

## **CABINET MEMBER FOR CHILDREN AND YOUNG PEOPLE'S SERVICES**

**Venue: Town Hall, Moorgate  
Street, Rotherham.**

**Date: Wednesday, 9 September 2009**

**Time: 8.45 a.m.**

### **A G E N D A**

1. To determine if the following matters are to be considered under the categories suggested in accordance with the Local Government Act 1972.
2. To determine any item which the Chairman is of the opinion should be considered as a matter of urgency.
3. Apologies for Absence.
4. Minutes of the previous meeting held on 15th July, 2009 (copy attached) (Pages 1 - 6)
5. Minutes of a meeting of the Children's Board held on 14th July, 2009 (copy attached) (Pages 7 - 11)
6. Schools Access Fund Policy 2009/2010 (report attached) (Pages 12 - 20)

**Alison Leone and Angela Milton, report authors**

7. Local Authority Business Growth Incentives (LABGI) Proposal - Enterprise Challenge Fund (report attached) (Pages 21 - 25)

**Tricia Smith, report author**

8. Children and Young People's Services Review - Improvement Action Plan (report attached) (Pages 26 - 61)

**Julie Westwood, report author**

9. Comprehensive Area Assessment for Children and Young People's Services - Quarterly Update (report attached) (Pages 62 - 64)

**Julie Westwood, report author**

10. Children and Young People's Services - Performance Indicators - Quarter 1 Progress Report 2009/2010 (copy attached) (Pages 65 - 76)

**Julie Westwood and Deborah Johnson, report authors**

11. Children and Young People's Services - Revenue Budget Progress Report 2009/2010 (copy attached) (Pages 77 - 82)

**Joanne Robertson, report author**

12. Children and Young People's Services - Annual Performance Assessment 2008 - Improvement Plan (report attached) (Pages 83 - 92)

**Julie Westwood, report author**

13. Attendance at Safeguarding Children Board and Year End Report 2008/2009 (copy attached) (Pages 93 - 97)

**Pam Allen, report author**

14. H.M. Government Response to the Lord Laming Report (report attached) (Pages 98 - 116)

**Catherine Hall, report author**

15. Youth Crime Prevention Activity, Youth Restorative Disposal and Triage Arrangements with the Police (report attached) (Pages 117 - 120)

**Simon Perry and Paul Grimwood, report authors**

16. Care Matters (report attached) (Pages 121 - 126)

**Sue May, report author**

17. Updated Criteria for the Strategy for the Allocation of DCSF Quality and Access Capital Grant 2009 to 2011 (report attached) (Pages 127 - 131)

**Sheree Henchley, report author**

18. EXCLUSION OF THE PRESS AND PUBLIC  
The following item is likely to be considered in the absence of the press and public as being exempt under Paragraph 3 of Part 1 of Schedule 12A to the Local Government Act 1972 as amended (information relating to financial or business affairs)

19. Children and Young People's Services Business Case for Increased investment in Social Care (report attached) (Pages 132 - 166)

**Julie Westwood, Paul Hamblett and Rebecca Wragg, report authors**

**Date of Next Meeting:-  
Wednesday, 7 October 2009**

**Membership:-  
Cabinet Member:- Councillor S. Wright  
Councillors Havenhand, Senior Advisor, Currie and Tweed, Advisors**

**CABINET MEMBER FOR CHILDREN AND YOUNG PEOPLE'S SERVICES  
15th July, 2009**

Present:- Councillor S. Wright (in the Chair); and Councillor Currie.

Apologies for absence were received from Councillors Havenhand and Tweed.

**27. MINUTES OF THE PREVIOUS MEETING HELD ON 1ST JULY 2009**

Resolved:- That the minutes of the previous meeting held on 1<sup>st</sup> July, 2009 be approved as a correct record.

**28. CHILDREN AND YOUNG PEOPLE'S SERVICES - WORKFORCE DEVELOPMENT STRATEGY**

Consideration was given to a report, presented by the Workforce Strategy, Planning and Development Manager, stating that in line with Department for Children, Schools and Families requirements and guidance from the Children's Workforce Development Council, the Workforce Development Strategy had been produced to represent the strategic aims of the One Children's Workforce in Rotherham and with regard to workforce development over the next three years, 2009 to 2012. A copy of the Workforce Development Strategy, 2009 to 2012, was appended to the report submitted.

The report stated that the key local driver is the Children and Young People's Plan, supported by individual Service plans. The overall direction is determined through Every Child Matters and the Change for Children agenda. In order to deliver against the Council's vision, high impact priorities and core values, the workforce needed to be transformed to ensure the needs of today are met and fitness for the future. The Children and Young People's Plan brings together the Council's shared vision, identity and purpose, through the use of common values and language.

Resolved:- (1) That the report be received and its contents noted.

(2) That the Workforce Development Strategy 2009 to 2012, as now submitted, be approved.

(3) That the Cabinet Member and Advisers for Children and Young People's Services be informed of:-

- the possibility of earlier completion of the actions listed in the Strategy;  
and

- the membership of the Workforce Planning Group.

(4) That the report and strategy be submitted to the Children's Board.

**29. CHILDREN AND YOUNG PEOPLE'S SERVICES - REVENUE BUDGET MONITORING REPORT 2009/2010**

Consideration was given to a report presented by the Director of Resources and Access detailing the expenditure, income and the net budget position for Children and Young People's Services, compared to the profiled budgets, for the period 1<sup>st</sup> April until 31<sup>st</sup> May 2009 and the projected year end (2009/2010) outturn position. The report stated that, currently, the Directorate is forecasting an overspend of £2,444,000.

Resolved:- (1) That the report be received and its contents noted.

(2) That the current 2009/2010 forecast outturn position for the Children and Young People's Services Directorate, based on actual costs and income to 31<sup>st</sup> May 2009 and forecast costs and income to 31<sup>st</sup> March 2010 be noted.

**30. SCHOOL BALANCES OUTTURN 2008/2009**

Consideration was given to a report presented by the Senior Manager, Resources and Access, summarising the 2008/09 position on schools' surplus balances and proposing that approval be granted to follow the procedure as described in Rotherham's Fair Funding Scheme

Resolved:- (1) That the report be received and its contents noted.

(2) That the overall position in Rotherham of school balances, as now reported, be noted.

(3) That the Director of Resources and Access convene a sub-group of the Schools Forum to review surplus balances and report back to the Cabinet Member and Advisers for Children and Young People's Services during the Autumn 2009.

**31. SCHOOL ADMISSIONS CONSULTATION FOR ENTRY IN THE 2011/2012 ACADEMIC YEAR**

Consideration was given to a report presented by the School Organisation, Planning and Development Manager stating that all admission Authorities must consult by 1<sup>st</sup> March, in the determination year, on the admission arrangements for those schools for which they are responsible. The consultation must take place for a minimum of eight weeks between 1<sup>st</sup> November and 1<sup>st</sup> March and a final determination made by 15<sup>th</sup> April. The report advised on the proposed admission policy/coordinated scheme for the admission year 2011/2012, which is in

relation to the criteria used where a school is oversubscribed and any changes required as a consequence of requirements arising under the new Admissions Code of Practice published by the Department for Children, Schools and Families (DCSF).

Resolved:- (1) That the report be received and its contents noted.

(2) That the changes to the admission policy/coordinated scheme for the admission year 2011/2012, as detailed in the report submitted, be approved.

(3) That the report be forwarded to the Local Admissions Forum for information/comment.

(4) That the appropriate consultation with School Governing Bodies/other Local Authorities shall take place, as usual, mainly in the Autumn Term, 2009 and up to 1<sup>st</sup> March, 2010.

(5) That a further report be presented to the Cabinet Member and Advisers for Children and Young People's Services on any feedback from the annual admissions consultation, during March, 2010.

### **32. GOVERNMENT RESPONSE TO THE LORD LAMING REPORT**

Further to Minute No. 163 of the meeting of the Cabinet Member and Advisers for Children and Young People's Services held on 8<sup>th</sup> April, 2009, consideration was given to a report presented by the Strategic Director of Children and Young People's Services on the implications of the findings of the Lord Laming report about the protection of children from harm. Appended to the report was a copy of this Authority's action plan, prepared in response to the findings of the report.

Resolved:- (1) That the report and action plan be received and their contents noted.

(2) That the following actions be endorsed:-

(a) that the Safeguarding Board Members shall undertake to consider their Agency's required actions following an assessment of the current position;

(b) that the Safeguarding Board Manager undertakes to collate the Action Plan and monitor the process accordingly; and

(c) that the Safeguarding Board Manager shall update the Cabinet Member for Children and Young People's Services, at quarterly intervals, of progress to date.

### **33. EXCLUSION OF THE PRESS AND PUBLIC**

Resolved:- That, under Section 100A(4) of the Local Government Act 1972, the press and public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in Paragraph 3 of Part 1 of Schedule 12A to the Local Government Act 1972 as amended (information relating to financial or business affairs).

**34. DEPARTMENT FOR CHILDREN, SCHOOLS AND FAMILIES - QUALITY AND ACCESS CAPITAL GRANT 2009 TO 2011 - CRITERIA**

Consideration was given to a report presented by the Capital Projects Officer (Early Years and Childcare Service) concerning proposed criteria for the distribution of the Department for Children, Schools and Families Quality and Access Capital Grant funding to private, voluntary and independent (PVI) early years and childcare providers. The report referred in particular to the need for a decision on the funding of fixed capital equipment, such as canopies.

The Quality and Access Capital Grant is provided to local authorities to improve the quality of the environment in private, voluntary and independent (PVI) early years and childcare settings, both to support higher quality experiences for young children and to ensure that all children can access services and benefit fully from them. The grant is time limited and all purchases must be made by 31st March, 2011. The proposal is to implement an application process to enable providers to apply for the grant within the stated aims of the scheme.

Resolved:- (1) That the report be received and its contents noted.

(2) That settings on non-Borough Council land and/or property must have a current lease, if applying for fixed capital equipment (for example: canopies).

(3) That, subject to (4) below, approval be granted for an allocation of a maximum sum of £5,000 for each Affiliated Childminder (where application approved) with an agreement to support 'exceptional' applications above £5,000 to a maximum of £12,000, where recommended by the project manager and the grant assessment panel.

(4) That each setting and each Affiliated Childminder in receipt of a Quality and Access Capital Grant shall be required to continue as a setting and/or as an Affiliated Childminder for a period of three continuous years beginning on the date of receipt of the grant; if they do not comply with this condition, the full amount of the grant shall be repayable.

(5) That a report be submitted to the Cabinet Member and Advisers for Children and Young People's Services, during the Autumn, 2009, detailing the allocation criteria of the Quality and Access Capital Grant scheme and such criteria shall endeavour to target grants at the most

disadvantaged areas of the Rotherham Borough.

(6) That an appropriate press release be issued about the allocation of these grants.

**35. PROVISION OF MODULAR UNIT FOR EXTENSION TO ROCKINGHAM CHILDREN'S CENTRE**

Consideration was given to a report presented by the Senior Building Surveyor concerning the tenders received for the construction of a new brick clad, pitched tiled roofed Modular Unit within grounds of the Rockingham Junior and Infant School, as an extension to Rockingham Children's Centre. The report stated that the contract had been awarded to Henry Boot Construction (UK) Ltd, from within the team of the Rotherham Construction Partnership's strategic contractor partners, in accordance with the agreed criteria. The contractor has been an integral member of the project team and has agreed the target price and guaranteed maximum price based on the approved design.

Resolved:- (1) That the report be received and its contents noted.

(2) That the tender submitted by Henry Boot Construction (UK) Ltd., dated 27<sup>th</sup> May, 2009, in the sum of £530,818.58, be accepted in respect of the construction of a new brick clad, pitched tiled roofed Modular Unit within grounds of the Rockingham Junior and Infant School.

(3) That an appropriate press release be issued about this construction project.

**36. CHILDREN AND YOUNG PEOPLE'S HEALTH, EMOTIONAL WELL BEING AND SHORT BREAK CENTRE - DEVELOPMENT OF KIMBERWORTH CAMPUS**

Further to Minute No. 144 of the meeting of the Cabinet Member and Advisers for Children and Young People's Services held on 25<sup>th</sup> March, 2009, consideration was given to a report presented by the Director of Resources and Access concerning the proposal to create a Children and Young People's Health, Emotional Well Being and Short Break Centre on the site of the former Kimberworth Comprehensive School. The report stated that the project was being delivered and funded in partnership with Rotherham NHS.

Resolved:- (1) That the report be received and its contents noted.

(2) That the proposal to refurbish the former Kimberworth Comprehensive School to provide multi-agency co-located services, as described in the report now submitted and in partnership with Rotherham NHS, be



supported.

**37. BUILDING SCHOOLS FOR THE FUTURE - TRANSFORMING ROTHERHAM LEARNING - STRATEGY FOR CHANGE PART 2**

The Director of Resources and Access submitted the revised document 'Transforming Rotherham Learning – Strategy for Change Part', which had to be submitted to the Department for Children, Schools and families by 25<sup>th</sup> August, 2009, in accordance with the timetable for Building Schools for the Future.

Resolved:- That the contents of the revised document be approved.

**38. CHILDREN AND YOUNG PEOPLE'S SERVICES - RESTRUCTURING**

The Strategic Director, Children and Young People's Services and the Human Resources Manager reported on proposals for a revised organisational staffing structure for Children and Young People's Services.

Resolved:- That the revised organisational staffing structure for the Children and Young People's Services Directorate, as now submitted, be approved.

**CHILDREN'S BOARD  
TUESDAY, 14TH JULY, 2009**

Present:- Councillor S. Wright (in the Chair); Andy Buck, Mike Cuff, Ann Lawrence, Janet Wheatley, Richard Tweed, and Joyce Thacker.

An apology for absence was submitted from Matt Jukes.

**8. MINUTES OF THE PREVIOUS MEETING OF THE CHILDREN'S BOARD HELD ON 10TH JUNE, 2009**

The minutes of the previous meeting of the Children's Board, held on 10<sup>th</sup> June, 2009, were approved as a correct record.

**9. CURRENT ISSUES/CONCERNS**

An update was provided on Swine Flu and police and voluntary sector activity.

**10. GOVERNMENT RESPONSE TO LORD LAMING REPORT**

Consideration was given to a report presented by Joyce Thacker concerning the Government's response to the Lord Laming Report.

On 12<sup>th</sup> March, 2009, Lord Laming's report, 'The Protection of Children in England: A Progress Report', was published. The Government published an immediate response to Lord Laming's Report on the same day. They accepted all his recommendations and announced some immediate actions and were committed to developing a more detailed response and Action Plan to drive forward implementation.

The attached Action Plan had been given an 'RAG Status' (Red, Amber, Green) based on an initial assessment of Rotherham's current position.

To date, the Government has not released any specific ring-fenced grants or additional budgets for implementation of the Laming Plan.

The Board reviewed the Action Plan, particularly those with RED risk status.

The key responsibilities and action points were noted.

Reference was made to the need to do further work on a "joined up strategy" for recruiting staff, to include Social Workers, Health Visitors and Foster Parents. Joyce Thacker to follow up.

It was suggested that there may be benefit in holding a meeting of either Children's Board Members or Cabinet Members in South Yorkshire to discuss matters of mutual interest.

Agreed:- (1) That the overall activity be noted.

(2) That regular reports on meeting the Action Plan targets be submitted to this Board.

(3) That a report on the "joined up recruitment strategy" including job numbers be submitted to a future meeting of this Board.

(4) That consideration be given to holding a joint meeting of relevant Board Members in South Yorkshire.

## **11. CHILDREN AND YOUNG PEOPLE'S PLAN 2007-2010**

Consideration was given to a report presented by Clare Bailey which summarised progress against the commitments within the Children and Young People's Plan 2007-2010.

Quarterly progress reports are collated for each commitment outlined in the Children and Young People's Plan 2007-2010. Previous progress reports (April and October 2008, and February 2009) showed significant progress had been achieved across the Children and Young People's Service, and with partners, in relation to the commitments agreed within the Children and Young People's Plan. The latest update (May 2009, covering the period January – March 2009) shows that this progress continues.

Appendix A provides the details of the current progress, supporting data, and the status of each of the commitments within the Children and Young People's Plan as at the end of March 2009.

It is clear that good progress is being made against most commitments, for example, increasing the number of young people with enterprise skills and work around anti-bullying. Additionally, some commitments have been completed such as establishing an integrated SEN and Disability Team, and updating the sexual exploitation action plan. However, some commitments remain priorities for action, such as reducing the rate of teenage conceptions, attainment at Key Stage 2 and the development of Communication, Language and Literacy (0-19).

For the first time, an attempt has been made to agree the status of individual commitments using Red, Green and Amber to describe progress. This has not been appropriate for all commitments, as a number do not have a set target, but are being monitored on an "ongoing" basis. Additionally, where commitments are deemed to be completed, it is proposed that they will not appear on future updates.

A summary of the status of the Children and Young People's Service commitments was contained within the report submitted.

Sources of funding for the Children and Young People's Plan commitments have already been identified within the plan.

The Board reviewed the Action Plan, particularly those with RED risk status.

It was suggested that more focus be made on the "outcome" based targets rather than the "process" based targets.

Agreed:- That the report be received and progress be noted.

## **12. PRIMARY SCHOOL LIFESTYLE SURVEY 2008**

Consideration was given to a report presented by Clare Bailey, on a Summary analysis of results of the Primary School Lifestyle Survey 2008 (Borough wide).

The Lifestyle Survey is an annual survey, undertaken with both Primary and Secondary school pupils. Questions cover a range of issues, such as health, how pupils feel about school, how safe they feel, how pupils feel about the area in which they live, bullying, and how often they may smoke, drink or take drugs.

The report covered the Primary Survey 2008 and the attached Summary at Appendix A provided a brief analysis of the results of this survey.

The borough wide report, which included the findings from the 2008 Primary School Lifestyle Survey and the relevant data tables are available on the intranet.

In addition, a summary version of the report was available on the Council website.

The Board welcomed the information provided and the build up of data from this third annual survey.

Agreed:- That the report be received.

## **13. KS2 AND KS4**

Consideration was given to a detailed report presented by Will Ryan and Claire Sneath on the performance in Rotherham primary schools, at the end of Key Stage 2, in 2008.

In addition, a report was submitted on Comparative Information relating to the GCSE Examination Results, 2008. The purpose of this report was to inform the Children's Board of the confirmed examination results for 2008 and how they compare to previous years, to the national average and to the results of statistical neighbours. The report also provided a more detailed summary of the progress of individual secondary schools in

relation to their contexts over a 4 year period, and the impact of the Local Authority's (LA) school effectiveness strategies on the performance of the sector.

All schools must conduct a form of statutory assessment at the end of each Key Stage (ages 5, 7, 11, 14 and 16). At the end of Key Stage 2 (age 11) pupils undertake the externally marked Statutory Assessment Tests (SATs).

Priorities for improvement included:-

- Further improve standards in both English and mathematics so that they are more closely aligned to statutory targets for 2009
- Further reduce the number of schools below floor targets of 55% in English and mathematics combined
- Improve conversion rates in both English and mathematics so that a higher proportion of pupils make at least 2 National Curriculum levels progress during key stage 2
- Improve the performance of more able pupils therefore increasing the proportion of pupils reaching level 5 in all subjects
- Improve the achievement and standards of vulnerable groups (boys, BME, children taking free school meals (FSM), 30% Supper Output Areas (SOA))

The report set out a number of development activities, actions taken and next steps.

Resources to drive the school improvement agenda are a combination of core budget, DCSF grant through the Standards Fund and Area Based Grants and income generation.

Schools also receive additional funding, through Standards Fund, to address the national strategies for raising standards.

The Board welcomed the many examples of success within schools and the significant efforts being made to improve, but acknowledged that performance was not at the same level as neighbouring or similar local authorities.

Agreed:- (1) That the report be received.

(2) That all possible options be reviewed to achieve a step up in performance.

#### **14. OUTCOME OF ASSESSMENT - FOSTERING INSPECTION**

Joyce Thacker reported that the recent inspection had achieved a "satisfactory" category from an "inadequate" category with the intention of being "Good" at the next Inspection.

Agreed:- That the report be received.

**15. CHILDREN'S REVIEW ACTION PLAN**

Joyce Thacker circulated copies of the Review Document, the latest Action Plan and the appendices of detailed information.

This was to be considered in detail at the Review Event to be held on 16<sup>th</sup> July.

**16. RMBC CYPS LEADERSHIP TEAM**

Joyce Thacker reported that the RMBC CYPS Leadership Team would have a new structure with effect from September, 2009 to best focus on safeguarding children and raising attainment.

**17. MIKE CUFF**

The Board placed on record their appreciation of the work undertaken by Mike on behalf of Children and Young People's Service.

Agreed:- That Mike be wished a long and happy retirement.

**18. DATE AND TIME OF NEXT MEETING**

Agreed:- That the next meeting be held on Wednesday, 16<sup>th</sup> September, 2009 at 5.00 p.m.

<b>ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS</b>
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<b>1.</b>	<b>Meeting:</b>	<b>Children and Young People’s Services Cabinet Member and Advisers</b>
<b>2.</b>	<b>Date:</b>	Wednesday 9 <sup>th</sup> September 2009
<b>3.</b>	<b>Title:</b>	<b>Schools Access Fund Policy 2009/10</b>
<b>4.</b>	<b>Directorate:</b>	Children and Young People’s Services

### **5. Summary**

The Learning and Skills Council (LSC) makes an annual funding allocation to local authorities of Access funds aimed at providing financial assistance to students aged 16 and over studying in school sixth forms. The local authority must have a written policy for how it will distribute the funds. The funding allocation for the 2009/10 academic year is £27,020.

### **6. Recommendations**

**The proposed Access Fund Policy (Appendix 1) is received and approved for implementation.**

## 7. Proposals and Details

In 2004, the Government rolled out the Education Maintenance Allowance (EMA), a national scheme comprising a weekly payment of up to £30 and bonuses to full-time FE learners aged 16-19. The EMA is designed to encourage participation and retention in education post-16 by removing financial barriers faced by students. Qualifying annual household income is under £30,810.

The Access Fund (also called Learner Support Fund) is an additional means of financial support for sixth form students, the purpose of which is to provide support for a specific financial need, normally course or study-related costs.

In 2008/09 academic year the Rotherham Access Fund assisted 142 students at school sixth forms in Rotherham and 1 student attending a school sixth form outside the borough. The awards for 2008/9 compared to those for 2007/8 were made as follows:

<b>Type of award</b>	<b>Total spent 2008 (£)</b>	<b>Total spent 2007 (£)</b>
Travel Grant	2,800	11,660
Book/Equipment Grant	3,200	2,000
University visits	1,413	744
Field Trips	11,701	11,239
Exceptional course costs	700	630
Hardship	700	
HE Grant	4,640	
<b>Grand Total (£)</b>	<b>25,154</b>	<b>26,273</b>

Students qualifying for the EMA are expected to have applied for this before making an application for the Access Fund.

The Student Support Section administers the Access Fund by means of an application form distributed via school sixth forms. Account is taken of household income when considering applications and support is available for school field trips, university visits and unexpected financial hardship such as reduced household income due to redundancy. The household income ceiling for financial assessment is £40,000. Students who have a particular financial need due to exceptional circumstances or a disability may apply with the support of a school tutor, and be exempt from a household financial assessment.

In response to recent consultation with customers, the application process has been modified for 2009/10 in an effort to ensure that students can apply for and receive reimbursements for field trips sooner in the academic year, rather than waiting until trips have taken place. This should help to make the application process fairer for students who go on trips later in the academic year by ensuring they do not lose out due to funds being exhausted by earlier claims.



## **8. Finance**

The funding allocation for 2009/10 is £27, 020 (compared to £26,520 in 2008/09). The Authority is able to use 5% of the allocation for administration costs. As a cash-limited fund, it is possible that not all eligible applicants will be successful, especially for claims submitted late in the academic year. For the first time in 2008/9, the fund ran out prior to all applications being processed and some eligible students' claims for reimbursement of trips had to be rejected.

## **9. Risks and Uncertainties**

Failure to publish and distribute a comprehensive Access Fund policy would be against LSC administration guidance of the Fund.

A change to LSC funding guidance means that there is no longer provision within the Access Fund policy to pay towards a student's travel costs unless there are exceptional circumstances. The LSC has made clear in its funding guidance that the LA has a statutory duty with regard to transport provision for learners of sixth form age and that discretionary support funding should be used as emergency funds. The issue may have implications for the Authority's transport policy and spend for future years.

## **10. Policy and Performance Agenda Implications**

The Access Fund contributes to the aims of lifelong learning within the Rotherham Learning and Achieving priorities. Effective administration and distribution of the Fund will assist sixth form students in achieving their learning goals.

An Equality Impact Assessment (EIA) has been carried out prior to revising the Access Fund Policy for 2009/10. Outcomes of the EIA include ensuring the availability of the Access Fund application form and guidance in other formats and languages and the inclusion of questions for equality monitoring purpose. A full summary of the EIA can be found in Appendix B

## **11. Background Papers and Consultation**

- Learner Support Programme: Discretionary Funding Guidance and Requirements 2009/10 (Learning and Skills Council, May 2009)
- Learner Support Fund 2009/10 indicative allocation (Learning and Skills Council, June 2009)

### **Contact Name:**

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**APPENDIX A****Schools Access Fund Awards  
Policy Document  
Academic Year 2009/2010****1. Purpose**

The purpose of the Schools Access Fund is to provide financial help to students attending a school sixth form aged 16 and over whose access to, or completion of, further education might be inhibited by financial constraints.

The Authority will also seek to support individuals from groups that are currently under-represented in further education (FE), e.g. Looked-after children or young people on probation, those considered to be at risk and young parents.

Applications are judged on the basis of relative financial need and not all applications will be successful. Further Education Colleges and Sixth Form Colleges also have Access Funds and students undertaking courses at these types of colleges should contact the Student Services staff at the college.

Grant entitlements may depend upon the number of applications received and the level of funding available. The Local Authority reserves the right to reduce the grants payable or refuse an application if there are insufficient funds available. Grants may also be increased after the published deadline, if funds allow.

**2. Eligibility**

In order to be eligible for a Schools Access Fund Award an applicant must be:

- a registered student at a school sixth form
- at least 16 years old resident in the Rotherham Borough at the time of applying.
- attending a Local Authority maintained school. Where a student attending an independent school can demonstrate particular need for support, assistance may exceptionally be considered.
- aged under 19 if an Asylum seeker
- able to demonstrate that they fulfil the residency eligibility criteria for LSC funding for their learning programme if requested to do so by the Authority.

**3. Application Procedure**

Applications forms for a Schools Access Fund Award are available from Rotherham schools with sixth forms, from Norfolk House or on the Council's internet site. It is expected that students who qualify for EMA (Education Maintenance Allowance) should have applied for the EMA prior to applying for the Access Fund. They should then include official notification of their entitlement to EMA with their application for a Schools Access Fund Award unless they provided this information in a previous application. Applications from students who do not qualify for EMA on income grounds must be supported by documentary evidence of household income: wage/salary slips, Child/Working Tax Credit notification letters etc.

Forms must be countersigned by the applicant's sixth form tutor and endorsed with a school stamp. Forms must also be signed by the student and parent/guardian if providing income details.

**Final Closing Date for applications will be 31<sup>st</sup> May 2010.** The Authority reserves the right to refuse an application before that date if there are insufficient funds available. The Authority therefore recommends that students make their initial applications as soon as possible in the academic year.

Grants are normally paid on a reimbursement basis and it is expected that students will provide evidence of payments or the activities undertaken. Payments will be made by cheque to the student and should be paid into a bank account in the student's name.

#### 4. Assessment

When assessing a student's entitlement to a Schools Access Fund Award a number of criteria are considered, including:

- if the student is receiving Education Maintenance Allowance (EMA),
- the total income of the household in which the student lives.

We will take into account the gross household income from all sources including wages and child maintenance, but will disregard the following types of income:

- Working Tax Credit and Child Tax Credit, and
- Disability Living Allowance
- Wages earned by the student for part-time work

If parents are divorced or separated we will only assess the income of the parent with whom the student lives. If the parent co-habits with a partner, we will take into account the income of both adults.

The Local Authority retains the discretion in exceptional circumstances to make payments when household income exceeds the maximum rate at which an award is normally payable.

#### 5. What type of help is available?

- **Y12 University Interview/Visit Grant:** A grant not exceeding £50 payable where a Y12 student can demonstrate that they will or have already attended an event at a HE institution. The amount of grant will be based upon actual or likely travel costs. Payable where household income does not exceed £40,000 per year.
- **Y13 Higher Education Grant:** A grant of £50 for Y13 students whose Sixth Form confirms that they have applied to attend a course of Higher Education in 2010/11. Intended to help towards the cost of UCAS fee and/or University visits and payable where household income does not exceed £40,000 per year.
- **Field Trips (necessary for course of study):** A maximum contribution of £250 towards the student's costs – refunded on production of receipts/travel tickets etc. Payable where household income does not exceed £40,000 per year.
- **Book and Equipment Grant.** A maximum award of £510 per academic year for a student who does not qualify for an EMA due to other factors\* and whose household income does not exceed £30,810 per year. This grant will be awarded proportionately according to when the reduction in household income took effect, or when the application is received, at the rate of £170 per term

\* In some circumstances students may not be eligible for an Education Maintenance Allowance. If a student's household is affected by a change in circumstances and

household income drops to less than £30,810 per year we will consider the student for a Schools Access Fund Award.

Other factors which may mean that the student is not entitled to EMA but might be considered for financial support from the Access Fund include age, residence status, and study pattern.

