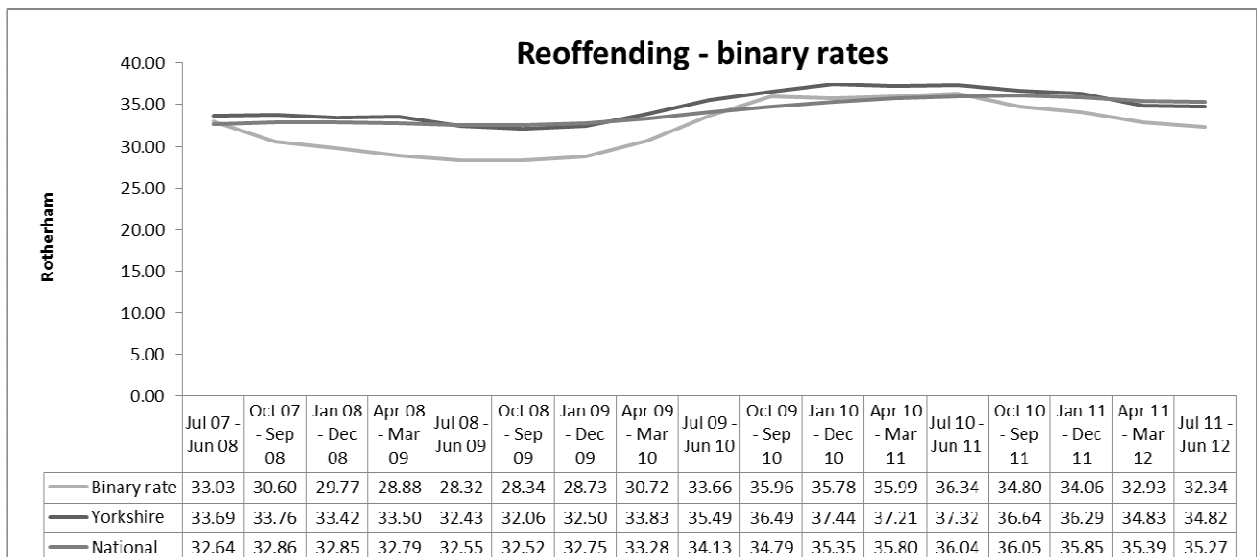
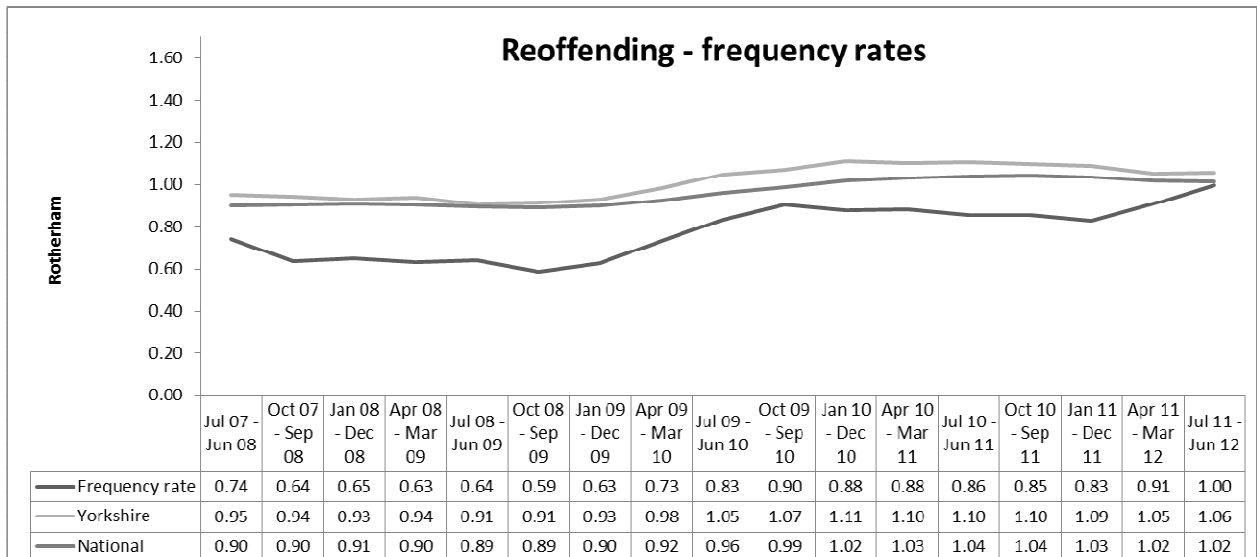
	Rotherham	Yorkshire	England
Apr 13 – Mar 14	0.52	0.56	0.44
Apr 12 – Dec 13	0.36	0.93	0.63



Historically Rotherham has had a comparative low custody rate when using the calculation that compared those sentenced to custody with the general sentenced population, and the numbers of those sentenced to custody continue to be low. However as illustrated by the graph rates vary widely as a result of relatively small increases and decreases. Overall the trajectory is towards reductions in custody.

Re-offending Rates after 12 Months

	Rotherham	Yorkshire	England
Frequency rate Jul 11 – Jun12	1.00	1.06	1.02
Frequency rate Jul 10 – Jun 11	0.86	1.10	1.04
Binary rate Jul 11 – Jun12	32.3%	34.8%	35.3%
Binary rate Jul 10 – Jun 11	36.3%	37.3%	36.0%



Performance over the last 12 months and the previous 12 months has remained relatively stable and local performance data supports this.

The direction of travel for binary reoffending shows that Rotherham bucks the national trend and continues to see declining re-offending rates. However the frequency of offending is increasing and beginning to mirror regional and national rates. This is likely to be attributable to a smaller cohort of offenders that are more entrenched in offending behaviour.

Data for reoffending is taken from the Police National Computer and is retrospective only showing historical performance trends. Rotherham YOT has introduced a 'Proxy Measure' using arrest data which enables the YOT to project future re-offending performance. The correlation between the PNC YJB data and the YOT Proxy Arrest data is very similar and thus gives a good indication of future performance, which suggests the above trends will continue.

Resources

Last year saw the YOT becoming part of Integrated Youth Support Services (IYSS) and this transformation is now complete. Whilst the YOT retains a discrete identity and governance it is now embedded within the new service. The YOT shares a building with other aspects of IYSS enabling young people to access a range of relevant services in one place. The benefits of different disciplines focused on young people and located within the same structure is already beginning to be felt and this is likely to improve over time as staff work to similar goals within an overarching service specification.

Funding**Budget 2013/15**

	Contributions (Including staffing)
Local Authority	£204,914
Police and Crime Commissioner	£163,983
Probation	£133,216
Health	£90,718
YJB	£539,757
TOTAL	£1,190,565

Despite changes resulting from budget reductions overall staffing is stable. The YOT experiences few problems with recruitment and retention, and the majority of staff have been in post for a number of years. Consequently the YOT is fortunate in having a competent and experienced workforce.

Risks to Future Delivery**First Time Entrants**

Rotherham YOT has historically been ahead of National and Regional averages in this area and made significant early inroads into this population. Other YOT's have now caught up with Rotherham's performance and in comparison performance has begun to plateau. Prevention services within IYSS have been recently restructured, and although there have been some reductions, there is a tighter focus on assessment and case management which is likely to aid targeting those most at risk of offending. In addition the role of police officers linked to locality prevention teams has been recently reviewed to align more closely with the prevention agenda.

Use of Custody / Re-offending

A perverse result of high performance in reducing the number of first time entrants in the youth justice system has resulted in the population of young offenders subject to YOT interventions beginning to decline. This has two net effects. The first being a reduction in numbers, and the second that those young people still within the youth justice system are more likely to offend and more likely to receive custodial penalties as a result.

The key to tackling these trends is more sophisticated analysis of reoffending patterns linked to more robust interventions. Both the Youth Justice Board and the Local Criminal Justice Board have produced toolkits that will aid in the analysis of reoffending trends and the following year will also see the introduction of Assetplus.

