

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

**Venue: Bailey House**

**Date: Wednesday, 2 June 2010**

**Time: 9.00 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 28th April 2010 (copy attached) (Pages 1 - 2)
5. Minutes of a meeting of the Children's Board held on 21st April 2010 (Pages 3 - 11)
6. Resourcing of the Children and Young People's Plan – Rotherham's Self Assessment (report attached) (Pages 12 - 17)
7. Yorkshire and Humber Grid for Learning Foundation - Directorship (report attached) (Pages 18 - 19)
8. Children and Young People's Services Notice to Improve - Progress Update (report attached) (Pages 20 - 33)
9. Improving Information Sharing and Management (IISaM) Programme Update (report attached) (Pages 34 - 36)

#### **Membership:-**

**Cabinet Member:- Councillor Lakin**

**Councillors Havenhand, Senior Advisor, Currie and Tweed, Advisors**

**CABINET MEMBER FOR CHILDREN AND YOUNG PEOPLE'S SERVICES**  
**Wednesday, 28th April, 2010**

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

Apologies for absence were received from Councillors Currie and Tweed.

**D167. CABINET MEMBER**

Councillor Shaun Wright informed everyone that this was his last meeting as Cabinet Member for Children and Young People's Services. Councillor Wright paid tribute to the support he had received from Councillor Jane Havenhand (Senior Adviser), Councillor Simon Currie (Adviser) and Councillor Simon Tweed (Adviser) during his time as Cabinet Member.

In addition, Councillor Wright paid tribute to the support provided by Mrs Joyce Thacker (Strategic Director) and all staff of the Children and Young People's Services' Directorate during the past five years.

The Councillors and Officers present also expressed their appreciation of Councillor Wright's work as Cabinet Member and wished him well in his future roles with the Council.

**D168. MINUTES OF THE MEETINGS HELD ON 7TH APRIL, 2010 AND ON 20TH APRIL, 2010**

Resolved:- That the minutes of the meetings held on 7th April, 2010 and on 20th April, 2010 be approved as correct records.

**D169. PROPOSED AMALGAMATION OF THE MALTBY CRAGS INFANT AND JUNIOR SCHOOLS**

Further to Minute No. 132 of the meeting of the Cabinet Member and Advisers for Children and Young People's Services held on 24<sup>th</sup> February, 2010, consideration was given to a report presented by the School Organisation, Planning and Development Manager detailing the outcome of the pre-statutory consultation process on the proposed amalgamation of the Maltby Craggs Infant School and the Maltby Craggs Junior School. The report stated that the amalgamation would be achieved by the closure of the Junior School and the expansion and change of age range of the Infant School from 3 - 7 years to 3 – 11 years. The new School would have 420 places (Reception to Year 6) with a Nursery Unit of up to 78 places, which is the same as the combined number of the two existing schools and an admission number of 60 pupils. The School also incorporates the 'Stepping Stones' Children Centre. It was proposed that the amalgamation would take effect at the beginning of the 2010/2011 academic year in September, 2010.

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

(2) That the statutory consultation take place on the proposal to amalgamate the Maltby Craggs Infant School and the Maltby Craggs Junior School, as described and in accordance with timetable contained in the report now submitted.

(3) That a further report, detailing the outcome of the formal statutory consultation process, be submitted to a future meeting of the Cabinet Member and Advisers for Children and Young People's Services.

**D170. MINUTES OF A MEETING OF THE BUILDING SCHOOLS FOR THE FUTURE PROJECT BOARD HELD ON 23RD MARCH, 2010**

Consideration was given to the contents of the minutes of the meeting of the Building Schools for the Future Project Board, held on 23<sup>rd</sup> March, 2010.

Resolved:- That the contents of the minutes be noted.

**D171. 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 item of business on the grounds that it involves 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).

**D172. FINANCIAL ASSISTANCE TO ADOPTIVE PARENTS TO ALLOW SIBLINGS TO BE PLACED TOGETHER**

Consideration was given to a report presented by the Looked After Children Service Manager concerning an application from a couple who are adoptive parents, for financial assistance from the Council to enable them to be considered as prospective adopters for the younger sibling of their adopted daughter. The application was being made and considered in accordance with the provisions of the Adoption Support Services (Local Authority) (England) Regulations 2003.

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

(2) That the application be approved and financial support be provided to the prospective adopters as detailed in the report now submitted.

**CHILDREN'S BOARD  
WEDNESDAY, 21ST APRIL, 2010**

Present:- Councillor S. Wright (in the Chair); Ruth Bastin, Alan Hazell, Anne Lawrence, Jenny Lingrell, Joanne Martin, Gani Martins, Dorothy Smith, Joyce Thacker, Richard Tweed, Julie Westwood and Janet Wheatley.

Apologies for absence were received from Russell Brynes, Andy Buck, Martin Kimber and Pat Ward.

**74. MINUTES OF THE PREVIOUS MEETING OF THE CHILDREN'S BOARD HELD ON 10TH MARCH 2010**

The minutes of the previous meeting of the Children's Board held on 10<sup>th</sup> March, 2010, were approved as a correct record.

**75. MATTERS ARISING**

Prevention and Early Intervention Strategy

Further to Minute No 71 of the previous minutes, the Director of Children and Young People's Services confirmed that the launch of the Prevention and Early Intervention Strategy would be taking place on Thursday 22<sup>nd</sup> April 2010 and so far 114 people had indicated that they would be attending.

**76. ISSUES AND CONCERNS**

South Yorkshire Police - Crime Statistics

Chief Superintendent Richard Tweed reported that the year end performance figures had now been produced and were showing a 13% reduction in crime. However he was concerned about the crime figures relating to young people under the age of 17. The last 3 years figures were:

- 2007/08      324 Victims
- 2008/09      306 Victims
- 2009/10      317 Victims

Concerns were expressed mainly around the safety of young people, particularly in respect of assault and robbery. It was suggested that he undertake an analysis of the last 3 years figures and report back to the Board with his findings.

**77. CHILDREN'S TRUST BOARD**

The Director of Children and Young People's Services reported on progress made in respect of establishing a Children's Trust Board.

One model could be that the Children's Trust Board would consist of a body of non-executive members made up of people resident in Rotherham and executive members group drawn from primary schools, special schools, government office etc. The non executive board would hold officers to account in respect of Children's Services.

The purpose of the Board would be set out in a constitution and advice was currently being sought in statutory guidance via Legal Services.

A document would be produced in the next few weeks and would be sent out to members of the Board during May for discussion and approval at the meeting on 16<sup>th</sup> June 2010.

#### **78. FINANCIAL MANAGEMENT OF CHILDREN'S TRUST**

The Director of Resources, Planning and Performance gave an update in respect of Resource Planning for the Children and Young People's Plan.

She reported that a self assessment had been carried out, with contributions being made by partner organisations and an action plan was currently being drawn up. She suggested that a discussion should take place at the next meeting regarding key risk areas with a view to developing a risk register.

#### **79. PERFORMANCE OF NATIONAL HEALTH INDICATORS**

Consideration was given to a report presented by Joanne Martin from NHS Rotherham concerning the performance of National Health indicators.

An update was given in respect of the indicators relating to:

- Breastfeeding
- Smoking in Pregnancy
- Childhood Obesity.

The Board noted that there had been problems relating to the recording of data which had resulted in Rotherham's performance figures being rated poorly. Measures had been put in place to improve this in the last year which had resulted in more accurate figures being provided and improvements being noted.

Agreed:- That the information be noted.

#### **80. CHILDREN AND YOUNG PEOPLE'S SERVICES NOTICE TO IMPROVE UPDATE**

Consideration was given to a report presented by the Strategic Director for Children and Young People's Services which provided an overview of

progress made since the Notice to Improve was received in December.