The following table summarises the elements of **income assessed** support for which a student may be considered:

<b>Type of Award</b>	<b>Student receives EMA</b> (household income is less than £30,810 per year)	<b>Student does not receive EMA and</b> household income is between £30,810 to £40,000 per year	<b>Student does not receive EMA due to other factors*</b> and household income is less than £30,810 per year
<b>Book and Equipment Grant</b>	<b>X</b>	<b>X</b>	✓
<b>Y12 University Interview/Visit Grant</b>	✓	✓	✓
<b>Y13 Higher Education Grant</b>	✓	✓	✓
<b>Field Trip Grant</b>	✓	✓	✓

## 6. Disability Fund

The Disability Fund is available for students who have extra study or travel costs due to a disability (physical or sensory), learning difficulty or illness. Payment of funds may not be subject to an income assessment, but other evidence is likely to be required to support the claim as appropriate. The form must be endorsed and have the written support of the applicant's head of sixth form or form tutor. Disability Fund forms are available from Rotherham school sixth forms and the Student Support Section.

## 7. Emergency/Hardship Fund

If a student can demonstrate an exceptional or urgent financial need regardless of family and/or financial circumstances the Authority may consider making a contribution towards the student's costs from the Emergency/Hardship Fund.

Applications for Emergency/Hardship Awards must normally be supported by the student's course tutor at school. Hardship application forms are available from sixth form tutors.

## 8. Access Bursary

A bursary may be awarded to students with particular financial needs who are identified as belonging to groups under-represented in further education (see paragraph 1). Applications should be endorsed by a third party (e.g. teacher, social worker).

**9. Appeals**

Any applicant wishing to appeal against a decision on entitlement or payment of an Access Fund Award should state the reasons for appeal in writing in the first instance to the Head of Student Support. Should a resolution not be reached at this stage, the appeal will be directed to the Director of Resources and Access.

**Applying for an Education Maintenance Allowance (EMA):**

Students born between 1 September 1990 and 31 August 1993 may apply for EMA. Applications may be made by contacting the national **Assessment and Payment Body 0800 121 8989** or to order an application pack visit [www.direct.gov.uk/ema](http://www.direct.gov.uk/ema).

**Applying for a Schools Access Fund award:**

Applications forms for a Schools Access Fund Award are available from Rotherham schools with sixth forms, the Student Support Service or can be downloaded from <http://www.rotherham.gov.uk/graphics/Learning/Student+Support/> from September 2009 and should be returned to:

**Student Support Service**

**Norfolk House**

**Walker Place**

**ROTHERHAM S65 1AS** Telephone: 01709 822651

Email: [student.enquiries@rotherham.gov.uk](mailto:student.enquiries@rotherham.gov.uk)

**Equality impact assessment summary**

Directorate: **CYPS**

Function, project or policy name: **School Access Fund Award Policy 2009/10**

Function or policy status: **Changing** (annual refresh)

Date of assessment: **July 2009**

Name of lead officer completing the assessment: **Angela Milton / Alison Leone**

**Key findings – equality implications for all groups:**

The terms and conditions of the funding from the Learning & Skills Council (LSC) limit the use of the School Access Fund to the assistance of young people aged 16-18 in attendance at a School Sixth Form. Within that group the assistance is primarily targeted at students from households with annual incomes of less than £40,000 pa. However the policy allows discretion to use the funding for exceptional cases of need without income assessment. Furthermore, groups under-represented in Further Education are encouraged to make applications for support under the main scheme or for an Emergency/ Hardship Award; young parents, students living outside the family home or young offenders, for example, may benefit from the scheme if they attend a school sixth form. Disabled students may be assisted with additional costs relating to their study that arise as a result of their disability. The Access Fund allows the Local Authority to assist some groups of students who do not qualify for the national Education Maintenance Allowance scheme, E.g. Asylum seekers aged under 19, families suffering a recent fall in income and learners who do not fulfil the learning hours criteria for EMA.

**Actions:**

Equality monitoring questions have been included in the School Access Fund application form to enable us to monitor the uptake among minority groups and rates of take up according to gender etc in future.

The application form and guidance notes can be made available in different formats or languages.

**How it will contribute to promoting equality and/or community cohesion:**

“The funding forms an effective safety net for disadvantaged students from low-income households who wish to remain in education.

Evaluation of the funds shows that overall they reach 15% of the most disadvantaged young people in FE and are having a positive effect on retention with a higher retention rate than that of the general student cohort.

Priority groups for these funds include: students with disabilities and /or learning difficulties, those leaving care, probationers and those students who have or whose families have financial difficulties. The funding has a disproportionate impact on ethnic minorities, the disabled and most disadvantaged. Disadvantaged students who were supported achieved almost as well as the main cohort of students.”

The findings above made by the LSC (Learning and Skills Council) show how DLSF (Discretionary Learner Support Funds) enables minority groups to participate in further education which, in turn, increases equality of opportunity and economic wellbeing in all sectors of the community.

<b>ROTHERHAM BOROUGH COUNCIL</b>
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<b>1.</b>	<b>Meeting:</b>	<b>Children and Young People's Services Cabinet Member and Advisers</b>
<b>2.</b>	<b>Date:</b>	Wednesday 9 <sup>th</sup> September 2009
<b>3.</b>	<b>Title:</b>	<b>LABGI Proposal – Enterprise Challenge Fund</b>
<b>4.</b>	<b>Directorate:</b>	Children and Young People's Services

## 5. Summary

An amount of £100,000 was allocated from LABGI (Local Authority Business Growth Incentives) for a Theme 3 project around Business/School Enterprise and educational activity. This report outlines the joint proposal of Rotherham Ready Young People's Enterprise Project and the Chamber of Commerce to further develop the role of Young Chamber in Rotherham Secondary schools and FE Colleges by developing a sustainable Enterprise Challenge Fund.

It is proposed that the Enterprise Challenge Fund will award an allocation of funds to support enterprise activities identified by the students in each secondary school and FE College in Rotherham. This initiative is modelled on the 'Dragon's Den' concept and each organisation will establish an investment panel whose role it will be, in partnership with a local employer, to determine the feasibility of students proposals.

Rotherham Ready has worked with the Chamber of Commerce to establish a Young Chamber in every school and college in the borough. The level of development and activity varies, from institution to institution. The Young Chamber is a way of bringing schools/colleges and businesses closer together by giving young people a 'voice' in the development of enterprise and business education in their school or college.

Utilising the LABGI – Theme 3 allocation for Business/School Enterprise and Educational Activity allocation, this proposal seeks to further develop the role of the Young Chamber in partnership with the Chamber of Commerce, by developing an Enterprise Challenge Fund.

## 6. Recommendations

- **That the Cabinet Member for Children and Young People's Services receives the information.**
- **That the Cabinet Member for Children and Young People's Services approves the proposal for the development of an Enterprise Challenge Fund in Rotherham Secondary schools.**



## 7. Proposals and Details

Rotherham Ready is a Flagship project acknowledged regionally, nationally and internationally as leaders in the field of enterprise education. The project began with a simple vision, to equip the borough's young people with the enterprise skills they would need to make a success of their future and help create a thriving economy in Rotherham. The project was funded until 31<sup>st</sup> March 2009 by Yorkshire Forward, through Rotherham's Single Pot allocation.

Rotherham Ready continues to develop, through projects funded through NRF Transitional Funding (Employment, Enterprise and Financial Inclusion theme) which is supporting the development of Young Entrepreneurs Clubs in Primary schools in order to progress from the Make £5 Blossom initiative and further embed the 13 Enterprise Skills which are now been used in the curriculum in most Rotherham Primary Schools; and European Regional Development Fund (ERDF) which is being used to develop models of enterprise learning to support Transition from KS2 to KS3, embed enterprise into the curriculum KS3 to KS5 and develop models to support enterprise learning for both Primary and Secondary Initial Teacher Training (ITT) students.

This proposal seeks to add value to existing Rotherham Ready activity by developing an Enterprise Challenge Fund in partnership with the Chamber of Commerce.

Rotherham Ready has worked with the Chamber of Commerce to establish a Young Chamber in every school and college in the borough. The level of development and activity varies, from institution to institution. The Young Chamber is a way of bringing schools/colleges and businesses closer together by giving young people a 'voice' in the development of enterprise and business education in their school or college. Young People involved in the project are taking responsibility for managing their own budget, creating a profit and then deciding how to spend it.

This proposal seeks to further develop the role of the Young Chamber in partnership with the Chamber of Commerce, by developing an Enterprise Challenge Fund. Each institution will receive an equal allocation to fund enterprise activities identified by the students. Modelled on the Dragon's Den concept an investment panel will be established in each school that will consist of:

Young Chamber Representative – Student / President  
School/College Representative – Enterprise Champion  
Private Sector Representative – Business Owner Supporting Young Chamber

Students, with support from the Young Chamber advisor, will be given the opportunity to develop a business idea and to commercialise it through bidding for funding from the Enterprise Challenge Fund (ECF). The panel will decide which enterprise ideas have the greatest chance of success and will negotiate on behalf of the fund a loan. This will then be reclaimed from the enterprise, and will be reinvested in to the ECF to ensure the sustainability of the programme. A mentor would be identified to ensure that there is an appropriate support mechanism that will aid the student business to overcome any issues and to maximise the business potential and reduce the risk of failure.

The project will be co-ordinated by a 0.3FTE Enterprise Challenge Fund Project Manager, who will facilitate the partnerships between schools, colleges, Chamber of Commerce and Business owners. The Project Manager will also provide support and guidance to the students. The funding will be managed by the Local Authority and released to schools and colleges, upon the achievement of pre defined criteria.

This activity will be used to promote Enterprise week (16<sup>th</sup> – 20<sup>th</sup> November 2009) and it is proposed that the project be linked to a Young Chamber-Entrepreneur award that would be showcased at the Barnsley/Rotherham Business Awards.

### Young Chamber Milestones/Outputs September 2009 – July 2011 Milestones/Outputs

Milestone Description	Timescale
<b>Young Chamber</b>	
Recruitment of new and on-going support of Business Champions – minimum of 19 who commit to participating in the 2 year programme. Business Champions who leave the programme must be replaced so that each school/college receives continuous support.	Sept 09 –Dec 09
On-going production and distribution of promotional materials for Enterprise Challenge Fund in schools (Note: All materials & activities must be branded as Rotherham Ready, RMBC, Barnsley & Rotherham Chamber)	Sept 09 – Jul 2011
Event to launch project with Secondary /FE Enterprise Champions	Nov 09
Develop a practical guidance handbook supporting Enterprise Challenge Fund implementation. Handbooks to be produced for <ul style="list-style-type: none"> <li>• Students</li> <li>• School – Enterprise Champions</li> <li>• Business Champions</li> </ul>	Sept 09 –Dec 09
Provide direct training for use of guidance materials to <ul style="list-style-type: none"> <li>• Students</li> <li>• School – Enterprise Champions</li> <li>• Business Champions</li> </ul>	Jan 2010
Establish 19 Enterprise Challenge Fund Groups	Sept 09 –Jul 2011
Ensure that schools keep records of all finance, attendance lists, meetings and outcomes relating to the Enterprise Challenge Fund. (Ensure this is requirement is in place in the guidance materials)	Sept 09 – Jul 2011
To facilitate termly networking meetings bringing all Enterprise Challenge Fund schools and businesses together for students/groups to learn from each other and share best practice.	Sept 09-Jul 2011
To produce termly progress reports for each school. Production of case studies (19 case studies per term providing details of the progress of the ECF groups)	Sept09 –Jul 2011
To have 6 weekly meetings with the Rotherham Ready Project Management to review progress of delivery.	Sept 09 -Jul 2011
To organise an Annual Challenge for the ECF where the three top business ideas would be showcased at the Rotherham Chamber Awards.	Nov 2010
To be responsible for and to seek opportunities for regular dissemination of information and good news stories from Rotherham Ready ECF to Barnsley & Rotherham Chamber of Commerce and employers and vice versa, via the Work and Skills Board and other mediums including Chamber publication and the Chamber website	Sept 09 – Jul 2011
Positive promotion and marketing of Enterprise Challenge Fund- Rotherham Ready (articles in each edition of Chamber Matters, Chamber website entries)	Sept 09 –Jul 2011
Delivery of 2 end of year events to promote and celebrate the Enterprise Challenge Fund, Schools, Businesses & Rotherham Ready .	Jun/Jul 2010 Jun/Jul 2011

## 8. Finance

Local Area Based Grant Initiative (LABGI) – Theme 3 allocation for Business/School Enterprise and Educational Activity allocation is £100,000.

	<b>Sept 2009 - Aug 2010</b>	<b>Sept 2010 - Aug 2011</b>	<b>Total</b>
Management of the project, including financial management and monitoring of the funding (RMBC Children & Young People's Services)	4,500	4,500	9,000
Co-ordination and delivery of the project, including support for schools and colleges, employer engagement activities and events	18,400	18,400	36,800
School and College delivery including ECF and other associated events and activities	27,100	27,100	54,200
<b>Total</b>	<b>50,000</b>	<b>50,000</b>	<b>100,000</b>

## 9. Risks and Uncertainties

<b>Details of main risks affecting project</b>	<b>Likelihood of risk/threat</b>	<b>Consequence of risk/threat</b>	<b>Steps to be undertaken to minimise and mitigate risk</b>
Failure to engage schools/colleges in the Enterprise Challenge Fund	Low, as all schools and colleges have a Young Chamber	Under utilisation of the funding	Marketing and promotion of the opportunities available. More intensive support for those schools/colleges who are not engaged
Failure of groups to generate the required amount of profit required to repay the ECF	Medium	Reduced levels of ECF available to future groups of students	ECF systems and process including selection criteria will support those enterprise ideas have the greatest chance of success. The Business mentor will ensure that there is an appropriate support mechanism that will aid the students business to overcome any issues and to maximise the business potential and reduce the risk of failure.

## 10. Policy and Performance Agenda Implications

Proposed activity will contribute to the following strategic priorities

- Community Strategy
  - Promote innovation, enterprising behaviour, competitiveness and sustainability
  - Ensuring high quality education for all children and young people
  - Raise attainment across the borough of all children and young people
- Corporate Plan – Rotherham Learning
  - Raise pupil achievement at all key stages.
- Children and Young People's Single Plan
  - Raise attainment across the borough of all children and young people

- Increase the no. of young people with enterprise skills
- Economic Plan for Rotherham
  - Strand 2.1 – Raising Aspirations and Encouraging Enterprise
  - Strand 2.3 – Young People – the future workforce

## **11. Background Papers and Consultation**

- LABGI Next Steps - CMT Report 26<sup>th</sup> August 2008

### **Contact Names:**

**Tricia Smith**  
**Principal Development Manager**  
**Children and Young People's Services**  
[Tricia.smith@rotherham.gov.uk](mailto:Tricia.smith@rotherham.gov.uk)

<b>ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS</b>
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<b>1.</b>	<b>Meeting:</b>	<b>Children and Young People’s Services Cabinet Member and Advisers</b>
<b>2.</b>	<b>Date:</b>	Wednesday 9 <sup>th</sup> September 2009
<b>3.</b>	<b>Title:</b>	<b>Children and Young People’s Services Review – Improvement Action Plan</b>
<b>4.</b>	<b>Directorate:</b>	Children & Young People’s Service

**5. Summary:**

Following the outcomes of the Children First review of CYPS an action plan was developed to implement improvements against the recommendations in the report. The action plan was reported, along with the report, to Cabinet on 17<sup>th</sup> July 2009.

Whilst the original action plan did address many of the recommendations, it is being regularly updated to reflect progress against the target dates and milestones. The Improvement Action Plan attached reflects the position as at 18<sup>th</sup> August 2009.

**6. Recommendations:**

- (a) That the Cabinet Member receives this report.**
- (b) That the Cabinet Member notes the progress being made in the Improvement Action Plan.**
- (c) That the Cabinet Member approves that the report and improvement plan are submitted to the Children’s Board on 16<sup>th</sup> September.**
- (d) That the Cabinet Member approves that this report and the improvement plan are referred to a future meeting of the CYPS Scrutiny Panel.**

**7. Proposals and Details:**

Following the outcomes of the Children First review of CYPS an action plan was developed to implement improvements against the recommendations in the report. The action plan was reported, along with the report, to Cabinet on 17<sup>th</sup> July 2009.

Whilst the original action plan did address many of the recommendations, it is being regularly updated to reflect progress against the target dates and milestones. The Improvement Action Plan attached reflects the position as at 18<sup>th</sup> August 2009.

In 2008, the Audit Commission conducted a review of Rotherham CYPS Integration, using key lines of enquiry they had formulated for a Nationwide study earlier in 2008. The recommendations and actions arising from this have been incorporated into the Improvement Action Plan, as there was a significant degree of overlap.

Furthermore, following the unannounced inspection of Contact, Referral and Assessment in CYPS, that took place on 4<sup>th</sup> and 5<sup>th</sup> August 2009, a number of recommendations were made. Given the relationship between these and the recommendations referred to in the aforementioned reports, these have also been incorporated.

It is possible to track the origins and progress through a prefix code, which is detailed in the Improvement Action Plan.

**8. Finance:**

A number of actions contained within the Improvement Action Plan have significant financial implications and these are subject to separate reports. There are a small number of actions that refer to value for money reviews which are planned to take place in the next two months. The outcomes of these will also be reported separately.

**9. Risks and Uncertainties:**

There are a number of risks associated with the Improvement Action Plan. Where these are significant, they will be incorporated into the CYPS risk register. Mitigating actions include developing and monitoring a Programme Plan which includes a series of Projects associated with the change management process. The actions identified in the improvement plan will be incorporated into the relevant project.

**10. Policy and Performance Agenda Implications:**

The Annual Performance Assessment 2008 result was the trigger for the CYPS Review, which was commissioned jointly by the Council and NHS Rotherham. A number of recommendations arose from this review.

On 4<sup>th</sup> and 5<sup>th</sup> August, CYPS received an unannounced inspection of its Contact, Referral and Assessment service. The inspection confirmed many issues related to performance, caseload and capacity, quality assurance and described staff as being overwhelmed. Ofsted's recommendation was that we should take immediate action to address the issues raised in order to prevent further decline in service performance, quality and capacity. Failure to address the issues would render the service unsafe and would trigger a full Safeguarding Inspection, which in turn would impact on the CYPS Comprehensive Area Assessment (CAA), the Council's CAA and could lead to external intervention.

**11. Background Papers and Consultation:**

- APA 2008 – Ofsted December 2008
- Ofsted Inspection - Contact, Referral and Assessment, 4<sup>th</sup> and 5<sup>th</sup> August 2009
- Children First Review and Resource Benchmarking – January to June 2009
- CYPS Review Action Plan – 18<sup>th</sup> August 2009

**Contact Name :**

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# **Children and Young People's Services**

## **Rotherham Review of Children's Services April 2009 – Action Plan**

**Document Control – Version 11 18<sup>th</sup> August 2009 - See inside first page**

**ROTHERHAM METROPOLITAN BOROUGH COUNCIL/NHS ROTHERHAM**



**Document Control:**

<b>Version</b>	<b>Date</b>	<b>Reason for Change</b>	<b>Author</b>
1	15th May, 2009	Initiation of Plan	Matt Gladstone
2	27th May, 2009	Co-ordination of Director Contributions	Julie Westwood
3	8th June, 2009	Update with PCT Contributions	Joyce Thacker
4	12th June, 2009	Post Meeting between Joyce and Matt	Joyce Thacker
5	17th June 2009	Quality assurance of document	Matt Gladstone
6	19th June, 2009	Co-ordination of Director Contributions	Joyce Thacker
7	23rd June, 2009	Co-ordination of Director Contributions	Yvonne Weakley Catharine Kinsella Julie Westwood
8	3rd July, 2009	NHS Contributions	Andy Buck
9	27th July, 2009	JLT Updates	JLT
10	14 <sup>th</sup> August 2009	Co-ordination of Director Contributions to update. (PA, SP, GS, JW, JT)  Incorporation of Audit Commission Report – Integrating Services for Children and Young People  Incorporation of Unannounced inspection of Contact Referral and Assessment (August 2009) findings from Ofsted.	Julie Westwood
11	18th August, 2009	Co-ordination of Director Contributions to update. (CK)	Julie Westwood

## **Glossary:**

**Routine Numbers (e.g. 1.1)** = Recommendations from Children First Review Report

**R Prefix** = Recommendations from the Audit Commission Study 2008/9 – Integrating Services for Children and Young People

**CRA- AFD Prefix** = Recommendation from the Ofsted Inspection of Contact, Referral and Assessment - Area for Development

**CRA- PA Prefix** = Recommendation from the Ofsted Inspection of Contact, Referral and Assessment - Area for Priority Action

## Rotherham Review of Children's Services April 2009 – Action Plan

### 1. Management arrangements in terms of structure, leadership, capacity and decision making throughout the service

**Links to: Recommendations 1 and 3 – Integrating Services for Children and Young People – Audit Commission, Feb 2009**

No.	Recommendation	Key Actions	Target Date	Lead Manager	Comp Y/N	Current Position / Impact
<b>Immediate</b>						
1.1	<b>There needs to be a review of the vision, purpose, function and delivery of Children's Trust arrangements and the Change for Children agenda in Rotherham to reflect local experience and new national expectations e.g. Laming Report</b>	Hold workshop to review Children's Trust Arrangements and the Change for Children Agenda	July 2009	Joyce Thacker / Andy Buck	Y	Workshop held – CYPB members attended, JLT and Independent Chair of Safeguarding Children Board plus other key members. Clear actions arrived at resulting from the meeting.
R1		Integrating Services for CYP – AC Report	Communicate the vision to all staff, councillors and partners	September 2009	Joyce Thacker / Andy Buck	
1.2	<b>The above review needs to result in a concise outcomes related restatement of priority aims and of the governance, management and scrutiny arrangements that will support these.</b>	Media Strategy to be developed to ensure message is clearly communicated amongst key stakeholders and partners	August 2009	Joyce Thacker / Andy Buck	N	
		Evaluate staff awareness and understanding	December 2009	Joyce Thacker / Andy Buck	N	
R1		Integrating Services for CYP – AC Report	Workshop to consider if we need to amend existing governance and scrutiny arrangements.	July 2009	Joyce Thacker/ Andy Buck/ Councillor Wright	Y

No.	Recommendation	Key Actions	Target Date	Lead Manager	Comp Y/N	Current Position / Impact
1.3	<b>The leadership framework, as provided through the current JLT, centrally based heads of service and the developing locality teams should then be restructured to ensure it is fit for purpose.</b>	Discuss proposed structure with Directors	July 2009	Joyce Thacker	Y	Completed 18.6.09, feedback submitted by 25.6.09, structure agreed on 15th July, 2009.
		Consult on proposed structures with Trade Unions	July 2009	Joyce Thacker/ Kath Henderson	P	RMBC trade unions consulted on 7th July, 2009.
		Develop job and person specifications	July 2009	Joyce Thacker/ NHS Rotherham	P	Draft job descriptions completed by 18.6.09. To be finalised when structure agreed.
		Conduct Open session with Extended Leadership Team	July 2009	Joyce Thacker	Y	Session took place on 7th July, 2009.
		Implement new structure		Joyce Thacker	N	Interviews to be held on 14th September, 2009. Structure implemented with immediate effect.
1.4	<b>The top-tier JLT should reflect clear accountabilities and strategic direction for safeguarding children, education standards and health outcomes.</b>	Produce revised job descriptions to reflect revised structure	July 2009	Joyce Thacker	P	Draft job descriptions completed by 18.6.09. To be finalised when structure agreed.
		Clearly define targets that each Director is accountable for	August 2009	Joyce Thacker	N	We have a comprehensive list of current PI Managers. This will be re-allocated post restructure.

No.	Recommendation	Key Actions	Target Date	Lead Manager	Comp Y/N	Current Position / Impact
1.5	<b>New locality boards should be established under the joint chairmanship of universal service stakeholders e.g. head teachers , GPs, in order to provide local strategic leadership for meeting the needs of vulnerable children across co-located services by September 2009.</b>	CYPS Community Boards to be set up aligned with the 16 learning communities.	December 2009	Joyce Thacker/ Andy Buck	P	Locality Boards already in place in 3 areas. Secondary Head Teachers keen to align the locality and learning community infrastructure.
		Meetings to be held with individual learning communities to ensure best fit with proposed Community/Locality Board.	October 2009	Joyce Thacker	N	
<b>Medium Term</b>						
1.6	<b>The separate management of health staff within locality teams needs to be reviewed and either joint management or more integration and closer links established by December 2009.</b>	Director of Health Services to be directly managed by the Director of Children's Services	September 2009	Joyce Thacker/ Kath Henderson	N	
		HR Business Case to be developed to progress to a unified management structure for children and young peoples Services on a pilot fixed term basis and to seek Government approval (via the Transaction Board) to use the retention of employment model (RoE) to support the initiative.	December 2009	Andy Buck/ Joyce Thacker	P	Business case prepared by NHS, awaiting DoH feedback.
1.7	<b>The Building Schools for the Future Project Board should work closely with a parallel 'Integrated Services Development Board' to shape a collaborative structure that supports both the transforming of learning and the wellbeing of children and families.</b>	'Integrated Services Development Board' or similar governance structure to be set up. Membership to be agreed.	September 2009	Councillor Wright/ Joyce Thacker/ Andy Buck	N	Cabinet Member agreed an Integrated Services Development Board to set up for twelve months from September 2009.

No.	Recommendation	Key Actions	Target Date	Lead Manager	Comp Y/N	Current Position / Impact
1.8	<b>The existing Directory of Services for NHS RCHS and Service Specifications for all NHS RCHS and C&amp;YPS and terms of reference for all groups should then be revised to reflect these clearer accountabilities, re-issued and effectively communicated by December 2009.</b>	Conduct Audit of existing information	December 2009	Julie Westwood / Sarah Whittle / Yvonne Weakley	N	Directory compilation is being updated to ensure accuracy of RMBC Directory and creation of NHS Directory.
		Web enabled Directory to be issued by September 2009.	September 2009	Julie Westwood / Yvonne Weakley	P	Current information been re-issued to GP practices on NHS portal on 18.6.09.
		Service Specifications have been agreed between NHS Rotherham and RCHS	April 2009	Sarah Whittle/ Julie Westwood	Y	Completed.
		Monthly performance meetings between the Commissioner and the Provider established to discuss the delivery against targets	April 2009 and ongoing	NHS Rotherham	Ongoing	Meetings have commenced.

**2. Resource management in terms of workforce, financial and asset utilisation/management.**

Links to: Recommendations 4 and 5 – Integrating Services for Children and Young People – Audit Commission, Feb 2009

No.	Recommendation	Key Actions	Target Date	Lead Manager	Comp Y/N	Current Position / Impact
<b>Immediate</b>						
2.1	<b>The Corporate Management Team, NHS Rotherham and JLT should review the actual and projected costs of the work of the seven locality teams</b>	Full analysis of costs prepared by CYPS Finance Team and Dir Res and Access for 09/10	August 2009	Andrew Bedford / Vickie Littlewood	N	Outturn figures available for baseline evidence.
R4		Identify likely pressure points for projected costs 09/10, comparing with outturn in 08/09	August 2009	Andrew Bedford / Chris Edwards	P	
R5		Share with NHS Finance Manager to seek their confirmation and agreement	August 2009	Andrew Bedford / NHS Finance Manager	N	
		Present to JLT, CMT and NHS Rotherham for comment and advice.	September 2009	Andrew Bedford / NHS Finance Manager	N	
2.2	<b>Future real-terms increases in school improvement support and individual school budgets should reflect RMBC expectations in relation to the standards agenda, joint working with the locality teams and the other priorities set out in the post APA Improvement Action Plan.</b>	Conduct VfM Review in CYPS	October 2009	Joyce Thacker / Andrew Bedford	N	Analysis underway to inform VFM review.
		Analysis of both school improvement and school budget increases between 06/07 and 09/10, including all applicable grants	October 2009	Peter Hudson	N	Underway as part of VFM review.