Assetplus is a new assessment framework being introduced by the Youth Justice Board over the next two years. It replaces current assessment tools with a more up to date framework reflecting developments in research about offending. The Youth Justice Board anticipate the new tool will improve outcomes for young people with a closer focus on intervention and assessment, professional judgement and improved operational effectiveness. Although implementation will not necessarily take place within the next year. It will be important to engage in the process and begin to utilise practice change material.

Although reoffending by young people is beginning to increase, it remains below National and Regional levels, and there is an encouraging decline in the frequency of reoffending by young people. This suggests the YOT is making progress and should continue with initiatives introduced last year, most notably the links with the police Impact Team, (Integrated Offender Management), the development of offending programmes, and the development of skill sharing within IYSS.

Funding

Notwithstanding the integration of services and the benefits this will bring to both costs and young people. The next year will likely see financial challenges for the local authority and statutory partners that will inevitably effect contributions available to the YOT. The board will therefore need to carefully asses this impact and consider how this will impact on services for the future.

Tom Cray - Strategic Director, Adults and Neighbourhoods (Co Chair of YOT Management Board)

Signed:

Date:

Jason Harwin - Chief Superintendent, District Commander for Rotherham, South Yorkshire Police (Co Chair of YOT Management Board)

Signed:

Date:

Dorothy Smith – Director of Schools and Lifelong Learning

Signed:

Date:

Paul Grimwood – Youth Offending Team Manager

Signed:

Date:

SERVICE PLAN 2013/14

	Priority	Issue	Actions	Lead	Time Scale
1	Reducing First Time Entrants	Good performance on First time entrants which may plateau or rise in future.	Monitor current systems and processes for diversion of First Time Entrants.	YOT Manager	Review Mar 2013
			Ensure narrative for performance is included in YJB quarterly review.	YOT Manager	Quarterly completion
			Implement new police officer roles in locality teams	Head of IYSS YOT Manager	Sept 2104
			Review role	Head of IYSS YOT Manager	Mar 2013
			Continue to develop case management model for prevention teams	YOT Manager	Review Jan 2015
			Ensure quality assurance processes in place for above	YOT Manager	Review Jan 2015
2	Reducing Re-offending	Continuing reduction of First time entrants results in a youth offending population that is more prone to re-offending with multiple needs.	Continue to work with Impact team for high risk and persistent offenders	YOT Operational Manager	Review Feb 2015
			Utilise the YJB and LCJB toolkits to analyse and respond to trends in offending	YOT Information Officer	Quarterly
			Continue programme development and contribute to/learn from developing YJB evidence based programmes	YOT Operational Managers	Quarterly.
			Utilise IYSS resources to enhance skill base for working with young offenders. (Review resources and skill base within Hub and make recommendations for future development).	Head of IYSS YOT Manager	Review and Recommendations Oct 2014 Implement Recommendations Dec 2014.
			Ensure YOT is engaged with implementation of Assetplus	Training Lead	From September 2014

	Priority	Issue	Actions	Lead	Time Scale
				Information Processes Lead	
			Ensure attendance at Assetplus events/training and make full use of practice training materials to assist in final implementation.	Training Lead Information Processes Lead	Report to Management Team Quarterly
3	Reducing custody rates	First time entrant performance may perversely impact on custody rates.	Actions identified for reducing re-offending will also impact on custody rates.	YOT Manager	Various (as above)
			Magistrates Panel to be kept informed of progress of orders and custody rates via. <ul style="list-style-type: none"> 1. Panel meetings and bi-annual newsletter. 2. Consultation with Legal Advisor 3. Increase sentencer confidence by providing sentence feedback on a random selection of orders. (3 monthly feedback on every 7th Order to sentencing bench) 	YOT Manager Case Mangers	November 2013, April 2014. Determined from date of Order
			Yearly review of service level agreement with Courts	YOT Manager	Jun 2015
4	Funding	Monitor funding and maintain independent scrutiny by YOT management board.	Report budget to YOT management board. Note and agree actions in minutes	YOT Manager Chairs of Board	Quarterly at YOT Management Board
		Ensure best value	Maintain links with three county YOT to ensure that where appropriate resources are shared to deliver best value services. (e.g. joint tender of restorative justice services – Rotherham/Sheffield) Joint use of PACE Beds (Rotherham, Sheffield, Barnsley, Doncaster)	County YOT Managers	Meetings every two months October 2014
5	YOT Management Board	Ensure adequate scrutiny by YOT management board	Maintain current oversight via Performance Dashboard	YOT Manager	Quarterly at YOT Management Board

Safer Rotherham Partnership Youth Offending Service Financial Report

Financial Year 2014 Quarter 1

01 Nominal Code Group	01 Nominal Code Group Description	YTD Budget	YTD Actuals	Variance	Comments
A	Direct Employee Exps	174,977.25	170,241.74	-4,735.51	maternity/ pension u/s
B	Indirect Emp Exps	1,652.49	2,262.00	609.51	CRB/ training costs
E	Premises	0.00	0.00	0.00	
F	Transport	2,416.47	3,127.08	710.61	travel expenses higher due to no in secure est
G	Supplies & Services	34,131.75	35,060.55	928.80	client activities
M	Government Grants	-137,820.99	-137,820.99	0.00	YJB Grant profiled income
N	Other Grants Reimbts & Contrib	-23,369.25	-23,369.25	0.00	contributions from partners
R	Other Operating Income	-17,499.99	-17,499.99	0.00	contributions from partners
Overall - Total		34,487.73	32,001.14	-2,486.59	

ROTHERHAM METROPOLITAN BOROUGH COUNCIL

1.	Meeting:	Cabinet Member for Children and Education Services
2.	Date:	10th November 2014
3.	Title:	Social Worker Recruitment & Retention Report
4.	Directorate:	CYPS

5. Summary:

Any Local Authority's capacity to deliver safe social care services to children and families is based on a foundation of a filled, settled social work staffing establishment. Where social work vacancy rates increase, Local Authorities can become trapped in a cycle of agency use driving more practitioners out of local authority employment and placing staffing budgets under increased pressure as the premium cost of agency social workers spirals.

In Rotherham, we have over the last 3 years maintained a consistently low vacancy rate, with our outturn figures for 2013 reflecting a 4% annual vacancy rate, against an average of 8% in the Yorkshire & Humber region and 14% nationally.

Interestingly, our turnover rate for the same period was 11%, against a Y&H average and all of England average of 12%. This suggests that whilst we continue to see healthy turnover in our social work workforce – in line with industry averages - the systems we have established around recruitment and selection means we reduce this impact hugely. Rotherham had the highest number of new starters in 2013 when compared to stat neighbours, and had a 3% agency rate - lower than our reported annual vacancy % - which is the second lowest figure when compared to stat neighbours, 4% lower than the Y&H average and 9% lower than the whole England average.

6. Recommendations:

- a) That Cabinet Member receives this report for information

7. Proposals and Details:

The quality of child protection social work practice and overall service provision are manifestations of the workforce we employ to exercise the Local Authorities statutory duties. Around the time of our 2009 OfSTED inspection, Children & Young People's Services had a frontline social work vacancy rate in excess of 37% of establishment posts, and more than 1 in every 2 team manager posts were also vacant. This led to a spiralling demand for agency staff, which comes at significantly higher cost than establishment employees, and without the same controls over quality assurance of practice. This created a perfect storm for reduced retention rates and increased vacancies: by virtue of being employed on a higher salary than establishment (LA) staff, agency social workers created ill feeling and resentment in the remaining establishment workforce; resentment increased given the variable quality of agency social workers on a higher hourly tariff (sometimes double that of employed staff), and this festering disquiet led to more staff leaving to go to agency. Thus the cycle repeats, and the problem grows.

Running parallel to this issue is the shortage of experienced social workers moving throughout the employer market. Note: that isn't the same thing as there being a deficiency in *qualified social workers*, which is often the reported issue in national media. To the contrary, every year HEIs across the country churn out thousands of newly qualified social workers. What there isn't in the region, and indeed across the country, is a high volume of experienced children's social workers with post-qualifying experience of 3 years or more moving across employing organisations. Indeed at Rotherham MBC, some of our longest serving staff across the whole council are social workers who have been employed for ten years or more, and in specialist service areas such as Fostering and Adoption, turnover is close to 0% each year, as it had been for a long time. It is the pressures of frontline child protection and child in need social work that leads to "burnout" for children's social workers, though "burnout" itself can be expedited quickly by organisational dysfunction.