Based on a RAG rating the following was the current position as at 20<sup>th</sup> April 2010:

Red:	3
Amber:	23
Green:	17

It was noted that the high risk areas were:

- NI59 – Initial assessments within 7 days
- Improve the quality of serious case reviews
- Improve the outcomes of the satisfaction of CYPS surveys

Targets which had been completed were:

- PDR guidance had been issued to managers for 2010 with a May deadline set for the completion of PDRs
- The Director of Children & Learners at GOYH was now a member of the improvement panel.
- Additional administration staff were now in place in the social care locality teams with the resources having a positive impact.
- The Portal development for sharing social care reports for social workers and managers was in place
- Social work staff now had access to the VPN home working solution with the roll out of laptops completed and SWIFT desk guides had been issued to localities

Improvements had also been made in the following areas:

NI 60 – core assessments carried out within timeframes had reached the 80% target set for March. However this had been left as an amber rating in the hope that it would continue to improve and not fall back to previous levels.

The CAF training re-commenced in February with 215 out of 490 staff being trained since the training commenced.

Since 1<sup>st</sup> March all initial and core assessments were being audited with a bank of good practice being developed.

## 81. **CHILDREN AND YOUNG PEOPLE'S PLAN 2007-2010 PROGRESS UPDATE**

Consideration was given to a report presented by the Policy Planning and Research Manager which summarised progress against commitments within the Children and Young People's Plan 2007-2010 for the period September to December 2009.

It was noted that the commitments currently at red status were:

- Continue to reduce the rate of women who smoke in pregnancy by 1% year on year
- Continue to increase the initiation and maintenance of breastfeeding by 2% year on year
- Continue to reduce the rate of under 18 conceptions by implementation of the Teenage Pregnancy Strategy
- Improving advice on nutrition and reducing obesity
- Target attainment at Key Stage 2 on an ongoing basis
- Reduce the incidence of offending of Looked After Children by monitoring protocols of behaviour intervention in Children's Units and improve timeliness of multi-agency risk assessments
- Target service to enable families to develop effective communication and integration into the community

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

## **82. CHILDREN AND YOUNG PEOPLE'S PLAN 2010-2013 - CONSULTATION AND EMERGING PRIORITIES**

Consideration was given to a report presented by the Policy Planning and Research Manager and the Policy Planning and Research Officer concerning the Children and Young People's Plan 2010-2013, Consultation and Emerging Priorities.

The Board noted that consultation had taken place in a number of ways, including face to face interviews and meetings, focus groups, local media and postal surveys. Participants were asked to choose five priorities from the seventeen priorities in the existing plan and to rank them in order of importance to them.

Although each individual's response to the existing priorities was different, a body of opinion formed behind five of the existing priorities:

- To improve the safety and security of vulnerable children and young people;
- To reduce the impact of Domestic Violence;
- To halt the rise in infant mortalities;
- To ensure that all children and young people have the opportunity to live healthy lifestyles;
- Ensuring higher quality education/learning for all children and young people

Featured in the plan were "Four Big Things" which would guide our activity in the next three years. These were:

- Keeping Children and Young People Safe
- Prevention and Early Intervention

- Tackling Inequalities
- Transforming Rotherham Learning

Some areas of work which had emerged and would be highlighted in the new Children and Young People's Plan were:

- Communication, language and learning
- Domestic abuse
- Looked After Children
- Obesity
- The 14-19 offer
- Post 16 options for young people with learning difficulties and disabilities
- Giving babies a healthy start
- Understanding and responding to the needs of migrant communities

The purposes of these areas of focus was to draw attention to work that may need significant investment of resource, forensic attention and/or change management in order to change the direction of travel or significantly accelerate along a chosen path.

The Board noted the areas of work which would be highlighted in the new plan and it was suggested and agreed that Obesity be removed as this had now stabilised and for which strategies/pathways and funding were now in place and be replaced by Alcohol abuse and its effects on families.

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

(2) That the amendment referred to above, be made to the plan.

### **83. SECONDARY LIFESTYLE SURVEY**

Consideration was given to a report concerning the Secondary School Lifestyle Survey 2009.

The purpose of the Lifestyle Survey was to fill existing gaps in information, to validate existing information and to enable Children and Young People's Service and partners to identify what matters to young people of Rotherham and improve service delivery.

The Secondary Survey period commenced on 15th June 2009 and concluded on 24<sup>th</sup> July 2009.

It was noted that 12 schools took part and 2589 pupils undertook the survey, which was an increase on the number of pupils the previous year.

Having collected the data from the surveys the next steps would be:



- That the Healthy Schools Team would work with schools to look at the results of the survey and include them in their action plans
- That the findings would inform the new Children and Young People's Plan
- To produce a newsletter to thank students for taking part and to feedback the main headline results, and to send a letter out to all schools thanking them for their participation
- To place the Executive Summary on the website and widely circulate and to promote the findings across all partner agencies. Also to place the full report and data tables on the intranet.
- To monitor developments and results from national surveys such as Tellus 4 to enable us to compare and contrast data.

Resolved:- That the report be received.

#### **84. TEENAGE PREGNANCY STRATEGY UPDATE**

Consideration was given to a report relating to the Teenage Pregnancy Strategy Update.

It was noted that the current priorities of the strategy which were:

- Targeted interventions with high risk young people
- Increasing the role of parents in improving outcomes for young people particularly around talking to them about sex and relationships
- A more systematic approach to comprehensive contraceptive provision

The 2008 data provided by the Office for National Statistics showed an increase in the rate of teenage pregnancies during that year, which had resulted in an overall percentage reduction of only 1.4% from the baseline in 1998.

Work during 2009/10 had seen increased efforts within priority areas, which was starting to be reflected in the local estimated statistics. Using local hospital episode data for births and terminations, it was now possible to more accurately estimate progress. Recent analysis had given an indication that the final year figure for 2009 was likely to see a steep decline.

The priority areas and work undertaken during 2009/10 were as follows:

- The creation of the Early Intervention Teams who had provided an essential mechanism for assessing the needs of young people prior to their issues escalating, and ensuring that they received support from the most appropriate service.
- The Maltby Linx Young Women's Project, were working with girls at high risk of teenage pregnancy to raise aspirations and self esteem

and address sexual health needs. This had been rolled out in Rotherham North and Wentworth South.

- The development of a Care Pathway for teen parents was currently underway to address repeat conceptions, help young parents to gain the skills they needed to be successful parents and move into education, employment or training. This was due to be implemented in April 2010.
- The development of a Post Termination Care Pathway to address contraceptive issues and provide appropriate emotional support including referral mechanism to services such as the Targeted Women's Projects, Youthstart and Risk Business.
- The introduction of a clinical post dedicated to improving the uptake of Long Acting Reversible Contraception, which targets vulnerable groups, works with the Youth Offending Services, Children's Homes.
- Increase in hours offered by the Contraceptive nurse within Rotherham Foundation Trust Maternity and Termination Services
- Additional Contraception and Sexual Health clinics have opened in line with identified gaps, making a total of twelve in all.
- Implementation of school nurse "drop in's" in or near all secondary schools offering condoms
- Developments of the contraception outreach services were due to be made via the CASH service
- There have been increases in the number of professionals and distribution points offering the Hardwear Condom Distribution Scheme
- The help72 Free Emergency Hormonal Contraception Scheme (EHC) had provided EHC to 201 under 18's since December 2008. This scheme was currently operated by 23 pharmacies.
- A Locally Enhanced Service had been implemented to incentivise GP's to promote Long Acting Reversible Contraception amongst their under 18 patients.
- Increased sexual health services available within colleges
- Thomas Rotherham College were now holding weekly Genito Urinary Medicine and Contraception and Sexual Health clinic which was proving successful
- Dearne Valley College now had an additional Contraception and Sexual Health Youth Clinic session.
- Resources available in a number of venues across Rotherham to assist on how to talk to your children about relationships and sex.
- The 'S-Word, we need to talk about sex' website and campaign was launched in August 2009 to promote sexual health services and provide safe sex messages that relate and engage young people.

Resolved:- That the current position of the Teenage Pregnancy Strategy be noted and the actions identified be endorsed.

**85. MINUTES OF THE SAFEGUARDING BOARD HELD ON 19TH MARCH 2010**

Key issues and concerns from the minutes of the meeting of the Safeguard Board held on 19<sup>th</sup> March 2010 were discussed and noted.