No.	Recommendation	Key Actions	Target Date	Lead Manager	Comp Y/N	Current Position / Impact
		Assess the strategy, relating central resourcing, school budgets and improved standards, set in the context of Transforming Rotherham Learning.	October 2009	Peter Hudson/ Director responsible for School Improvement	N	Funding paper being prepared for initial consultation with Schools Forum, September 2009.
		Consult on the Strategy with schools, using Learning without Limits, Schools Forum and TRL Learning Communities	January - March 2010	Director responsible for School Improvement.	N	
		Present to JLT, CMT and the Cabinet Member	November 2009 March 2010	Joyce Thacker	N	
2.3	<b>With the exception of Adoption Services, Rotherham's spending in children's social care is low. Spending on some services is so low in relative terms that the council should consider whether the level of funding is sufficient, especially in some of the high-risk services.</b>	Conduct analysis of current budget, which will include significant investment in 08/09 and 09/10	June 2009	Peter Hudson / Joyce Thacker	P	Investment part of Council's Medium Term Financial Strategy. Will be part of VFM below.
		Undertake VFM Review, risk analysis of performance and budget. Examine how further investment can be made to bring spend more in line with England and stat neighbour average	October 2009	Peter Hudson / Joyce Thacker	N	VFM review will be part of CYPS VFM review.
		Present to JLT, CMT and Cab Member	January 2010	Peter Hudson / Joyce Thacker	P	



No.	Recommendation	Key Actions	Target Date	Lead Manager	Comp Y/N	Current Position / Impact
2.4	<b>Priorities for future funding uplift should be based upon value for money considerations. They should include, over and above the major budget areas referred to above, provision for reducing social work and health caseloads, universal child and family support in the early years, parenting initiatives, children missing from education and anti-bullying casework.</b>	VFM review planned to include all key aspects of CYP Directorate.  <ul style="list-style-type: none"> <li>Benchmarking project and report to CMT.</li> <li>Budget Review.</li> </ul>	October 2009  13.7.09  October 2009	Joyce Thacker	N	Work has started to build on benchmarking evidence and detailed BPR work being done on Social Care pressures. To be reported to CMT on 17 <sup>th</sup> August 2009
R3	<b>Integrating Services for CYP – AC Report</b>					
2.5	<b>The additional demands being placed upon the Council and Health C&amp;YPS teams by the increase in Slovakian/Roma children and families should be reviewed as part of the budget round each year – January 2010.</b>	Undertake an impact assessment drawing upon IDEa development framework and scrutiny report	January 2010	Peter Hudson / Joyce Thacker	N	
		Undertaken analysis of budget and support for Slovakian/ Roma children.	January 2010	Peter Hudson / Joyce Thacker	N	Work has been done in School Effectiveness Service on budget available for school based support.
		Consideration of proposals for 10/11 budget by JLT, CMT and Cabinet Member.	February - March 2010	Peter Hudson / Joyce Thacker	N	
		Report to new arrivals working group	February - March 2010	Peter Hudson / Joyce Thacker	N	

No.	Recommendation	Key Actions	Target Date	Lead Manager	Comp Y/N	Current Position / Impact
2.6	<p><b>Unite suggest that, in areas of high need or when access is difficult caseloads should be under 300 families (<a href="http://www.unite-cphva.org">www.unite-cphva.org</a>). Rotherham need to be looking to calculate how many health visitors they need to bring their health visitors' caseloads in line with this level by December 2009.</b></p>	<p>Review existing staffing levels</p>	<p>December 2009</p>	<p>Yvonne Weakley  Sarah Whittle</p>	<p>Comp. May 09</p>	<p>Health Visiting and School Nursing staffing levels are reviewed annually. Latest review resulted in a skill mix exercise and redistribution of resource. Business case submitted to increase Health Visiting capacity. Recurrent investment (£350k) has been identified to enable the Integration/co-location model.</p> <p>A further £176k has been identified (still to be approved) to acknowledge the increasing pressures on the Health Visiting Service.</p>
		<p>Caseloads to be profiled annually using the Levels of Need in the Safe and Well Protocol and numbers of families apportioned on a 'weighting' scale between 250 and 350 per WTE Health Visitor, taking skill mix into consideration. SystemOne Template to be developed to routinely profile caseloads.</p>	<p>September 2009</p>	<p>Yvonne Weakley</p>	<p>Y</p>	<p>Caseloads recently reviewed and on the upper limits of the recommended numbers. Business case submitted to increase Health Visiting capacity.</p>

**3. Safeguarding arrangements to ensure that sound and safe practices are in place to protect vulnerable children and young people.**

Links to: Recommendations on Staying Safe criteria on APA December 2008, Recommendations in the Fostering Inspection, May 2008

No.	Recommendation	Key Actions	Target Date	Lead Manager	Comp Y/N	Current Position / Impact
<b>Immediate</b>						
3.1	<b>At the most senior level, the Council and its partners must take an informed position in relation to the placement of individual children in foster care above the usual limit.</b>	Meeting with M. Cuff and A. Buck for formal consideration of the issues of existing placements with 'over numbers' has taken place. Report to CYPS Board.	June 2009	Service Director Targeted Services	Y	Report taken by CYPB on 24th June Authority's position agreed. Confirmed by Ofsted Fostering Inspection. COMPLETED
		Review Ofsted Inspection reports [09] to check on exemptions as a factor.	June 2009	Service Director Targeted Services	Y	Reports reviewed in preparation for Inspection.
		Benchmark position with Barnsley, Wakefield and Doncaster authorities.	June 2009	Service Director Targeted Services	Y	Benchmarking done in preparation for Inspection. As expected Rotherham's incidence of 'over numbers' higher than most other authorities. As a result of actions taken now down to typical usage – i.e. only done in exceptional cases, always approved at Senior level.
		Social Care Services ceased over placement practice from July 2008.	Ongoing	Joyce Thacker	Y	Over placement numbers steadily reduced since July 2008. At July 2009, there were 5 placements over numbers.

No.	Recommendation	Key Actions	Target Date	Lead Manager	Comp Y/N	Current Position / Impact
						Practice and current position looked at by Ofsted Fostering Inspection. Progress noted. Outcome of Inspection 'Satisfactory'. No requirements or recommendations in Report regarding exemptions. RECOMMENDATION COMPLETED.
3.2	<b>The level of resources in the Childcare Legal Team is limiting the legal service's contribution to child protection conferences and Serious Case Reviews and should be reviewed urgently.</b>	Legal to attend Child Protection conferences as and when requested by CYPs.	Ongoing	Tim Mumford / Joyce Thacker	Y	
		Legal to attend all SCR meetings.	September 2009	Tim Mumford / Joyce Thacker	N	Negotiations ongoing between Pam Allen and Stuart Fletcher
		Consequential effect on caseload to be addressed by review of funding of court cases in terms of solicitor agents in order to increase internal resources.	September 2009	Tim Mumford / Joyce Thacker	N	
		Service Level Agreement with legal service to be fully reviewed and a new comprehensive agreement developed and regularly monitored	August 2009	Julie Westwood	P	JLT fully involved in SLA review. Discussions being held with Legal to resolve.
3.3	<b>The Gateway Panel should consider all cases where a child has been placed at home on a care</b>	Process to be developed, communicated and implemented	May 2009	Pam Allen	Y	System Developed

No.	Recommendation	Key Actions	Target Date	Lead Manager	Comp Y/N	Current Position / Impact
	<b>order for six months or more with a view to applying for the discharge of the order</b>	Implement system for IRO to initiate gateway panel inclusion	May 2009	Pam Allen	Y	System initiated as from 18 May 2009
		Assistant Safeguard Manager will audit this action monthly.	Ongoing	Pam Allen	Y	Cases identified in June 2009 appropriate for discharge. Veronica Lagun has been identified as Officer to undertake this work. Completion date expected November/ December 2009.
<b>3.4</b>	<b>A record of any decision to place a child in a children's home outside the homes registration criteria should be placed on the child's file</b>	All children's home placements approved by weekly Resource Panel, new protocol w/c 18/5. If placement outside of criteria, Panel to formally note and place record on child's file.	May 2009	Simon Perry	Y	COMPLETED
		Review to JLT at 6 months.	November 2009	Director responsible for Children's Homes	N	
		Conduct monthly spot checks on rules to ensure recommendation is being adhered to.	Ongoing	Director responsible for Children's Homes	Y	No Inspections of children's homes since implementation of action plan. One unannounced visit from Inspector's to Silverwood which noted some children in home have been in place longer than registration states. These cases being reviewed to ensure no 'drift' in case planning; this is a consequence of intense pressure on resources and placements which means

No.	Recommendation	Key Actions	Target Date	Lead Manager	Comp Y/N	Current Position / Impact
						that appropriate move on accommodation becoming scarce. Conditions of home registration have been amended with Ofsted to broaden for criteria. No placements been made outside of Registration Criteria.
<b>Medium Term</b>						
<b>3.5</b>	<b>The authority is planning to increase the Fostering recruitment activity from April 2009. It should confirm that the targeted level of recruitment is based on an analysis of need and is supported by a Fostering Service Business Plan that includes due regard to recruitment capacity by September 2009.</b>	Develop Action Plan around recruitment from BME groups	May 2009	Simon Perry	Y	Action plan developed and commended by Ofsted Inspection.
		All activity, resource implications etc to be formulated into Business Plan	June 2009	Simon Perry	Y	Numbers of LAC continue to increase from original needs analysis. Recruitment is based upon effective use of resources and capacity of process.
		Recruitment campaign launched to recruit additional 30 carers in 09/10	Ongoing	Simon Perry	Y	Business Plan regularly reviewed at Service Manager, Director and Member level. Total number of new sets of carers as at July = 7, with a further 5 being considered by August fostering panel. Anticipated due to time required for training and assessment. The numbers in the system show that target of 30 new carers by year end [Mar 10] is in line, increased numbers will be approved as

No.	Recommendation	Key Actions	Target Date	Lead Manager	Comp Y/N	Current Position / Impact
						year progresses.
3.6	<p><b>Communication with and support for foster carers should be improved. The Council should ensure that all carers have a simple way of raising practice concerns with senior managers and should audit this annually to check its effectiveness</b></p>	Foster Carer agreement to include details and relevant info, including contact for LAC Service Manager & Director of Targeted Services.	September 2009	Simon Perry	Y	Now included in all new carer agreements and updated in existing carer agreements. COMPLETED
Information to be given to existing carers / reaffirmed at Carer Review.		September 2009	Simon Perry	Y	Commenced and is now specific part of review process. COMPLETED	
All new Foster Carers to have relevant info and details on their Foster Carer Agreement.		September 2009	Simon Perry	Y	As above. COMPLETED	
3.7	<p><b>Services to provide long term support to children who are adopted, subject to residence or special guardianship orders should be improved.</b></p> <p><b>The decision to transfer additional adoption work to Locality-based social workers should be reviewed</b></p>	<p>The LAAC Team is providing an excellent support service which is now integrated into post adoption support plans. To be monitored by Adoption ADM.</p> <p>Additional support has already been identified to assist Locality workers. The impact will be further reviewed.</p>	December 2009	Pam Allen / Simon Perry	Y	<p>Support services to children adopted are greatly improved with the formation of a new dedicated team. Support Plans regularly reviewed by Team and Service Managers.</p> <p>Reviewed w/c 18<sup>th</sup> May by Provider Directors and Senior Managers. In the interim a secondment post</p>

No.	Recommendation	Key Actions	Target Date	Lead Manager	Comp Y/N	Current Position / Impact
						<p>has been brought into the Adoption Team, due to start on the 16<sup>th</sup> June and adoption work can start to be relieved from localities</p> <p>Adoption Team is working closely with Locality Services to take key responsibility for family finding back into that team. Should be completed by October 2009.</p>
3.8	<p><b>A more detailed audit of cases on the boundary between children in need, s20 accommodation and care orders should be undertaken to better understand the application of thresholds and determine future action by December 2009.</b></p>	<p>Conduct examination of Sec 20 Accommodation cases.</p>	<p>December 2009</p>	<p>Pam Allen</p>	<p>N</p>	<p>Resource implications make this prohibitive, although Locality Manager assessment indicates threshold criteria clearly made for all Care Proceedings. Further examination will be progressed through further planning of reintegrated services.</p>
		<p>Further development of resource panel to take challenge role. Involvement with Y &amp; H DCS RIEP.</p>	<p>December 2009</p>	<p>Pam Allen</p>	<p>N</p>	<p>Resource panel is at a significant stage of development. Early research is confirming thresholds are made for the need for protective action. Further evaluation of Section 20.</p> <p>Rotherham will not be involved in the RIEP project</p>



No.	Recommendation	Key Actions	Target Date	Lead Manager	Comp Y/N	Current Position / Impact
						as we do not have the resources to commit. The benefits far outweigh the need to commit scarce resources.
3.9	<b>The process of responding to children in need should be re-evaluated to ensure that it is robust and well resourced by December 2009.</b>	As per 2.1 and 2.3 above. Establish CIN Team or reconfigure our social work commitment. The cost of additional Family Support Workers to provide a business case.	December 2009	Graham Sinclair / Pam Allen	N	Current budget pressures identified and report taken to CMT on 23.6.09.  Agreement given following unannounced inspection on 5th August, 2009, to 7 new Locality Admin Workers and 7 new posts of Contact Workers.
CRA PA1	<b>The wide range of work undertaken by social workers in localities undermines their capacity to deliver effective services to safeguard vulnerable children.</b>	As per 2.1 and 2.3 above. Establish CIN Team or reconfigure our social work commitment. The cost of additional Family Support Workers to provide a business case.  Transfer Family Finding back to Adoption Team.	December 2009	Pam Allen  Pam Allen/ Simon Perry	N	Agreement given following unannounced inspection on 5th August, 2009, to 7 new Locality Admin Workers and 7 new posts of Contact Workers.
3.10	<b>Ensure a social work qualified manager of the Access Team is in post at all times and giving that person responsibility to carry out initial screening decisions would improve consistency and relieve some pressure on locality team managers by September 2009.</b>	Interim Assistant Safeguarding Manager appointed from 29th June, 2009 to support work of Access Team. Access Team now integrated with Operational Safeguarding Unit.	July 2009	Joyce Thacker	Y	Team Manager for Access Team appointed. Unannounced inspection found Access Team to be of good standard with current resource.

No.	Recommendation	Key Actions	Target Date	Lead Manager	Comp Y/N	Current Position / Impact
3.11	<b>The Council &amp; partners are aware of the particular challenges posed by the Slovak Roma community and should act quickly to ensure that adequate services are in place, including adequate interpreting services by January 2010.</b>	Health and social care senior managers visited Slovakia in June 2009 to build links with university and hospitals as per the Corporate Action plan on New Arrivals.	May 2009	Catherine Kinsella	Y	Three Roma young people appointed as Teaching Assistants.
		Link to recommendation 2.5.				
		Audit of current Interpretation Services available and their effectiveness. Action Plan identified to agree any shortcomings.	September 2009	CMT/ Joyce Thacker	N	

**4. Performance management arrangements and a review of actual performance compared to other authorities**

Links to:

**Recommendation 2 – Integrating Services for Children and Young People – Audit Commission, Feb 2009**

**Recommendation 2 – Capacity to Improve, APA**

No.	Recommendation	Key Actions	Target Date	Lead Manager	Comp Y/N	Current Position / Impact
<b>Medium Term</b>						
4.1	<b>Data inputting must be timely and data analysis needs to be translated into determined management action with clear accountabilities set out at each level by December 2009.</b>	Corporate Data Quality and Data Security Statements to be enforced and communicated to all staff	December 2009	Julie Westwood	P	A CYPS Data and Quality Strategy is being developed. Awareness has been raised as part of CAA preparations and will continue to be focussed on. Electronic file audits and checks are being made with issues being raised at Team Manager, Locality Manager and Director levels.
		Address resourcing issue around data inputting	December 2009	Julie Westwood	P	A business case for additional resources has been submitted to CMT on 17 <sup>th</sup> August 2009.
		Produce clear reporting timetables for inputting and monitoring of all performance measures and communicate to staff.	December 2009	Julie Westwood	P	A Locality P&Q Framework has been developed by the Director and Locality Managers. This is under review by CPP P&Q for suitability as it is not thought to be sufficiently robust.
		Ensure all managers and staff are fully aware of their accountabilities in relation to		Julie Westwood	P	Awareness has been and continues to be raised about the mounting pressures to

No.	Recommendation	Key Actions	Target Date	Lead Manager	Comp Y/N	Current Position / Impact
		performance measure ownership / data inputting / analysis and data quality in accordance with the council's corporate performance management framework				<p>have accurate and timely data entry to ensure good decision making and in readiness for unannounced inspections as part of Ofsted CAA.</p> <p>Year end outturn did see improvement due to intensive efforts and additional temporary resources. Unfortunately this has not been sustained into the first and second Quarters due to social worker and team manager vacancies.</p> <p>A business case for additional resources has been submitted to CMT on 17<sup>th</sup> August 2009.</p>
CRA AFD 1	<b>The performance in respect of the completion of initial and core assessments is inconsistent and often significantly delayed</b>	<p>Implement the reporting timetables for inputting and monitoring of all performance measures.</p> <p>Director to discuss performance at weekly Locality Manager meetings.</p> <p>Locality Managers to implement quality checks to ensure timely input.</p>	<p>September 2009</p> <p>August 2009</p> <p>August 2009</p>	Pam Allen	N	<p>Weekly monitoring reports to Team Managers and Locality Managers highlight caseload position on assessment.</p> <p>Business Case submitted to CMT for additional resources to build capacity by reducing caseloads etc.</p>

No.	Recommendation	Key Actions	Target Date	Lead Manager	Comp Y/N	Current Position / Impact
CRA AFD 2	<b>The level and quality for formal supervision is considerably below that stated in the Council's supervision policy</b>	<p>Carry out monthly audits of supervision and caseload management.</p> <p>Random sample – spot checks on supervision practice across all localities.</p> <p>Report findings of audits to Strategic Director and JLT</p>	<p>September 2009</p> <p>October 2009</p> <p>November 2009</p>	<p>Pam Allen</p> <p>Julie Westwood</p> <p>Julie Westwood</p>	<p>N</p> <p>P</p>	<p>System developed ready to begin implementation</p>
CRA AFD 3	<b>The initial response to contacts across localities is variable with a high level of no further action decisions being taken</b>	<p>Review all NFA cases since April 2009.</p> <p>Review thresholds being applied.</p> <p>Revise thresholds as appropriate and raise awareness across all agencies to minimise inappropriate referrals</p> <p>Ensure consistent practice across all localities through application of performance and quality framework</p> <p>Address continued poor practice and inconsistency as it arises.</p>	<p>October 2009</p> <p>October 2009</p> <p>December 2009</p> <p>December 2009</p> <p>Ongoing</p>	<p>Pam Allen</p>	<p>N</p>	
CRA AFD 4	<b>There is no evidence from the cases seen that the use of the Common Assessment Framework (CAF) is having a significant impact.</b>	<p>Review all CAFs undertaken to assess impact.</p> <p>Re-launch CAF programme as part of the new organisational structure.</p>	<p>December 2009</p> <p>January 2010</p>	<p>Pam Allen</p>	<p>N</p>	

No.	Recommendation	Key Actions	Target Date	Lead Manager	Comp Y/N	Current Position / Impact
		Monitoring use of CAF as part of the change management project plan and assess the impact on a quarterly basis with a performance report to JLT with the same frequency.	April 2010 and Quarterly			
4.2	<b>Performance monitoring across all integrated services and the voluntary sector, reporting and action should relate increasingly to local 'direction of travel', relative progress compared with statistical neighbours and to the narrowing of any gaps with best performing services nationally.</b>	Fundamentally review the existing performance management arrangements in line with the Corporate Performance Management Framework	December 2009	Julie Westwood	P	Review CYPS PMF in light of CAA requirements and revised organisational structures to ensure correct accountabilities and links to Corporate PMF.  CYPS performance reporting includes all required fields and analysis by ECM outcome. Awaiting finalisation of JLT structure to re-align Pls.
		Improve data analysis and include as much current benchmarking as is available including National and Statistical Neighbours as well as Best Performance. Analysis to include direction of travel	July 2009	Julie Westwood	Y	CYPS performance reporting includes all required fields and analysis by ECM outcome. Revised format reported to Cabinet Member in July 2009 as year end outturn.
		Redesign performance reports so they are more evaluative and analytical.	June 2009	Julie Westwood	Y	Quarter 4 and outturn report has been redesigned. It included National and SN benchmarking as well as DoT.
		Improve monitoring of Audit and Inspection recommendations –	December 2009	Julie Westwood	P	All inspection activity is being captured and held in a

No.	Recommendation	Key Actions	Target Date	Lead Manager	Comp Y/N	Current Position / Impact
		impact would be % of recommendations implemented				central resource.  Monitoring and reporting to be undertaken as part of quarterly reporting schedule.
		Ensure that all indicators (not only National Indicators) and any corrective action are reported and monitored routinely on performanceplus and to JLT, Cabinet, Scrutiny	Ongoing	Julie Westwood	P	This is unrealistic due to the nature of many statutory returns.  However, a suite of priority PIs has been developed to ensure monitoring of additional PIs that are not part of the NIS.
4.3	<b>Consistently applied quality assurance and self-review processes should lead to relentless management challenge for improvement across all services and partners.</b>	Develop robust quality assurance checks on all aspects of performance and ensure regular reporting and monitoring to JLT and Cabinet Member	December 2009	Julie Westwood	P	A Locality P&Q Framework has been developed by the Director and Locality Managers. This is under review by CPP P&Q for suitability as it is not thought to be sufficiently robust.
R2	<b>Integrating Services for CYP – AC Report</b>	Strategic Director to meet monthly with Service Directors to discuss performance	Ongoing	Joyce Thacker	Y	Now part of supervision/PDR process.
		Strategic Director to conduct formal quarterly performance meetings with Service Directors to assess all performance measures, statutory requirements, inspection recommendation monitoring, budget, year ahead within their accountable area.	September 2009	Joyce Thacker	N	Meetings due to commence in September as part of one to one meetings.

No.	Recommendation	Key Actions	Target Date	Lead Manager	Comp Y/N	Current Position / Impact
		Undertake a formal six monthly review of Directorate Progress including Peer Challenge	September 2009	Joyce Thacker	N	Discuss Julie/Matt
CRA PA2	<b>Performance management systems and auditing policies do not ensure that local and senior managers are able to fully exercise decision making and supervisory responsibilities in respect to contact, referral and assessment processes.</b>	Address capacity problems due to caseloads.	August 2009	Joyce Thacker	P	Business case submitted to CMT 17 <sup>th</sup> August regarding capacity and social worker/caseload ratios.
		Implement the performance and quality framework and apply robust monitoring and reporting on failures undertake supervision in line with the council's policy.	August 2009	Pam Allen	N	
CRA PA3	<b>Information systems do not appear to provide up to date and accurate information on all contacts and referrals and the status of investigations, assessments and plans.</b>	Ensure that the relevant data is input into the system in a timely fashion, in line with the performance and data quality strategy, to ensure decision making is based on the most up to date information.	October 2009	Pam Allen	N	Reliant upon increased capacity through resources being approved at the 17 <sup>th</sup> August CMT.
		Investigate immediate release of funding to provide additional capacity	August 2009	Joyce Thacker	Y	Agreement given following unannounced inspection on 5th August, 2009, to 7 new Locality Admin Workers and 7 new posts of Contact Workers.
		Investigate allegation of slow running of SWIFT through rigorous testing of system.	August 2009	Julie Westwood	P	Initial investigations have failed to substantiate this claim. Further testing and



No.	Recommendation	Key Actions	Target Date	Lead Manager	Comp Y/N	Current Position / Impact
	<b>case information on vulnerable children.</b>	Investigate alternative transfer of caseload and performance information to release capacity on Outlook in box.	August 2009	Julie Westwood	P	benchmarking ongoing.  Use of intranet investigated and found be unsuitable for secure information.  Use of Learning Portal investigated. Access for all appropriate managers is being set up using RGfL route and this should be available by September 2009.
4.4	<b>RMBC has designated lead officers and Performance Indicator Managers for all PIs. Clear information is needed about designated lead officers for specific or shared performance indicators in the NHS.</b>	Develop database of all CYP indicators (not only NI's) and their associated owners	April 2009	Julie Westwood / Sarah Whittle	Y	RMBC element complete.
		Conduct training sessions for all PI Managers to ensure that all lead officers are aware of their roles and responsibilities as per the Corporate Performance Management Framework	December 2009	Julie Westwood / Sarah Whittle	N	See 4.1  Awareness raised at CAA session and follow up to be continued through regular attendance at Locality manager and Team manager meetings.  CYPS M3 Manager session to be held, with further sessions targeted and prioritised with poor performers.  Themed CYPS PMGs introduced to tackle

No.	Recommendation	Key Actions	Target Date	Lead Manager	Comp Y/N	Current Position / Impact
						performance as a community of interest.
		Hold monthly monitoring meetings with RCHS to discuss Service Specifications and any under performance issues	Ongoing	Julie Westwood/ Sarah Whittle/ Kath Henderson	Y	Performance clinics continue to be held where appropriate. Monthly meeting are held and the next one is scheduled for 18 <sup>th</sup> August. Issues are then raised with Service Leads at their performance meeting. Discussions and actions are minuted
4.5	<b>Tightly monitored accountabilities for each individual and head of service must be reinforced through consistently applied supervision and PDRs based upon specific action plans derived from CYPP priorities and targets by December 2009.</b>	Develop System to audit all PDRs and supervisions to ensure that managers are aware of all the service priorities and corporate targets in their service	December 2009	Julie Westwood/ Kath Henderson	P	RMBC Strategic HR have produced a monitoring report of PDRs on the Yourself system. This is currently been checked for accuracy/PDRs done but not entered with a Workforce Manager lead. A report re-run will be obtained in one month and Audits are planned for Autumn 2009. Findings will be reported to JLT.
		RPP audit of supervision/PDR files on rolling programme of random sampling and additionally	December 2009	Joyce Thacker/ Kath Henderson	N	RMBC Audits are planned for Autumn 2009. Findings will be reported to JLT.
		Conduct Audit on Supervision/PDR files for Directors	September 2009	Julie Westwood	P	Supervision and PDR files have been requested from the Strategic Director's

No.	Recommendation	Key Actions	Target Date	Lead Manager	Comp Y/N	Current Position / Impact
						Secretary. First audit to be completed in September 2009 and a six monthly sample of 50% taken thereafter.

Draft

**5. Future direction of the service and the quality of existing and proposed partnership arrangements for integrating services**

Links to:

Recommendations 1, 3, 5 and 6 – Integrating Services for Children and Young People – Audit Commission, Feb 2009

No.	Recommendation	Key Actions	Target Date	Lead Manager	Comp Y/N	Current Position / Impact
<b>Immediate</b>						
5.1	<b>Current partnerships, Children's Trust arrangements and the initial progress made by locality teams should be reviewed in the light of new legislation on Children's Trusts and Lord Laming's report, and re-engineered accordingly</b>	As 1.1.	July 2009	Joyce Thacker / Andy Buck/ Kath Henderson	N	As 1.1.
5.2	<b>New locality boards should be established under the joint chairmanship of universal service stakeholders e.g. head teachers , GPs, in order to provide local strategic leadership for meeting the needs of vulnerable children across co-located services</b>	As 1.5.	December 2009	Joyce Thacker	N	As 1.5.
5.3	<b>A tight change management programme structure needs to be applied to integrated services developments in order to build fully upon best practice to date. This must produce a clear rationale, an effective infrastructure, aligned management and a phased workforce development</b>	Develop project plan to fully identify the key areas for future development and implementation. To be developed in style of BSF Project Plan.	October 2009	Joyce Thacker / Andy Buck	N	A Programme and Project Plans are being developed to capture the organisational changes. These will be implemented when the JLT restructure is completed.

No.	Recommendation	Key Actions	Target Date	Lead Manager	Comp Y/N	Current Position / Impact
R6	<p><b>programme. It should also provide full, simple and regular communication to all partners and stakeholders, including schools and GPs by September 2009</b></p> <p><b>Integrating Services for CYP – AC Report</b></p>	Plan to be presented with vision to Children and Young People’s Board.	December 2009	Joyce Thacker / Andy Buck	N	An outline plan is to be presented to the Children’s Board on 16th September, 2009
<b>Medium Term</b>						
5.4	<p><b>The current ambitious work on joint commissioning and the understanding of the commissioning/provider relationship between NHS Rotherham and RMBC needs to be continued to embed effective practices, particularly with regard to its implications for localities</b></p>	<ul style="list-style-type: none"> <li>• Review Governance.</li> <li>• Review roles and responsibilities.</li> <li>• Review commissioning provider relationship with Localities.</li> <li>• Determine and implement revised arrangements.</li> <li>• Revise schedule of commissioning activity.</li> <li>• Determine areas to produce specifications and SLAs.</li> <li>• Prioritise specification developments and commence implementation of programme.</li> <li>• Revise SLAs as required.</li> </ul>	<p>Sept 09</p> <p>March 2010</p>	Julie Westwood/ Sarah Whittle		<p>CYPS Strategic Commissioning Group will pick this up.</p> <p>CYPS (RMBC) are participants in the DCSF Commissioning Support Programme and free consultancy is being used to develop and enhance joint commissioning and governance arrangements with alignment of RMBC and NHSR processes as far as is practical and in the best interests of each organisation. Workshop to be held on 30<sup>th</sup> June 2009.</p> <p>The DCSF Workshop was held as planned. Work has been suspended until governance has been re-established following the discussions at the Children’s Board Visioning event on</p>

No.	Recommendation	Key Actions	Target Date	Lead Manager	Comp Y/N	Current Position / Impact
						<p>16<sup>th</sup> July. Revised memberships and terms of reference will be required for:            Children's Board            LSCB            CYP Strategic Partnership</p> <p>A subsequent review of sub groups will be undertaken to eliminate meetings that are not adding value. The commissioning group will be reviewed and revised as part of this arrangement as is not currently adding value.</p> <p>Background work continues with a list of initial priority specifications being drawn up for RMBC to develop.</p>
5.5	<p><b>The present dislocation between the strategic activities of the Central Attendance Team and the day to day work of locality team based Education Welfare Officers with pupils, schools and families must be resolved by December 2009.</b></p>	<p>Meet with key staff to address structural issues</p> <p>A clear strategy has been developed and Action Plan to be discussed with all relevant staff (EWOs, Team Leaders, etc.), Full implementation planned for September 2009.</p> <p>Discussions to be held with JT,</p>	<p>July 2009</p> <p>July 2009</p> <p>Sept 2009</p> <p>May 2009</p>	<p>Joyce Thacker / Pam Allen / C Kinsella</p> <p>Joyce Thacker / Pam Allen / C Kinsella</p> <p>Joyce</p>	<p>Y</p> <p>Y</p> <p>Y</p>	<p>Meeting held on 2.6.09.</p> <p>Meeting held on 2.6.09</p> <p>• Agreed that "Universal"</p>

No.	Recommendation	Key Actions	Target Date	Lead Manager	Comp Y/N	Current Position / Impact
		PA and CK to confirm direct management structure for EWOs and confirmation of systems and procedures to be delivered.		Thacker / Pam Allen / C Kinsella		<p>EWOs to remain managed through Localities.</p> <ul style="list-style-type: none"> <li>• Locality managers to ensure the deployment of EWOs gives full coverage of schools</li> <li>• Central Attendance Team to be responsible for policy, performance, procedures and to support recruitment, induction and training</li> </ul>
		Director Learning Services to attend Locality Managers meeting to discuss way forward	June 2009	Joyce Thacker / Pam Allen / C Kinsella	Y	The above clarification of responsibilities agreed through this meeting. Action planned to cascade this information to EWOs and Team Managers.
		Clear links to be established with Localities and the Central Attendance Team (see current position column)	<p>July 2009</p> <p>October 2009</p>	Joyce Thacker / Pam Allen / C Kinsella	P	<p>Meeting held with Locality Managers and Director of Localities. It was agreed that this action no longer relevant. Each Locality Manager will have a named link Attendance Adviser who will up-date the Locality manager in relation to attendance priorities. Work will begin in September and reviewed in November. Action point to be reworded as</p>

No.	Recommendation	Key Actions	Target Date	Lead Manager	Comp Y/N	Current Position / Impact
		Programme of re-training for EWOs planned	July – Dec 2009 and then a planned programme throughout each year	Joyce Thacker / Pam Allen / C Kinsella Cath Ratcliffe	P	<p>“Clear links to be established with Localities and the Central Attendance Team”</p> <p>Agreed at June meeting</p> <p>CR to work with Locality and Team Managers to plan a training programme.</p>
5.6	<p><b>The new Attendance Strategy should be used to re-launch and reintroduce the concerted and seamless action on pupil absence so valued by schools in the past. A ‘lead professional ‘ approach could be adopted to ensure that the seven locality teams, and their designated EWOs in particular, benefit from regular information exchange with the Central Team and participation in relevant development opportunities by December 2009</b></p>	Attendance action plan for Central Attendance Strategy to be in place. This now needs to be reviewed to include Locality EWOs	Sept 2009	Pam Allen / C Kinsella Cath Ratcliffe/Lead Locality Manager	Y	Work is taking place to ensure that all policies and procedures are up-to-date
		Work with Locality Managers and Team Leaders to enhance/revise this with input from the Attendance Advisers and the Locality Attendance teams.	Sept 2009  October 2009	Pam Allen / C Kinsella Cath Ratcliffe/Lead Locality Manager	P	<p>Initial discussions held</p> <p>Finalised details to be agreed.</p>
		Revised strategy to be taken to each H/T meetings to re-launch activity.	Sept – Dec 2009	Joyce Thacker / Pam Allen / C Kinsella	N	Report to be taken to each phase H/T meeting during autumn term
		Regular training/development events to be planned and scheduled	Sept 2009	Cath Ratcliffe/ Locality Managers/ Team Leaders	P	Training programme being developed with planned dates throughout the year



<b>ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS</b>
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<b>1.</b>	<b>Meeting:</b>	<b>Children and Young People’s Services Cabinet Member and Advisers</b>
<b>2.</b>	<b>Date:</b>	Wednesday 9 <sup>th</sup> September, 2009
<b>3.</b>	<b>Title</b>	<b>Comprehensive Area Assessment for Children’s Services – Quarterly Update</b>
<b>4.</b>	<b>Directorate:</b>	Children and Young People’s Services

**5. Summary:**

Further to previous reports on the CYPS Comprehensive Area Assessment, this report provides details of the findings from an internal risk assessment and an update on Ofsted activity.