In the face of incredibly testing budget reductions, CYPS has maintained a strong commitment to preserving infrastructure to ensure we have a fully staffed establishment workforce with minimal use of agency. Children's social care outturn figures for 2013 released by OfSTED show Rotherham CYPS had a 4% annual vacancy rate, against an average of 8% in the Yorkshire & Humber region and 14% nationally. Interestingly, our turnover rate for the same period was 11%, against a Y&H average and all of England average of 12%. This suggests that whilst we continue to see healthy turnover in our social work workforce – in line with industry averages - the systems we have established around recruitment and selection means we reduce this impact hugely. Rotherham had the highest number of new starters in 2013 when compared to stat neighbours, and had a 3% agency rate - lower than our reported annual vacancy % - which is the second lowest figure when compared to stat neighbours, 4% lower than the Y&H average and 9% lower than the whole England average.

Whilst the national benchmarking data is published annually by the DfE (last published in March 2014), a review of turnover during the last 18 month period up to and including October 2014 shows that our turnover rate has increased slightly to 18%. However, this is calculated by working out the turnover % against only the frontline social worker establishment - therefore not including other roles in our social work workforce (such as Fostering, Adoption and specialist roles in the Safeguarding Unit). If we included those roles, which likely other LAs will in their data submissions, our turnover rate over the last 18 months decreases to 13.4%, and for the whole department of Safeguarding, Children and Families (which is the "whole system" of service providers in and around children's social work), the turnover rate for the past 18 months is 10.18% . By virtue of creating supernumerary posts in our establishment, we also have an establishment vacancy rate at 0% currently (indeed, when the supernumerary posts are factored in, we have a negative [positive?] vacancy factor). Following a spike in contacts to children's social care in September 2014, additional agency staff have been utilised to augment our establishment, whilst an independent consultant reviews the resource allocation to respond to demand at the "front door". The same consultant is also reviewing caseload management in the long term teams, to assess whether the current establishment supply is relative to service demand.

With regards to sickness absence rates, SCF is at 8.96 days per fte which compares to 8.26 for CYPS as a whole and 7.93 days for the Council. Whilst the count for the department is higher than the whole Directorate and whole Council figures, this is not reflective of a huge variance, and sickness absence is monitored closely by Team and Service Managers, with supernumerary appointments providing cover where long term sickness is an issue.

Anecdotally, there is a lot of positive feedback coming from the social work workforce. The lead Service Manager for recruitment is contacted several times a week from potential new employees querying about job availability, and the monthly recruitment and selection exercises continue to see a healthy number of candidates apply. The only deficit is one that has been prevalent in the region for some time: a lack of experienced workers moving around employers. We do however invest in effective support for Newly Qualified Workers, and our retention rates for NQSWs is very high indeed. Feedback also from NQSWs is that they enjoy working in Rotherham, and that whilst the job is challenging, they feel well supported. This sentiment was fed back repeatedly by HMI during the September 2014 OfTSED inspections.

Cabinet member receives a bi-monthly report on social work workforce at the Joint Briefing session.

8. Risks & Uncertainties

Having accurate benchmarking data is always problematic, as every Council will qualify their workforce in different ways, dependent on their structures and management portfolio configuration. Even down to the definition of the social work

workforce, % data for turnover and sickness can vary significantly dependent on whether figures relate to the wider social work function (i.e. including fostering, adoption and "specialist" services such as Safeguarding Unit and Practice Consultants) or whether figures are purely related to "child protection" social workers (and in itself, does that include Looked After Children services, if a Council has a dedicated service, or not?). Notwithstanding these uncertainties, Rotherham's current data maps comfortably to those published benchmark figures, and the anecdotal evidence we have to augment our empirical data provides assurance to members that social work recruitment and retention has not- to date - been adversely affected by the recent high profile media negativity surrounding Rotherham MBC.

This report is based on Rotherham's historically calculated establishment for children's social workers, and is not reflective of the view of OfSTED in terms of workload capacity and caseload allocation. The relative positives of this report should not undermine the need to assess workforce capacity when considered with desirable/appropriate case work allocation.

9. Finance

There are no financial implications to this report.

10. Policy and Performance Agenda Implications:

- CYPP 2013 -16 & Workforce Strategy
- LSCB 3 Year Business Plan
- SC&F Social Work Standards & Development Strategy

Warren Carratt
Service Manager – Strategy, Standards & Early Help
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ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS

1.	Meeting:	Cabinet Member for Children and Education Services
2.	Date:	10 th November, 2014
3.	Title:	Children and Young People’s Services Performance Indicator Report – Qtr 2 2014-15 Appendix A - Performance – Qtr2 2014-15 Appendix B - Performance Measures – Qtr2 2014-15
4.	Directorate:	Children and Young People Services

5. Summary

This report and accompanying appendices outline performance at the end of Qtr 2 2014/15 against targets, with direction of travel against previous year’s performance and comparisons with statistical neighbours and national data where available.

6. Recommendations

- That the Performance Report be received and performance noted
 - The report is submitted to the Children, Young Peoples and Families Partnership for their information.
 - Any indicators where there are ongoing issues or poor performance should be recommended for performance clinics.
-

7. Proposals and Details

Members' attention is drawn to 'Appendix A - Performance – Qtr2 2014-15' which provides details of performance by each Corporate Plan Priority relating to CYPS measures rated as red.

Full details of performance and commentary at indicator level are provided in the table within Appendix B which is referenced throughout the Performance Assessment (Appendix A). The table includes;

- Performance against targets (Comparing performance against set targets)
- Direction of travel analysis (Comparing 2014/15 Qtr 2 performance to 2013/14 outturn performance)
- Performance against Statistical Neighbours average
- Performance against National average

8. Finance

There are no financial implications to this report. The relevant Service Director and Budget Holder will address financial implications of the Action Plans. Members will be consulted where appropriate

9. Risks and Uncertainties

A category of risk is applied to each Performance Indicator using the PI managers' projection of year-end performance and takes into account any known internal or external influences with comparison against targets.

10. Policy and Performance Agenda Implications

The OFSTED profile is no longer published by OFSTED, however locally this is reproduced in relation to the inspected settings and is used by Directors and Managers as a tool to drive up performance.

11. Background Papers and Consultation

Children and Young People's Services Performance Indicator Reports.

Contact Name: *Sue Wilson, Performance & Quality Manager, Ext. 22511*

Rotherham Children and Young People's Services

Assessment of Performance by Corporate Plan Priorities

2014/15 Quarter 2 Report

This report outlines quarter two performance for 2014/15 against targets, with comparisons against previous performance and statistical neighbour and national data where possible.

It should be read in conjunction with the 'Appendix B - Performance Measures – Qtr2 2014-15' as it includes references throughout the text to the numbering structure within the table.

Below are the criteria for RAG rating the indicators.

Definition of new RAG Status	Target Met	Stat Neighbour Avg Met	National Avg Met	New RAG Status
Performance is achieving the local target and above Statistical Neighbours or National Average	✓	✓	✓	GREEN
Performance is not achieving the local target and on or above Statistical Neighbours or National Average	x	✓	✓	AMBER
Performance is below local target and Statistical Neighbours or National Average	x	x	x	RED

Comparative data relates to the latest available data and therefore date periods for some indicators may vary. It has been sourced via the DFE Local Area Interactive Tool.

Corporate Plan Exception Report (RAG rated Red)

Any other relevant detail regarding any Amber or Green measures can be found in the comments on 'Appendix B - Performance Measures – Qtr 2 2014-15'.

We would like to note that a number of the newer measures are still being developed and baselined before targets are set and RAG ratings are given.