**86. LOCAL SAFEGUARDING BOARD ANNUAL REPORT**

Consideration was given to a report presented by the Chair of the Rotherham Safeguarding Children Board in respect of the Local Safeguarding Board Annual Report.

Under the revised guidance to “inter-agency working to safeguard and promote the welfare of children” Working together to Safeguard Children, published in March 2010, Local Safeguarding Children Boards are required to produce and publish an annual report on the safeguarding in the local area.

Under this revised guidance, the annual report must include assessments of policies and procedures to keep children safe including:

- The policies and procedures for the safe recruitment of frontline staff;
- An assessment of single and inter-agency training on safeguarding and promoting the welfare of children to meet local needs;
- Lessons learned about the prevention of future child deaths which have been identified by the Child Death Overview Panel
- Progress on priority issues (identified in Rotherham’s draft Children and Young People’s plan for 2010/11 as domestic abuse)

The report must include a clear account of progress made in implementing actions from individual Serious Case Reviews completed during the year in question, plans to evaluate the impact of those actions, and to monitor how the improvements were being sustained over time.

Resolved:- (1) That the report be accepted;

(2) That the annual report for 2009/10 and business plan for 2010/11 be presented at the next meeting

(3) That the Rotherham Local Safeguarding Children’s Board’s first statutory annual report be received during March 2011.

**87. DATE AND TIME OF NEXT MEETING - WEDNESDAY, 16TH JUNE, 2010 AT 4.30 P.M.**

A discussion took place about increasing the frequency of the meetings during the period that the Authority was under “Notice to Improve”. It was agreed that they should take place on a monthly basis for the foreseeable future.

Agreed:- That the next meeting of the Children's Board take place in May, on a date to be confirmed, and that further dates be agreed at that meeting.

<b>ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS</b>
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<b>1.</b>	<b>Meeting:</b>	Children and Young People’s Cabinet Member and Advisers
<b>2.</b>	<b>Date:</b>	2nd June, 2010
<b>3.</b>	<b>Title</b>	Resourcing the CYPP – Rotherham’s Self Assessment
<b>4.</b>	<b>Directorate:</b>	Children and Young People’s Service

**5. Summary:**

Recent legislative changes contained in the Apprenticeships, Skills, Children and Learning Act 2009, have amended the requirements for resource planning of the Children and Young People’s Plan (CYPP)

A previous report to the Board identified that the Audit Commission had developed key lines of enquiry (KLOEs) which Children’s Trust Boards could use to determine their position. At that meeting, the Board agreed to the key partners contributing to the self assessment and that a report on findings should be brought back to the Board.

The key partners who have contributed are the local authority, NHS Rotherham, South Yorkshire Police and Voluntary Action Rotherham.

The findings are summarised in section 7 of this report.

**6. Recommendations**

**That the Cabinet Member considers the findings of the self assessment and determines the next steps.**

## 7. Proposals and Details

The self assessment is divided into six sections as detailed below. The table summarises the key findings from the self assessment carried out by all partners. It is worthy of note that the KLOEs are based upon the Children's Trust Board being a legal entity in its own right. This may or may not be the basis of children's trust arrangements in the future.

<b>Resource Planning and the CYPP</b>	
<b>KLOE</b>	<b>Summary Findings</b>
1. Improving outcomes, performance and value for money	<p>All partners contribute to a joint strategic needs assessment and the CYPP. Resources have been identified from key partners in the 2010-2013 CYPP although subjecting analysis of pooled and aligned budgets is still in its infancy. CIPFA Benchmarking reveals local authority under-resourcing for 2009/10. Significant costs have been incurred as a result of SCRs, in particular the local authority and SY Police.</p> <p>The Board receives performance reports on a quarterly basis related to KPIs and the Notice to Improve. Whilst the Third Sector feel they are drowning in a sea of data, in reality the degree of scrutiny and challenge of performance from the Board probably falls short of the robust requirements that we need to evidence to Ofsted.</p> <p>Some value for money work has been carried out in the local authority and resources are shared by co-located teams which include LA/NHS/PYPPOs. There are no back office shared services. There has been no VFM work by the Board.</p> <p>Links are not really made between spending decisions and improved outcomes and future work is likely to relate to statutory requirements alone.</p>
2. Use of Resources	<p>Partial mapping of provision was undertaken in 2008/9. There is work currently being undertaken by the DCSF Commissioning Support Programme and RMBC to map provision and resources against the CYPP. The Board does not regularly review the opportunities for pooling and aligning resources to achieve better value for money. There are examples of pooling and aligning resources that have led to improved</p>

outcomes, such as teenage pregnancy, CAMHs, Aiming High for Disabled Children, Children's Centres but these are not a direct result of the Board as they were already happening. Some small scale improvement in service delivery through VSC and ILS collaboration. The Board does not have a policy on pooling and aligning resources and no reporting takes place on the impact of directing, pooling and redirecting resources. The Board did agree to fewer priorities in the 2010-2013 CYPP and this will assist in reducing the gaps between the majority and those most vulnerable.

In relation to influence, there are representatives on the LSP from the Board and the DCS sits on the NHS Professional Executive. The Voluntary Sector feel as if the Board is Council run, but it is in fact the Council's statutory responsibility. In relation to SY Police influence is exercised through the Board and the LSCB, which reports into the Board. There is currently little hard evidence of the value added other than the ability for partners to influence in a formal environment.

Although the Board does not differentiate between commissioning & procurement it is supported by staff who are sufficiently knowledgeable and qualified. A joint commissioning framework was approved by the Board some time ago. The Board does not, however, take an active role in reviewing and re-commissioning services. Joint working occurs at the front line and is supported but not necessarily driven by the Board. The NHS and RMBC did jointly commission the Children First Review in 2009.

There is evidence of joint use of premises and co-location which improves access to services and multi agency working.

The Board does not set targets for improvement and value for money, but it does endorse those issues presented for consideration.

The Board does not know whether the

	<p>spending is appropriate in relation to the financial investment made against performance outcomes.</p>
3. Children and Young People's Plan	<p>The CYPP 2010 – 2013 clearly shows the resources and how they are targeted against the priorities although these are not reconciled against partner accounts. The intended activities are costed and these priorities flow down into other plans. There are constraints on budgets in all partner organisations with no future growth expected and more likely cuts. However, there is no established procedure to establish the financial contributions of partners or those "in kind".</p> <p>In the past there has been no specific focus on directing resources against key priorities other than those grants for specific purpose. This is not now the case and additional direction of resources has been made into safeguarding children and young people in the local authority and this has been ratified by full Council. Additional funding from partners has not been identified. The CYPP commitments have been built into the council's MTFS but there is no evidence to demonstrate this for partner's MTFS'.</p>
4. Supporting the Children's Trust Board (financial support from officers applies to LAs, PCT and other partners)	<p>The Board does not have regular reports on partner expenditure and although each organisation has its own arrangements there is nothing collective in place. There is no documented procedure for this. There is no forum for financial staff from partners to meet and review budget expenditure, although there is some evidence of ad-hoc meetings as dictated mainly by co-location and grants/commissioning.</p>
5. Ensuring Probity	<p>The Board ensures that each partner organisation has its own governance arrangements which meet their respective needs. Probity is not specifically mentioned in the Board's terms of reference but members do respect the need to declare an interest.</p> <p>There has been no formal agreement as to who will act as the lead accountable body but this has been assumed by the Council as the Lead Member, the DCS and the Chief Executive are the ones with</p>



	<p>statutory duty. It is not clear from the terms of reference whether members have the delegated financial authority to make decisions, nor is it clear and documented about approval paths and rules on expenditure limits, other than in the Council's delegation of powers. More clarity is needed in relation to how partners deal with VAT rules.</p> <p>The Board does not have a risk register, nor does the LSCB. This is being addressed at the Board on 21<sup>st</sup> June and arrangements are being made for the LSCB. However, each partner organisation does have a sophisticated risk management system in place.</p>
<p>6. Providing financial advice and guidance to the Children's Trust Board</p>	<p>There is no mechanism for financial support and guidance to be given to the Board and no agreement has been made about who will act as the lead finance officer although each partner organisation does have a finance lead. There has been no consideration of this role to date and there is currently no requirement to calculate the financial implications of Board decisions. Where reports are presented there is a requirement to present the financial implications but these are rarely recorded in the minutes.</p> <p>There is a need for the minutes of meetings to reflect the robust discussion, follow through and golden thread more transparently.</p> <p>There is no policy in place to resolve disputes and formal complaints in any aspect of the Board's work.</p>

**8. Finance**

There are no direct financial considerations to this report.