**6. Recommendations**

- **That the Cabinet Member refers this report to the Children’s Board on 16<sup>th</sup> September, 2009.**

**7. Proposals and Details**

The first Quarterly Performance Profile was produced by Ofsted at the end of May 2009 and was circulated for Members’ attention. Whilst the profile is updated throughout the year, the second Quarterly Profile is not due until the end of September 2009. It is this 2<sup>nd</sup> Profile that feeds into the CAA Scores which are due in November 2009.

Following receipt of the first profile, CYPS undertook a risk assessment of the service using:

- Inspection results
- Performance against National Indicators
- Performance related to Serious Case Reviews
- Ofsted criteria related to judgement limiters

A summary of the risk assessment is as follows and the conclusion was that the service judgement of “Adequate” was accurate based upon Ofsted criteria and there was no increased risk from the profile. However, this was notwithstanding the risk from an unannounced inspection, a short notice inspection or a potential for decline in service performance against National Indicators.

### ***Block A - Inspection Activity***

This part of the profile relates to regulatory inspections including childminders, schools, children's homes, pupil referral units and inspections of fostering, private fostering and adoption services. The assessment looked at the overall grades and individual grades of each Every Child Matters outcome.

On balance, this is thought to be **low to medium risk (Green/Amber)**. It must be remembered that areas show as red in the profile if **the majority** are not judged to be good or outstanding.

Activity is taking place to reduce this to **low risk (Green)** by looking at all potential re-inspections to ensure that where possible, score of good or outstanding are retained, scores of satisfactory are examined to make improvement to scores of good. There are no areas considered to be inadequate, overall, but a very small number of childminders are rated as inadequate. The Early Years team deploy a comprehensive improvement regime to ensure this is minimised, and have successfully challenged Ofsted resulting in improved ratings being awarded.

### ***Block B – Inspections of Safeguarding and Looked After Children***

On 4<sup>th</sup> August 2009, Ofsted arrived in Rotherham to carry out an unannounced inspection of Contact, Referral and Assessment over the 4<sup>th</sup> and 5<sup>th</sup>. This inspection served to confirm concerns about capacity and over stretched resources and a number of Priority Actions were identified in addition to a number of medium term actions. There is an increased risk now, following these findings, that a short notice Safeguarding Inspection will take place in the next few months. This is the subject of a separate report. This is considered to be **High Risk (Red)**.

### ***Block C – National Indicators***

This part of the profile relates to all of the National Performance Indicators, but with a weighting towards Stay Safe and Enjoy and Achieve. Assessment has been made against NIs that are above, in line with or below both Statistical Neighbours and the National Average.

Overall, using the profile (which reflected annual outturn position), the Stay Safe NIs reflect a position in line with both Statistical Neighbours and National Average. In relation to Enjoy and Achieve and compared to Statistical Neighbours, 11 are in line, 1 is above and 9 are below. When compared to National Averages 12 were in line, 1 was above and 8 were below. A cautionary note here is that the NIs for Enjoy and Achieve are related to the previous academic year.

In relation to Stay Safe, separate analysis of NIs using the latest internal quarterly reporting (not available to Ofsted at this stage) reveals that performance has declined in a number of areas. Some of this decline can be attributed to capacity problems due to a current high vacancy rate in social care, and these issues are being addressed.

The Enjoy and Achieve indicators are considered to be **Medium Risk (Amber)**.

The Stay Safe indicators are considered to have moved from Low Risk (Green) to **Medium/High Risk (Amber/Red)**.

## **8. Finance**

There are no financial implications related to this report, but the issues that are raised in the report pose significant budget pressures and these are the subject of separate reports.

## **9. Risk and Uncertainties**

Risks are mitigated as far as possible, but they have increased significantly as part of this new regime for inspection. Short notice and unannounced inspections can cause major disruption. Details of the risks and mitigations are given above.

## **10. Policy and Performance Agenda Implications**

The constant scanning and more frequent performance updates can cause triggers to be set off at more frequent intervals, therefore data and performance has never been more important. This element continues to be a challenge in social care, balancing the demands of contact with children and families with data input. Nevertheless it is a critical area to address if we are to avoid the unnecessary burden of more inspections.

The Children's Service and Adult Learning organisational assessment will feed the council's organisational assessment which in turn feeds into the overall CAA Framework.

## **11. Background and Consultation**

- Comprehensive Area Assessment: Assessing children's services and adult learning – Ofsted February 2009
- Ofsted Quarterly Performance Profiles
- Annual Outturn and Quarter 1 internal data

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<b>ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS</b>
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<b>1.</b>	<b>Meeting:</b>	<b>Children and Young People’s Services Cabinet Member and Advisers</b>
<b>2.</b>	<b>Date:</b>	<b>Wednesday 9<sup>th</sup> September 2009</b>
<b>3.</b>	<b>Title:</b>	<b>Performance Indicators</b> <b>Children and Young People’s Services Performance Indicator Report - 2009/10 Quarter 1</b> Appendix A – Performance Assessment by Every Child Matters Outcome Appendix B – ‘CYPS Performance Monitoring Table – Quarter 1 2009/10’  [Wards affected – All]
<b>4.</b>	<b>Directorate:</b>	Children and Young People’s Services

**5. Summary**

This report and accompanying appendices outline performance at the end of the first quarter 2009/10 (June 2009). It provides analysis against targets, direction of travel against previous performance and where possible comparisons with statistical neighbour and national data.

The format of the report has changed to provide more analysis and assessment of comparison and direction of travel, which will be valuable to managers, Directors and Members under the Comprehensive Area Assessment regime.

**6. Recommendations**

- **That the Performance Report and accompanying Assessment and table (Appendix A & B) be received and performance noted.**
- **That the recommendations regarding performance clinics (within Appendix A) be approved.**
- **That the Cabinet Member approves the provision of this report to Children and Young People’s Scrutiny Panel.**
- **That Cabinet Member approves the provision of this report to the Children’s Board.**

## **7. Proposals and Details**

As presented at outturn 2008/09 the format performance reports has been developed to reflect these new CAA arrangements and it is proposed that future quarterly reports will continue to develop alongside the publication and contents of the Ofsted quarterly Performance Profile.

Member's attention is drawn to 'Appendix A - Performance Assessment by Every Child Matters Outcome' which provides details of performance by each Every Child Matters theme including;

- Performance against targets (Comparing outturn performance against set targets)
- Direction of travel analysis (Comparing 2008/09 performance to 2007/08)
- Year to Date Performance (Judged by corporate monitoring system Performance Plus)
- Areas of Success
- Areas of Under-performance
- Recommendations for performance clinics

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

## **8. Finance**

There are no financial implications to this report. The relevant Service Leader 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 quarterly reported 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**

As detailed within the report the National Indicator Set will form one of the blocks of evidence (Block C) for the Comprehensive Area Assessment (CAA). Ofsted will use it to support its process for arriving at the annual rating for Children and Young People's Services (CYPS). They will also use the available NI data to ensure the rating takes account of councils' broad responsibility for children's well-being, including those aspects not inspected directly by Ofsted. (Some NIS indicators may not be available in time for the 2009 rating.)

Poor performance compared to statistical neighbours and national can have a significant impact on the overall rating of CYPS. Ofsted will form a provisional view/rating of CYPS by reviewing "Block A: inspected and regulated services and settings" and "Block B: inspections of safeguarding and services for looked after

children; annual unannounced inspections; findings from any triggered inspection; and serious case review evaluation findings”. “Block C: National Indicator Set” will then be used to support this rating however the provisional view rating is likely to be confirmed as ‘performs poorly’ if performance against a large majority of indicators in the NIS, including those for staying safe and enjoying and achieving, is lower than in similar areas.

#### **11. Background Papers and Consultation**

- Children and Young People’s Services 2008/09 Performance Indicator Outturn Report (with appendices)
- Comprehensive Area Assessment: Annual rating of Children’s services – arrangements and guidance
- 2008/09 Children and Young People’s Service Performance Indicator Consolidated monitoring forms and previous quarterly reports
- Children & Young People’s Plan 2007- 2010
- Local Area Agreement 2006-09 – CYPS Block Revised Action Plan 2007
- Local Area Agreement 2008-11 (including 2009 refresh)

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## Rotherham Children and Young People's Services

# Assessment of Performance by Every Child Matters Outcome

### 2009/10 Quarter One Report

This report outlines performance at the end of 2009/10 Quarter One against targets, with comparisons against previous performance and where possible statistical neighbour and national data.

It should be read in conjunction with the 'CYPS Performance Monitoring Table – Quarter One 2009/10' (Appendix B) as it includes references throughout the text to the numbering structure within the table.

Please note the following data health warnings;

- The number of indicators which can be reported quarterly is very small for each outcome. This needs to be considered when reviewing any analysis by percentages.
- Comparative data relates to the latest available data and therefore date periods for some indicators may vary. It has been sourced via the DCSF Local Area Interactive Tool (downloaded 7<sup>th</sup> August 2009).

[Data date: 30<sup>th</sup> June 2009]

## Performance Summary – All themes

Number of Indicators:

27

Number of Components:

32

### Performance against Targets

(Comparing this quarter's performance against set targets)

On Target	Interpretation	Being Healthy		Staying Safe		Enjoying & Achieving		Making a Positive Contribution		Achieving Economic Wellbeing		All Themes	
		No	%	No	%	No	%	No	%	No	%	No	%
✓	Has met target	4	66.7%	4	40%	5	83.3%	2	28.6%	2	66.7%	17	53.1%
✘	Has not met target	2	33.3%	6	60%	1	16.7%	3	42.9%	1	33.3%	13	40.6%
- / n/a	No targets set (ie new and/or baseline yr)	0	0%	0	0%	0	0%	2	28.6%	0	0%	2	6.3%
<b>Total Number of Components</b>		<b>6</b>		<b>10</b>		<b>6</b>		<b>7</b>		<b>3</b>		<b>32</b>	

### Direction of Travel (DOT)

(Comparing this quarter performance to previous)

Outturn DOT	Interpretation	Being Healthy		Staying Safe		Enjoying & Achieving		Making a Positive Contribution		Achieving Economic Wellbeing		All Themes	
		No	%	No	%	No	%	No	%	No	%	No	%
↑	Top performance or improvement	5	83.3%	5	50%	6	100%	2	28.6%	2	66.7%	20	62.5%
→	Performance has maintained	0	0%	1	10%	0	0%	0	0%	0	0%	1	3.1%
↓	Performance has declined	1	16.7%	4	40%	0	0%	4	66.7%	1	33.3%	10	31.3%
- / n/a	Comparison can not be made (ie new)	0	0%	0	0%	0	0%	1	14.3%	0	0%	1	3.1%
<b>Total Number of Components</b>		<b>6</b>		<b>10</b>		<b>6</b>		<b>7</b>		<b>3</b>		<b>32</b>	

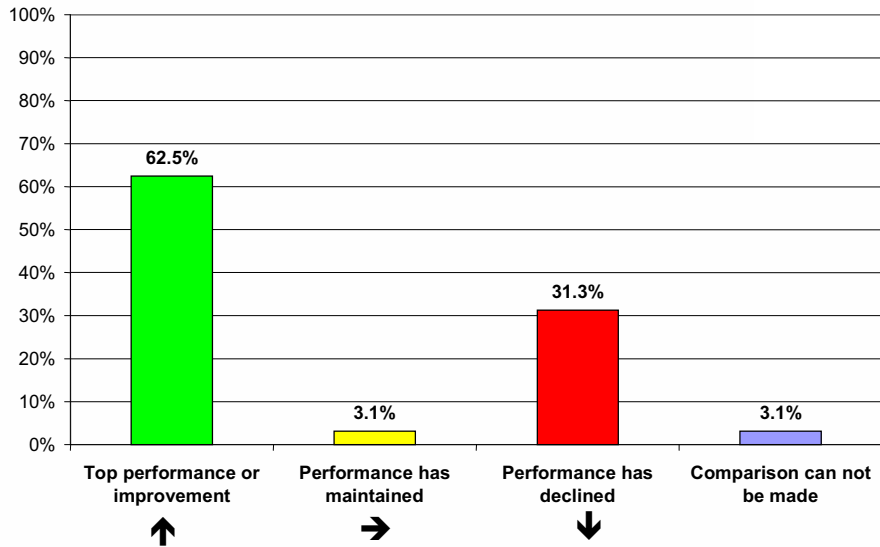
### Year to Date Performance

(Judged by corporate monitoring system Performance Plus)

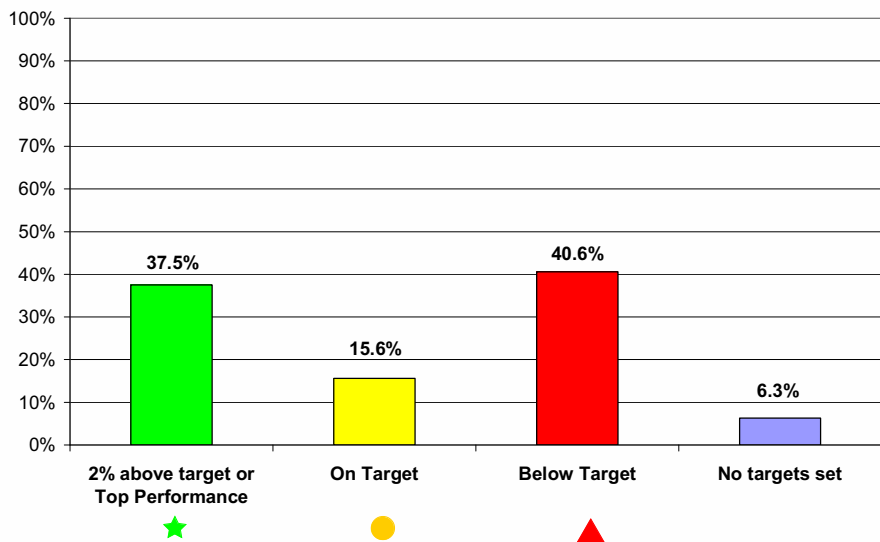
Outturn Perf.	Interpretation	Being Healthy		Staying Safe		Enjoying & Achieving		Making a Positive Contribution		Achieving Economic Wellbeing		All Themes	
		No	%	No	%	No	%	No	%	No	%	No	%
★	2% above target or Top Performance	0	0%	3	30%	5	83.3%	2	28.6%	2	66.7%	12	37.5%
●	On Target	4	66.7%	1	10%	0	0%	0	0%	0	0%	5	15.6%
▲	Below Target	2	33.3%	6	60%	1	16.7%	3	57.1%	1	33.3%	13	40.6%
- / n/a	No targets set (ie new and/or baseline year)	0	66.7%	0	0%	0	0%	2	28.6%	0	0%	2	6.3%
<b>Total Number of Components</b>		<b>6</b>		<b>10</b>		<b>6</b>		<b>7</b>		<b>3</b>		<b>32</b>	



Quarter 1 - 2009/10

**Direction of Travel - All Themes**

Quarter 1 - 2009/10

**Performance Year to Date - All Themes****Notes on overall performance**

- Across all themes there is a positive direction of travel with 62.5% of indicators improving or maintaining top performance since 2008/09 Outturn.
- There are still too many indicators not meeting targets (40.6%). Almost half of these are within the Staying Safe theme.
- Although there are significant gaps in benchmarking data. Where comparative data is available over half of the measures are above Statistical Neighbour current published data.
- Please note the number of indicators which can currently be quarterly reported are low therefore percentage analysis by theme could be skewed.

## Areas of Success

### ▪ **Being Healthy**

The majority of indicator components in Being Healthy outcome have improved since the 2008/09 outturn (83.3%) and are currently on target.

### ▪ **Staying Safe**

All Child Protection indicators (No. 10 – NI65, No. 11 – NI 66 and No 12 – NI67) are improving and performing above target. In addition the latest available comparative data shows that we are above Statistical Neighbour and National Averages for all three measures.

Looked After Children cases reviewed in timescales (no. 11 – NI66) has improved significantly on the 2008/09 position from 85.4% to 93.3% and is now on target. This indicator however remains vulnerable if the number of Looked After Children continues to rise.

### ▪ **Enjoying and Achieving**

Four of the six quarterly reported indicator components are at top performance. These are; 'Number of Schools in Special measures' (No 17 – NI 89a), 'Time taken for school to come out of an Ofsted Category of concern' (No 17 – NI89b), Statements of SEN issued within timescales Excluding and Including Exceptions (No 18 – NI 103 a & b).

### ▪ **Making a Positive Contribution**

All our young people in the young offenders cohort are currently deemed as accessing suitable accommodation (No 20 – NI 46) and local data demonstrates that the number of first time entrants to the Youth Justice System is continuing to fall and better than its LAA milestone target, (No 22 – NI 111).

### ▪ **Achieving Economic Wellbeing**

All Care Leavers are currently living in suitable accommodation (No 26 – NI 147) and 75% are accessing in employment, education or training, (please note this is a very small cohort at this quarter we have only 4 young people eligible for these indicators.)

## Areas of Under-performance

### ▪ **Being Healthy**

Due to seasonal issues Secondary School take up of school meals has fallen by 4% taking our comparative position even further below statistical neighbour and national averages.

### ▪ **Staying Safe**

There have been some significant declines in performance in a number of children's social care national indicators since the 2008/09 year end position. Including a 6.8% decrease in initial assessments within timescales to 71% (No 5 – NI 59) and a 24.9% decrease in core assessments with timescales to 60% (No 6 – NI 60) and a 6.5% decrease for referrals progressing to initial assessment (No 13 – NI 68).

### ▪ **Enjoying and Achieving**

Secondary schools judged as having good or outstanding standards of behaviour, although recently improving, is currently at risk of not meeting it's year end target. This indicator relies on the school inspection cycle which is determined by Ofsted not the authority. Therefore if none of the four remaining schools outside this standard receive an inspection there will be no further improvement this year.

### ▪ **Making a Positive Contribution**

To ensure alignment to Ofsted's Comprehensive Area Assessment (CAA) arrangements for Children and Young People Services indicators relating to sexual health and conceptions have now moved from Being Healthy to Making a Positive Contribution. Unfortunately both related

measures, Under 18 Conceptions (No 23 – NI112) and Chlamydia Screening (No 24 – NI113) are both off target and have a downward direction of travel.

Similarly all Youth Offending Measures are now also within this outcome theme including the proportion in suitable education, employment or training (No 21 – NI 45) which has dropped by almost 6% on the 2008/09 outturn position to 66.7%. This is in part due to a change in calculation definition but also the fall in first time entrants is having a perverse affect on this measures as the young people within the cohort are those who are more entrenched in the system and therefore are harder to engage. Convictions, (No 19 – NI 43), have increased to 16.1% of the Youth Offending population which is significantly above the outturn position of 9.7% and the statistical neighbour and national averages of 5.9%. A full performance report and action plan is in production by the Youth Offending Service for completion in September 09.

#### ▪ **Achieving Economic Wellbeing**

The proportion of young people not in education, employment or training, (No 25 – NI 117), has increased since the excellent 2008/09 outturn position from 6.9% to 8.1%. This is in part due to usual seasonal fluctuations but it is also linked to the national economic downturn meeting. It will be a challenge to meet the 2010/11 LAA Stretch target of 7.1%.

## **Performance Clinics**

At every quarter all indicators which are both 'off target' and have a 'downward Direction of Travel' are considered for clinics. Performance Management Officers review the data, comments and any discussions with PI managers to make informed recommendations. These are then approved or otherwise by CYPS Cabinet Member & Advisers. The Cabinet Member for Children and Young People's Services can also call clinics on particular issues of interest which are not monitored by National Indicators ie Foster Carers. Adhoc Performance Clinics and Turning the Curve workshops have also been held on JLT request.

#### ▪ **Previous Clinics**

At 2008/09 outturn the following indicators were chosen for a clinic

Ref.	Indicator	Notes
NI 55	Obesity at Reception Year.	Turning the Curve workshop to be arranged Autumn 2009 to look at both indicators.
NI 56	Obesity at Year 6.	
NI 148	Care Leavers – EET	To be held 3 <sup>rd</sup> September 2009. Issues arising to be reported within 2 <sup>nd</sup> Quarter report.

#### ▪ **Future Clinics**

Of the ten indicators with a downward direction of travel nine are also underperforming against targets. The following table summarises these and gives performance officer recommendations for future clinics with rationale.

No.	Ref.	Indicator	Clinic Recommended	Rationale
1 b	NI 52 b	Take up of School Meals - Secondary	No	Downturn due to seasonal fluctuations. Progress to be assessed in new term.
5	NI 59	Initial Assessments within timescales	No	Issues are being addressed following the Ofsted inspection of Contact Referral and Assessment in August. Review in Quarter 2.
6	NI 60	Core Assessments within timescales	No	Issues are being addressed following the Ofsted inspection of Contact Referral and Assessment in August. Review in Quarter 2.

No.	Ref.	Indicator	Clinic Recommended	Rationale
7	NI 61	Timeliness of LAC placements following decision to Adopt	No	The calculation for this indicator is currently being queried with central office. A clinic was held for adoptions in March 2009. It is recommended that a performance clinic update is held after 2 <sup>nd</sup> quarter report once definition is clarified and progress can accurately be assessed.
13	NI 68	% referrals to progressing to initial assessments	No	Issues are being addressed following the Ofsted inspection of Contact Referral and Assessment in August. Review in Quarter 2.
21	NI 45	Young Offenders EET	No	Change in calculation definition but also the fall in first time entrants is having a perverse affect on this measures. If performance does not improve in Quarter 2 a clinic will be recommended.
23	NI 112	Under 18 Conceptions	No	Subject to a Be Healthy themed performance management group in September. Review in Quarter 2.
24 a	NI 113 a	Prevalence of Chlamydia - coverage	No	Subject to a Be Healthy themed performance management group in September. Review in Quarter 2.
25	NI 117	% NEET	No	Only missed target by 0.1% but performance to be closely monitored to assess impact of economic downturn. This may be called for a clinic alongside the Young Offenders EET measure at Quarter 2.

**CYPS Performance Monitoring Table – Quarter One 2009/10**

**GLOSSARY**

Detailed below is explanation regarding the different items within the following outturn performance table

<b>No</b>	Number on indicator as shown in this table. Added to aid discussion and referencing.	
<b>Definition</b>	The name of the indicator.	
<b>Ref</b>	the official reference number. 'NI' = National Indicator, 'BV' = Best Value performance indicator, LAA and LPI = Local stretch indicators within the 2006-09 Local Area Agreement	
<b>Good Perf</b>	The direction the performance needs to travel to improve	
<b>08/09 Actual</b>	Previous year's performance	
<b>Q1 Target</b>	Level of achievement the service wished to reach within this quarter (can be the same or an increment towards the year end target)	
<b>Q1 Perf</b>	Level of achievement the service wished to reach in this quarter	
<b>Q1 On Target</b>	Has the target been achieved? ✓ = Yes, ✗ = No, n/a / - = no targets set so unable to assess	
<b>Q1 DOT</b>	Direction of travel of performance compared to previous quarter ↑ = better than last year or top performance, ↓ = worse than last year, → = same as last year, - / n/a = comparison can't be made	
<b>Year To Date</b>	Year To Date. Performance assessment by corporate monitoring system Performance Plus as at December 2008 ★ Green Star - Above Target or top performance, ● Amber Circle -On Target, ▲ Red triangle - Below target	
<b>Latest Comparative Data (Q1 comparative position)</b>	<b>Stat. Neigh.</b>	The latest average for our Statistical Neighbour group. Used by Ofsted to assess performance to be a good authority we need to have the majority inline or better than this average. The information in brackets assesses our performance against this average.
	<b>National</b>	The latest National average. Used by Ofsted to assess performance to be a good authority we need to have the majority inline or better than this average. The information in brackets assesses our performance against this average.
<b>Comments</b>	If necessary further explanation of performance is summarised here. Examples include details of external influences, seasonal trends or impact of action. This is supplied by indicator managers and approved by directors, additional notes from Performance and Data team may be added to the comments column to aid explanation.	
<b>09/10 Target</b>	The current year end targets set by indicator managers.	
<b>10/11 Target</b>		
<b>11/12 Target</b>		

Abbreviations within the table					
NI	National Indicator	LPI	Local Performance Indicator	<b>Comparative Data Position</b>	
PI	Performance Indicator	LAC	Looked after Children	(Above)	Our current performance is better
BV	Best Value Performance Indicator	SEN	Special Educational Needs	(Inline)	Our current performance is broadly the
LAA	Local Area Agreement	PAF	Performance Assessment Framework	(Below)	Our current performance is worse