Priority 2: Protecting our most vulnerable people and families, enabling them to maximise their independence

Outcome: We will intervene early to prevent problems developing and protect children, young people, families and vulnerable adults from all forms of abuse, violence and neglect

Measure No.40 (LPI 3.4): % of Assessments completed to target date

Both measure 40 & 41 are related to the single child assessment, following the new local assessment framework going live on the 9th June 2014, after a pilot across the four Duty teams.

Performance has improved when compared to previous assessments carried out in the 'Initial and Core' framework'.

However within the local upper threshold of 35 working days performance is starting to fall, 73.3% (YTD) and predictions show that these will not be completed in time. The national upper threshold of 45 working days performance currently stands at 78.5% (YTD).

4.7% of completed assessments exceeded the national upper limit of 45 days and there are 76 open assessments already exceeding the National upper limit of 45 days.

Measure No.41 (LPI 3.6): % of assessments completed within 35 working days (local upper limit)

Please see comments above, Measure No.40 (LPI 3.4).

Quality Assurance

Between July 14 and the end of September 2014 the following Quality Assurance activity has been undertaken;

- **Qualitative case audit process;** 47 case audits including, Child Sexual Exploitation risk assessments, enhanced Child Protection, Children in need and Looked After Children
- **Qualitative Audit Checklists for all Looked After Children Reviews;** 274 cases reviewed resulting in 54 informal concerns, 12 Stage 1 concerns and 1 stage 2 concerns being raised.
- **Qualitative Audit Checklists for all Initial and Review Child Protection Conferences;** 203 conferences (429 children) resulting in 31 concerns being raised through the escalation/challenge procedure. 2 concerns have progressed to stage 2 of the procedure.
- **Active Involvement** in the Ofsted Inspection.

Themes and issues identified within the audits have assisted in gaining a clearer understanding on the impact of the services we deliver. As a result;

- Training regarding the new children in need/child protection care plan has been delivered to 12 newly qualified social workers as part of the assessed and supported year in employment (ASYE).
- A learning set was developed and delivered to the LAC teams about the importance of how CSE risk assessments inform and influence the child's care plan. It included the importance of recognising how practitioner judgement plays a part in identifying and responding to risk, how risk management and analysis of risk is about not just exploring the potential of harm to a child now or in the future but also about the decision-making, planning and action that is needed to reduce that risk and prevent harm occurring in the future this will hopefully have a positive impact on practice in Rotherham.
- The development of CYPS Social Worker Practice Aide-memoirs, the initial 4 cover;
 1. Reflective practice
 2. Missing children
 3. Meeting the needs of LAC children
 4. LAC reviews

Ref No.	Indicator Title	Good Perf	Freq.	13/14 Year End Perf	2014 / 2015 Performance		2014/15 Target	Met Target	Direction of travel	Latest Comparative Data				RAG Status	Comments / Remedial Actions
					Qtr 1 (Apr - Jun)	Qtr 2 (Jul - Sept)				Stat Neigh	Met Stat Neigh	National	Met National		
Priority 1: Stimulating the local economy and helping local people into work															
CYPS Action: We will focus on lifelong learning to improve the qualifications, skills and economic wellbeing of children, young people and their families															
6	(previously NI 89) Reduction of number of schools judged as requiring special measures and improvement in time taken to come out of the category	LOW	Termly	7 schools (2013)	6 schools	3 schools	0 schools	✗	↑		n/a			Amber	The introduction of the new inspection framework has significantly increased the proportion of schools placed in an OFSTED category. Schools judged as requiring special measures are vulnerable to forced sponsor led academy conversion.
8	(previously NI 103) Special Educational Needs – statements issued within 26 weeks														
	a) Excluding exceptions	HIGH	Quarterly	100.0%	100.00%	14 of 14 (100%)	95%	✓	↔	94.30%	✓	90%	✓	Green	Figures show that all SEN statements have been issued within 26 weeks, year to date. This totals 11 excluding exceptions and 43 including exceptions.
	b) Including exceptions	HIGH		100.0%	100.00%	63 of 63 (100%)	94%	✓	↔	87.70%	✓	82%	✓		
10	1.3.2 (previously NI 117) 16 to 18 year olds who are not in education, training or employment (NEET)	LOW	Quarterly	6.4%	6.30%	6.40%	6.00%	✗	↑	6.50%	✓	5.40%	✗	Green	At the end of Q2 we have achieved an average of 6.4% against a Q2 target of 6.8%. This is on track to meet the annual target which will be measured as an average across the Nov, Dec and Jan returns. Performance at the same time last year was 7.4%, therefore showing a considerable sustained improvement this year.
13	(previously NI 148) Care leavers in employment, education or training	HIGH	Quarterly	n/a	71.00%	65.00%	67.00%	✗	↓	58.80%	✓	58.00%	✓	Amber	For the cohort detailed for quarter 2 current performance is at 65%. The cohort is a small number so will vary with individual changes. In Quarter 2 there are 22 young people. 13 are in EET, of the 9 remaining 3 are NEET due to sickness and 5 are young parents or pregnant. Performance is cumulative across the year. Cohort measurement is now different and includes 19/ 20 and 21 year olds. 67% target relates to total leaving care population in rotherham and therefore needs re-assessment in relation to this cohort.
16	LPI Academic Year 12 participation rates	HIGH	Quarterly	95.4%	94.30%	91.30%	96.00%	✗	↑	73.50%	✓	79.60%	✓	Green	Q2 target was set at 88.3% so target for period met. Latest Stat Neighbour and National data taken as at August 14.
20	LPI % of schools (inc. academies) with inspection rating of good or better	HIGH	Quarterly	75.10%	73.80%	73.70%	n/a		↓	76.00%	✗	80.00%	✗	n/a	Comparative Data provided from 31.03.14
21	LPI Number of children attending a Rotherham school which has an inspection rating of good or better	HIGH	Quarterly	n/a	27565	27145				n/a					Qtr 1 & 2 figures are provided from the 2014 Summer Census 'on roll' data.
22	LPI % of inspected schools within the authorities most deprived neighbourhoods having an overall effectiveness rating of good or better	HIGH	Quarterly	71.40%	71.40%	80.00%	n/a		↑	70.00%	✓	74.00%	✓	n/a	Comparative Data provided from 31.03.14
Priority 2: Protecting our most vulnerable people and families, enabling them to maximise their independence															
CYPS Action: We will intervene early to prevent problems developing and protect children, young people, families and vulnerable adults from all forms of abuse, violence and neglect															
23	(previously NI 52) Take up of school lunches														
	a) Primary	HIGH	Quarterly	55.00%	52.60%	60.22%	50.50%	✓	↑	46.24%	✓	46.30%	✓	Green	Q2 performance shows the impact of the UIFSM in the primary sector. This quarter reflects the seasonal decline in meal take up to the end of the summer term. Direction of travel is positive in the secondary sector.
	b) Secondary	HIGH		42.70%	36.05%	39.71%	38.00%	✓	↑	43.41%	✗	39.80%	✗		
25	(previously NI 53) Prevalence of breastfeeding at 6–8 weeks from birth														
	a) Prevalence	HIGH	Quarterly	28.3% (12-13)	Unavailable	Unavailable	33.50%	n/a	n/a	26.4% (12-13)	n/a	46.6% (12-13)	n/a	n/a	The fragmentation of the NHS has resulted in challenges with data collection, and along with partners we are looking to develop new approaches that will more adequately meet needs. A follow up performance clinic related to this measure has been planned for the 5th November 14. *Rotherham's Statistical Neighbours = Doncaster, Redcar & Cleveland, Wigan, and Barnsley.
	b) Coverage	HIGH		97.2% 12-13)	Unavailable	Unavailable	97.0%	n/a	n/a	98.4% (12-13)	n/a	95.4% (12-13)	n/a		
32	(previously NI 147) Care leavers in suitable accommodation	HIGH	Quarterly	n/a	100.00%	100.00%	95.00%	✓	↑	89.00%	✓	88.00%	✓	Green	For the cohort detailed for quarter 2 current performance is at 100%. The cohort is a small number so will vary with individual changes performance is cumulative across the year. In Quarter 2 there are 22 young people, 22 are in suitable accommodation. Cohort measurement is now different and includes 19/ 20 and 21 year olds. 100%target relates to total leaving care population in rotherham and therefore needs re-assessment in relation to this cohort.