**9. Risk and Uncertainties**

At the time of carrying out the self assessment, the risks were related to areas of governance that would need to be strengthened, and which would be picked up in any audit of Children's Trust Board arrangements. They may well have been picked up in Ofsted inspections with a potential detrimental impact.

At the time of writing this report the climate has changed due to the change in Central Government and possible shift in the direction of policy. A degree of

uncertainty surrounds the existence and governance of Children's Trust Boards and it is perhaps too early to determine the impact of any policy change.

**10. Policy and Performance Agenda Implications**

The Children Act 2004 and the Apprenticeships, Skills, Learning and Children Act 2009 determine the roles and responsibilities of the Children's Trust Board, the Lead Member for Children and Young People, and the Director of Children and Young People. The focus of Children's Trust Boards may or may not be affected by Central Government policy in the short to medium term.

**11. Background and Consultation**

The Children Act 2004

The Apprenticeships, Skills, Learning and Children Act 2009

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<b>ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS</b>
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<b>1.</b>	<b>Meeting:</b>	Children and Young People’s Services Cabinet Member and Advisers
<b>2.</b>	<b>Date:</b>	2nd June 2010
<b>3.</b>	<b>Title:</b>	Yorkshire and Humber Grid for Learning Foundation - Directorship
<b>4.</b>	<b>Directorate:</b>	Children and Young People's Services

### 5. Summary

Rotherham is one of a number of Local Authorities in Yorkshire and Humber which is a member of the Yorkshire and Humber grid for Learning (YHGFL) – one of the 10 Regional Broadband Consortia in the country which provides broadband services and educational content to schools, colleges and other educational establishments.

Local Authorities are invited to nominate a director to sit on the foundation board to be responsible for taking decisions about the running of the company which is a “non profit sharing company limited by guarantee.

Sue Wilson, Performance, Information & Quality Manager in Children & Young People’s Service has been nominated by Rotherham as a Director on the Foundation Board following the resignation of Graham Sinclair, Programme Director, Building Schools for the Future.

### 6. Recommendations

**It is recommended that the Cabinet Member approves the nomination of Mrs Susan Wilson, Performance, Information & Quality Manager of Children & Young People’s Services, for appointment to the Yorkshire and Humber Grid for Learning Foundation Board.**

### 7. Proposals and Details

The Yorkshire and Humber grid for Learning Foundation is a non profit sharing company “limited by guarantee”, it is one of 10 Regional Broadband Consortia across the country. Limited by Guarantee means that instead of shareholders the company has members each of who guarantees a nominal amount to meet the company’s liabilities should it be wound up at any stage – for YHGFL Foundation the amount is £1.

Each local authority across the region can nominate one appointee to be a Director on the board. The Directors run the company, and have the following duties:

- the duty to act within the powers of the company;
- the duty to promote the success of the company as a whole;
- the duty to exercise independent judgment;
- the duty to carry out their duties with reasonable skill, care and diligence;
- the duty to avoid conflicts of interest;
- the duty not to accept benefits from third parties; and
- the duty to declare an interest in a proposed transaction or arrangement with the company.

These duties override any duty owed to the local authority that nominated them for appointment to the board of the company, which means in practice that where the company and the particular local authority's interests conflict, the director nominated by the local authority must act in the company's interest and not the local authority's interest.

There are certain criteria for being approved as a Director and paperwork needs to be sent to Companies House, officers cannot be a Director if they have been disqualified by court or are an un-discharged bankrupt.

#### 8. **Finance**

As the company is limited by guarantee a nominal amount is agreed if the company is wound up at any stage, for YHGFL the amount is £1. Directors are entitled to be reimbursed for all expenses incurred as a result of carrying out duties of a Director.

#### 9. **Risks and Uncertainties**

The Regional Broadband Consortium ("the Consortium") were established as part of New Labour's approach to broadband entitlement for schools. The Consortia's work is very closely linked with Becta, which is the agency responsible for ICT advice in education. It is not clear what Becta and the Consortia's role will be following the change of government.

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

As the role of Director is a personal role, there may be times when personal views conflict with the views of the local authority, there are processes in place to assist with this and support from the Chair of the Board can be obtained as well as speaking with the individual line manager.

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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>2<sup>nd</sup> June 2010</b>
<b>3.</b>	<b>Title:</b>	<b>Children and Young People's Services Notice to Improve - Progress Update</b>
<b>4.</b>	<b>Directorate:</b>	<b>Children and Young People's Services</b>

### **5. Summary**

This report provides an overview of the progress made since the Notice to Improve was received in December, identifies a RAG rating and a direction of travel for the areas of improvement, some areas of good performance and key risks and issues to meeting the stretching targets set for the council and its strategic partners.

### **6. Recommendations**

**That CYPS Cabinet Member notes the progress being made against the targets set in the Notice to Improve.**

## 7. Proposals and Details

This report, to be read in conjunction with the Notice to Improve Action Plan ( Appendix A) highlights the RAG status of the actions, any areas for concern, what the barriers are and what is being done about them.

There are 44 individual actions covering the key performance measures ( 3 social care indicators and the LAA improvements) in addition to the operational targets around Staying Safe, Enjoying and Achieving, Leadership and Management, Performance Management, Finance, Recruitment and Retention and ICT.

Based on a RAG rating the following is the current position as at 17<sup>th</sup> May 2010.

Red: 2 (5%)

Amber : 22 (50%)

Green: 20 (45%) (out of which 13 are now deemed as completed)

### High Risk areas ( red risks)

There are 2 areas which continue to be of high risk:

#### Improve the quality of serious case reviews

The results from the recent challenge submitted to OFSTED for both of the recent SCR judgements is still awaited. Until these are received from OFSTED it is considered that this is still a high risk. However, one Serious Case Review is being fully evaluated again by OFSTED following the submission of a challenge by the Rotherham Safeguarding Children's Board.

#### NI59 – initial assessments within 7 days

This stands at 76.92% which has dropped below the original baseline and the target set for March 2010. Focus continues to be on the quality and accuracy of recording and from the 1<sup>st</sup> March all initial assessments (instead of samples) are now being quality checked.

The Quality Assurance report presented at the Improvement Panel on the 7<sup>th</sup> May revealed that practice needs to be improved across Care Plans, Initial and Core assessments. This is being tackled by coaching and mentoring from the Team Managers and Court Practice Consultants. Members of DLT are also carrying out additional audits on cases.

The NI59 indicator is the most important part of the process and trends over the last 5 months are showing a month on month improvement:

January: 72%

February: 76%

March: 77%

April: 80.17%

May: 61.54% ( partial month from 1<sup>st</sup> to 17<sup>th</sup>)

**a) Completed targets**

13 actions have now been completed:

- PDR guidance has been issued to managers for 2010 with a May deadline set for the completion of PDRs
- The Director of Children & Learners at GOYH is now a member of the improvement panel.
- Additional administration staff are now in place in the social care locality teams with the resources having a positive impact.
- The Portal development for sharing social care reports for social workers and managers is in place
- Social work staff now have access to the VPN home working solution with the roll out of laptops completed and SWIFT desk guides have been issued to localities
- The Safe and Well Protocol has been updated
- The Safe and Well Protocol was launched on the 22<sup>nd</sup> April 2010.
- No children's homes are inadequate
- A Self Assessment has been written against the safeguarding and looked after children criteria to identify areas for development
- A World Class Primary school reported has been written and submitted to DCSF
- Improvements have been made to the Induction Process
- The overspend for 2009/10 was reduced to £3.99m
- Funding issues were investigated during 2009/10 and further work is now being done around benchmarking.