CYPS Performance Monitoring Table – Quarter One 2009/10

No	Definition	Ref	Good Perf	08/09 Actual	Q1 Target	Q1 Perf	Q1 On Target	Q1 DOT	Year to Date	Latest Comparative Data (Q1 comparative position)		Comments	09/10 Target	10/11 Target	11/12 Target
										Stat. Neigh.	National				
<b>BEING HEALTHY</b>															
1	Take up of school lunches	NI 52	HIGH	40.5%	40.5%	41.07%	✓	↑	●	48.07% (Below)	-	Primary sector has increased meals per day against 12 months previous. Secondary School Take up traditionally low at this time of year but increased due to Easter closure when last day of term is very low take up.	40.5%	41.9%	42.7%
	Primary														
	Secondary [Ron Parry - RMBC]	b	HIGH	34.2%	34.2%	30.20%	✗	↓	▲	44.75% (Below)	-		34.2%	34.8%	35.5%
2	Prevalence of breastfeeding at 6 – 8 weeks from birth	NI 53	HIGH	24%	28%	28.0%	✓	↑	●	29.03% (Below)	50.0% (Below)	Last year's target not achieved. A number of NHS performance clinics, events, letters, audits and high level meetings have taken place to address issues. At quarter one on track to meet year end targets.	28%	28%	30%
	Prevalence														
	Coverage [Gill Harrison - NHS Rotherham]	b	HIGH	77%	90%	89.0%	✗	↑	▲	-	-		90%	95%	95%
3	Emotional and behavioural health of looked after children [Sue May - RMBC]	NI 58	LOW	14.5	14.0	13.8	✓	↑	●	-	-	The LAAC Support Team is continuing to monitor the emotional health and wellbeing of Looked After Children. The program comprises of sending out annual SDQ's. The business support officer within the team is notified at the beginning of each month when a child has: a. been in care for a period of six months, b. When a child's birthday falls within that month, c. There is also a process to activate when SDQ's have not been returned with two months  The LAAC Support team is continuing to provide support to foster carers and children within the care system in supporting Looked After children. This includes liaising with other CAMHS services. There are also plans to deliver training across locality teams to raise aware of the SDQ and its use in practice There are discussion regarding ways to link SDQ with LAC Statutory health assessments in the future	14.0	13.5	13.0
4	% schools achieving Healthy School Status in accordance with the 2005 NHSS criteria. LAA 2006-09 [Liz Galliver - RMBC]	LAA BH5	HIGH	84.5%	90.0%	90.7%	✓	↑	●	-	-	There are two more schools which have self assessed as achieving Healthy Schools status. We are just awaiting confirmation from the Quality Assurance Group before this can be confirmed and transferred to the national data base. We are still on target to get another four schools to achieve accreditation and so meet the 95% target	95.0%	-	-
<b>STAYING SAFE</b>															
5	Percentage of initial assessments for children's social care carried out within 7 working days of referral [Pam Allen - RMBC]	NI 59	HIGH	77.8%	80.0%	71.0%	✗	↓	▲	68.2% (Above)	71% (Inline)	Due to staffing vacancy factor this target is difficult to achieve in this period	80.0%	81.0%	82.0%
6	Percentage of core assessments for children's social care that were carried out within 35 working days of their commencement [Pam Allen - RMBC]	NI 60	HIGH	84.9%	86.0%	60.0%	✗	↓	▲	79.2% (Below)	80.0% (Below)	Due to staffing vacancy factor this target is difficult to achieve in this period	86.5%	87.0%	87.5%
7	Timeliness of placements of looked after children for adoption following an agency decision that the child should be placed for adoption [Sue May - RMBC]	NI 61	HIGH	87.5%	83.0%	25% (see comments)	✗	↓	▲	77.88% (Below)	76.30% (Below)	< Performance & Data Team > This indicator is having it's guidance queried and the quarterly figure may not be accurate.	83.0%	85.0%	86.0%
8	Stability of placements of looked after children: number of placements [Sue May - RMBC]	NI 62	LOW	13.3%	11.0%	12.2%	✗	↑	▲	11.53% (Below)	11.40% (Below)	Improvement plan in place to: increase placement availability; improve the quality of placements; and enhance support to placements.	11.0%	10.5%	10.0%
9	Child protection plans lasting 2 years or more [Annie Redmond - RMBC]	NI 64	LOW	4.8%	4.5%	3.8%	✓	↑	★	4.56% (Above)	5.00 (Above)	Performance in this area continues to improve in line with projected targets.	4.5%	4.0%	3.5%
10	Percentage of children becoming the subject of a Child Protection Plan for a second or subsequent time [Annie Redmond - RMBC]	NI 65	LOW	10.6%	11.0%	10.5%	✓	↑	★	14.4% (Above)	14.0% (Above)	Performance in the area continues to be monitored to ensure compliance with regulatory requirements and Performance Indicator	11.0%	11.0%	10.5%
11	Looked After Children cases which were reviewed within required timescales [Annie Redmond - RMBC]	NI 66	HIGH	85.4%	92.0%	93.3%	✓	↑	●	87.3% (Above)	85.3% (Above)	Performance during the first quarter of the reporting period has improved. Performance in this area will continue to be monitored but remains vulnerable if the numbers of Looked After young people continues to increase.	92.0%	93.0%	94.0%
12	Percentage of child protection cases which were reviewed within required timescales [Annie Redmond - RMBC]	NI 67	HIGH	100%	100%	100%	✓	↑	★	98.6% (Above)	99.0% (Above)	Performance in this area continues to be maintained	100%	100%	100%
13	Percentage of referrals to children's social care going on to initial assessment [Pam Allen - RMBC]	NI 68	HIGH	57.60%	55.0%	51.1%	✗	↓	▲	61.6% (Below)	59% (Below)	Thresholds are inconsistent . An audit is being undertaken to examine activity	55.0%	57.0%	60.0%
14	Children who have run away from home/care overnight [Morri McDermott - RMBC]	NI 71	HIGH	14	15	14	✗	→	▲	-	-	To achieve the target it is important that all partners are working together, to the same protocols and at the same pace. The driving protocol is a regional one and there are some issues to resolve region wise.	15	15	-
<b>ENJOYING AND ACHIEVING</b>															
15	Number of Extended Schools [Helen Shaw - RMBC]	NI 88	HIGH	60%	75%	85%	✓	↑	★	-	-	As part of the support and challenge function of the TDA the target has been increased at each of the last 3 face to face meetings. The target for September 09 has been increased to 85% from 80%. It is expected that the target will be further increased at our next meeting scheduled for November 25th.	85%	100%	100%
16	Secondary schools judged as having good or outstanding standards of behaviour [Katy Edmondson - RMBC]	NI 86	HIGH	69%	80%	75%	✗	↑	▲	67.67% (Above)	76.10% (Below)	One school re-inspected after the 3 year cycle has improved behaviour from satisfactory to good, increasing the performance for this indicator. However, achieving the target does depend on the number of schools inspected. This is determined by Ofsted rather than the LA.	85%	90%	100%

											Latest Comparative Data (Q1 comparative position)				
No	Definition	Ref	Good Perf	08/09 Actual	Q1 Target	Q1 Perf	Q1 On Target	Q1 DOT	Year to Date	Stat. Neigh.	National	Comments	09/10 Target	10/11 Target	11/12 Target
17	Reduction of number of schools judged as requiring special measures and improvement in time taken to come out of the category	NI 89													
	Number	a	LOW	0	0	0	✓	↑	★	-	-	There has been no school in Special measures since December 2006. This is a major area of success for the LA and schools	0	0	0
	Time [David Light - RMBC]	b	LOW	0	0	0	✓	↑	★	-	-		0	0	0
18	Special Educational Needs – statements issued within 26 weeks	NI 103													
	Excluding exceptions	a	HIGH	100%	95.0%	100.00%	✓	↑	★	-	-	103a) Of the 25 total number of statements issued this quarter, if we exclude exceptions, 1 was issued within 26 weeks	95.0%	95%	95%
	Including exceptions [Helen Barre - RMBC]	b	HIGH	95.0%	90.0%	100%	✓	↑	★	-	-	103b) Of the 25 final statements issued this quarter, all were issued within 26 weeks. Whilst BVPI targets have been met appropriately, the number of exceptions is very high and we would seek to reduce this during the coming quarters.	90.0%	92%	94%
<b>MAKING A POSITIVE CONTRIBUTION</b>															
19	Young people within the Youth Justice System receiving a conviction in court who are sentenced to custody [Paul Grimwood]	NI 43	LOW	9.7%	-	16.1%	-	↓	-	5.91% (Below)	5.9% (Below)	Measure affected by an increase in custody cases (including an increase in serious cases). Also a significant reduction in the number of court disposals. Full performance report with action plan to be completed for September 09	-	5%	-
20	Young offenders access to suitable accommodation [Paul Grimwood]	NI 46	HIGH	97.6%	97.9%	100%	✓	↑	★	69.49% (Above)	69.3% (Above)	All relevant young people deemed to be living in suitable accommodation			
21	Young offenders engagement in suitable education, employment or training [Paul Grimwood]	NI 45	HIGH	72.6%	75.6%	66.7%	✘	↓	▲	69.49% (Below)	69.3% (Below)	There are a number of factors accounting for the reduction in performance during this period. Rotherham's sole provider for Training and Employment stopped taking on new places, due to funding problems. The guidance from the Youth Justice Board for counting ETE has changed and we no longer benefit from counting 50% of those in 16-24 hrs band. (We were previously able to record reduced hours, but are now only allowed to return those with 0hrs or 25 hours or more). The new Connexions PA whilst established in post was unable to pick up on some custody leavers. Finally, as a result of a reduction in the numbers of first time entrants, those young people receiving final warnings, who are less entrenched in offending and who are more likely to be in some form of ETE, continue to decrease, with a perverse effect on this target. The introduction of a new government initiative (triage) is likely to reduce this final warning population further in the coming quarters.	75.6%	78.0%	
22	First time entrants to the Youth Justice System aged 10-17 LAA [Paul Grimwood]	NI 111	LOW	374	133	82	✓	↑	★	-	-	FTE figure for the first quarter of 2009/10 shows a reduction against the Qtr 1 figure for 2008/09 of 15 or 15.46%. Quarter 1 is also less than the expected target figure for the quarter. Local data used to calculate therefore may ultimately differ from that published by DCSF/PNC due to issues with quality of PNC data	535	514	
23	Reduction in the number of under 18 conceptions per 1000 females aged 15-17 compared with 1998 baseline LAA 2008-11 [Melanie Simmons - NHS Rotherham]	NI 112	LOW	-10.5% (rate 50.7)	-38%	-9.9%	✘	↓	▲	rate 53.94 (Above)	rate 41.68 (Below)	Latest forecast under 18 conception data made available in July 2009 for 2008 period. Rotherham is not meeting the targets required to achieve the 2010 target of a 50% reduction in under 18 conceptions according to current trajectories, 2006 was a difficult year seeing an increase in rates and numbers. Official under 18 conception rates are provided by the DCSF with a time delay.	-39%	-	-
24	Prevalence of Chlamydia in under 24 year olds	NI 113													
	Coverage	a	HIGH	19.7%	6.3%	4.3%	✘	↓	▲	-	-	Central guidance continues to measure the screening rate in 2009/10 as a proxy for Chlamydia prevalence. The target for screening is 25% in 2009/10 and 35% in 2010/11. For quarter 1 we have used ¼ of the annual screening rate of 25% as the target. This may be adjusted in future quarters to reflect a building up of screening throughout the year.	17.0%	17%	-
	Prevalence [Mike Brown - NHS Rotherham]	b	LOW	-	-	-	-	-	-	-	-		-	-	-
<b>ACHIEVING ECONOMIC WELLBEING</b>															
25	16 to 18 year olds who are not in education, training or employment (NEET) [Karen Borthwick - RMBC]	NI 117	LOW	6.9%	8.0%	8.1%	✘	↓	▲	8.56% (Above)	6.70% (Below)	Current position of NEET is in line with cyclical fluctuations caused by reducing cohort number but there has been an increased rise in number of NEET young people due to the economic downturn. May 2009 NEET stood at 8.6% representing a reduction on the position last year May 2008 NEET of 8.9%. Not Known as of May 2009 stood at 4.8%	8.0%	7.10%	-
												Three month rolling average validated figures for March to May 2009 were 8.1% NEET representing a 16.9% reduction on the position (9.7%) over the same period last year. We are still on target to achieve the revised NEET target out turn			
26	Care leavers in suitable accommodation [Sue May - RMBC]	NI 147	HIGH	94.7%	95.0%	100.0%	✓	↑	★	87.88% (Above)	88.4% (Above)	All Care Leavers are currently in suitable accommodation	95.0%	92%	-
27	Care leavers in employment, education or training [Sue May - RMBC]	NI 148	HIGH	55.3%	65.0%	75.0%	✓	↑	★	53.70% (Above)	64.70% (Above)	The cohort of 19 year old care leavers is closely monitored and targeted support is given. A background of rising unemployment will impact negatively; a performance clinic has been arranged.	65.0%	70%	-

1.	<b>Meeting:</b>	<b>Children and Young People's Services Cabinet Member and Advisers</b>
2.	<b>Date:</b>	Wednesday 9 <sup>th</sup> September 2009
3.	<b>Title:</b>	<b>Revenue Budget Monitoring Report as at 31st July 2009</b>
4.	<b>Directorate:</b>	Children and Young People's Services

## 5. Summary

This report provides details of expenditure, income and the net budget position for the Children and Young People's Service compared to the profiled budgets for the period ending on 31<sup>st</sup> July 2009 and the projected year end outturn position for 2009/10.

Currently the Directorate is forecasting an overspend of £4.134m.

Since the last report an unannounced (CAA) inspection of contact, referral and inspection took place on the 4<sup>th</sup> and 5<sup>th</sup> August, costs from which are included in the above overspend.

## 6. Recommendations

**Members are asked to note:**

**The current forecast outturn position for the Directorate based on actual costs and income to 31st July 2009 and forecast costs and income to 31<sup>st</sup> March 2010.**



## **7. Proposals and Details**

### **7.1.1 Strategic Management – Forecast overspend £401K**

This budget is insufficient to meet costs relating to CYPS central support charges. There is pressure because less grant than expected is being received and there are additional staffing costs relating to the need to maintain performance in critical areas of the service.

### **7.1.2 Youth and Community – Forecast overspend £69k**

The current forecast overspend is as a result of a projected under-recovery of income from the Outdoor Education Service. As part of setting the budget for 2009/10 the income budgets for this service were increased, requiring the facilities to operate on a self financing basis. Delivery of these revised income targets is proving challenging and the service are developing plans to reduce this pressure.

### **7.1.3 Commissioning and Social Work – Forecast overspend £882k**

This is mainly due to Prevention of Children Entering Care (Section 17) payments and expenses relating to Looked After Children (Section 23) and agency costs. This is as a result of the need to employ agency workers to ensure contact hours are maintained due to the high level of care proceedings being undertaken by locality teams. Also included in the forecast is the cost of a further 7 Administrative and 7 Family Support Workers to be recruited in response to the recent Contact, Referral and Assessment inspection estimated at £187k.

A further £46.5k is included in the forecast due to the decision to pay existing social workers a retention payment of £750 each in an effort to maintain some continuity in this area.

### **7.1.4 Children Looked After – Forecast overspend £2.292m**

The number of children in residential placements has remained at 18 in July, one placement will cease at the end of August leaving the increase still at 4 above the budgeted number of placements.

The number of children in Independent Foster Care placements has risen by 2 in July to a total of 102, a net increase of 25 above the budgeted number of 77. There are plans for 3 children to move to Special Guardianship from 31<sup>st</sup> July. If this is approved there is a potential further cost of £10.5k. If this is delayed by one month and the children remain in their fostering placement there is an £8.5k per month cost associated with this placement.

The number of looked after children requiring placements has since risen from 345 at the end of March 2008 to 406 at the end of March 2009. As at the end of July this number is 414, an increase of 69 (20%) since the end of March 2008.

Plans continue to be progressed to increase the number of in house foster carers. It is expected that a minimum of 14 placements will be finalised by October, of which 7 are expected to foster children currently in independent foster care. The current forecast reflects these assumptions.

### **7.1.5 Vacancy Factor Pressure – Forecast overspend £455K**

The Directorate is estimating a £455k overspend, as it is unable to meet the vacancy factor saving which has been built into the majority of its staffing budgets. This is very difficult to mitigate when faced with the other pressures described in this report.

**7.1.6** The above pressures are partially offset by a redistribution of Dedicated Schools grant and forecast underspends on the Complex Needs budget and Leaving Care budget. The final Dedicated Schools Grant allocation has now been confirmed and has resulted in £600K less than estimated being received therefore increasing the overspend.

**7.1.7** The Directorate will make every effort to ensure continued strict budget management and monitoring is maintained to try to reduce the forecast outturn position.

**7.1.8** Details of the revenue budget position for the Children and Young People's Directorate for the monitoring period ending on 31<sup>st</sup> July are shown in Appendix A attached. This shows a total of £3.679m overspend as the detail of the vacancy factor still has to be described in the worksheet. Officers will produce an updated report for the meeting.

## **8 Finance**

The financial issues are discussed in section 7 above and included in Appendix A and B.

## **9 Risks and Uncertainties**

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

The number of looked after children has increased since last year and we would hope that this growth will not continue.

The recruitment of in house foster and adoptive carers remains a challenge and we must always ensure a high quality of placements. However, 12 new foster carers have been recruited and it is expected that a minimum of 14 children will be placed with these carers by Autumn 2009/10.

A Resource Panel is in place which will be reviewing 4 children's placements per week. The initial reviews will focus on those placed in In-house residential placements with a view to moving children currently in expensive out of authority placements in to In-House provision.

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 can cost up to £250,000 per annum.

Legal costs will also remain at a high level. If children assessed as being in need of protective care are not made subject to Interim Care Orders, and subsequently Care Orders, the local authority is leaving children potentially at risk of significant harm.

### **10 Policy and Performance Agenda Implications**

The delivery of the Council's Revenue Budget within the revised limits determined by Council in March 2009 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.

### **11 Background Papers and Consultation**

- Report to Cabinet on 25 February 2009 –Proposed Revenue Budget and Council Tax for 2009/10.
- The Council's Medium Term Financial Strategy (MTFS) 2008 - 2011.

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

**Contact Name:**

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Financial Services

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CHILDREN'S AND YOUNG PEOPLE'S SERVICES

EXPENDITURE/INCOME TO DATE (As at 31 July 2009)		CHILDREN'S AND YOUNG PEOPLE'S SERVICES									NET PROJECTED OUT-TURN							
Last Reported Projected Variance £000	Service Division	Expenditure			Income			Net			Annual Budget £000	Projected Out-turn £000	Current projected year end Variance Over (+)/ Under (-) spend £000	Current Financial RAG Status	Financial Impact of Management Action £000	Revised Projected Year end Variance Over(+)/Under(-) spend £000	Revised Financial RAG Status	* Note
		Profilled Budget £000	Actual Spending £000	Variance (Over (+)/ Under (-) Spend) £000	Profilled Budget £000	Actual Income £000	Variance (Over (+)/ Under (-) Recovered) £000	Profilled Budget £000	Actual Spend £000	Variance (Over (+)/ Under (-) Spend) £000								
0	Individual Schools Budget - Dedicated Schools Grant	128,788	63,648	(65,140)	(133,387)	(35,751)	97,636	(4,599)	27,897	32,496	0	0	0	Green				
100	Non-Schools - Dedicated Schools Grant	4,198	5,689	1,491	(3,620)	(2,639)	981	4,198	3,050	144	286	278	(8)	Green	8	0	Green	1
15	Strategic Management	1,720	1,086	(634)	(209)	(91)	118	1,511	995	(516)	5,404	5,857	453	Amber		453	Amber	2
0	School Effectiveness	608	616	8	(181)	(157)	24	427	459	32	1,126	1,126	0	Green		0	Green	
46	Access to Education	1,264	1,079	(185)	(58)	(27)	31	1,206	1,052	(154)	3,587	3,585	(2)	Green	2	0	Green	
(217)	Special Education Provision	1,464	2,339	875	(655)	(1,163)	(508)	809	1,176	367	1,577	1,156	(421)	Green	421	0	Green	3
35	Specific Grant Support	4,628	3,609	(1,019)	(3,869)	(2,245)	1,624	759	1,364	605	25	60	35	Green		35	Green	
69	Youth & Community	3,161	2,895	(266)	(2,116)	(338)	1,778	1,045	2,557	1,512	2,750	2,819	69	Amber		69	Amber	4
29	Student Support / Pensions	2,088	1,807	(281)	(1,053)	(589)	464	1,035	1,218	183	1,671	1,664	(7)	Green	7	0	Green	5
0	Delegated Services	2,939	3,388	449	(2,734)	(3,852)	(1,118)	205	(464)	(669)	(170)	(170)	0	Green		0	Green	
743	Commissioning & Social Work	2,839	2,892	53	(169)	(92)	77	2,670	2,800	130	7,802	8,632	830	Amber		830	Amber	6
3,033	Children Looked After	3,597	4,526	929	(328)	8	336	3,269	4,534	1,265	10,105	12,933	2,828	Red	(536)	2,292	Red	7
0	Family Support Services	2	0	(2)	(1)	(1)	0	1	(1)	(2)	0	0	0	Green		0	Green	
0	Youth Justice	307	316	9	(28)	(47)	(19)	279	269	(10)	597	597	0	Green		0	Green	
(98)	Other Children & Families Services	888	438	(450)	(4)	(4)	0	884	434	(450)	2,637	2,521	(116)	Green	116	0	Green	8
60	Support Services & Management Costs	223	275	52	(25)	0	25	198	275	77	571	589	18	Green	(18)	0	Green	9
0	Asylum Seekers	0	2	2	0	(5)	(5)	0	(3)	(3)	0	0	0	Green		0	Green	
0	Children & Families Grant	763	492	(271)	(740)	(53)	687	23	439	416	0	0	0	Green		0	Green	
3,815	<b>Total for Service</b>	<b>159,477</b>	<b>95,097</b>	<b>(64,380)</b>	<b>(149,177)</b>	<b>(47,046)</b>	<b>102,131</b>	<b>13,920</b>	<b>48,051</b>	<b>35,423</b>	<b>37,968</b>	<b>41,647</b>	<b>3,679</b>		<b>0</b>	<b>3,679</b>		

Please include financial effects of proposed management actions

Please show variance after financial impact of management action

during the remainder of the financial year

Reason for Variance(s), Actions Proposed and Intended Impact on Performance

NOTES **Reasons for Variance(s) and Proposed Actions**

Indicate reasons for variance (e.g. increased costs or client numbers or under performance against income targets) and actions proposed to address the variance which produce the revised RAG status

**Reasons for Variance**

- 1 Reduced requirement for Dedicated Schools Grant
- 2 Overspend on central support charges
- 3 Reduced requirement for Complex Needs placements
- 4 Under recovery of income on Outdoor Education venues
- 5 Early retirement costs
- 6 Overspend on staffing & agency costs & Section 17 & 23 spend - needs led
- 7 Overspend on Out of Authority Fostering and Residential placements - needs led
- 8 Supporting People contribution confirmed
- 9 Increased accommodation costs

**Proposed Actions to Address Variance**

- 1 Underspend on Grant income to cover overspend elsewhere
- 2
- 3 Forecast underspend to be used to cover overspend elsewhere
- 4 Forecast overspend to be partially covered by underspend elsewhere & additional sources of income to be investigated
- 5 Forecast overspend to be covered by underspend elsewhere.
- 6 Plans are in place to review all placements and increase foster care recruitment
- 7 Plans are in place to review all placements and increase foster care recruitment
- 8 Forecast underspend to be used to cover overspend elsewhere
- 9 Forecast overspend to be covered by underspend elsewhere.

**Performance**

(List key targets and RAG status- highlight impact of actions intended to

There is no adverse impact on Performance Indicators as a result of the forecast underspend on these grants.

There is no adverse impact on Performance Indicators as a result of the forecast underspend on these grants.

There is no adverse impact on Performance Indicators as a result of the forecast underspend in this area.

There is no adverse impact on Performance Indicators as a result of the forecast overspend in this area.

There is no adverse impact on Performance Indicators as a result of the forecast overspend in this area.

There is no adverse impact on Performance Indicators as a result of the forecast overspend in this area.

The related Performance Indicator is NI 62 - Stability of Placements of looked after children. The Directorate will continue to support the aim to meet this performance indicator.

There is no adverse impact on Performance Indicators as a result of the forecast underspend in this area.

There is no adverse impact on Performance Indicators as a result of the forecast overspend in this area.

**MEMORANDUM ITEM - POLICY OPTIONS**

**BUDGET INVESTMENTS AND SAVINGS - PROJECTED OUTTURN FOR CHILDREN & YOUNG PEOPLES PROGRAMME AREA**

**BASED ON INFORMATION AVAILABLE AS AT 31 June 2009**

	<u>Annual Target</u> £'000	<u>Spend</u> <u>To Date</u> £'000	<u>Forecast</u> <u>Out-Turn</u> £'000	<u>Forecast</u> <u>Variance</u> £'000	<u>RAG</u> <u>Status</u>	<u>Comments</u>
<b>Investment Proposals</b>						
Out of Authority Residential	1,200	531	1,200	925	Red	Increase in placements over estimate
Out of Authority Specialist Foster Carers	1,020	815	1,020	2,242	Red	Increase in placements over estimate & slower recruitment in foster carers
Building Schools for the Future	813	203	813	0	Green	
Imagination Library	128	32	128	0	Green	
Fostering Allowances	40	0	40	-40	Amber	Less Foster Carer allowances required as slower recruitment that estimated
Residential Order Allowances	60	15	60	0	Green	
Special Guardianship Orders	45	11	45	0	Green	
Adoption Allowances	40	10	40	0	Green	
<b>Total Investments</b>	<b>3,346</b>	<b>1,618</b>	<b>3,346</b>	<b>3,127</b>		
	<u>Annual Saving</u> £'000	<u>Saving</u> <u>To Date</u> £'000	<u>Forecast</u> <u>Annual Saving</u> £'000	<u>Forecast</u> <u>Variance</u> £'000		
<b>SIPS</b>						
Deputy Head of Service	-6	-6	-6	0	Green	
Management Efficiencies	-202	-202	-202	0	Green	
MTFS Rationalisation	-333	-83	-333	0	Green	
Maximisation of External Funding	-300	0	-300	0	Green	
External Funding Management Fee	-100	0	-100	0	Green	
Leaving Care Contract Efficiencies	-18	-18	-18	0	Green	
Early Retirement	-100	-25	-100	0	Green	
Increase in Vacancy Factor targets	-467	0	-467	0	Red	Difficulties in meeting vacancy factor due to increase in Looked After Children numbers
Increase NHS contributions to care packages	-400	-200	-400	0	Amber	Still negotiating with NHS so uncertain
Maximisation of External Funding - Aiming Higher Grant	-30	-8	-30	0	Green	
Flexible use of Training Pays Grant	-20	-20	-20	0	Green	
Flexible use of Standards Fund Grant	-50	-50	-50	0	Green	
Increase income target on Outdoor Education	-47	0	-47	47	Red	Additional sources of income to be investigated but unlikely to meet target
Cease Payment for secondee from NHS	-30	-30	-30	0	Green	
<b>Total SIPS</b>	<b>-2,103</b>	<b>-642</b>	<b>-2,103</b>	<b>47</b>		
<b>TOTAL</b>	<b>1,243</b>	<b>976</b>	<b>1,243</b>	<b>3,174</b>		

<b>ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS</b>
--

<b>1.</b>	<b>Meeting:</b>	<b>Children and Young People’s Services Cabinet Member and Advisers</b>
<b>1.</b>	<b>Date:</b>	Wednesday 9 <sup>th</sup> September 2009
<b>2.</b>	<b>Title:</b>	<b>Annual Performance Assessment 2008 Improvement Plan</b>
<b>3.</b>	<b>Directorate:</b>	Children and Young People’s Services

**5. Summary**

The most recent update of the Annual Performance Assessment (APA) 2008 Improvement Plan is appended for reference. The action plan is monitored on a regular basis and the latest update is contained in the appended item.

**6. Recommendations**

- **That Cabinet Member notes the action plan submitted.**
- **That a progress update against the areas for improvement is made in mid December in order to track indicative outcomes from inspection activity.**

## 7. Proposals and Details

In January 2009 the results of the 2008 Annual Performance Assessment were formally reported to Members. This is the latest update of the improvement plan is appended to this report.

## 8. Finance

Whilst there are no financial implications in connection with this report, some of the activity contained in the action plan may have financial implications. Where this is the case, this is being reported separately. There are significant financial implications related to the out of borough placements required for foster care, as a result of issues raised in the 2008 Fostering inspection.

## 9. Risks and Uncertainties

The risks associated with delivery are managed through the Council's risk management system. Specifically they are increased pressures due to rising numbers of looked after children and continued emphasis on local government to deliver more with diminishing resources.

## 10. Policy and Performance Agenda Implications

The Action Plan is being regularly monitored and updated and reporting on performance is routinely provided to a number of sources within the Council, including Corporate Management Team, Cabinet Member and Advisers, Scrutiny and the Corporate Improvement Board. The progress is also reported through the CYP Partnership and Children's Board.