33	(previously NI 111)	First time entrants to the Youth Justice System aged 10 – 17 Per 100,000 10-17 Population	LOW	Quarterly	517 (Oct 12 - Sep 13)	535 (Jan 13 - Dec 13)	545 (Apr 13 - Mar 14)	TBC		↓	470 (Apr 13 - Mar 14)	✘	431 (Apr 13 - Mar 14)	✘	n/a	The data for this indicator now comes from the Police National Computer. The data is shown in rolling full-years for the 12 months to March, July, September, December of each year. The latest figures available are for the 12 months ending March 2014. Rotherham latest figures for Apr 2013 - Mar 2014 of 545 show an increase of 14.7% from Apr 2012 - Mar 2013 figures. Whilst national figures show a decrease for the same period this is to be offset against Rotherham's previous performance in which Rotherham's FTE actual numbers and rate per 100,000 have dropped faster than comparators and have now levelled out. The trajectory of decline has thus slowed and in the last quarter shows a plateau. Historically Rotherham have seen a massive improvement against the 2007/08 baseline and continued improvement in subsequent years. Good Performance is typified by a decrease. The expectation for a target is a combination of quarter on quarter improvement and comparison with national trends.
36	2.1.4 (LPI 2.1)	% contacts to CART, Duty Team and OOH where outcome decision was made within 24 hours	HIGH	Quarterly	42.6%	46.50%	64.70%	65.00%	✘	↑	n/a				Green	As part of the implementation of the Multi Agency Safeguarding Hub (MASH) and regional performance improvement work. Contact processes and system are to be reviewed. Target is interim and is based on baselined performance.
38	2.1.6 (LPI 5.5)	Reduce the % of children becoming the subject of a Child Protection Plan for a second or subsequent time	LOW	Quarterly	11.3%	5.70%	6.70%	10.00%	✓	↓	n/a				Green	In Q2, 9 children out of 135 became subject to a Child Protection Plan for a second or subsequent time.
39	4.2.3 LPI 1.4	Increase the % of target number of families 'turned around' after help and support from the families for change co-ordinators	HIGH	Quarterly	46%	46.00%	65.00%	100% over 3 Yr of Project	n/a	n/a	n/a				Amber	65% represents performance that is slightly above trajectory to achieve 100% of families 'turned around' by April 2015. Rotherham's performance is also above national average.
40	LPI 3.4	% of Assessments completed to target date	HIGH	Quarterly	New measure for 2014/15	87.70%	63.40%	75.0%	✘	↓	n/a				Red	The new local assessment framework going live on the 9th June 2014, after a pilot across the four Duty teams.
41	LPI 3.6	% of assessments completed within 35 working days (local upper limit)	HIGH	Quarterly	New measure for 2014/15	89.60%	62.70%	80.0%	✘	↓	n/a				Red	Both measure 40 & 41 are related to the single child assessment.
42	LPI 5.3	% of child protection cases which were reviewed within required timescales	HIGH	Quarterly	97.80%	99.2% (253/255)	98.9% (261/264)	98.0%	✓	↔	95.08% (2013)	✓	96.2% (2013)	✓	Green	
43	LPI 5.5	% of children becoming subject of a Child Protection Plan (CPP) for a second or subsequent time	LOW	Quarterly	11.30%	5.7% (6/106)	6.7% (9/135)	10.0%	✓	↓	16.19% (2013)	✓	14.9% (2013)	✓	Green	
44	LPI 5.6	% of CPP which have been open for 2 years or more	LOW	Quarterly	4.80%	5.1% (18/356)	5.1% (20/393)	tbc	n/a	↔	3.32% (2013)	✘	3.2% (2013)	✘	n/a	Target to be confirmed
45	LPI 6.3	% of Looked After Children (LAC) cases which were reviewed within required timescales	HIGH	Quarterly	98.6%	97.1% (202/208)	99.5% (205/206)	98.0%	✓	↑	93.4% (2010)	✓	90.45% (2010)	✓	Green	Previous NI 66 definition - includes only those LAC at the end of the period.
46	LPI 8.1	% of long term LAC in placements which have been stable for at least 2 years	LOW	Quarterly	68.80%	67.9% (110/162)	69.9% (114/163)	70.0%	✘	↑	68.6% (2013)	✓	67% (2013)	✓	Amber	Previous NI 63
47	LPI 8.2	% of LAC who have had 3 or more placements this financial year	LOW	Quarterly	11.20%	1% (4/393)	0.3% (1/398)	10.0%	✓	↑	n/a				Green	
48	LPI 9.4	Average number of days between a child becoming Looked After and having a adoption placement (A1)	LOW	Quarterly	636	510	464	487	✓	↑	n/a				Amber	Targets refer to national Adoption Scorecard targets for 2012 to 2015.
49	LPI 9.5	Average number of days between a placement order and being matched with an adoptive family (A2)	LOW	Quarterly	287	275	178	121	✘	↑	n/a				Amber	It is recommended that consideration is given to setting realistic local targets alongside these.
50	LPI	Rate of proven re-offending by young offenders after 12 months														
		Frequency (number re-offending)	LOW	Quarterly	New measure for 2014/15	1.00 (July 11 to June 12)	0.97 (Oct 11 to Sep 12)	TBC		↑	1.1 (Oct 11 - Sep 12 cohort)	✓	1.03 (Oct 11 - Sep 12 cohort)	✓	n/a	The new youth re-offending measure uses data from the Police National Computer. The cohort consists of all young people who received a pre-court or court disposal or released from custody between 1st January 2011 to 31st December 2011. The latest official figures released from the YJB are for the cohort period Oct 11 - Sep 2012. The frequency figures (number re-offending) showed a reduction in Rotherham figs of 0.02 and National Figs reduced by 0.01. The Binary figures (Number of offences) showed a reduction in Rotherham figs of 2.4% and National figures showed a reduction of 0.1%. The expectation for a target is a combination of quarter on quarter improvement and comparison with national trends.
		Binary (Number of offences)	LOW		New measure for 2014/15	32.3% (Jul 11 to Jun12)	29.9% (Oct 11 to Sep 12)	TBC		↑	35.5% (Oct 11 - Sep 12 cohort)	✓	35.4% (Oct 11 - Sep 12 cohort)	✓	n/a	
51	LPI	Custodial sentences given in court to young people aged 17 years or younger presented as a rate per 1,000 young people in the 10 to 17 local general populations	LOW	Quarterly	11 (Jan 13 - Dec 13 latest period)	13 (Apr 13 - Mar 14)	13 (Jul 13 - Jun 14)	TBC		↔	22 (Jul 13 - Jun 14 latest period)	✓	19 (Jul 13 - Jun 14 latest period)	✓	n/a	Previously this measure was the number of Young people within the Youth Justice System receiving a conviction in court who are sentenced to custody. The new indicator measures the number of custodial sentences given in court to young people aged 17 years or younger presented as a rate per 1,000 young people in the 10 to 17 local general populations. Latest official figures show an Rotherham figures of 0.53 remain static for the previous 12 months whilst Nationally the figure reduced by 0.03%. The expectation for a target is a combination of quarter on quarter improvement and comparison with national trends.