**b) areas of improvement**

The CAF training re-commenced on the 24<sup>th</sup> February with 459 practitioners and 50 managers having already been trained, since the training commenced 209 CAFs have been received (only 3 had been submitted from the start of the year to the start of the training on the 24<sup>th</sup> February) Further training will re-commence in the middle of June.

Since the 1<sup>st</sup> March all initial and core assessments are being audited with a bank of good practice being developed.

**8. Finance**

The DCSF has agreed up to £150,000 financial support to assist with recovery, a further £125,000 has been secured from the RIEP to fund the work around implementation of Common Assessment Framework. The DSCF funding will be used to supplement social work staffing resources and to employ independent staff to assist in the review and further improvement of and service quality activities. (see reference above)

A review has been conducted of Children and Young People's placements; both Rotherham based and in out of authority facilities. This has focussed on whether the placements can end, in line with the care plan review, whether the council is getting the best value for money and that the placements are of the required quality.

In order to strengthen financial management arrangements all managers with budget holder responsibility attended specific training. The moratorium which has been in place since December 2009 continues into 2010/11 to ensure that resources are directed to priority areas. In addition, a savings work programme is in place to identify efficiencies and enable re-investment into priority areas.

## **9. Risks and Uncertainties**

The key performance risks (red) are identified in the report and there are service delivery risks associated with the Notice to Improve action plan. Where these are significant they are being fed into the CYPS risk register.

Planning has now commenced for an announced inspection of Looked After Children and Safeguarding services. It is uncertain at this stage when this will take place, self assessments have been developed, as are briefing notes for staff and the KLOEs being circulated to potential members of focus groups in addition to the continued collection of the library of key documents that inspectors expect to receive before they are on site.

## **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 which were included in an Improvement action plan.

On 4th and 5th August 2009, 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. 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. A notice to improve was issued in December 2009.

Failure to address these issues would impact further on the CYPS Comprehensive Area Assessment (CAA), the Council's CAA and could lead to external intervention.

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

The Notice To Improve  
Ofsted Inspection - Contact, Referral and Assessment, 4th and 5th  
August 2009  
Children First Review and Resource Benchmarking – January to June  
2009  
CYPS Improvement Plan  
Comprehensive Area Assessment  
CYP Directorate Performance reports  
Appendix A – Notice to Improve action plan

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Performance Measures

Date of update 17th May

Objective	Key Actions	Measures			Lead	RAG	Performance Commentary	Lead Workstream(s)
		Baseline	Current performance	Targets				
<b>Staying Safe - Performance</b>								
	NI 68 - Increase the % of referrals of children in need to children's social care going onto initial assessment in line with the current statistical neighbour average/top band performance (mid range is good performance)	57.6% (2008/09 outturn) (2270/3940) 59.8% (position as at Nov 2009)	52.15%	65% March 2010 68% October 2010 70% March 2011	Gani Martins	↑ Amber	From 1st April to 17th May the figure is 52.15%, (compared with 41.3% reported to the Panel on the 7th May, this will be continue to be monitored closely over the next few weeks. This indicator shows the level of shared understanding about thresholds of social care involvement. The Safe & Well Protocol has been revised and was launched on 22nd April. The CAF Development Officer and Coordinator is in post and the CAF training commenced with 459 practitioners having received training between the 24th February and 30th April 2010 with further training sessions planned.	Social Work
<b>Improvement Notice</b>	NI 59 - Increase the % of initial assessments for children's social care carried out within 7 working days of referral from the 2008/09 baseline in line with current statistical neighbour average/top band performance (high is good performance)	77.8% (2008/09 outturn) (1767/2270) 73% (position as at Nov 2009)	76.92%	80% March 2010 85% October 2010 87% March 2011	Gani Martins	↓ Red	76.92% (back below the original baseline of 77.8%) of the I.A.s completed between April and the 17th May were completed in time compared with 77% in March, 76% in February and 72% in January. Data checks continue to be undertaken to check accuracy in recording and from 1st March all initial assessments continue to be QA'd by the Practice Consultants.	Social Work
<b>Improvement Notice</b>	NI 60 - Increase the % of core assessments for children's social care carried out within 35 working days of their commencement from the 2008/09 baseline in line with the current statistical neighbour average/top band performance (high is good performance)	84.9% (2008/09 outturn) (276/325) 68% (position as at Nov 2009)	78.13%	80% March 2010 84% October 2010 87% March 2011	Gani Martins	↑ Amber	Still slightly less than the than target at 78.13% compared with 77.97% reported to the Panel on the 7th May. From 1st March all core assessments continue to be QA'd by the Practice Consultants so that we can use findings to drive up quality.	Social Work
<b>LAA 2008-2011 Being Healthy; Enjoying and Achieving; Achieving Economic Wellbeing; Making A Positive Contribution - Performance</b>								
<b>Overall improvements in LAA indicators relating to children's services and statutory attainment targets through the period of this Improvement Notice</b>	Overall improvement to be made against all CYP related LAA measures	Baseline for measures is the agreed position when the LAA refresh was finished in March 2009	70% Improved from baseline as at Q2 2009/10	>65% improved from baseline March 2011	Rotherham MBC / LSP Partners	→ Green	At the end of Q3 2009/10 67% of targets have improved performance from their baseline positions since the LAA was agreed. Further work is being done on the outturn figures and will presented to a Future Improvement Panel	Performance and all Workstreams

Operational Targets

Objective	Key Actions	Measures		Target Date	Lead	RAG	Performance Commentary	Lead Workstream(s)
		Baseline	Targets					
<b>1. Staying Safe - Social Work Practice and Process</b>								
<b>Establish and implement an effective policy on the auditing of assessment and referrals so as to ensure managerial involvement in quality assurance</b>	Implement an improved quality assurance framework for assessments and referrals	Each Team Manager audits 3 files per month as per guidance. Locality Managers to audit 3 files per month and 5 NFA Audits	100% compliance with the policy	June 2010	Gani Martins	→ Amber	A new system has now been implemented and the results of the audits are beginning to come through, a report was submitted to the Improvement Panel on the 7th May and a further more detailed report has been requested for the 3rd June Improvement Panel	Social Work
	Conduct a review on all NFA cases to quality assure the high level of 'no further action' decisions being taken	NFA Contacts and Referrals 1.4.2009 to 9.12.2009 33.18% Total Contacts  11.12% Total Referrals	10% reduction in overall contact and referrals which result in NFA by March 2010	June 2010	Gani Martins	→ Green	A new system has now been implemented and the results of the audits are now beginning to come through, a high level report was submitted to the Improvement Panel on the 7th May and a further more detailed report has been requested for the 3rd June Improvement Panel. In relation to NFAs between January and March 1854 out of 5248 (35%) were NFA'd. A sample of 61 cases found that 90% of the decisions were the correct ones.	Social Work
	Conduct Business Process re-engineering exercise on current practices in relation to Assessments and Referrals in line with best practice to enhance performance	Practices in relation to Assessments and Referrals in need of review	Business process Re-engineering process completed	July 2010	John Dunn, RBT / Rebecca Wragg	→ Amber	Since the last Panel Meeting no further maps have been approved and communicated, 2 maps have been presented to 4 Team Managers, no further maps are awaiting sign off by SCPMT. 4 business areas (consisting numerous maps) are underway. Progress continues to be highly dependant on the availability of staff. A meeting with the Director of SCP agreed to strengthen the arrangements, in particular around change management and compliance checks as well as ensuring that staff are available for agreeing and signing off maps.	ICT
<b>Embed use of the CAF in practice across children's services so that it is effectively used to inform early intervention</b>	Improve quality and completion levels of CAFs	Between January 2006 and July 2009 there have been 976 CAFs completed in Rotherham.	600 CAFs to be completed between April 2010 and March 2011	March 2011	Simon Perry / Sarah Whittle	↑ Amber	£20k has been sourced for CAF training. The Safe and Well protocol guidance has been updated and endorsed by The Policy and Procedure group and was approved by the CYP Board on the 3rd February 2010. This will be launched on the 22nd April 2010 as part of the early intervention improvement programme. A Pathway & Toolkit has been developed - Training Commenced on the 24th February and consists of 14 sessions, 35 people per session = 490 staff to be trained. As at 30th April 459 staff have now been trained with an additional 50 managers. Since the training started 209 CAFs have been submitted (150 upto 31st March and 59 from the 1st April) Further training will re-commence mid-June.	Early Intervention
	Update Multi Agency Safe & Well Protocol and Practice Guidance	Original Safe and Well Protocol launched in 2006.	Update of Protocol Completed	April 2010	Gani Martins/ Simon Perry	complete		Social Work
	High profile re-launch to ensure consistency in Thresholds for intervention across all agencies.	Original Safe and Well Protocol launched in 2006.	Protocol updated and relaunched	April 2010	Gani Martins/ Simon Perry	complete		Social Work