## 11. Background Papers and Consultation

- Annual Performance Assessment 2008
- Final APA Letter 2008  
APA 2008 Action Plan

### Contact Name :

Julie Westwood      Director    Commissioning,    Policy    and    Performance  
Children & Young People's Services  
Tel: [82]2572      [julie.westwood@rotherham.gov.uk](mailto:julie.westwood@rotherham.gov.uk)

Children and Young People's Service Annual Performance Assessment 2008 – Improvement Action Plan – September 2009

			PROGRESS UPDATE															
AREA FOR IMPROVEMENT	ACTIONS/ MILESTONES	TARGET DATE	COMMENT	SUPPORTING DATA [AS AT 31JUL09]	Complete	On Target												
<b>R1</b>  The teenage conception rate remains higher than that of statistical neighbours.  <i>Director: Simon Perry</i> <i>Officer: Melanie Simmonds</i>	Revised action plans in place.	Dec 2009	Targeting hotspots.	<b>NI 112 - Reduction in the number of under 18 conceptions per 1000 females aged 15-17 compared with 1998 baseline</b>  <table border="1"> <thead> <tr> <th>ITEM</th> <th>PERF.</th> <th>STATUS</th> </tr> </thead> <tbody> <tr> <td>2007 Actual</td> <td>-10.5% (rate 50.7)</td> <td></td> </tr> <tr> <td>2008 Actual</td> <td>(rate 50.7)</td> <td>↑</td> </tr> <tr> <td>2008 Target</td> <td>-18.5% (rate 37.9)</td> <td>▲</td> </tr> </tbody> </table>	ITEM	PERF.	STATUS	2007 Actual	-10.5% (rate 50.7)		2008 Actual	(rate 50.7)	↑	2008 Target	-18.5% (rate 37.9)	▲	NO	NO
	ITEM	PERF.	STATUS															
2007 Actual	-10.5% (rate 50.7)																	
2008 Actual	(rate 50.7)	↑																
2008 Target	-18.5% (rate 37.9)	▲																
	Implement communications strategy  Increase the number of under 18's using Long Acting Reversible Contraception  Self Assessment taking place	March 2010  Sept 2009	Regular reporting required by Ministers, report due Sept 09.  Latest data indicates slight decrease in Rotherham to rates, against national increase. Quarterly reports produced for Teenage Pregnancy partnership Board and then reported to JLT. Development of Long Acting Reversible Contraception provision  Implement local data analysis and data sharing between RMBC & NHSR on a quarterly basis  Ongoing through Local Area Agreement.															
<b>R2</b>  The fostering service is inadequate. Too many placements are overcrowded resulting in children sharing bedrooms inappropriately and monitoring of placements is not robust. There are too few foster carers.  <i>Director: Simon Perry</i> <i>Officer: Andy Symcox</i>	Action plan has been reviewed and updated in preparation for May 09 inspection. Was presented to Cabinet Member on 25 <sup>th</sup> March, 2009.  Target of 30 new foster carer placements by March 31 <sup>st</sup> 2010.	<del>29.01.09</del> 25/03/09  31/03/10	Recruitment strategy launched and being implemented.  Report presented and approved. 13/05/09  Major launch May 09 to coincide with Fostering fortnight.  On course. During the last year there were 3 lots of Foster carer training [maximum numbers 8 on each]. There are currently 26 prospective carers booked onto Training in Feb. March and April with a further 47 either at the initial visit stage or made enquiries.	At March 2008 10 out of 130 Foster carers (7.7%) had placements over numbers.  At quarter one 2009 this stood at 6 out of 125 (4.8%)  Number of Foster carers. January 09 = 126 (Baseline) March 09 = 130 June 09 = 125 Change on Baseline = -1 Target Change on Baseline = +30 by Dec 09  Number in at Preparation Training stage. June 09 = 14	NO	YES												



			PROGRESS UPDATE																			
AREA FOR IMPROVEMENT	ACTIONS/ MILESTONES	TARGET DATE	COMMENT	SUPPORTING DATA [AS AT 31JUL09]	Complete	On Target																
				Number at Assessment stage. June 09 = 20																		
<b>R3</b>  Despite a statutory notice given to a council children's home to cease making emergency placements over their allocated number, the practice continues.  <i>Director: Simon Perry</i> <i>Officer: Morri McDermot</i>	Registration status of children's homes under review.  Consider alternative options and how this would be resourced.  Report to cabinet member on 25 <sup>th</sup> March. Re-examined commissioning process.	31/03/09          25/03/09	Discussion between Simon Perry and Ofsted following recent Inspection confirmed different interpretation of regulation. Also confirmed that changes being made which will make one Inspector responsible for an authority.  Report was submitted to Cabinet Member on 25 <sup>th</sup> March. Recommendations approved.	None	YES	YES																
<b>R4</b>  Attainment at Key Stage 1 fell in 2007 despite this being identified as an area of weakness in last year's APA. The trend of improvement over time is below average for reading, writing and mathematics when compared to similar councils.  <i>Director: Catharine Kinsella</i> <i>Officer: David Light</i>	Reviewing strategic management of EY&CC.  Recruit an SEA with specific responsibility for KS1 and designated target schools.  Significant focus on CLL (IL, IR and a new CLL consultant).  A cross phase focus on lowest achieving 20% to identify barriers to learning.  SIP to focus on vulnerable groups and under achieving children by name.	22/01/09	Review completed. EY&CC to transfer to SES from Summer 2009  Consultant headteacher in post and SES structure to include an Assis. Hd of SES with responsibility for 0-7 and one for 5-11.  Consultants appointed. Also Co-ordinator for Imagination Library and Project Director for Inspire Rotherham (all programmes link to improving language and literacy skills  20% work on-going (Raising the bar). Analysis of data linked to Clifton, Thrybergh and N.W Zones.  Clear identification of vulnerable groups – BME, LAC, gender, SEN.	<b>2009 FSP - Provisional</b>  <table border="1"> <tr> <th colspan="2">78+ points &amp; 6+ in PSE &amp; CLL</th> </tr> <tr> <td>2008</td> <td>44.2%</td> </tr> <tr> <td>2009</td> <td>50.4%</td> </tr> <tr> <td>Difference</td> <td>6.2% ↑</td> </tr> </table>  <table border="1"> <tr> <th colspan="2">Narrowing the Gap between the lowest 20% in the FSP</th> </tr> <tr> <td>2008</td> <td>44.4%</td> </tr> <tr> <td>2009</td> <td>35.7%</td> </tr> <tr> <td>DOT</td> <td>8.7% ↑*</td> </tr> </table> *The gap is smaller therefore better performance  <b>2009 KS1 – Provisional</b>	78+ points & 6+ in PSE & CLL		2008	44.2%	2009	50.4%	Difference	6.2% ↑	Narrowing the Gap between the lowest 20% in the FSP		2008	44.4%	2009	35.7%	DOT	8.7% ↑*	NO	YES
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<p><b>R5</b></p> <p>Although there has been improvement in children's attainment in English, mathematics and science at</p>	<p>Focus on CLL as above.</p> <p>Cross phase focus on lowest achieving 20%</p> <p>SIP to focus on under</p>	22/01/09	<p>Learning without Limits partnership plan: consistent focus on Literacy and core subjects</p> <p>Asst Head of School Effectiveness 7-11 to advert April 2009-04-07</p>	<p><b>2009 KS2 - Provisional</b></p> <table border="1"> <thead> <tr> <th></th> <th>Level 4 in English &amp; Maths</th> </tr> </thead> <tbody> <tr> <td>2009</td> <td>67.8%</td> </tr> <tr> <td>2008</td> <td>68.0%</td> </tr> </tbody> </table>		Level 4 in English & Maths	2009	67.8%	2008	68.0%	NO	YES																																																																						
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<p>Key Stage 2, standards remain below similar councils and the national average. The rate of progress being achieved in primary schools is not keeping pace with similar councils.</p> <p><i>Director: Catharine Kinsella Officer: David Light</i></p>	<p>achieving &amp; vulnerable groups</p> <p>Specific targeted Conversion Project to maximise conversion from L2 at KS1 to L4 at KS2.</p> <p>Targeted activity to improve attainment for the most able children.</p> <p>Targeted support to identified schools to reduce the proportion of schools reporting performance below DCSF floor targets.</p>		<p>Strong school sign up to Conversion Project: evidence of impact</p> <p>Secured funding for Inspire Rotherham focussed on literacy and language acquisition</p> <p>Targeted work on More Able and underachieving schools has sharper focus : evidence of impact</p>	<table border="1"> <tr> <td>DOT</td> <td>↓-0.2%</td> </tr> </table> <table border="1"> <thead> <tr> <th colspan="4">Narrowing the Gap - Girls/Boys Level 4 in English &amp; Maths</th> </tr> <tr> <th></th> <th>Boys</th> <th>Girls</th> <th>Gap</th> </tr> </thead> <tbody> <tr> <td>2009</td> <td>64.5%</td> <td>71.3%</td> <td>6.8%</td> </tr> <tr> <td>2008</td> <td>64.6%</td> <td>71.5%</td> <td>6.9%</td> </tr> <tr> <td>DOT</td> <td>↓-0.1%</td> <td>↓-0.2%</td> <td>↑-0.1%</td> </tr> </tbody> </table> <p><i>*DOT for 'Narrowing the gap' if the gap is smaller performance has improved. If the gap is larger performance has declined.</i></p> <p>Other 'Narrowing the Gap' and progression indicators can not be calculate at this time and will be completed on validation of data.</p>	DOT	↓-0.2%	Narrowing the Gap - Girls/Boys Level 4 in English & Maths					Boys	Girls	Gap	2009	64.5%	71.3%	6.8%	2008	64.6%	71.5%	6.9%	DOT	↓-0.1%	↓-0.2%	↑-0.1%		
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<p><b>R6</b></p> <p>Attendance in secondary schools is below that in similar councils.</p> <p><i>Director: Pam Allen &amp; Tom Kelly Officer: Carol Pattinson &amp; Cath Ratcliffe</i></p>	<p>EWOs into Locality Teams to provide integrated response.</p> <p>Lead Officer designated in Locality Teams working with Central Team to ensure effective practice.</p> <p>Targeted secondary schools based on NS PA figures (10 in 2008/9) all have action plans and progress monitoring in place.</p>	29/01/09	<p>26% reduction in PA schools realised between 2006/7 and 2007/8.</p> <p>Central Attendance Team have worked with schools on strategies to reduce PA. 34.22% reduction in Secondary PA from 07/08 to half term 3 2009.</p> <p>An Attendance Adviser has been linked to each locality. Central Attendance Team to induct new EWO's and offer a programme of training to all welfare Officers.</p>	<p><b>Secondary Attendance - Provisional</b></p> <table border="1"> <thead> <tr> <th colspan="2">Persistence Absence Rate Secondary Schools</th> </tr> </thead> <tbody> <tr> <td>2008</td> <td>7.2%</td> </tr> <tr> <td>2009</td> <td>5.7%</td> </tr> <tr> <td>DOT</td> <td>-1.5% ↑</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="2">Absence Rate Secondary Schools</th> </tr> </thead> <tbody> <tr> <td>2008</td> <td>7.1%</td> </tr> <tr> <td>2009</td> <td>7.7%</td> </tr> <tr> <td>DOT</td> <td>0.6% ↓</td> </tr> </tbody> </table> <p><i>Lower is better therefore an increase in Attendance indicators is a downward direction of travel</i></p>	Persistence Absence Rate Secondary Schools		2008	7.2%	2009	5.7%	DOT	-1.5% ↑	Absence Rate Secondary Schools		2008	7.1%	2009	7.7%	DOT	0.6% ↓	NO	YES						
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<b>R7</b>  Although the percentage of young people not in employment, education or training has reduced it is still above similar councils and national averages.  <i>Director: Joyce Thacker</i> <i>Officer: Karen Borthwick</i>	This is an LSP/LAA target and has a NEETs action plan managed by the Widening Participation Strategy Group.	12/02/09	Three month rolling NEET January to March was 7.2% NEET and 4.1% Not known NEET. Rotherham was the second highest performer and achieved the most improvement in relation to NEET across statistical neighbours and stands 0.3% higher than the national average for NEET and equal to the national average for Not Known.  As of the end of March NEETs was 7.7% (an increase of 55 young people), mirroring a rise across all statistical neighbours. In Rotherham this is as a result of: - Economic downturn – rise in young people leaving employment and a reduction in vacancies. - LSC funding shortfall in post-16 education & training – lack of post-16 education & training opportunities (especially e2e) leading to reduction in numbers leaving NEET and increase ESF completers joining NEET. The revised September Guarantee now covers 17 & 18 year olds – Potential ongoing shortfalls will impact on the achievement of the September guarantee.  Ongoing through Local Area Agreement	<b>NI 117 – 16-18 yr olds who are not in education, employment or training</b>	NO	NO												
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<b>R8</b>	LAA and LSC Target and		Data issues resolved as the data	<b>NI 79 – Level 2 qualification by the age</b>	YES	NO												

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Level 2 and Level 3 achievement is below similar neighbours and the national average.  <i>Learning and Skills Council</i>	action plans.          Prioritise data quality work. Set up meeting to agree scope and timing.		used to measure performance is collected via awarding bodies and therefore captures all learners from both schools, colleges and other training providers by DCSF and forwarded to the Fisher Family Trust who then work out the Borough's level of achievement on an annual basis.  Initial meeting held between LSC data officers and CEX Performance and Quality Team. Review of 4 indicators completed.  <b>COMPLETED.</b> Delays were experienced in getting performance data from the LSC but data does reveal improved performance.	<b>of 19</b> <table border="1"> <thead> <tr> <th>ITEM</th> <th>PERF.</th> <th>STATUS</th> </tr> </thead> <tbody> <tr> <td>07/08 Actual</td> <td>63.4%</td> <td></td> </tr> <tr> <td>08/09 Actual</td> <td>67%</td> <td>↑</td> </tr> <tr> <td>08/09 Target</td> <td>67.7%</td> <td>●</td> </tr> </tbody> </table>			ITEM	PERF.	STATUS	07/08 Actual	63.4%		08/09 Actual	67%	↑	08/09 Target	67.7%	●		
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08/09 Actual	67%	↑																		
08/09 Target	67.7%	●																		
Initial meeting held between LSC data officers and CEX Performance and Quality Team. Review of 4 indicators completed.  <b>COMPLETED.</b> Delays were experienced in getting performance data from the LSC but data does reveal improved performance.			<b>NI 80 – Level 3 qualification by the age of 19</b> <table border="1"> <thead> <tr> <th>ITEM</th> <th>PERF.</th> <th>STATUS</th> </tr> </thead> <tbody> <tr> <td>07/08 Actual</td> <td>36.4%</td> <td></td> </tr> <tr> <td>08/09 Actual</td> <td>39%</td> <td>↑</td> </tr> <tr> <td>08/09 Target</td> <td>39.1%</td> <td>●</td> </tr> </tbody> </table>			ITEM	PERF.	STATUS	07/08 Actual	36.4%		08/09 Actual	39%	↑	08/09 Target	39.1%	●			
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08/09 Actual	39%	↑																		
08/09 Target	39.1%	●																		
<b>IIA 1</b>  Management oversight for looked after children has not ensured they have been fully safeguarded.  <i>Director: Simon Perry &amp; Pam Allen</i>	Additional resources have been created to provide an improved reviewing service for LAC to provide additional oversight, monitoring quality and performance for safeguarding LAC.  This will result in earlier intervention when issues have been identified.  Increased the recruitment	12/02/09	Outcome – meet fostering statutory regulations.  Outcomes- improved performance for LAC for health and reviews.  OC2 statutory return deadline has passed and data for this year under represents actual performance due to data input backlog.  Fostering Inspection Action Plan regularly updated. Performance	<b>% LAC who had their annual health assessment during the year (Health &amp; Dental)</b> <table border="1"> <thead> <tr> <th>ITEM</th> <th>PERF.</th> <th>STATUS</th> </tr> </thead> <tbody> <tr> <td>07/08 Actual</td> <td>79.5%</td> <td></td> </tr> <tr> <td>08/09 Actual</td> <td>80.38%</td> <td>↑</td> </tr> <tr> <td>09/10 1<sup>st</sup> Qtr</td> <td>69.32%</td> <td>↓</td> </tr> </tbody> </table>			ITEM	PERF.	STATUS	07/08 Actual	79.5%		08/09 Actual	80.38%	↑	09/10 1 <sup>st</sup> Qtr	69.32%	↓	YES	YES
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			PROGRESS UPDATE															
AREA FOR IMPROVEMENT	ACTIONS/ MILESTONES	TARGET DATE	COMMENT	SUPPORTING DATA [AS AT 31JUL09]	Complete	On Target												
	<p>management capacity increased for fostering and adoption services.</p> <p>More newly recruited foster carers.</p> <p>Increased LAC review audits. Increase performance to 100% on LAC reviews.</p>		<p>monitored in LSSMT. Meeting was held between SP and JW with LAC Managers to discuss performance on 24<sup>th</sup> March, 2009.</p> <p>The Fostering Inspection by Ofsted commenced on the 25<sup>th</sup> June 2009. The overall quality rating was graded as satisfactory, which was an improvement since 9<sup>th</sup> January 2009 that was graded as inadequate.</p>	<p><b>% Statutory LAC reviews within timescales</b></p> <table border="1"> <thead> <tr> <th>ITEM</th> <th>PERF.</th> <th>STATUS</th> </tr> </thead> <tbody> <tr> <td>07/08 Actual</td> <td>89.4%</td> <td></td> </tr> <tr> <td>08/09 Actual</td> <td>85.4%</td> <td>↑</td> </tr> <tr> <td>09/10 1<sup>st</sup> Qtr</td> <td>93.4%</td> <td>↑</td> </tr> </tbody> </table> <p><b>Fostering Inspection Result</b> Overall quality - 'Satisfactory (↑)'</p>	ITEM	PERF.	STATUS	07/08 Actual	89.4%		08/09 Actual	85.4%	↑	09/10 1 <sup>st</sup> Qtr	93.4%	↑		
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<p><b>IIA 2</b></p> <p>The council has overestimated its performance in some outcome areas.</p> <p><i>Director: Joyce Thacker &amp; Julie Westwood</i></p>	<p>Performance reporting review as part of independent Overall Review of CYPS with the scope including Strategic Management, Operational Management, Resource Management, Performance Management and Safeguarding.</p> <p>Interim report from consultants</p> <p>Final report from consultants</p>	<p>28/02/09</p> <p>31/03/09</p>	<p>There have been a number of areas of good practice highlighted along with the areas for improvement. The initial recommendations cover a range of issues which the review team looked at during their time with us including management of the service, partnership working and safeguarding.</p> <p>The final report is due to be presented to RMBC's Corporate Management Team and the NHS Rotherham Executive during May and June before being presented to the Council's Cabinet on June 17.</p> <p>Once it has been formally agreed</p>	<p>CYPS Review and Action Plan</p> <p>Transformational Project Plan being developed.</p>	YES	YES												

AREA FOR IMPROVEMENT	ACTIONS/ MILESTONES	TARGET DATE	PROGRESS UPDATE			
			COMMENT	SUPPORTING DATA [AS AT 31JUL09]	Complete	On Target
	Reporting of findings and recommendations to Cabinet	15/07/09	<p>by the Council and NHS Rotherham, team managers will be working with colleagues to implement any developments in services coming from the review.</p> <p><b>COMPLETED.</b> External review commissioned by CXs of Council and NHR and completed by Children First Mouchel. Slight extension of project agreed between CFM and CX. Reporting of findings and recommendations to Cabinet on 15/07/09. Action plan implementation commenced.</p>			

**GLOSSARY OF ABBREVIATIONS**

R - Recommendation from the APA Letter  
 KS1 - Key Stage One  
 NEET - Not in Employment, Education or Training  
 LAA - Local Area Agreement  
 PA - Persistence Absence

IIA - Internal Improvement Action  
 KS2 - Key Stage Two  
 BME - Black or Minority Ethnicity  
 LAC - Looked After Children

DOT - Direction of Travel  
 L2+ - Level 2 or above  
 WBRI - White British  
 EWO - Education Welfare Officer

<b>ROTHERHAM BOROUGH COUNCIL - REPORT TO MEMBERS</b>
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1.	<b>Meeting:</b>	<b>Children and Young People's Services Cabinet Member and Advisers</b>
2.	<b>Date:</b>	Wednesday 9 <sup>th</sup> September, 2009
3.	<b>Title:</b>	<b>Attendance at Safeguarding Children Board and Year End Report</b>
4.	<b>Directorate:</b>	Children and Young People's Services

## 5. Summary

Rotherham Safeguarding Children Board (RSCB) was established by Rotherham Metropolitan Borough Council in accordance with the provisions of The Children Act, 2004. RSCB was set up to work closely with statutory and voluntary agencies to:-

- (a) Co-ordinate the work undertaken individually or by agencies on the Board for the purposes of safeguarding and promoting the welfare of children in the borough of Rotherham; and;
- (b) Ensure the effectiveness of what is done by each person or body for that purpose.

These objectives can only be met if agencies in Rotherham both attend and actively contribute to RSCB business. Regular attendance, by members of sufficient seniority, at Board meetings is therefore essential to good governance.

## 6. Recommendations

**That Cabinet Member for Children and Young People's Services endorses the plan and agrees with the following recommendations:-**

- (i) **Continue to support RSCB in ensuring that agency participation is seen as a priority.**
- (ii) **Consider and implement the recommendations from Laming 2009 with reference to Safeguarding Children Boards.**



## 7. Proposals and Details

The Interim Safeguarding Children Board Manager has provided attendance statistics for the year 2008 to 2009. However, attendance statistics are not available for all the Safeguarding Children Board Sub-Groups. This issue needs to be addressed. Rotherham continues to develop a proactive and responsive Safeguarding Children Board; this requires a review of the Safeguarding Board Constitution including a review of all Sub-Groups. The appointment of a new Safeguarding Children Board Chair will provide an opportunity to consider the current position, taking stock of where we are and where we need to be in light of Laming Recommendations to LSCB's.

Lord Laming set out 58 recommendations for reform all of which the Government has accepted (2009). These include:-

- Strengthening independence and quality of serious case reviews - The proposed national Safeguarding Unit will monitor implementation to ensure that lessons are learned and that public executive summaries are full and comprehensive. This has a cost and capacity issue for LSCB.
- Legislation to ensure that every LA has a statutory Children Trust Board to improve the outcomes for children and young people.
- Strengthening Local Safeguarding Children Board (LSCB) role to make it the local watchdog for protection of children and hold Children Trust and local agencies to account. This requires a review of the RSCB Constitution and agreement from member agencies as to the way forward for safeguarding children and young people in Rotherham.
- Revised statutory guidance will set out:-
  - A presumption that all LSCBs will have an Independent Chair.
  - Directors of Children Services and Lead Member to be members of the Children Trust Board and the LSCB.
  - The Chief Executive and Council Leader will be required to confirm annually that local arrangements comply with the law.
  - 2 members of the general public to be appointed to every LSCB in the country.

These recommendations have a cost and capacity issue for LSCB.

Members are asked to consider the capacity and cost implications and agree the proposed way forward and review progress regularly.

## 8. Finance

To date, the Government has not released any specific ring-fenced grants or additional budgets for implementation of the Laming recommendations. Capacity for Rotherham Safeguarding Children Board with regard to the additional administrative time required is an issue that requires consideration.

**9. Risk and Uncertainties**

Safeguarding Children Boards need to engage with agencies to develop their expertise and increase their understanding of Government expectation of them with regard to safeguarding and promoting the health and welfare of children. Capacity in a small team is an issue, in particular, administrative time to ensure that agendas, minutes and attendance are recorded effectively and efficiently. Limited administrative services can act as a barrier to effective working relationships and ultimately how the Board is functioning.

**10. Policy and Performance Agenda Implications**

The introduction of the Comprehensive Area Assessment has introduced new inspection arrangements for safeguarding. The framework and grade descriptors for these Inspections were published by Ofsted at the end of May 2009.

On 4th and 5th August, 2009, CYPS received an unannounced inspection of its Contact, Referral and Assessment Service. Ofsted made a number of recommendations for immediate action and these will be reflected in future Action Plans. Further Ofsted inspections are anticipated for Looked After Children's Services and Safeguarding Services. Failure to address the recommendations in Laming for LSCBs would be detrimental to any future Safeguarding inspection which in turn would impact on the CYPS Comprehensive Area Assessment (CAA), the Council's CAA and could lead to external intervention.

**11. Background and Consultation**

Safeguarding Children Boards should establish appropriate sub-committees and working groups to assist in achieving its objectives. The sub-committees should be chaired by a person approved by the Board and work to an agreed work plan. The Chair of each sub-committee should provide reports to the Board meetings on a regular basis. These meetings however have not all been serviced by an administrator therefore agendas, attendance statistics, work plans and minutes are not as robust as would be desired.

It is therefore recommended that a full review of the RSCB constitution is undertaken with all partner agencies contributing and signing up to the planned way forward. This will require a facilitated time out session for partner agencies and needs to wait until the Independent Chair is appointed.

- Children Act, 2004.
- The Protection of Children in England: Action Plan (May 2009).
- Comprehensive Area Assessment: Annual Rating of Council Children's Services for 2009 (May 2009).
- Ofsted Annual Unannounced Inspection of Contact, Referral and Assessment Arrangements within Rotherham Children's Services, dated 12th August, 2009.

**Contact Name:** Pam Allen, Director of Locality Services  
01709 823905  
pam.allen@rotherham.gov.uk

## Membership

The Safeguarding Board has been established since 2005 and is independently chaired. The membership of the Safeguarding Board from 1st April, 2008, to 31st March, 2009, and their attendance is set out below. There were 4 planned Board meetings during this period:-

13th June, 2008  
 19th September, 2008  
 12th December, 2008  
 6th February, 2009

and 3 Extra Ordinary Meetings:-

23rd January, 2009  
 26th February, 2009  
 27th March, 2009

Name	Title and Agency	Attendance
<b>Board Members</b>		
Judith Dodd	Independent Chair	7
Joyce Thacker	Director of Children's and Young People's Services	6
Pam Allen	Director of Social Care, Children and Young People's Services (Deputy Chair)	6
Tom Kelly	Director of Inclusion, Voice and Influence	6
Simon Perry	Director of Targeted Services	4
Zafar Saleem	Chief Executive Office	4
Sandra Tolley	Housing Choices Manager, Neighborhoods and Adult Services	1 (new member - attended 06.02.09)
Ruth Holmes	Divisional Manager, South Yorkshire Probation Service	6
John Radford	Director of Public Health, NHS Rotherham - Commissioning	5
Yvonne Weakley	Head of CYPS (Health ), Rotherham Community Health Services	4 ( joined the Board in December 2008)
Catherine Hall	Nurse Consultant Safeguarding Children	2 (joined the Board in January 2009)

<b>Name</b>	<b>Title and Agency</b>	<b>Attendance</b>
Dr Jugnu Mahajan	Director, Rotherham General Hospital NHS Trust	3
Tracey Wrench	Doncaster and South Humber NHS Foundation Mental Healthcare Trust	4 (joined the Board in December 2008)
Peter Horner	Representing South Yorkshire Police	4 (joined the Board in December 2008)
DI Simon Palmer	Representing Rotherham Police	3
Adele Jones	Service Manager, CAFCASS	4
David Radford	NSPCC Manager	1
Maryann Barton	National Children Centre	3
<b>Board Officers</b>		
Annie Redmond	Service Manager Operational Safeguarding Children Unit	5
<b>Board Advisors</b>		
Francis Jeffries	CYPS Legal services	3 legal representation sent on other 3 occasions
Jim Stewart	Safeguarding Manager	5 (from March 09 position vacated)
<b>Papers to:</b>		
Jean Hawkins/ Geraldine Sands	Strategic Health Authority	Receives Board papers

<b>ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS</b>
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<b>1.</b>	<b>Meeting:</b>	<b>Children and Young People’s Services Cabinet Member and Advisers</b>
<b>2.</b>	<b>Date:</b>	Wednesday 9 <sup>th</sup> September, 2009
<b>3.</b>	<b>Title:</b>	<b>Government’s Response to Lord Laming Report</b>
<b>4.</b>	<b>Directorate:</b>	Children and Young People’s Services.

**5. Summary**

On 12th March, 2009, Lord Laming’s report, ‘The Protection of Children in England: A Progress Report’, was published. The Government published an immediate response in which it accepted all of Lord Laming’s recommendations.

Rotherham Safeguarding Children Board and Rotherham Metropolitan Borough Council’s Children and Young People’s Services has completed an initial assessment of the borough’s position with regard to the recommendations and a report outlining the findings was presented to Rotherham Borough Council members on 15<sup>th</sup> July 2009. Lead members requested regular updates to track progress across the borough.

The attached Action Plan has been given a ‘RAG Status’ (Red, Amber, Green) based on a further assessment of Rotherham’s ongoing position.

**6. Recommendations**

**That Cabinet Member for Children and Young People’s Services endorses the plan and agrees with the following recommendations:-**

- **That the Safeguarding Board Partners undertake a self assessment of their agency’s compliance with Laming’s recommendations**
- **That Lead Member receives quarterly reports of progress from across agencies in the borough.**

## **7. Proposals and Details**

Each Member agency should consider all of Lord Laming's recommendations, the government's response and the action plan attached to this report. Each member agency then needs to assess the actions required, determining and monitoring timescales for identified actions. The Safeguarding Children Board Manager will co-ordinate and review progress against each of the actions identified within the Action Plan and report this to LSCB.

## **8. Finance**

To date, the Government has not released any specific ring-fenced grants or additional budgets for implementation of the Laming recommendations. Capacity for the Safeguarding Children Board with regard to the additional administrative time required is an issue that requires consideration.

## **9. Risk and Uncertainties**

The Safeguarding Children Board needs to assess each agency's current provision and quality of services against the Action Plan. The risks associated with the action plan are significant as failure to address the issues identified as requiring action are likely to render agency practice unsafe.

## **10. Policy and Performance Agenda Implications**

The introduction of the Comprehensive Area Assessment has introduced new inspection arrangements for Safeguarding. The framework and grade descriptors for these Inspections were published by Ofsted at the end of May 2009.

On the 4<sup>th</sup> and 5<sup>th</sup> of August 2009, CYPS received an unannounced inspection of its Contact, Referral and Assessment service. Ofsted made a number of recommendations for immediate action and these will be reflected in future Action Plans. Further Ofsted inspections are anticipated for Looked After Children's Services and Safeguarding Services. Failure to address the issues identified within the action plan would render the service unsafe and would trigger a full Safeguarding inspection which in turn would impact on the CYPS Comprehensive Area Assessment (CAA).

## **11. Background and Consultation**

- The Protection of Children in England: Action Plan (May 2009).
- Comprehensive Area Assessment: Annual Rating of Council Children's Services for 2009 (May 2009).
- Ofsted annual unannounced inspection of Contact, Referral and Assessment arrangements within Rotherham Children's Services, dated 12<sup>th</sup> August 2009.

**Contact Name:** Catherine Hall, Safeguarding Board Manager  
01709 823977  
catherine.hall@rotherham.gov.uk



# **The Protection of Children In Rotherham A Multi Agency Action Plan August 2009**

**This Composite Action Plan is written following The Protection of Children in England:  
A Progress Report, Lord Laming March 2009**

## **Key to Progress of Actions**

**GREEN = The task has been completed and appropriate evidence produced.**

**AMBER = Plans are progressing to timescale.**

**RED = Work has yet to be / planned / started / progressed.**

## History

In November 2008 the Government asked Lord Laming to prepare an urgent independent report of progress on safeguarding arrangements nationally. Lord Laming's report, *The Protection of Children in England: A Progress Report* was published on 12<sup>th</sup> March 2009. The Government welcomed the report and accepted all the recommendations.

## Rationale

Lord Laming reported that whilst *Every Child Matters (2004)* and *Working Together to Safeguard Children (2006)* provide a sound framework for professionals to protect children and promote their welfare it was clear that the need to protect children from significant harm and neglect is even more challenging. He reported the need for a step change in the arrangements to safeguard children from harm; he also felt that it is essential that action is now taken so that as far as humanly possible children at risk of harm are properly protected. In addition to accepting Lord Laming's recommendations the Government plan to:

- Set up a cross-Government national safeguarding delivery unit to support and challenge every Local Authority (LA) and children's trust in the country.
- Strengthen independence and quality of serious case reviews - the unit will monitor implementation to ensure both that lessons are learned and that public executive summaries are full and comprehensive
- Produce legislation to ensure that every LA has a statutory Children Trust Board to improve the outcomes for children and young people
- Compel the chief executive and council leaders to confirm annually that local arrangements comply with the law.
- Provide a new leadership programme for Director Children Services and an accelerated programme for those with the greatest potential to become children's service leaders.