52	LPI	Chlamydia Diagnosis Rate (15-24 year olds)	HIGH	Quarterly	2511.47	3,315 (Latest Data Oct-Dec 13)	2511.47 (Latest Data Jan - March 2014)	2,400 > 3,000	✓	↓	2,622	✘	2,136	✓	Green	Latest data relates to Jan - March 2014. National data sets are relied upon that 'clean up' our local data so there is always a time lag. Rotherham has an effective screening programme in place as we are performing well in relation to detecting Chlamydia infection. However, continuing high levels of unprotected sexual activity in our population mean that these high levels of detection are only just keeping pace with the disease.
53	LPI	Number of reported incidences of children running away from home or care (Under 18's)	LOW	Quarterly	New measure for 2014/15	314	240	n/a		↑			n/a			Lead responsibility for missing has been reassigned to strengthen oversight and governance. New post currently being developed to provide additional social work oversight. Recommissioning of return interview contract being led by Sheffield on behalf of sub regional LAs.
54	LPI	Number of children the above runaway incidences relate to (Under 18's)	LOW	Quarterly	New measure for 2014/15	146	156	n/a		↓			n/a			
55	LPI	Closed CME Referrals (Termly)	LOW	Termly	577 (Spring Term)	413 (Summer Term as at 21.07.14)	433 (Summer Term as at 31.07.14)	n/a		↔			n/a			The overall CME figure as at 29/07/14 excludes 103 children that are not yet compulsory school age that are being tracked from a list of hundreds of children from school admissions that failed to either apply for a reception place or failed to enter the reception transition to school.
56	LPI	Number of children & young people currently open to Early Help Assessment Team (EHAT)	LOW	Quarterly	118 (Mar 14)	115 (May 14)	136 (24.10.14)	n/a		↓			n/a			
57	LPI	Number of children & young people currently open to Early Help Assessment Team (EHAT) of which the Outcome is EH Intervention	LOW	Quarterly	33 (Mar 14)	86 (May 14)	80 (24.10.14)	n/a		↑			n/a			
58	LPI	Number cases open to social care Child Sexual Exploitation Team - CSE	LOW	Quarterly	63 (Mar 14)	53 (May 14)	64 (Sept 14)	n/a		↓			n/a			
59	LPI	Free School Meals														
		a) Eligibility	LOW	Quarterly	17.97%	18.86%	18.86%	15.00%	✘	↓			n/a		Amber	Take up of free meals is slightly below expectation, the number of eligible pupils continues to reduce. As with NI52 this quarter is normally of low take up.
		b) Take up	HIGH		78.01%	73.68%	75.58%	77.00%	✘	↓			n/a			

ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS

1	Meeting:	Cabinet Member for Children & Education Services
2	Date:	10th November 2014
3	Title:	Children and Young People’s Service Revenue Budget Monitoring Report to 30th September 2014
4	Directorate :	Children and Young People’s Service

5 Summary

This Budget Monitoring Report provides a financial forecast for the Children and Young People’s Services Directorate to the end of March 2015 based on actual income and expenditure to the end of September 2014.

The Directorate is currently projecting an overspend outturn position of £3.505m (8.1%), an increase of £658K since August’s report, principally as a result of continued pressures in the Safeguarding, Children and Families Service.

6 Recommendations

That the Cabinet Member receives and notes the latest financial projection against budget for the year based on actual income and expenditure to the end of September 2014.

7 Proposals and Details

7.1.1 Considerable, concerted proactive management actions to contain and where possible reduce the projected outturn position are continuing. So far, within this financial year, these actions will have helped the service avoid £592K of costs that would otherwise have been incurred. Further detail on the actions is presented at 7.1.5.

7.1.2 The table below summarises the forecast outturn against approved budgets for each service division:

Division of Service	Net Budget	Forecast Outturn	Variation	Variation
	£000	£000	£000	%
Academy Conversions (Deficit)	0	147	+147	+100.0
Directorate Wide Costs	1,724	1,680	-44	-2.6
Schools and Lifelong Learning Service Wide	110	110	0	0
School Effectiveness	875	868	-7	-0.8
Special Education Provision	1,932	1,925	-7	-0.4
Early Years	3,960	3,890	-70	-1.8
Integrated Youth Support	3,393	3,393	0	0
Specific Grant Support	0	0	0	0
Traded Services	-383	-383	0	0
Safeguarding, Children & Families Service Wide	3,050	3,078	28	+0.9
Child Protection Teams	1,109	1,169	60	+5.4
Children in Need Social Work Teams	5,597	5,985	388	+6.9
Looked After Children	18,785	21,831	3,046	+16.2
Disability Services	2,988	2,952	-36	-1.2
Total Children and Young People's Services	43,140	46,645	3,505	+8.1

7.1.3 Presented below is an analysis of the main variances and the underlying reasons beneath them:

Academy Conversions – Deficits (+£147K)

The forecast over spend is due to provisions for the forecast deficit positions on the following schools when they convert to academies:

- Rawmarsh School: a Sports College - £100K (This is in addition to the £300K provided for in the 2013/14 accounts)
- Swinton Brookfield - £47K (This is in addition to the £39K provided for in the 2013/14 accounts)

Directorate Wide (-£44K)

This underspend projection consists of an over spend on the Central Budget due to the legal costs of academy conversions (+£17k) & supplies (+£6K) offset by a forecast underspend on pensions (-£67k) due to reductions in payments.

School Effectiveness (-£7k)

This forecast underspend is mainly due to 4 advisors leaving the School Effectiveness Service and there being a slight delay in recruiting replacements (-£6K). The remainder of the projection (-£1k) is due to Rockingham PDC forecasting income generation over & above their £35K income target.

Special Education Provision (-£7K)

The forecast under recovery of income in the Education Welfare Team due to a change in legislation which no longer allows them to charge Academies (+£29K) & the projected overspend on SEN Complex Needs placements (+£36K) is offset by underspends due to additional income generation in the SEN Assessment/Admissions Team (-£28K) & on staffing due to vacancies in the Education Psychology Team (-£15K), the Children in Public Care Team (-£9K), Parent Partnership (-£12K) and Learning Support & Autism Team (-£8K).

Early Years Services (-£70K)

The projected underspend in this area is due to delays in recruitment & savings due to staff not being in the pension scheme within the Early Years Team (-£20K) & Children Centres (-£50K)

Safeguarding, Children and Families Service Wide (+£28K)

The forecast over spend is mainly on legal fees (+£57K) which is due to an increase in the number of cases going to court and agency costs for the previous interim Director of Safeguarding post (+£29K). These forecast over spends are partially offset by forecast underspends on Business Support teams due to income from NHS, a member of staff taking Voluntary Redundancy & some staff not being in the pension scheme (-£58K).

Child Protection Teams (+£60K)

This forecast overspend is due to the withdrawal of the DSG funding by the Schools Forum (+£49K) & Agency costs (£12K) in the Safeguarding Unit offset by a small projected underspend on the Children's Rights Team (-£1K).

Children in Need Social Work Teams (+£388K)

This forecast overspend is due to Agency staff costs & additional staff appointments over establishment (+£377K), staff training (+£2K), vacancy advertising (+£2K), offset by staff slippage (-£28K) & an under spend on supplies (-£7K) within the Children in Need teams. This is to better maintain business continuity rather than having to recruit expensive agency staff to cover periods between staff leaving and new staff commencing employment in post. This area also includes a projected overspend on the Out of Hours service (+£53K) due to a charge for the corporate call handling service £32K & the plan to recruit a team manager £23K. This is offset by a projected underspend on the Family Assessment Team (-£11K) due to staff not being in the pension scheme & delays to recruitment.

Looked After Children (+£3,046K)

The service is forecasting an over spend mainly due to out of authority residential placements (+£2,564K) and independent fostering placements (+£359K). This is partially offset by an under spend on Remand placements (-£19K).

The Adoption Reform Grant that was first received in 2013/14 was reduced by £746K in 2014/15. This grant significantly mitigated LAC budget pressures in 2013/14 on a temporary basis.

The service overspent in 2013/14 (£1.617m) and due to the increased number and forecast length and complexity of placements, the forecast overspend is currently expected to increase to the extent above (£2.564m and £0.359m respectively).

To help mitigate these pressures the service, alongside the Commissioning team are conducting a review of placements with a deadline for completion by the end of November. This is to consider how many children are likely to remain in the placement until adulthood, how many children may be returned to Rotherham and how many could be moved or converted in to another form of permanence arrangement e.g. Special Guardianship.