Operational Targets

Objective	Key Actions	Measures	Targets	Target Date	Lead	RAG	Performance Commentary	Lead Workstream(s)
		Baseline	Targets					
<b>1. Staying Safe - Social Work Practice and Process</b>								
Monitor improvement in children's social care, by establishing a rigorous performance management system which delivers regular monitoring, scrutiny and quality assurance of social care performance	Ensure that all children's homes are compliant with regulatory requirements	1 - St Edmunds	No inadequate children's homes	December 2009	Gani Martins	complete		Social Work
	Introduce monthly safeguarding report card to CYP Directorate Leadership Team, Corporate Management Team, Safeguarding Board and Children and Young People's Board.	Safeguarding focused performance scorecard required	12 reports per year	June 2010	Julie Westwood	→ Green	The Safeguarding report card has been approved and adopted by the Improvement Panel, CYP Board and Locality Teams and was presented at the Safeguarding Board on the 19th March 2010. A new Performance sub group has been established which are now firming up reporting arrangements to the RSCB and work is underway with the Children's Board.	Performance
	Conduct a self assessment using the Safeguarding Inspection Criteria to identify any areas for development prior to inspection	Initial work started	Assessment completed and approved	May 2010	Gani Martins / All Managers / Performance and Quality	complete		Social Work
	Improve quality of serious case reviews to ensure all judged adequate or better	Two of Four judged inadequate	All future SCRs to be rated good or better	ongoing	Catherine Hall	→ Red	Rotherham has received judgements on two serious case reviews; one being rated as adequate and one as inadequate.  Rotherham's partners have concerns that the inadequate judgement is not a true reflection on the work undertaken locally. Following discussions about the judgements the independent chair of the Safeguarding Board decided to challenge both SCRs in relation to the issues identified and the overall judgement itself. The Chair of the LSCB and the Strategic Director for CYPS now accept the adequate judgement. However, one SCR is being fully evaluated again by OFSTED following the submission of the challenge	Social Work
	Ensure that all actions from recommendations from SCRs are implemented and that evidence is provided to ensure robust audit trail.	Baseline 37 Actions	Number of recommendations in red status = 0.	June 2010	Alan Hazell Catherine Hall Phil Morris	→ Amber	Rotherham LSCB constitution signed off on 19th March 2010 including TOR of P&Q sub group. SCR sub committee to retain overall responsibility for SCR action plans and P&Q sub group will evaluate impact and outcomes. 1 action plan has now been signed off by GO on the 15th March and the remaining 3 actions are to be reviewed with GO. Further work has taken place on all actions plans including ongoing monitoring at the monthly SCR panels, a meeting held with GO on 11th May. There are currently no recommendations in red status	Social Work
	Permanent Safeguarding Manager to be in post	1 individual working 2 days a week conducting safeguarding manager duties	Safeguarding Manager in post	May 2010	Joyce Thacker	→ Green	Interviews for a permanent Safeguarding Manager were held on 18th March 2010, an appointment was not made but alternative action has been agreed with the RSCB independent chair. Shortlisting for an interim manager is taking place on the 5th May and interviews held on the 17th May with an appointment having been made.	Workforce

	Conduct robust quality assurance checks on information systems to ensure that contacts, referrals and the status of investigations, assessments and plans are up to date	Quality assurance and audits require improved performance framework	% of monthly supervision checks conducted - 100% Number and % of adequate data quality checks conducted - 100%	June 2010	Gani Martins	↑ Amber	A single QA/Audit Framework has been implemented which covers all aspects of this action. The overall data quality assurance strategy and monitoring and reporting policies and procedure has been signed off by the SCPMT. From the 1st March all initial and core assessments are being audited with a bank of good practice being developed. Further, more robust recording of audits has recently been introduced. A report was submitted to the Improvement Panel on the 7th May, more detailed report will be submitted to the Improvement Panel on the 3rd June.	Social Work
<b>Review social workers' responsibilities to ensure that responsibilities are clearly and tightly defined so that no staff carry too wide a range of work. This will need to involve consideration of whether a restructure of children's social care services is necessary</b>	Undertake Fieldwork Review and implement improved operational structure	The remaining priority action to be addressed	Fully reviewed social care infrastructure in place	July 2010	Gani Martins	→ Amber	A draft report of the review has been completed and is due to be circulated for further consultation prior to implementation. Key areas include: Front Door improvements, the number of locality teams, and introduction of dedicated LAC teams. This report has now been shared with Safeguarding and Corporate Parenting Management Team and DLT on the 27th April. A timeline is in place which will include full consultation with staff, unions and stakeholders. Further work is required in relation to monitoring the cost impact and assessing outcomes of the changes.	Social Work / Workforce

Operational Targets

Objective	Key Actions	Measures Baseline	Targets	Target Date	Lead	RAG	Performance Commentary	Lead Workstream(s)
<b>2. Enjoying and Achieving - Practice and Process</b>								
<b>Improve Performance across primary schools with a particular focus on addressing the performance of schools below the floor targets</b>	Submit a plan to the DCSF which addresses performance across primary schools with a particular focus on addressing the performance of schools below the floor targets	Existing plan in need of review	Plan Agreed With DCSF	End of January 2010	David Light	complete		Enjoying and Achieving
	Implement this plan, as agreed with DCSF and National Strategies, to bring about demonstrable and sustained improvement in primary school standards throughout the term of the Improvement Notice.	13 Primary schools below floor targets	13 down to 8 during 2010 and then down to 0 in 2011	March 2010 October 2010 March 2011	David Light	→ Amber	Report was submitted to Improvement Panel on 22nd April 2010 and a World Class Primaries Board meets with DCSF and National Strategies involvement to progress the actions in the plan	Enjoying and Achieving
<b>3. Leadership and Management / Capacity Building / Support</b>								
<b>Build capacity and capability to deliver and sustain improvement</b>	Obtain external funding from Regional Improvement Efficiency Programme/DCSF including sector led expertise as required	No funding agreed	Funding obtained and apportioned	August 2010	Matthew Gladstone	→ Green	£125k additional funding was agreed by the RIEP, this is being used to fund the CAF Champion posts. DCSF allocated £150k (over two years) to support improvement. Additional social work resources have been selected from tenders using the DCSF funding and will focus on quality assurance and improvement work.	Finance
<b>Develop a comprehensive programme of training, mentoring and continuous professional development for all social care staff so that they have the skills to complete high quality and timely assessments</b>	Director of Children's Services holds monthly 1:1 challenge meetings with each Service Director covering all aspects of performance	Monthly supervisions currently in place	12 challenge meetings per year per director	December 2009	Joyce Thacker	Complete		Workforce
	Improve induction process for CYPS	Induction process for CYPS inconsistent	Induction process for CYPS consistently adhered to and monitored	January 2010	Gani Martins/ Warren Carratt	complete		Workforce
	Ensure that accountabilities for each individual are being reinforced through consistently applied PDR's to ensure staff have a satisfactory Performance Plan.	81%	90%	June 2010	Julie Westwood/ Warren Carratt	↑ Amber	PDR guidance issued for 2010 with deadline set for the end of May for completion of PDRs. All managers were required to attend PDR/ supervision training. The training has been held and feedback has been positive, an early audit at the end of April showed that only 3% of PDRs have been recorded on the HR system, a reminder was sent out to managers and a further audit will take place in June	Workforce / Performance