Rotherham Safeguarding Children Board have compiled an Action Plan as the beginning of a process to provide agencies and RSCB Members with a structure to demonstrate their current position, future work and anticipated outcome. This self assessment tool will provide a base line from which future work can be coordinated. The collation of agencies responses will provide Cabinet members with a transparent audit of services for Children and Young People Rotherham

For additional Information, please go to:

<http://www.publications.parliament.uk/pa/cm200809/cmhansrd/cm090312/debtext/90312-0007.htm#09031256000005>

<http://www.official-documents.gov.uk/document/hc0809/hc03/0330/0330.asp>

<http://www.official-documents.gov.uk/document/hc0809/hc03/0330/0330.pdf>



<b>Government's Response to Laming Action Plan</b>				
<p><b>Recommendation 1:</b> Every Children 's Trust will be expected to undertake a thorough needs assessment of their local population as part of their Children and Young People's Plan; to make improvements in leadership, staffing, training, supervision and practice across all services; to raise the profile of safeguarding and child protection across children's services, health and police; to develop better local performance management; to lead a change in culture across frontline services that enables them to work more effectively to protect children; to work with existing organisations to create a shared evidence base about effective practice, including evidence-based programmes, early intervention and preventative services; and to support the implementation of the recommendations of Serious Case Review and put in place systems to learn the lessons at local, regional and national level.</p>				
<b>Comment to include evidence as appropriate</b>	<b>Lead Person</b>	<b>RAG Rating</b>		
<p>Children's First Review would inform review of Children and Young People's Services and NHS Rotherham.</p> <p>Unannounced Ofsted inspection of August 2009 and Care Quality Commission self-assessment audit will also inform future planning.</p> <p>The Service Plan for the Operational Safeguarding Unit and the Strategic Overview of the work of the Safeguarding Unit to include the review of performance indicators for partner agencies within Rotherham Safeguarding Children Board.</p>	Safeguarding Board Manager	14.8.09		
<p><b>Recommendation 2:</b> Ofsted has designed more rigorous inspection arrangements for safeguarding and will shortly be publishing a new framework for a rolling programme of inspections of safeguarding and looked after children in all areas and covering the role of all partners, on a three year cycle. They will also be publishing a framework for a new annual inspection of child protection in local authority children's services.</p>				
<b>Comment to include evidence as appropriate</b>	<b>Lead Person</b>	<b>RAG Rating</b>		
<p>Each Locality Team has had a presentation by the Locality Managers on the specific area of interest for CAA.</p> <p>Awaiting further direction from the Inspectorates.</p>	Locality Managers	14.8.09		
<p><b>Recommendation 3:</b> Ofsted has also designed the new school inspection framework which will apply from September 2009 so that it will have a stronger focus on safeguarding. The current inspection framework already includes a judgement about whether safeguarding arrangements in schools are satisfactory but this will be strengthened in the new framework with a grading on a scale from 1 (outstanding) to 4 (inadequate) for a school's safeguarding arrangements. Any school which receives a grade of 4 will also be likely to be awarded an inadequate grade for its overall performance and will need, therefore, to make urgent improvements. These arrangements will 'raise the bar' about the importance of safeguarding for school and will also facilitate the identification and dissemination of best practice.</p>				

Government's Response to Laming Action Plan				
Comment to include evidence as appropriate	Lead Person	RAG Rating		
<p>Operational Safeguarding Unit Education Leads provide ongoing training and support to schools regarding safeguarding issues and policy/procedural developments.</p> <p>From September 2009, quarterly meetings to be arranged for designated staff within all educational establishments. RSCB Sub Group - E-Safety and the Anti-Bullying Strategy are proactively working within educational settings. The E-Safety Group is a multi-agency forum that engages with young people seeking their views on policies and procedures.</p>	Operational Safeguarding Unit Manager	14.8.09		
<p><b>Recommendation 4:</b> The Care Quality Commission (CQC) is committed to working in partnership with Ofsted to inspect and assess the health-related elements of its programme and thus provide leverage alongside Strategic Health Authorities (SHAs) to improvement of practice and outcomes and will work closely with Ofsted to ensure that its inspection framework is sound, workable and adaptable for the health element of the inspection programme. In addition, the CQC's own Annual Health Check of all NHS trusts in England includes assessing the quality of safeguarding arrangements against core standards criteria. By 1st May, all NHS bodies had declared compliance or otherwise against national standards, including a specific standard relating to child protection arrangements. The Commission will be rigorous in its assessments of services and will take follow-up action against non-compliance where necessary.</p>				
Comment to include evidence as appropriate	Lead Person	RAG Rating		
<p>The Care Quality Commission has requested that all Health Trusts, nationally, undertake an additional self assessment to assure NHS Commissioners and Strategic Health authorities of their compliance with safeguarding children. This self assessment will form part of the overall position statement due to be published November 2009. In Rotherham this initial assessment is due to be completed by all health Trusts in September prior to it being highlighted to NHS Rotherham trust Board.</p>	Director of Health Services and Director of Locality Services	16.8.09		
<p><b>Recommendation 5:</b> The Chief Inspector of Probation has consistently promoted the inspection of actual work involved in safeguarding and public protection. Implementation of Lord Laming's recommendation will simply build on existing practices.</p>				
Comment to include evidence as appropriate	Lead Person	RAG Rating		
<p>The local probation area operates in line with guidance and recommendations received from HMI probation. Rotherham Probation service has completed an action plan in response to the most recent inspection of services in January 2009. This action plan incorporates all safeguarding requirements and is currently being implemented across the service.</p>	Assistant operational Safeguarding Board Manager	18.8.09		

Government's Response to Laming Action Plan			
<p><b>Recommendation 6:</b> The Apprenticeships, Skills, Children and Learning Bill, currently before Parliament, sets out the Government's proposals to strengthen Children's Trusts. Every Children's Trust should have a Board on which the partners and the local community are represented. Subject to the passage of legislation, the Children's Trust Board will have responsibility for producing a Children and Young People's Plan for the local area, informed by a needs analysis and full consultation, including with children, young people and their families.</p>			
Comment to include evidence as appropriate	Lead Person	RAG Rating	
<p>Position Statement – September 2009.</p> <p>The Children and Young People's Plan revision is being consulted upon, the underpinning audit of need is completed. Key partners will be consulted on regarding the CYPP.</p>	Director of Commissioning, Policy and Performance	27.8.09	
<p><b>Recommendation 7:</b> The Children's Trust Board – drawing on support and challenge from the Local Safeguarding Children Board – will ensure that the Children and Young People's Plan covers strengths and weaknesses in the area, what has been achieved in the last year and what more needs to be done by each partner to improve outcomes in safeguarding. The Plan should also include clear targets for improving outcomes for keeping children safe. The Government will work with partners to review the range of safeguarding indicators, following Lord Laming's recommendation, and will publish a new set of national indicators by the end of September 2009. These revised indicators will form the basis of the targets set by Children's Trusts.</p>			
Comment to include evidence as appropriate	Lead Person	RAG Rating	
<p>Position Statement – September 2009</p> <p>Awaiting national indicators - September 2009. The Independent Safeguarding Board Chair will join the Children and Young People's Board. The Children and Young People's Board will ensure the revised indicators are fully reflected in the Children and Young People's Plan.</p>	Director of Commissioning, Policy and Performance  Safeguarding Board Manager	27.8.09	
<p><b>Recommendation 8:</b> The Government's immediate response to Lord Laming's report accepted his recommendations on the respective roles and responsibilities of LSCBs and Children's Trust which stressed the importance of a 'clear distinction between the roles and responsibilities between LSCBs and Children's Trusts to ensure appropriate challenge, scrutiny and impartiality'. Local Safeguarding Children Boards should include membership from the senior decision makers from all safeguarding partners. Lord Laming also recommended that the Children's Trust and the Local Safeguarding Children Board should not be chaired by the same person and that the LSCB chair, who must be of sufficient stature and authority, should be selected with the agreement of a group of multi-agency partners and should have access to training to support them in their role.</p>			
Comment to include evidence as appropriate	Lead Person	RAG Rating	

<b>Government's Response to Laming Action Plan</b>					
Advert regarding Independent Safeguarding Board Chair has resulted in a number of candidates being shortlisted. Interviews held in August 2009 and successful appointment made.	Strategic Director, Children's Services	27.8.09			
<p><b>Recommendation 9:</b> The Government went further to ensure that there is complete clarity about local accountabilities underpinned by effective local challenge. They are, therefore, taking action to put in place the following arrangements:</p> <ul style="list-style-type: none"> <li><b>The Children's Trust and the LSCB</b> have important but distinctive roles in keeping children safe. The Children's Trust is accountable for ensuring that services deliver better outcomes, with the Children's Trust Board being specifically accountable for overseeing the delivery of the Children and Young People's Plan. The LSCB should be responsible for challenging every member of the Children's Trust, through the Children's Trust Board, on their success in ensuring that children and young people are kept safe. The LSCB should publish an annual report on the effectiveness of arrangements locally and the contribution and activities of each local partner, for keeping children safe, as recommended in Lord Laming's report. The complementary roles of the two bodies –and the challenge of the LSCB to the Children's Trust – will only work effectively if the two bodies are chaired by different people. There will now be a presumption that the LSCB is chaired by someone independent of the local agencies so that the LSCB can exercise its local challenge function effectively. We accept, however, that it may take time to develop sufficient availability of suitable independent chairs and we are, therefore, proposing to work towards this arrangement over time. This will be an early opportunity for the new Chief Adviser and the Unit.</li> </ul>					
<b>Comment to include evidence as appropriate</b>	<b>Lead Person</b>	<b>RAG Rating</b>			
<p>Children's Board and LSCB have separate Charing arrangements in place.</p> <p>Children's Board and LSCB need to consider governance arrangements.</p> <p>Following the appointment of the new Independent Chair of the Safeguarding Children Board robust governance arrangements will need to be established.</p> <p>These arrangements will be subject to annual review and a report detailing the effectiveness of the Board will be published.</p>	Chair of RSCB and Children Board	14.8.09			
<p><b>Recommendation 10:</b></p> <ul style="list-style-type: none"> <li><b>Directors of Children's Services (DCSs) and Lead Members for Children's Services</b> have central roles. Directors of Children's Services have lead responsibility for improving outcomes for children in their area. Lead Members for Children's Services are politically accountable for ensuring that the local authority fulfils its legal responsibilities for safeguarding and promoting the welfare of children and young people and should provide the political leadership needed for the effective co-ordination of work with other relevant agencies with safeguarding responsibilities (such as the police and health service). Lead Members should also take steps to assure themselves that effective quality assurance systems for safeguarding are in place and functioning effectively. Both the DCS and the Lead Member should always be members of both the Children's Trust Board and the Local Safeguarding Children Board.</li> </ul>					
<b>Comment to include evidence as appropriate</b>	<b>Lead Person</b>	<b>RAG Rating</b>			

<b>Government's Response to Laming Action Plan</b>					
Lead Member and the Strategic Director of Children and Young People's Services both sit on the Children and Young People's Board and the Safeguarding Children's Board. Regular meetings are held between the Lead Member, Strategic Director of Children and Young People's Services and Safeguarding Board Manager. The Strategic Director of Children and Young People's Services also meets with the Independent Safeguarding Children's Board Chair on a monthly basis to satisfy themselves we are meeting their statutory requirements.	Strategic Director, Children's Services	27.8.09			
<b>Recommendation 11:</b>					
<ul style="list-style-type: none"> <li><b>Local Authority Chief Executives and Council Leaders</b> also have critical roles to play. Chief Executives are responsible for satisfying themselves that the Directors of Children's Services are fulfilling their managerial responsibilities for safeguarding and promoting the welfare of children and young people, including in particular by ensuring that the relationship between the Children's Trust and the LSCB is working effectively; that clear responsibility has been assigned within the local authority and among Children's Trust partners for improving services and outcomes; and that the targets for improving safeguarding and progress against them are reported to the Local Strategic Partnership. Every year, as part of the Children's Trust annual report, the Chief Executive and the Leader of the Council should make an assessment of the effectiveness of local governance and partnership arrangements for improving outcomes for children and supporting the best possible standards for safeguarding children.</li> </ul>					
<b>Comment to include evidence as appropriate</b>	<b>Lead Person</b>	<b>RAG Rating</b>			
Chief Executive and the Leader of the Council will produce an annual statement for effectiveness on safeguarding and welfare of children and young people. This will form part of the Children and Young People's Board's Annual Report to be presented to Cabinet and the LSP in the Summer term of 2010.	Leader of the Council	27.8.09			
<b>Recommendation 12:</b>					
<ul style="list-style-type: none"> <li><b>The wider public</b> also has an important role to play, as keeping children safe is everyone's responsibility. It is right that Children's Trust Boards should actively seek the views of the local community and consult children, young people and their families when drawing up Children and Young People's Plans. We believe Local Safeguarding Children Boards' arrangements should be opened up to wider public scrutiny through the appointment of two lay members drawn from the local community to the LSCB and have brought forward an amendment to the Apprenticeships, Skills, Children and Learning Bill to require this. This will support stronger public engagement in, and understanding of, children's safety issues. The voice and experiences of young people should also strongly inform the LSCB's work.</li> </ul>					
<b>Comment to include evidence as appropriate</b>	<b>Lead Person</b>	<b>RAG Rating</b>			
Safeguarding Board Manager, Chair of LSCB and Director of Children's Services to develop a position statement – September 2009. Consideration to be given to the appointment of 2 lay members.  Serious Case Reviews in the area now consider the voice of the family during the review process.	Director of Children's Services  Safeguarding Board Manager	14.8.09			

<b>Government's Response to Laming Action Plan</b>			
<b>Recommendation 13:</b> It is also vital that managers in frontline practice have the necessary development and support to enable them to provide strong leadership. We have asked the Children's Workforce Development Council (CWDC) to develop a programme of intensive support and coaching for social work team leaders and first line managers, particularly those working in child protection and safeguarding. The Government expects the NCSL to be closely involved in this urgent work, contributing their advice and expertise.			
<b>Comment to include evidence as appropriate</b>	<b>Lead Person</b>	<b>RAG Rating</b>	
Guidance from the CWDC is still pending. Work on a "Leading the Integrated Workforce" programme in partnership with the NCSL is scheduled to be completed March 2010, but a middle manager programme is due for roll out in September 2009. This national work is supported locally by the Rotherham CYPS Workforce Development Strategy, which aims for Autumn 2009 to begin development of our own leadership programme, incorporated the CWDC competencies and course content if and where appropriate.	Director of Commissioning, Policy and Performance		
<b>Recommendation 14:</b> All services that have contact with children or with members of their families need to be alert to signs that a child has additional needs, whether as a result of the child's disability or special educational need or because adults in the family face problems that affect their capacity to parent effectively or because of a combination of these factors. Disabled children can be particularly vulnerable and it is important that practitioners communicate with them and are alert to their particular needs. Schools and children's centres which have more regular contact with children than other services have a particularly important role to play in early intervention. In our forthcoming 21st Century Schools White Paper we will set out a national framework for early intervention to meet children's additional needs which will set out the roles and responsibilities of schools and other services.			
<b>Comment to include evidence as appropriate</b>	<b>Lead Person</b>	<b>RAG Rating</b>	
Multi-agency training needs analysis has been undertaken.  Operational Safeguarding Children Unit Management Team meet at weekly intervals. Representatives from Social Care, South Yorkshire Police, NHS Rotherham, Rotherham NHS Foundation Trust, Education and Probation attend. The agenda includes discussions regarding individual themes derived from the Unit's overview of practice.  The Local Authority's Children's Disability Services are currently managed within Learning Services	Operational Safeguarding Manager	27.8.09	
<b>Recommendation 15:</b> ContactPoint is a national online directory for people who work with children and young people. It is a tool designed to help improve the well-being of all children and young people, to help keep them safe and ensure that no child slips through the net. ContactPoint provides a quick way for a practitioner to find out who else is working with the same child, thereby enabling practitioners across the children's workforce to work together when they need to and provide a more co-ordinated approach to meet a child's needs. The delivery of ContactPoint is being phased in across England. Nineteen 'early adopter' organisations (seventeen local authorities in the North West plus Barnado's and KIDS) have trained their ContactPoint management teams on the system and are making it ready for practitioner			

<b>Government's Response to Laming Action Plan</b>			
use. All other local authorities will train their management teams later this year.			
<b>Comment to include evidence as appropriate</b>	<b>Lead Person</b>	<b>RAG Rating</b>	
<p>Ongoing national initiative.</p> <p>The local lead for the implementation has been identified as the Director of Commissioning, Policy and Performance.</p> <p>A project board and implementation team have been in existence for around 2 years with the ContactPoint Team having been trained and accredited.</p> <p>The key data sets are all green on the Local Data Quality Toolkit with others being included in an intensive data quality programme. It is anticipated that Rotherham's feed into national ContactPoint will be ready by the end of the year, dependant on the DCSF's National Feed Status.</p> <p>Health Visitors in Rotherham will be the first users to use the system with training taking place in the New Year.</p>	Director of Commissioning, Policy and Performance	27.8.09	
<b>Recommendation 16:</b> The Children's Workforce Development Council will shortly be issuing updated guidance on the Common Assessment Framework and has developed a range of web-based material to help local authorities and their Children's Trust partners to implement CAF as part of the development of integrated working locally.			
<b>Comment to include evidence as appropriate</b>	<b>Lead Person</b>	<b>RAG Rating</b>	
The Locality Manager for Rother Valley West has submitted a position statement for presentation to JLT. This has been achieved.	Locality Manager Rother Valley West	14.8.09	
<b>Recommendation 17:</b> The Police plan an important part in child safety. Working with the Association of Chief Police Officers, the Association of Police Authorities and the National Police Improvement Agency, the Home Office will be developing a new Strategic Framework for delivering Protective Services that will, for the first time, provide a clear structure for driving the delivery of all protective services – those services which are not so visible to the public but are crucial to ensuring that local communities are protected from a wide range of potential threats, such as organised crime or major crime. Child Protection will be one of the first priorities for implementation of the new Framework, making clear that, nationally, the Police Service, including every Police force, must ensure that they have the right arrangements and the right levels of resource in place locally to protect children and young people from abuse.			
<b>Comment to include evidence as appropriate</b>	<b>Lead Person</b>	<b>RAG Rating</b>	

<b>Government's Response to Laming Action Plan</b>				
Awaiting further guidance from the National Police Improvement Agency.				
Peter Horner		14.8.09		
<b>Recommendation 18:</b> Lord Laming's report challenged us to build further on the commitments we have already set out in <i>Healthy Lives, Brighter Futures</i> : to develop the health visiting workforce further, to provide leadership and expert practice for the Healthy Child Programme and to use health visitor's specialist skills in supporting vulnerable families and making their contribution to safeguarding. He called for immediate action to increase the numbers, confidence and competence of health visiting staff.				
<b>Comment to include evidence as appropriate</b>	<b>Lead Person</b>	<b>RAG Rating</b>		
<p>The Health Visiting Service was skilled mixed in 2009 to include Advanced Practitioners, Staff Nurses, additional Nursery Nurses, Mental Health Workers and Antenatal/Postnatal Support Workers. Skill mix will allow the specialist skills of Health Visitors to be released for more intensive work with vulnerable children and families. Advanced Practitioners provide leadership and direction to teams. A culture change is required to build competence and confidence in Health Visitors to manage complex cases where safeguarding is a prominent feature.</p> <p>Health Visiting Teams are arranged across 7 localities and the size of team is 'weighted' according to the level of need in each locality. Teams are co-located with partner agencies to strengthen joint working and information sharing.</p> <p>Work is ongoing to develop appropriate induction and preceptorship programmes and also to develop competency frameworks for each grade of staff.</p> <p>A robust Service Specification is in place which details the required activity, performance and quality measures.</p> <p>The national shortage of Health Visitors and a shift to targeted work has affected recruitment and retention of Health Visitors; an Action Plan is in place which includes plans to recruit and retain staff.</p>	Director of Children and Young People's Services  Rotherham Health	27.8.09		
<b>Recommendation 19:</b> In parallel, Dr. Sheila Shribman, the National Clinical Director for Children, Young People and Maternity Services, is working closely with NHS and professional leaders to build on existing work and respond to Lord Laming's recommendations on other areas of training, development and support for staff on safeguarding children, recognising the important contributions that GPs, practice nurses, paediatricians, A&E staff, mental health staff, ambulance staff and others who engage with children and families have to make.				
<b>Comment to include evidence as appropriate</b>	<b>Lead Person</b>	<b>RAG Rating</b>		
Audit of training needs currently being undertaken across the health economy, nationally. Results to be fed back to Dr. Shribman by 28 <sup>th</sup> August 2009. Further directions with regard to safeguarding training is then anticipated.	Designated Nurse, Child Protection	14.8.09		



<b>Government's Response to Laming Action Plan</b>				
Rotherham health economy currently train staff to a national standard that were provided by all Royal Colleges in the Intercollegiate Document 2006				
<p><b>Recommendation 20:</b>  In response to Lord Laming's report, we asked the Social Work Task Force to advise on how those in his recommendations which relate to social work should be implemented. We are grateful to Moira Gibb and her colleagues on the Task Force for writing to us to set out their early findings and recommendations. We particularly welcome the Task Force's advice that, in implementing Lord Laming's recommendations, we must go further and deeper to address, comprehensively, the challenges that are facing both adults' and children's social work. We are also very pleased that the Task Force is beginning to develop a leadership role within the sector, stimulating the debate – and solutions – which will shape the future of the profession and involving social workers themselves but also service users and other professionals.</p>				
<b>Comment to include evidence as appropriate</b>	<b>Lead Person</b>	<b>RAG Rating</b>		
<p>Social work vacancy factor is 36% in frontline social work posts. Recruitment and Retention Strategy being developed as a matter of urgency, assisted by Pearson Recruitment Agency.</p> <p>A Children and Young People's Services Improvement Panel is being set up to address this area of concern. Members of the Panel will include Children's Services Advisor for Government Office, Chief Executive's Office, CYPS, NAS etc.</p>	<p>Director of Locality Services</p> <p>Human Resource Services</p>	<b>27.8.09</b>		
<p><b>Recommendation 21:</b>  The Task Force will report fully to the Government in October and we are committed to bringing forward a comprehensive programme of reform for the profession at that time. Lord Laming's report, however, painted a picture of the pressures in the system which reinforces the need for immediate action. The Government is, therefore, announcing today measures we will take to reform the Integrated Children's System and a new Social Work Transformation Fund, which will support immediate improvements and support.</p>				
<b>Comment to include evidence as appropriate</b>	<b>Lead Person</b>	<b>RAG Rating</b>		
<p>ICS programme of implementation since September 2008 is proving very challenging of social work time. Social workers are experiencing competing priorities in gathering and inputting electronic information.</p> <p>Additional administrators are being drafted in from across the Council for a time limited period in an attempt to offer additional support to frontline staff.</p> <p>A Children and Young People's Services Improvement Panel is being set up to address this area of concern. Members of the Panel will include Children's Services Advisor for Government Office, Chief Executive's Office, CYPS, NAS etc.</p>	<p>Director of Locality Services</p> <p>Director of Commissioning, Policy and Performance</p>	<b>27.8.09</b>		

<b>Government's Response to Laming Action Plan</b>				
<b>Recommendation 22:</b> The Social Work Task Force says that effective record-keeping is an essential part of good social work; that in the 21st century this requires an effective IT approach; and that the ICS undoubtedly has the potential to deliver this. However, the Task Force also highlights a number of current problems with the local implementation of ICS systems and says these have been exacerbated by overly prescriptive national requirements. The intense frustration with ICS that the Task Force has found among many frontline workers is, it explains, the unfortunate result.				
<b>Comment to include evidence as appropriate</b>	<b>Lead Person</b>	<b>RAG Rating</b>		
ICS programme of implementation since September 2008 is proving very challenging of social work time. Social Workers are experiencing competing priorities in gathering and inputting electronic information. This is a difficulty recognised nationally.  A Children and Young People's Services Improvement Panel is being set up to address this area of concern. Members of the Panel will include Children's Services Advisor for Government Office, Chief Executive's Office, CYPS, NAS etc.	Director of Locality Services  Director of Commissioning, Policy and Performance	27.8.09		
<b>Recommendation 23:</b> The Task Force makes a series of recommendations which, it believes, will rapidly have a positive impact on how frontline workers experience ICS. The Task Force says its proposed changes will enhance the positive elements of the system by making it more flexible and by supporting its record-keeping capacity, while stripping out other, unnecessary features.				
<b>Comment to include evidence as appropriate</b>	<b>Lead Person</b>	<b>RAG Rating</b>		
ICS programme of implementation since September 2008 is proving very challenging of social work time. Social Workers are experiencing competing priorities in gathering and inputting electronic information.  A Children and Young People's Services Improvement Panel is being set up to address this area of concern. Members of the Panel will include Children's Services Advisor for Government Office, Chief Executive's Office, CYPS, NAS etc.	Director of Locality Services  Director of Commissioning, Policy and Performance	27.8.09		
<b>Recommendation 24:</b> It is clear that the recruitment and retention of children and families' social workers are issues of key concern and particularly severe in local authorities. To improve supply into social work, the Government has announced a Return to Social Work Scheme to help former social workers move back more easily into the workforce. It will be delivered by the Children's workforce Development Council (CWDC) working in partnership with the General Social Care Council (SCC) and the Local government Association (LGA). The campaign will start this month, with former social workers able to access information online and, from July, through a telephone helpline which will help returning social workers to identify their support and training needs. Our aim is that there should be 500 social workers back in the workplace from this autumn, supported by refresher training where they need it.				