Further details of placements are below:

Placement Type	2011/12		2012/13		2013/14		2014/15 as at 30th September		Actual Number of placements as at 30th September 2014
	Average No. of placements	Average Cost of Placement £ per week	Average No. of placements	Average Cost of Placement £ per week	Average No. of placements	Average Cost of Placement £ per week	Average No. of placements	Average Cost of Placement £ per week	
Out of Authority Residential	18	3,022	21.1	3,206	25	3,245	31.1	3,233	32
<i>R1 Accommodation only</i>	U/A	U/A	U/A	U/A	U/A	U/A	11.5	2,812	12
<i>R2 Accommodation & therapy</i>	U/A	U/A	U/A	U/A	U/A	U/A	9.3	2,845	9
<i>R3 Accommodation, therapy & education</i>	U/A	U/A	U/A	U/A	U/A	U/A	8.4	3,801	10
<i>R4 Parent & Baby</i>	U/A	U/A	U/A	U/A	U/A	U/A	0	0	0
<i>Secure</i>	U/A	U/A	U/A	U/A	U/A	U/A	2.1	3,753	1
Remand	U/A	U/A	U/A	U/A	1.6	3,154	0.8	815	1
Independent Fostering Agencies	125	887	121	874	107	879	103.5	907	106
<i>Standard</i>	U/A	U/A	74.8	745	66.1	759	60	760	60
<i>Complex</i>	U/A	U/A	27.2	938	24	1,105	31.3	1,066	34
<i>Specialist</i>	U/A	U/A	19	1,287	16.9	998	12.3	1,211	12
In-house Fostering	158.8	230	162	246	165.2	261	174.8	264	171
Note: U/A - This detailed breakdown was unavailable in past years									

Out of Authority Residential

- The number of children in residential out of authority placements as at end of September 2014 is 32 (an increase of 1 since 31 March 2014 & an increase of 7 since 31 March 2013).
- The average number of placements has increased from 25 in 2013/14 to 31.1 in 2014/15, so far, which is an increase of 6.1 (24.4%). At an average cost of £3,233 per week this would be a cost of £1.026m per annum.
- Due to the increasing complexity of children's needs that are going into residential out of authority placements & despite successful negotiations by the Commissioning team to minimise the cost of these placements, the average cost per week of these placements has increased from £3,022 in 2011/12 to £3,233 currently – an increase of 6.9%. However, as shown, in the table above, the current average cost per placement is less than the 2013/14 of £3,245 – a reduction of -0.4%.
- The average number of placements in the same period has risen by 13.1 (72.8%) from 18 to 31.1.
- From 1 April 2013 children's remand placements were fully funded by the Local Authority & RMBC was provided with a national grant of £78K in 2013/14 to cover these additional costs. The allocation for 2014/15 has been reduced to £53K. The cost of these placements in 2014/15 so far is £34K. At the end of September 2014 there was one remand placement (a reduction of 1 since 31 March 2014).

Independent Fostering

Agencies

- The number of children in Independent Foster Care as at end September 2014 is 106 (an increase of 4 since the end of March 2014 but a reduction of 12 since 31st March 2013).
- The average number of placements since 2011/12 has decreased by 21.5 (17.2%).

In-house Fostering

- The number of children in in-house fostering placements as at end of September 2014 is 171 (an increase of 4 since the end of March 2014).
- The cost of a placement has risen by an average of £18 or 7.3% since 2011/12.
- The average number of placements during the same period has increased by 16 (10.1%)

The number of looked after children was 400 at end of September, a reduction of 4 since end of August & no change since the end of March 2014.

Fostering Services are forecasting an overspend on Fostering allowances (+£122K) & Residence Orders (+£56K) due to having had more children placed than planned during the first 6 months of the year & also due to some placements costing more than the estimated average. This is partially offset by under spends in the Fostering team due to not covering a maternity leave (-£45K) & forecast underspends on Fostering equipment (-£10K) & Family Together packages (-£15K).

Adoption Services are projecting over spends on Special Guardianship Orders (+£18K) & on allowances (+£12K) due to some placements costing more than the estimated average. These are offset with under spends on the Inter Agency costs (-£125K) due to more adoptions being completed in house & small underspends on the LAAC Team (-£1K) & the Adoption Team (-£6K).

Other forecast overspends within this area are (+£123K) in the LAC Service due to Agency costs £66K & posts over establishment £38K & a complex Care package £19K, (+£22K) within in-house Residential homes due to Regulation 33 requiring us to use an independent reviewer of our in house provision & (+£3K) for use of sessional staff to cover sickness in the Contact Workers Pool. These projected overspends are offset by a projected underspend in the Leaving Care Service (-£12K) due to efficiencies achieved on bringing the service back in-house.

Disability Services (-£36K)

This service is forecasting an under spend due to delays in recruitment for 2 posts within the outreach team (-£27K) & under use of the cover budgets at Cherry Tree & Liberty residential homes (-£9K).

7.1.4 Prevention and Early intervention strategies

These include:

- Increased use of Special Guardianships (83 as at the end of September, an increase of 3 since 31st March 2014 & an increase of 14 since March 2013) and Residence Orders (133 as at the end of September, an increase of 2 since 31st March 2014 & an increase of 13 since March 2013). There is a continuing push to secure permanency for some children via this route rather than becoming or remaining looked after children. This seeks to reduce the LAC numbers but also provides better outcomes for the children and young people.

- In-house adoption and fostering services are continuing to develop placement resources. The in-house adoption service approved a total of 31 adoptive families in 2013/14, a significant increase on the 18 families approved in 2012/13. The Adoption Service has up to October 27th 2014 approved 21 adoptive families since April 1st 2014. This is improved performance on 2013/14 when the service had approved 12 adoptive families in the same period. The target for 2014/15 is to recruit 42 adoptive families in total, compared to 31 in total in 2013/14. In addition to the 21 adoptive families approved to date, there are a further 20 families in assessment, which would amount to 41 approved for the year. Increased numbers of in-house adopters will reduce the need to commission inter-agency adoptive placements at a cost of £27,000 per child, - we commissioned 29 inter-agency placements in 2013/14 and have set a target to reduce this to just 20 in 2014/15 - and increase our ability to create income, at the same rate of £27,000 per placement, from providing our own adoptive families for other local authorities. The service has set itself a target to provide a total of 5 families for other local authorities in 2014/15 (compared to 2 last year) and has so far provided 4, providing an income so far of £108,000.
- The in-house fostering service is currently providing more placements for our looked after children, 171 as at 30th September, than it has done for the last 4 years at least. The carer pool increased by 20 in 2013/14. The service has set itself a target to increase the foster carer pool over the year by 20 from 184 to 204. The number of foster carers so far this year has dropped from 184 to 180 as a result of a significant number of retirements. However, our recruitment activity this year is aimed at recruiting carers for more difficult to place children and the service is having some success with that. New carers recruited include two for children aged 11 to 18 and 5 for sibling groups. In addition the service has approved 2 fostering plus carers and will approve one more in November. Work is on-going extending the capacity of existing foster carers through changes of approval categories. As a result six carers have amended their approval category to care for older children, one has amended their approval category to care for an additional child, and three carers have amended their approval category to care for additional children and to care for children of an older age. Fostering Plus carers will further reduce the need for high cost independent fostering and residential placements.

7.1.5 **Management Actions**

Considerable, concerted proactive management actions to contain and where possible reduce the projected outturn position are continuing – within 2014/15 to date, these actions have helped the service avoid £592K of costs that would otherwise have been incurred:

- Reduction in placement costs of £518K through renegotiating contracts with external providers;
- The Fostering Framework has achieved £34K of reductions on standard fostering placements
- The Block contract has achieved £40K savings on complex fostering placements
- The continued effectiveness of the multi-agency support panel from which through efficient multi agency management actions and decision making, continues to avoid costs wherever possible.
- CYPS have engaged a company called Valuing Care who will be contacting a range of providers of Social Care & SEN Residential placements to carry out cost book analysis to compare against their extensive database to identify potential areas for cost renegotiations & ongoing savings. This should show savings in 2014/15.