<p><b>Demonstrate improvements in staff satisfaction and in the satisfaction of children and families with the services they receive through the term of the Improvement Notice</b></p>	<p>Improve outcomes of CYPS satisfaction surveys</p>	<p>Employee Opinion Survey TBC LAC reviews TBC Audit Commission in Schools Survey TBC Social Worker Survey TBC</p>	<p>Employee Opinion Survey TBC LAC reviews TBC Audit Commission in Schools Survey TBC Social Worker Survey TBC</p>	<p>March 2010 Oct 2010 and March 2011</p>	<p>Julie Westwood/ Warren Carratt</p>	<p>↑ Amber</p>	<p>Baseline for EOS - 64% (CYPS) rest of Council 69% - target to be discussed 69%, the next EOS is not until 2011, however HR have advised that a specific survey for CYPS can be run earlier than planned at the end 2010. Baseline for AC schools survey response rate 2008 29% 2009 63%. Target 80%, next survey not now run until 2011 ( now 2 yearly). The Family Placement Survey is a bi-annual survey of Foster Carers and Adopters, the response rate in November 09 was 29% lower than the 2006 survey - 52%. However, the rates of satisfaction have increased, particularly around the levels of support they receive. The next survey is scheduled for 2011. A paper is being produced to look at which surveys need to be included in this action. Background work for CYPP development has included many areas of good practice. This report will be submitted to the Improvement Panel on the 3rd June</p>	<p>Workforce and all Workstreams</p>
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Operational Targets

Objective	Key Actions	Measures	Targets	Target Date	Lead	RAG	Performance Commentary	Lead Workstream(s)
		Baseline						
<b>4. Performance Management</b>								
<b>Improve Annual Children's Service Scores Profile to Performing well by 2011 through implementation of all outstanding recommendations and improvement of inspection scores to good or better</b>	Continually assess the position in relation to all outstanding external inspection recommendations including all those listed in CAA Blocks A and B	Performing Poorly	90% of recommendations met in original timescale 12 reports per year	monthly	Julie Westwood	→ Amber	Recommendations from key high risk inspections being input. Visits undertaken to Early Years and SES to examine recording systems already deployed. These have been found to be satisfactory. There will be on site visits to validate the implementation of recommendations and the state of readiness in terms of achieving a positive outcome in the next inspection. Action plans have been requested from the services to shift proportion of services to good or better and have been received and are being discussed with GO on the 9th June. A report to SLT on the 10th May identified that further work needed to be done to evidence the completed actions.	Performance
	Introduce robust monthly monitoring arrangements to ensure implementation of all outstanding inspection recommendations from all inspections in original timescales	Inspection recommendations from key inspections are being monitored but reports need to include all inspected services	90% of recommendations met in original timescale 12 reports per year	Quarterly	Julie Westwood	→ Amber	All inspection recommendations (with the exception of schools and childminders which have an established monitoring system) are being entered into the reconfigured CYP inspections monitoring system. Monitoring reports will be presented quarterly to each Improvement Panel Meeting, reported to Improvement Panel on 25th March focusing on the high risk area, children's homes, this will be developed further and submitted to the 13th July Improvement Panel	Social Work / Performance
	Conduct a minimum of 2 mock unannounced inspections, in line with the Ofsted criteria per quarter	0	Minimum of 2 mock inspections per quarter to have been conducted	Quarterly	Julie Westwood/Gani Martins	↑ Amber	Resources have been committed to commissioning this externally. The work will take place over 6 half days to allow "deep dive" focus on a number of areas but with a particular focus on those which have been highlighted in the self assessment work and challenge. work will take place with Team and Locality Managers in respect of "what does good look like". As Part of Gani Martin's induction she carried out a "deep dive" in 2 Localities. Discussions with external consultant Steven Warburton to establish a framework of pre-inspection activity has now taken place and will take place in June.	Social Work / Performance
	Improve CYP Performance Profile rating for Block A by increasing % of inspected services rated "good or better"	Performing Poorly (bottom band for both PRU and Children's Homes) 54.9%	Performing Well (65% - 79% categorised as outstanding or good)	Quarterly	Julie Westwood	→ Amber	The OFSTED Quarter 1 profile has now been received and will be submitted to the Improvement Panel on the 20th May, the profile shows that 2 areas have moved up bandings, 23 have remained the same and 1 has moved down a banding.	Performance
	Improve CYP Performance Profile rating for Block B by: Ensuring majority of inspected scores are rated "good or better" for safeguarding LAC and SCRs	Fostering - Satisfactory SCRs 2/4 judged inadequate	Fostering - Good All future SCRs rated adequate or better	Quarterly	Julie Westwood	→ Amber	The overall Serious Case Review profile is now 1 Good, 2 Adequate and 3 Inadequate. Awaiting decision from OFSTED on the seventh SCR submitted last year. One SCR is being fully evaluated again by OFSTED following the challenge	Performance

	Improve CYP Performance Profile rating for Block C by improving NI performance	Not In line with or better than statistical neighbours and the national position	In line with or better than statistical neighbours and the national position	Quarterly	Julie Westwood	→ Amber	Improvement plans are in place for NIs and where targets are not being met performance clinics are held to identify areas where further improvement can be made. OFSTEDs Quarter 1 profile has now been received and will be submitted to the Improvement Panel on the 20th May which shows that 11 NIs have moved up a banding, 12 stayed the same and 4 moved down a banding	Performance
	Ensure quarterly reporting on the Children's Services Performance Profile on their release clearly outlining areas of risk and potential impact	Report on Quarter 2 profile prepared	4 reports per year and improvement in each service block	Quarterly	Julie Westwood	↑ Amber	The Quarter 1 profile has been received and will be presented to Improvement Panel on 20th May	Performance
	Implement all the recommendations arising from the Children's First review undertaken using the DCSF Improvement Framework	67% when Improvement Notice Made	100% of recommendations implemented	May 2010	Julie Westwood	→ Green	A report on progress and the overall completion of the actions with evidence will be submitted to the Improvement Panel on 3rd June	Performance
<b>Ensure that the Panel, chaired by the Chief Executive, provides effective challenge, and drives swift and sustainable progress through overseeing a robust action plan</b>	Appoint the Director of Children and Learners at GOYH as a member of the Improvement Panel	N/A	Director of Children and learners at GOYH to attend CYP Improvement Panel meetings	December 2009	Joyce Thacker	complete		Performance

Objective	Key Actions	Measures Baseline	Targets	Target Date	Lead	RAG	Performance Commentary	Lead Workstream(s)
<b>5. Finance</b>								
<b>Strengthen financial management arrangements to ensure they are fit for purpose and financial targets 09/10 are met</b>	Tackle the existing overspend in Directorate (particularly Social Care)	£4.5m overspend	Corporate Variance on target 2% +/-	March 2010	Joyce Thacker	complete	The final outturn figure was £3.99m overspent.	Finance
	Address the under funding issues in Social Care and School Effectiveness Service	In 2008/09 the gap was £8.3m. In 2008/09 had narrowed to £6.8m.	Close the gap against statistical neighbours average spend for CYP Services	March 2010	Joyce Thacker	complete		Finance
	Benchmarking exercise in relation to funding and performance		establish how low spend is linked to high performance in other LAs	August 2010	Julie Westwood / Joanne Robertson	↑ Amber	Benchmarking to be carried out with Barnsley, Wakefield and Wigan, visits to be arranged to clarify joint understanding, report to be presented to August Improvement Panel.	Finance