Government's Response to Laming Action Plan				
Comment to include evidence as appropriate	Lead Person	RAG Rating		
The Authority has not felt any benefits of retired Social Workers expressing an interest to return to frontline practice and Social Workers in the area are taking up posts with social work agencies. A Recruitment and Retention Day was held on 2nd July, 2009, and improved recruitment processes via partnership with recruitment agency. Workforce Development has identified 12 places on Post-Qualification courses commencing September 2009.	Director of Locality Services  Human Resources Staff	31.7.09		
<b>Recommendation 25:</b> We want to support more high achieving graduates to train to be social workers. We announced in March that we would sponsor a new cohort of the Graduate Recruitment Scheme. We are pleased to announce that 200 high quality social work students will be able to train to join the profession through this scheme in September. CWDC will deliver this, working in partnership with employers and universities.				
Comment to include evidence as appropriate	Lead Person	RAG Rating		
Manager, OD, exploring opportunities with CWDC.	Director of Commissioning, Policy and Performance	31.7.09		
<b>Recommendation 26:</b> It is critical that new social workers are well supported in their first year of practice – Lord Laming and the Social Work Task Force have told us that this is not happening consistently at present. Last year, DCSF launched the Newly Qualified Social Worker pilot programme to better support the transition from training to practice. In his report, Lord Laming recommended that all newly qualified social workers should receive this level of support and the Government agreed, announcing on 12th March, 2009, that the programme will be available to all new social workers in statutory children and families' services and the first sector from September 2009.				
Comment to include evidence as appropriate	Lead Person	RAG Rating		
We are trying to adhere to the need for protected caseload management for newly qualified Social Workers. The challenge is ensuring good outturn for performance indicators, specifically referenced to the Safe PIs. We have made a submission to the CWDC for inclusion in their next pilot scheme which seeks to provide financial support to Local Authorities to enable the maintenance of protected case loads for newly qualified social workers.	Director of Locality Services  Director of Commissioning, Policy and Performance	20.8.09		

<b>Government's Response to Laming Action Plan</b>				
<b>Recommendation 27:</b> At the other end of the spectrum, it is important that the expertise of experienced social workers is retained on the frontline and that there are suitably recognised roles to enable this. On 12th March, 2009, the government announced the Advanced Social work Professional (ASWP) status which will create senior practice-focused roles for excellent and experienced social workers in local authority children's services. CWDC, working with local authorities, will begin to assess candidates for the new status in October and they will be in post and making a difference on the frontline soon after.				
<b>Comment to include evidence as appropriate</b>	<b>Lead Person</b>	<b>RAG Rating</b>		
The Authority has developed posts of Principal Practitioners and Principal Social Workers. Progression to these posts is competency based. In addition we offer a fast track approach to professional progression and an annual recruitment drive. However it should be noted that some neighbouring authorities are paying a higher salary for some of these posts.	Director of Locality Services Human Resources Staff	20.8.09		
<b>Recommendation 28:</b> The Ministry of Justice is working closely with the Department for Children, Schools and Families to establish a system-wide target for reducing delays that draws in all participants within the care proceedings system. Whilst the detail is yet to be finalised with the relevant key partners, the intention is to have an overarching objective, related to the timetable for the completion of care proceedings for an individual child, supported by a suite of Key Performance Indicators (KPIs) owned by individual participants in the system. This will include commitments to continuous performance improvement in order to avoid unnecessary delay by Her Majesty's Courts Service, the Legal Services Commission and the Children and Family Court Advisory Support Service. Improvement and success will be measured in a Balanced Scorecard.				
<b>Comment to include evidence as appropriate</b>	<b>Lead Person</b>	<b>RAG Rating</b>		
The Authority is averaging 80 sets of care proceedings. The challenge for timely conclusion is reliant upon available resources from Legal Services, Health Services, etc  A second Adoption Panel has been established (August 2009) to assist in progressing care plans in a more timely manner. NHS Rotherham has commissioned a review of LAC Health Services within the Borough. This review has incorporated the multi-agency requirements.	Director of Locality Services and Director Public Health NHSR	20.8.09		
<b>Recommendation 29:</b> In line with Lord Laming's recommendation, the Ministry of Justice has appointed Francis Plowden to conduct a review of court fees and to establish whether or not court fees act as a deterrent when local authorities decide whether or not to commence care proceedings.				
<b>Comment to include evidence as appropriate</b>	<b>Lead Person</b>	<b>RAG Rating</b>		

<b>Government's Response to Laming Action Plan</b>					
In Rotherham the issue of Court fees has not been a deterrent to initiating Care Proceeding where appropriate.	Legal Services Director of Locality Services	20.8.09			
<b>Recommendation 30:</b> DCSF should review Working Together so that it is explicit that the formal purpose of SCRs is to learn lessons for improving individual agencies as well as improving multi-agency working. The Government will publish a revised Chapter 8 of Working Together by July 2009 for consultation so that these important improvements can be put in place as quickly as possible.					
<b>Comment to include evidence as appropriate</b>	<b>Lead Person</b>	<b>RAG Rating</b>			
A pre-consultation version of Chapter 8 was issued to LSCB Chairs on 30th June, 2009. Comments had to be submitted to DCSF by 8th July, 2009. The cost of SCRs is likely to increase.	RSCB Chair	20.8.09			
<b>Recommendation 31:</b> Ofsted should focus their evaluation of SCRs on the depth of the learning a review has provided and the quality of the recommendations it has made to protect children. Ofsted is convening a partners' discussion about revising the SCR Evaluation Framework. This will be developed and consulted against the review of Chapter 8 of Working Together so that there is a consistent end to end set of arrangements with clear roles and responsibilities for all partners published by the end of July 2009.					
<b>Comment to include evidence as appropriate</b>	<b>Lead Person</b>	<b>RAG Rating</b>			
'Adequate' judgement may change to 'satisfactory'.  Ofsted is entering into a dialogue at the point of evaluation. RSCB has recently been given the opportunity of clarifying issues/resubmitting documentation.  Greater attention will need to be paid to media issues prior to publishing executive summaries.	RSCB Chair And CYPS Communication Manager	20.8.09			
<b>Recommendation 32:</b> LSCBs should ensure all SCR Panel Chairs and SCR Overview Authors are independent of the LSCB and all services involved in the case and that arrangements for the SCR offer sufficient scrutiny and challenge. To be reflected in the revised Working Together guidance.					
<b>Comment to include evidence as appropriate</b>	<b>Lead Person</b>	<b>RAG Rating</b>			
SCR procedure to be reviewed in light of revised guidance from December 2009.	RSCB Chair	20.8.09			

Government's Response to Laming Action Plan				
<p><b>Recommendation 33:</b> The Department of Health and the Department for Children, Schools and Families must strengthen current guidance and put in place the systems and training so that staff in A&amp;E Departments are able to tell if a child has recently presented to any A&amp;E Department and if a child is the subject of a Child Protection Plan. If there is any cause for concern, staff must act accordingly, contacting other professionals, conducting further medical examinations of the child, as appropriate and necessary, and ensuring no child is discharged whilst concerns for their safety or well-being remain.</p>				
Comment to include evidence as appropriate	Lead Person	RAG Rating		
A&E staff are able to access information regarding the Child Protection Plan status of any child where there is cause for concern. A recent audit of children admitted via A&E with deliberate injuries completed. Results to be available to September 2009 Board.	Director of public Health (commissioning) and Chief Nurse RFT	20.8.09		
<p><b>Recommendation 34:</b> The Department for Children, Schools and Families should revise Working Together to Safeguard Children to set out the elements of high quality supervision focused on case planning, constructive challenge and professional development.</p>				
Comment to include evidence as appropriate	Lead Person	RAG Rating		
A robust joint casework supervision policy was introduced from April 2009. This now requires a review to ensure compliance across key frontline practitioners.	Locality Managers and Director of Locality Services	20.8.09		
<p><b>Recommendation 35:</b> The Department for Children, Schools and Families must strengthen Working together to Safeguard Children and Children's Trust must take appropriate action to ensure:-</p> <ol style="list-style-type: none"> <li>I. all referrals to children's services from other professionals lead to an initial assessment, including direct involvement with the child or young person and their family, and the direct engagement with, and feedback to, the referring professional;</li> <li>II. core group meetings, reviews, and casework decisions include all the professionals involved with the child, particularly police, health, youth services and education colleagues. Records must be kept which must include the written views of those who cannot make such meetings; and</li> <li>III. formal procedures are in place for managing a conflict of opinions between professionals from different services over the safety of a child.</li> </ol>				
Comment to include evidence as appropriate	Lead Person	RAG Rating		
<p>I. <b>All Referrals</b> The current 36% vacancy factor within frontline Social Care Services precludes compliance with this recommendation</p>	Director of Locality Services	27.8.09		

<b>Government's Response to Laming Action Plan</b>					
<b>II. Core Group Meetings</b> Additional administrative support has been agreed for a limited period. The tasks allocated to these staff will include the production and dissemination of core group minutes and will promote the timely inputting of case notes etc.	Director of Locality Services	20.8.09			
<b>III. Formal Procedures</b> Where children/young people are the subject of a child protection conference formal procedures are in place for professionals to dissent where there is a conflict of opinion as to whether or not the criteria for a child protection plan are met. Dissent in such circumstances is considered at the monthly meeting of the Practice Standards	Director of Locality Services	20.8.09			

<b>ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS</b>
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<b>1.</b>	<b>Meeting:</b>	<b>Children and Young People’s Services Cabinet Member and Advisers</b>
<b>2.</b>	<b>Date:</b>	Wednesday 9 <sup>th</sup> September 2009
<b>3.</b>	<b>Title:</b>	<b>Youth Crime Prevention Activity, Youth Restorative Disposal and Triage Arrangements with Police.</b>
<b>4.</b>	<b>Directorate:</b>	Targeted Services - C&YPS

**5. Summary:**

This report firstly summarises the actions and progress taken in Rotherham to reduce and prevent children and young people’s involvement in crime and disorder, but also makes clear data recording issues at the DCSF which could impact upon an accurate picture.

The Report then goes on to describes the details of a new option available for young people, the Youth Restorative Disposal [YRD], who become involved in low level criminal offending and the arrangements in place between Targeted C&YP Services and the Police locally to ensure that all relevant young people are identified and receive the YRD.

**6. Recommendations:**

- **That the contents of the Report are noted.**
- **That the initiatives delivered and planned to reduce first time entrants to the youth criminal justice system are welcomed.**
- **That the issue of published data be monitored and consideration be taken regarding formal representation if necessary.**



## 7. Proposals and Details:

One of Rotherham's key LAA indicators is *NI111 Reducing the Number of First Time Entrants to the Youth Justice System*. Of a number of options associated with children's involvement in crime and disorder, this one was chosen because it specifically links to **early intervention and prevention** and recognises that involvement in crime by children is very often an indication of other areas of concern, risk or dysfunction in their lives. This indicator crosses themes within Rotherham, with its 'ownership' in terms of performance management resting with the Safer Rotherham Partnership [as the YOS Management Board], but the management and services to meet the indicator being primarily C&YPS.

The collection and monitoring of this data is complex. When originally put forward by the Government as a potential LAA it became necessary to establish a baseline figure against which to measure performance. In fact this proved quite problematic due to different data sources at the Home Office and evidence of unrecorded incidents in a number of Police Force areas. The final baseline figure for the year 2007/08 for Rotherham, identified by the DCSF, is 580 young people who entered the criminal justice arena for the first time; the three year target set is to reduce this figure to 514. In fact our local data identified 622 first time entrants in 07/08, and it is the view of the YOS and the Police that this is a more accurate and robust measure. Representation was made to both the DCSF and the YJB about the discrepancy, and there is acknowledgement from both that the set baseline data is flawed. We were not alone in this representation and its importance is indicated by the fact that the DCSF have still not released any data for this measure for 2008/09, even though the YJB has done so. Furthermore, the DCSF have indicated that they are currently not able to adopt the YJB figures and reflect them in their performance measures related to CAA scoring; therefore currently this good area of performance is not featuring in CAA assessments. Notwithstanding this fact however, whatever the accurate / correct baseline, Rotherham has performed very well in this area.

<b>First Time Entrants:</b>				
2007/08 [baseline year]	2008/09 target	2008/09 actual	2009/10 target	2009/10 actual
580	557	375	514	<i>356 projected, based on first quarter figure of 89.</i>
<b>Rotherham comparative performance for 08/09 against baseline [YJB data]:</b>				
Rotherham 39.7% reduction	Regional 22.7%	Family 24.4%	National 18.7%	

The reasons for this positive performance lie in innovative ideas and delivery and a genuine commitment by partners. An example of this is the local guidance to schools for responding to 'offending' in education, drawn up by the Youth Offending Services, which was agreed with the Police and then jointly presented to secondary school Headteachers. A joint Protocol between the YOS, the Police and Secondary Heads for the management of such behaviour has consequently been agreed. This was done as a response to the schools being locations of very high reporting and incidence of offending just three years ago, and the Protocol has been remarkably successful with significant reductions in the number of school age young people being prosecuted. Central to this success has been:

- the establishment of PYPPO's, who have forged a close link and relationship between key services such as schools, C&YPS Localities and Safer Neighbourhood Teams

- the establishment of Early Intervention Teams in locality areas, consisting of YOS Early Intervention workers, Connexions workers, substance misuse workers, in some areas Teenage Pregnancy workers and PYPPO's. These teams are based with and managed by Youth Services. Referrals are accepted from Localities, Safer Neighbourhood Teams, Youth Offending Services, Schools, Neighbourhood Actions Groups and young people themselves.

Other initiatives which have also contributed to the reduction in first time entrants and complemented those above have included:

- a partnership with Streetpride and the YOS to establish a criminal damage restorative projects aimed at young people who commit minor acts of criminal damage and which make amends to their community
- activity under the Youth Crime Action Plan funding from DCSF which has enabled Rotherham to initiate Operation Staysafe, Street Based Patrols, Reparation on Fridays and Saturday nights and additional School Patrols.

### **Youth Restorative Disposal**

In addition to these, in its Youth Crime Action Plan the Government introduced a further option to be made available to divert young people from the criminal justice system without the need to issue a Reprimand, Final Warning or being charged to appear in Court. The Youth Restorative Disposal directly targets those who have been arrested and for whom Custody Inspectors are required to make a decision about disposal. In order to manage these increasingly complex situations, Targeted Services have agreed with the Police to put in place a *triage system*. Analysis of police data suggests that the majority of young people are processed by the custody suite between 3.00pm and 7.30pm. Youth Offending Services and Targeted Youth Support staff will be based in the custody suite at these times, with an on call worker available at other times. Arrested young people can then be assessed and information shared with the Police to assist in processing young people and deciding upon the appropriate disposal. The objectives of Triage are to:

- Prevent the unnecessary entry of young people committing low level, low risk offences into the criminal justice system via a restorative disposal and preventative service.
- Identify and share relevant information on more serious / persistent offenders to aid post charge discussion (ie bail discussions).
- Ensure effective decision making at the point of disposal.

Anticipated outcomes are:

- Evidenced based targeting of those most likely to offend
- Further reductions of first time entrants into the youth justice system
- Swifter referral of appropriate young people into preventative services

It is worth noting that whilst this is a model that the DCSF / HO have made clear they 'encourage' all local areas to consider introducing, Rotherham is, so far the first area in South Yorkshire to have actually done so. Once again this has been achieved by the YOS because of the partnership and shared objectives of the Police and C&YPS.

## **8. Finance:**

Funding for the scheme is a combination of existing Youth Offending / Targeted Youth Support resources and Youth Crime Action Plan funding. The majority of that funding is guaranteed by grant to 2011.

**9. Risks and Uncertainties:**

All agencies involved are committed to working with this model but at this stage actual outputs are unknown. The model will therefore be reviewed after three months. There remains the possibility (as with all youth justice initiatives) that national policy or legislative changes will adversely or positively impact on the scheme.

**10. Policy and Performance Agenda Implications:**

The provision of Triage will further impact on NI111, reduction of first time entrants and contribute to other positive outcomes for young people.

**11. Background Papers and Consultation:**

Youth Crime Action Plan

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1.	<b>Meeting:</b>	<b>Children and Young People’s Services Cabinet Member and Advisers</b>
2.	<b>Date:</b>	Wednesday 9 <sup>th</sup> September 2009
3.	<b>Title:</b>	<b>Care Matters</b>
4.	<b>Directorate:</b>	Children and Young People’s Services

## 5. Summary

A briefing on the Care Matters agenda was presented to Cabinet Member for Children and Young People’s services in June 2008 and subsequent reports to Cabinet Member and the Children’s Board have provided updates on developments within the DCSF agenda, the results of an initial gap analysis of Rotherham provision in respect of the Care Matters agenda and progress made to improve provision for our children.

The Care Matters agenda contains a range of required actions for Local Authorities together with timescales for implementation.

This report provides a progress report following the full review of the Care Matters agenda and gap analysis of service provision within Rotherham. This agenda has implications for Directorates across Children’s and Young People’s Services. On the whole service provision is good and many aspects of the proposed legislation are incorporated within existing practice. Where gaps have been identified, action plans have been developed to ensure compliance.

## 6. Recommendations

- **That the contents of the report are noted and the proposals contained within this report are endorsed.**

## 7. Proposals and Details

### Background

Care Matters: Time for Change (Department for Education and Skills) aims to improve the lives and life chances of Looked after Children. The executive summary states “Despite high ambitions and a shared commitment for change, outcomes for children and young people in care have not sufficiently improved.... Tackling this requires urgent, sustained action across central and local government”.

In April 2008 the DCSF published an implementation log and timetable to assist Local Authorities to plan effectively for change.

The Children and Young People’s Act received Royal assent in 2008 and provided a legal framework for some aspects of the agenda.

## **Rotherham M.B.C. Actions**

The action log was used as a basis for a full scale review of service provision and gap analysis against the government agenda. This has involved input from across all directorates within Children and Young People's services, much of the planning concerns detailed aspects of service provision and work will continue on ensuring that all aspects of the agenda are responded to. A brief summary of key aspects of the changed agenda and our response to date follows:

### **Corporate Parenting – Getting it right.**

- **All Councils must have a Looked after Children's Council whose members work with elected members and directors to develop service provision.** The Rotherham Looked after Children's Council had its first meeting with elected members and directors on Friday 31<sup>st</sup> October 2008 and continues to meet regularly with Directors and Elected Members. They have produced a magazine, given to all Looked after Children in Rotherham over the age of 10 and are planning a full day activity and consultation event to ensure all looked after children have the opportunity to have their voice heard.
- **An integrated OFSTED inspection of Looked after Children's services is to be developed.** This has now been developed and has clear links to inspections of Safeguarding services. A recent fostering inspection gave an outcome of Satisfactory with four of the 6 dimensions inspected rated as good. An action plan is in place to address areas identified within the report

### **Family and Parenting Support**

- **Each Local Authority must provide intensive support for families where care is not the right option, including good quality assessment of need, support to enable families to be reunited and clear child in need plans for all children returned home.** This is a clear priority within the integrated services agenda and the forthcoming realignment of Directorate responsibilities will ensure an enhanced focus on early intervention for children in need as well as focussed support for Looked after Children.
- **Friends and Family Carers should be encouraged and well supported, including support for relatives to apply for Residence order and Special Guardianship orders.** Assessments of Friends and Family carers are now undertaken by the fostering team in conjunction with the child's social worker, this has improved timescales for assessment. A review of support to Friends and Family carers has improved service provision and a principle practitioner within the Fostering Supervising Social worker team will take lead responsibility for further improvements. Friends and Family carers are also supported to apply for other orders and means tested allowances or in certain circumstances, non means tested allowances are available. We aim to further improve practice in this area and support more friends and family carers to apply for Residence and Special Guardianship orders. A clear policy and practice guidance on Special Guardianship is in development and will be sent to all social workers in September to ensure improved focus on non care means of securing a child's future.

- **Short Breaks for Families with disabled children are to be promoted (linked to the Disability Matters agenda).** We have an existing and well used short breaks service which has the capacity for expansion, funding from within the Aiming High for Disabled Children agenda has been allocated to employ a full time Fostering Recruitment and Assessment worker and to provide financial support for an additional 30 placements over 2 years. Service development is on target to deliver these placements.

### **Care Placements – A better experience for everyone**

- **The Government will place a new statutory duty on Local Authorities to provide sufficient good quality placements within the local area. Placements of children outside the area should not be made except where this is clearly in the best interests of the child. Regional commissioning pilots and guidance on managing the markets will be given.** An increased number of children are in agency placements; however, the majority are within the region. In response to this agenda, a regional commissioning pilot is in development and the commissioning team in Rotherham have developed a commissioning strategy which ensures value for money. A fostering services strategy to recruit and assess more foster carers within Rotherham has commenced to good effect.
- **CWDC guidance for both the Fostering and residential services has been issued and further guidance will soon be available, including National Occupational Standards.** A new post of Training coordinator, within the fostering team has been established, through virement of the workforce, to assist the team to develop a coordinated training strategy to meet the emerging requirements. A part time social work qualified post to lead on requirements within CWDC has also been established as a specialism within the team in order to provide structured support for foster carers and colleagues within the team. Many foster carers have found CWDC training a positive experience which has enabled them to reflect on learning and evidence good practice, some have experienced greater challenge and even with intensive support a small number may chose to leave fostering as a result of the greater pressure.
- **A new Independent Review Mechanism will be established to allow appeal for prospective Foster Carers who have not been approved by the recruiting organisation.** This has been ratified by the 2008 Act. BAAF (British association for Adoption and Fostering) will provide this service for a flat fee should it be necessary.

### **Delivering a first class education**

- **A range of measures are contained within the Act to improve the quality of education and support to Looked after children, including an early years PEP, monitoring of exclusions and absences and improvements in Home-school agreements.** Monitoring is undertaken thoroughly and reported regularly to members. An Early Years PEP has been developed and will be used from September; a designated Early Years worker within the Get Real team will drive this agenda. Training is given to Foster Carers on partnership working with schools.

- **Roles and responsibilities within the education services will be made explicit including the requirement to have a designated teacher for Looked after Children, a designated school governor and a virtual head responsible for all Looked after Children.** The Get Real team has moved into the School Effectiveness Service in order to ensure ease of compliance with this aspect of the agenda. All schools have a designated teacher and governor and training is provided by the Get Real team.
- **A personal Education allowance of up to £500 must be made available to all LAC who are at risk of failing in their education.** This has been implemented in Rotherham. All PEP's now contain an application section. The scheme is closely monitored by the Get Real team and monies used creatively to enhance the education opportunities for all LAC

### **Promoting Health and Well-being**

- **“Promoting the Health of Looked after Children” was re-issued in 2008 and placed on a statutory footing.** We have followed this guidance in developing our LAC Health provision however a full review against these requirements using the ‘healthy care audit tool’ is currently being undertaken by a task and finish group with senior management representation from both the council and PCT.
- **The mental health needs of all LAC must be addressed. Use of the Strengths and Difficulties Questionnaire (SDQ) has been made compulsory for all LAC.** We have commenced using the Strengths and Difficulties questionnaire. We use this to direct resources and monitor progress. The mental health support needs of LAC are high and with current resources the team will struggle to meet need. Capacity building is being undertaken through training of staff and carers in attachment work and therapeutic techniques. Over 80% of Foster carers have undertaken training with the looked after and adopted children’s support team (LAAC) Team.

### **Transition to Adulthood**

- **Young people should be allowed to remain in Foster care over the age of 18 if they so wish.** Currently legislation determines that foster carers cannot receive boarding out allowances for young people over the age of 18 and the government proposes to amend the legislation. In Rotherham, foster carers may convert to supported lodgings providers in order to receive ongoing funding.
- **Young people should also not move into unregulated placements (eg. Independent tenancies) without a clear assessment and plan.** Pathway plans do inform placement move in Rotherham. The leaving care team is adopting the new DCSF Pathway plan model to further improve assessment and contingency planning.
- **All care leavers in Further and Higher education up to the age of 25 should have financial provision made and appropriate support.** This is an area where practice in Rotherham has been good and provision in Rotherham meets the requirements of the 2008 Act

- **Foster carers should be provided with the right tools to assist young people to prepare for independence training.** Action for children will provide training on independence skills for Foster Carers and this will be written into the new training plan.
- **Each child, Looked after for more than a year will have £100 per year in care invested in a Child Trust fund.** We have a system in place for administering this.

### The Role of the Practitioner

- **Pilot projects operating “Social Work Practices”, (specialist social workers for Looked after Children), are in operation to test the risks and benefits of the model.** This model runs counter to the Rotherham model of integrated service delivery from within the locality. We will review practice when the results of the model are known and further guidance issued.
- **A named IRO must meet with the child individually and ascertain their views about their care.** This is current practice within Rotherham, and the IRO system has been further developed through viring of staff into a dedicated team of IRO's and placement of the team within the Operational Safeguarding children service.
- **All children who do not have regular contact with their family should be encouraged to have an independent visitor.** The existing independent visitor scheme has been placed within the safeguarding children service and will be expended in order to ensure we have the capacity to meet need. As it is a requirement of the Act to ensure all children who do not have an independent person visiting them are supported by an independent visitor the scheme will require further funding to meet need.

### **8. Finance**

Government grant funding has been allocated to implement the Care Matters agenda, over a three year period, the funds are as follows

2008/9 182,221  
2009/10 248,993  
2010/11 286,603

Current expenditure on Out of Authority Foster placements is high and this funding may be utilised to offset some placement costs.

Expectations of local provision of high quality fostering and residential placements will have ongoing financial implications, especially given the clear Ofsted judgement in respect of overcrowding within Rotherham Foster Placements given in 2008. Utilisation of some of this funding to develop service provision will be necessary to ensure a lessening reliance on Out of Authority placements.

The Care Matters Agenda indicates that the grant funding should be primarily used to ensure good quality placements for all within the local area and some provision



has been made to fund ongoing quality media campaigns and to provide a focus on the recruitment, selection and Training of Foster Carers.

We await the outcome of the pilots in respect of young people remaining in Foster Care over the age of 18; however as we currently support conversion to supported lodgings, the full financial implications of this will be tempered.

Development of the Health provision to meet all requirements within “promoting the Health of Looked after Children” may have financial implications. A joint agency overview of service provision is currently underway and a briefing paper will be prepared on completion.

There is a high expectation of excellence in service provision across the board and it is likely that the prioritisation agenda will be informed by the Ofsted inspection regime.

The LAC Cabinet has commenced working with Service Directors and Elected Members to develop service provision and the group have made some low cost suggestions to improve their support and that of Foster Carers and these are also under consideration.

## **9. Risks and Uncertainties**

The new integrated inspections of Looked after Children’s services and National Occupational standards for Foster Carers and Residential staff will require close scrutiny as these will set the benchmark for judgements on our service provision.

Some funding is available from the Government to implement this agenda, however, early indications are that this will not be sufficient.

## **10. Policy and Performance Agenda Implications**

There are performance implications for all Looked after Children’s indicators. Performance is monitored closely and this agenda supports our existing improvement strategies.

## **11. References**

This report has been written with reference to

Care Matters: Time for Change  
Care Matters, Implementation Plan and Action Log  
Aiming High for Disabled Children  
Ofsted Report , Rotherham Fostering Services  
Rotherham M.B.C. Response to Care Matters and Gap analysis  
Children and Young People’s Act 2008

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<b>ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS</b>
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<b>1.</b>	<b>Meeting:</b>	<b>Children and Young People’s Services Cabinet Member and Advisers</b>
<b>2.</b>	<b>Date:</b>	Wednesday 9 <sup>th</sup> September 2009
<b>3.</b>	<b>Title:</b>	<b>To receive the updated criteria for the strategy for the allocation of the DCSF Quality and Access Capital Grant 2009 - 2011</b>
<b>4.</b>	<b>Directorate:</b>	Children and Young People’s Services

### **5. Summary**

The purpose of this report is to inform the Cabinet Member for Children and Young People’s Services on the updated criteria for the strategy of the DCSF Quality and Access Capital Grant 2009 – 2011.

This grant is provided to Local Authorities to improve the quality of the environment in private, voluntary and independent (PVI) early years and childcare settings, both to support higher quality experiences for young children and to ensure that all children can access services and benefit fully from them.

### **6. Recommendations**

**That the report be received.**

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## 7. Proposals and Details

The Department for Children Schools and Families (DCSF) Quality and Access Capital Grant provides Local Authorities with an opportunity to have a real impact on the quality of delivery within the Private, Voluntary and Independent (PVI) sector.

The grant has three main aims:

1. To improve the quality of the learning environment in early years and childcare settings to support delivery of the EYFS, with a particular emphasis on improving play & physical activities and ICT resources
2. To ensure all children, including disabled children, are able to access provision
3. To enable PVI providers to deliver the extension to the free offer for 3 and 4 years olds and to do so flexibly

**This grant is time limited and all purchases must be made by 31.3.2011.**

The proposal is to implement an application process to enable providers to apply for the grant within the three aims above.

### Projected Spend Plan 2009 - 2011

Provider type	Applications invited	Applications returned	Applications awarded
Maintained Foundation 1 and nursery schools	Sept 2009	End Oct 2009	End Nov 2009
PVI settings and CC	Sept 2009	End Nov 2009	End Jan 2010
Childminders	Jan 2010	End March 2010	End April 2010

In Rotherham during 2008 – 2009 funding was allocated to PVI and maintained settings. However, only providers who were based on RMBC property or land, were successful in obtaining funding for fixed capital items, such as canopies, due to the 25 year claw back clause which is a Treasury Regulation.

The Private, Voluntary and Independent sector were awarded £636,730.41 and the maintained sector were awarded £294,072.62. This is in line with the Government's expectations that the majority of the funding is awarded to the PVI sector.

Out of the 58 settings, 32 settings were in the 30% most disadvantaged areas of Rotherham. A total of £658,049.04 was awarded to these settings.

### Criteria for allocation of grant 2009 - 2011

#### a) PVI Settings and Children's Centres

- Settings within the most disadvantaged areas of Rotherham Borough will be prioritised
- Settings must hold a current overall 'Good' Ofsted inspection judgement or a 'Satisfactory' judgement with evidence of a continuous quality improvement action plan
- Settings must be willing to work with Local Authority Early Years and Childcare Representatives, and act on advice given

- Settings must score a minimum of 15 against the selection criterion for each section applied for, using evidence from the “level of support grid”
- Settings must demonstrate quality improvement from advice given via Local Authority Early Years and Childcare Representatives
- Settings on non RMBC land / property must have a current lease if applying for fixed capital equipment e.g. Canopies
- Settings who receive a Quality and Access Capital Grant shall be **required to continue to provide early education integrated with childcare as a registered setting, for a minimum period of three continuous years beginning on the date of receipt of the grant; if they do not comply with this condition, the full amount of the grant shall be repayable**
- Settings must meet all existing Local Authority Early Years and Childcare contractual obligations
- Settings must have the ability to demonstrate sustainability
- Interactive white boards or “smart boards” will not be eligible as part of this funding

Where applications from settings require further clarification, advice, information etc. following the initial application supported by the Lead Teacher, the project manager or early year’s representative will visit the setting to discuss the application further, on a one to one basis with the provider. These applications will be held for further investigation, and brought to the first available panel meeting.

#### **b) Childminders**

- Childminders must have Affiliated membership of Rotherham’s Childcare Affiliation Scheme
- Childminders within the most disadvantaged areas of Rotherham Borough will be prioritised
- Childminders must hold a current overall ‘Good’ Ofsted inspection judgement or a ‘Satisfactory’ judgement with evidence of a continuous quality improvement action plan
- Agreed allocation up to £5,000 for each Affiliated Childminder (where application approved), with an agreement to support ‘exceptional’ applications beyond £5,000 to a maximum of £10,000 where recommended by project manager and panel
- Evidence of clear links between the childminder’s continuous quality improvement action plan priorities and Capital Funding Application
- Assessment of quality of the learning environment from appropriate Local Authority Early Years and Childcare Representative working with Childminder
- Application for resources reflects contemporary understanding of creating quality environments/experiences for all children in line with Early Years Foundation Stage (EYFS)
- Childminders who receive a Quality and Access Capital Grant **shall be required to continue as an Affiliated Childminder actively childminding for a minimum period of three continuous years**, beginning on the date of receipt of the grant; if they do not comply with this condition, the full amount of the grant shall be repayable
- Interactive white boards or “smart boards” will not be eligible as part of this funding

Where applications from childminders require further clarification, advice, information etc. following the initial application supported by the LA representative, the project manager or representative will visit the provider to discuss the application further on a one to one basis with the childminder. These applications will be held for further investigation, and brought to the first available panel meeting.

**c) Maintained Settings (Foundation 1 and Nursery Schools)**

- Settings must hold a current overall 'Good' Ofsted inspection judgement or a 'Satisfactory' judgement with evidence of a continuous quality improvement action plan.
- Settings must be willing to work with Local Authority Early Years and Childcare Representatives, acting on advice given
- Settings must demonstrate quality improvement from advice given via Local Authority Representatives
- Agreed allocation up to a maximum of £1,000 per setting

Where applications from settings require further clarification, advice, information etc. following the initial application, the project manager or representative will visit the setting to discuss the application further, on a one to one basis with the provider. These applications will be held for further investigation, and brought to the first available panel meeting

**8. Finance**

The project is being financed through DCSF Quality and Access Early Years Capital Grant. The allocation is £1,864,168 over the two year period of 2009 to 2011.

**9. Risks and Uncertainties**

There is a 25 year claw back clause for capital build which is a Treasury regulation. This would apply to purchases such as items such as canopies, refurbishment and fixed play equipment.

The contracts between RMBC and settings will contain sections relating to the claw back of any items awarded which fall under the clause, in order for RMBC to claw back from the settings if necessary.

**10. Policy and Performance Agenda Implications**

The grant will support PVI and maintained settings to deliver EYFS by improving the quality of the environment to support higher quality experiences for young children and to ensure that all children can access services and benefit fully from them, thus impacting positively on attainment. It will support the delivery of the extension to free early education offer and the ECM outcomes.

**11. Background Papers and Consultation**

Consultation has taken place between early years and childcare settings and Children and Young Peoples Services.

Statutory Framework for the Early Years Foundation Stage

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