The Directorate are in the process of changing the function of one of it's Residential Children's homes to better meet the needs of Rotherham young people. This will be completed & the home registered with OfSTED for a changed function by April 2015.

7.1.6 Agency Costs

Total expenditure on Agency staff for Children and Young People's Services for the 6 month period ending 30th September 2014 was £511K. This compares with an actual cost of £392K for the same period last year.

Agency costs for the first quarter of this financial year have been incurred as a result of the need to cover the Interim Director of Safeguarding, Children & Families; vacant social worker and social work posts where staff are on long term sick or on maternity leave; and vacancies, sickness and maternity leave in residential care and the employment of an interim Service Manager to oversee improvement in the LAC service following an independent review of service quality. It is vital to ensure that social work posts are filled in order to deliver statutory services to children, young people and their families, and keep caseloads within acceptable limits to comply with inspection requirements. All previously supernumerary posts within the service have been appointed to.

In Q2, there are two consultants working within the service with a remit to review and improve critical areas of social work provision. Both assignments are time limited and have been agreed by the Director Safeguarding, Children & Families and the Chief Executive.

Following the publication of the Jay Inquiry, the demand on social care has increased, and in preparation for OfSTED, additional agency staff have been utilised to strengthen staffing resources proportionate to this demand. As part of their inspection activity, OfSTED will form a judgement on whether social worker caseloads are too high. The inspection report will be published by 21st November, at which point the Service may need to review current workload capacity and workforce resource, dependent on the recommendations put forward by HMI.

21 Newly Qualified Social Workers have joined the service in the past 4 months and have commenced their Assessed and Supported Year in Employment (ASTE). This is reflective of around 20% of the total workforce. 17 social workers completed the ASYE in 13/14. Recruitment continues to take place on a monthly basis, and in October the service is recruiting to the LAC Team and the Children's Disability Team.

The DfE released findings from their first round of social work workforce data which all LAs are required to report on: Rotherham ranks amongst the lowest Authorities for use of agency and turnover, when benchmarked against stat neighbours.

7.1.7 Non contractual Overtime

Actual expenditure to the end of September 2014 on non-contractual overtime for Children and Young People's Services (excluding schools) is £40K which is mainly in Residential units, compared with expenditure of £58K for the same period last year.

OfSTED requirements are that, if possible, agency staff are not used to cover vacancies, hence the reliance on overtime in the short term pending recruited staff taking up position. All in-house residential units have a 'cover' budget to use for this purpose which is currently not over spending.

7.1.8 Consultancy Costs

Total expenditure on consultancy costs to the end of September is £107K compared to £97K for the same 6 month period last year. The majority of these costs are for projects funded by external grants.

The actual costs of agency, non contractual overtime & consultancy are included within the financial forecasts.

8. Finance

Finance details are included in section 7 above.

9. Risks and Uncertainties

Principal risks and uncertainties relate to the 'needs led' nature of budgets for looked after children.

The recruitment of in house foster and adoptive carers remains a challenge and we must always ensure a high quality of placements.

Our decisions to place children with independent fostering agencies and in residential out of authority establishments will always be in the context of the best interests of our children. The budget need can only be an estimate given its volatile nature. For example, one out of authority residential placement for a child with very complex needs can now cost up to £364,000 per annum.

10. Policy and Performance Agenda Implications

The delivery of the Council's Revenue Budget within the limits determined by Council in March 2014 is vital in achieving the objectives of the Council's Policy agenda. Financial performance is a key element within the assessment of the council's overall performance.

The expenditure in the Children and Young People's Service continues to be mitigated by constantly reviewing budgets and the continuation of a moratorium on spending within the Directorate.

11. Background Papers and Consultation

- Report to Cabinet on 5 March 2014 – Proposed Revenue Budget and Council Tax for 2014/15.

This report has been discussed with the Strategic Director of Children and Young People's Service and the Director of Finance.

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ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS

1.	Meeting:	Cabinet Member for Children and Education Services
2.	Date:	10th November, 2014
3.	Title:	Proposal to make prescribed alterations to Kelford School
4.	Directorate:	Children and Young People’s Services

5. Summary

The Children and Families Act 2014 promotes a new approach to special educational needs and disability (SEND) 0-25. The objectives of the proposed prescribed alteration support this new approach as it aims to:

- empower young people and their families, increasing their options whilst sustaining efficient use of resources
- raise aspirations, improve achievement and establish better support for pathways to adulthood for some of our most vulnerable young people
- reform provision, improving and extending partnership and pathways between specialist and mainstream provision
- enable better targeting of multi-agency support to identified need

The DfE School Organisation (Prescribed Alterations to Maintained Schools) (England) Regulations 2013 require a formal pre statutory and statutory consultation process to be undertaken where expansion is above 10% of an existing Special school roll or there is a change of age range or type of SEN provision. The proposed expansion of Kelford School by addition of satellite annexes exceeds this threshold.

6. Recommendation:

- **It is recommended that pre statutory consultation should commence on the proposal to make prescribed alterations to Kelford School and that a further report be brought to Members at the end of this period detailing the outcome.**

7. Proposals and Details

The proposals to be considered and further consulted upon are to make prescribed alterations to the school as follows:

- To re-designate Kelford School as a school for pupils with learning difficulties. The purpose is to extend its remit beyond its current role for pupils with severe and complex learning difficulties. This will enable the Local Authority to provide greater flexibility in placement decisions.
- To increase the Admission Number at Kelford School from 100 to 205 pupils by creating a network of satellite provision to the school.

The proposal is intended to contribute to the re-shaping of SEND provision across Rotherham in order to address:

- the increasing number of younger children presenting over recent years with profound and multiple learning difficulties, sensory and/or physical needs and autistic spectrum disorder. This is a trend which is likely to continue.
- a need to extend the range of post 16 opportunities for young people with learning difficulties
- a need to strengthen partnerships, based on a common purpose shared by specialist and mainstream provision, to improve inclusive practice

8. Finance

Specialist provision continues to be funded from the High Needs Block. The overall cost of specialist provision is not anticipated to change as a result of the proposal.

The proposal will improve the Local Offer and consequently may realise cost avoidance on current out of authority and specialist provider expenditure.

9. Risks and Uncertainties

There are always risks and uncertainties when school place provision is considered since future pupil numbers are based on a combination of current knowledge of need, gaps in provision and estimations of future need. Local Authorities, however, are obliged to provide sufficient places, to promote diversity and to increase parental choice.

The timetable for a pre-statutory and statutory phase is set out below. Formal objections may be lodged during the representation period following the publication of the statutory notice. A final decision should be determined by the Decision Maker

within 2 months from the end of the representation period. If this fails to be done, then the matter is referred to the Schools Adjudicator for decision.

10. Policy and Performance Agenda Implications

Key priorities supported by the proposal include:

RMBC CYPS Priorities 1 and 4:

- We will focus on lifelong learning to improve the qualifications, skills and economic wellbeing of children, young people and their families
- We will focus on the supply and allocation of School places to meet the demographic changes within the Borough.

Rotherham School Improvement Mission:

- All children will make at least good progress
- There will be no underperforming cohorts
- All teachers will deliver at least good learning
- All schools will move to the next level of successful performance

11. Background Papers and Consultation

The School Organisation (Prescribed Alterations to Maintained Schools) (England) Regulations 2013

School Organisation (Maintained Schools) guidance for proposers and decision makers (January 2014)

Consultation will be undertaken with the Governing Body of the School, Parents and Carers of Pupils attending the school, staff and union representatives, Parliamentary, Borough and Parish Elected Members, All schools within the Borough and any other pre identified interested parties / stakeholders.

Consultation timeline for the proposed prescribed alteration:

Report to Cabinet Member Seeking approval to consult	10 th November 2014
Pre statutory consultation period	
Report to Cabinet Member Seeking approval to proceed to Statutory consultation phase	12 th January 2015
Publication of statutory notices	WC19 th January 2015
4 week period for representations and objections closes	WC 23 rd February 2015
Members to determine LA decision	9 th March 2015
Implementation	TBC

There are no other linked proposals to consider at this stage.

12 Contact Name

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