Operational Targets

Objective	Key Actions	Measures	Targets	Target Date	Lead	RAG	Performance Commentary	Lead Workstream(s)
		Baseline	Targets					
<b>6. Recruitment and Retention</b>								
<b>Increase the capacity of social carers to ensure effective services to safeguard vulnerable children</b>	Reduce the vacancy rate of qualified social workers from the December 2009 baseline to meet the improvement notice target	37.2% 16th December 2009	20% vacancy rate by October 2010 10% vacancy rate by March 2011	June 2010	Gani Martins	→ Amber	Currently all social worker posts are covered either by permanent establishment posts or agency staff 20.4 posts (25.3%)	Social Care / Workforce
	Reduce the vacancy rate of team managers from the December 2009 baseline to meet the improvement notice target	33% 16th December 2009	16% vacancy rate by October 2010 8% vacancy rate by March 2011	June 2010	Gani Martins	↑ Amber	There are currently 33.3% Team Manager posts unfilled. There are 15 Team Manager posts in the establishment with 5 vacancies, however 4 of these are covered by agency staff and 1 remains unfilled (6.7%).	Social Care / Workforce
	Recruit 30 new Foster Carers	126 (January 2009)	156	March 2010	Gani Martins	→ Green	From April 2009 to March 2010 there have been 22 foster carers approved, at the end of March there were 139 foster carers	Social Care / Workforce
	Reduce the over reliance on agency staff	2009/10 spend = £1,843,627 (12 months) £1,811,768 relates to social care, £1,390,402 of which via the Duttons contract	Reduce by £440,000 in 2010/11 on agency staff	October 2010	Gani Martins	↓ Amber	The recruitment campaign for permanent social workers and team managers continues however, there is still expenditure on agency staffing. The total CYPS agency spend as at 17th May is £159,218. Expenditure on agency social workers and team managers to date is £133,075 and agency admin £8,320. There are currently 24.4 fieldwork vacancies covered by agency workers (4 team managers and 20.4 social workers)	Workforce / Finance
	Increase the number of additional administrative staff within the Directorate to free up time of social workers and assess impact to inform future budgets	7.9 FTE additional admin staff transferred into the Directorate to provide support and 7 admin agency staff.	Impact Assessment completed	December 2009	Julie Westwood	complete		Workforce / Finance

Objective	Key Actions	Measures Baseline	Targets	Target Date	Lead	RAG	Performance Commentary	Lead Workstream(s)
<b>7. ICT</b>								
Improve information systems to enable social workers/managers to process and access assessments and plans and transfer of case information on vulnerable children in a timely, accurate manner.	Increase email 'in box' capacity for managers	Inspectors recommendation	Resolve Issues raised	November 2009	Julie Westwood	complete		Performance / ICT
	Revise and accelerate the implementation of the corporate agile working programme for social work staff	Social Work teams in a later phase of the council's agile working programme - Worksmart.	Prioritise Social Work teams in the Worksmart programme. 106 Laptops and VPN tokens to be issued	January 2009	RBT	complete		ICT

### CYPS Achievements

- 100% of care leavers are living in suitable accommodation.
  - CPP lasting over 2 years have reduced from the 2008/09 outturn of 4.8% to 1.3%.
  - 100% of CPP are reviewed within timescales. Child Protection Reviews are maintaining the top 100% performance.
  - LAC Reviews in timescales improved from 85.4% to 96.5%
- 
- 97% of all Rotherham Schools (including PRUs) have achieved National Healthy Schools Status
  - Childhood obesity for both reception and Year 6 has improved by 2% and we are now in line with our statistical neighbours.
  - 86% of children and young people participate in 2 hours+ sport or PE (increase of 25% since 2006)
- 
- 93% of schools are meeting Extended Services Core Offer.
  - Rotherham has been rated the best in the region for children getting their first choice of secondary school 97%.
  - Rotherham's Audit Commission Schools Survey 35% increase in response in 2009.
  - Since 2005/6 there has been a 34% reduction in the number of young people entering the criminal justice system.
- 
- Ofsted have judged Hilltop School to be outstanding in all major areas including Safeguarding.
  - 68% of Rotherham's Under 5s are currently part of the Imagination Library Project, that's 10,439 children.
  - GCSEs 2009 - 13th most improved Authority
  - Foundation Stage 2009 15th most improved Authority.
  - Thornhill has been judged by Ofsted as outstanding with an outstanding capacity to improve.
  - Herringthorpe Junior School is one of the top 20 schools in the UK for the best use of technology. Runner up in the learning experience Primary Becta ICT Excellence Award
  - Rotherham Schools Music Service - Second outstanding Ofsted inspection report.
  - Rotherham are the first Authority in the country to have 2 childminders achieve the Quality Mark for Early Years by the Basic Skills Agency

<b>ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS</b>
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1	<b>Meeting:</b>	Children and Young People's Service Cabinet Member and Advisers
2	<b>Date:</b>	2nd June 2010
3	<b>Title:</b>	IISaM Programme Update
4	<b>Directorate:</b>	Children and Young People's Services

## 5. Summary

This report provides an update on progress within the Improving Information Sharing and Management (IISaM) Programme. The IISaM Programme includes the implementation of ContactPoint, electronic enablement of the Common Assessment Framework, Integrated Children's System and Information Sharing. The programme also covers the Connexions Client Caseload Information System (CCIS).

## 6. Recommendations

- a) That this update report is received.
- b) That a further update be provided to a future meeting.

## 7. Proposals and Details

### ContactPoint

A national database which records basic demographic details on all 0-18 year olds residing in England. It will also show which universal and specialist services a child is in receipt of and will become the central point for workers to identify if a CAF is/has been undertaken with a child. There will be approximately 1800 users across Rotherham with access to ContactPoint, each will have to hold a current enhanced CRB, be trained and access the system via either a security token. Highlights since the last Cabinet member update:

- Organisational accreditation has been achieved for CYPS and is underway with the Women's Refuge, Safe and Last and Health
- 25 practitioners have been trained, 50% of which are actively using the systems
- Significant progress has been made to lead to the connection of local data sources

### Electronic enablement of CAF (eCAF)

A national system which will hold the Common Assessment Framework form which will allow assessments to be shared across organisational and geographical boundaries. The system will be based on the national template

and will record CAF episodes against individual children and young people. National eCAF is being implemented on a phased approach. Early adopters have started to use the national system, the national roll out to other local authorities in early summer 2010. A local decision is yet to be made as to whether Rotherham will take up the national eCAF solution. As an interim solution CAF practitioners are utilising the learning portal to facilitate the sharing of assessments in a secure and electronic format.

### **Integrated Children's System (ICS)**

There have been significant changes to the ICS projects, the DCSF have formally closed the project and removed compliancy around Phase 1, 1b and 1c and the associated grant funding conditions. The ICS framework now is around providing guidance to local authorities to implement a solution which ensures that the local authority meets its statutory requirements. The DCSF announced a major review of the ICS assessment framework during the summer of 2009, driven predominantly by the Baby P case and the establishment of the Social Care Task Force established by the Secretaries of State. Rotherham is taking stronger ownership of the existing ICS system in order to meet simplified national requirements. The review has been facilitated by the local ICS working group and project board. The first outcome of the working group is the development of a new Core Assessment, which has been designed by practitioners and is now embedded as part of daily practice.

### **CCIS**

As part of the procurement activity and the transfer of staff from Nord Anglia Lifetime Development (NALD) that took place last year - I/O from Cognisoft – a system supplier providing Connexions information systems went live on the 5<sup>th</sup> October. Rotherham are hosting a sub regional team of Management Information officers working across Rotherham, Barnsley and Doncaster.

## **8. Finance**

DCSF grant funding for the financial year 2010/2011 has been reduced by 50% to £88,650. There is no additional grant funding for ICS in this financial year. In order to meet this budget pressure an additional investment of £130,000 has been secured to support ContactPoint, ICS and CYPS case management systems.

## **9. Risks and Uncertainties**

There are a number of issues impacting the IISaM programme:

- Funding to maintain projects into steady state
- Review of existing contracts with system providers
- Political support of the IISaM programme
- Central Government plans to cease a number of IT projects including ContactPoint

10. **Policy and Performance Agenda Implications**

The OFSTED Annual Performance Assessment and inspections include an evaluation of ContactPoint and ICS implementation and it could effect the judgement on the Staying Safe outcome. Anecdotally, unannounced inspections are making judgements on the use of support ICT systems and their impact on social care practice.

11. **Background Papers and Consultation**

CYPS Cabinet Member 5<sup>th</sup> September 2007

CYPS Cabinet Member 26 November 2008

CYPS Cabinet Member 29 April 2009

CYPS Cabinet member 2 December 2009

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