

ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS

1.	Meeting:	Children and Young People's Services – Cabinet Member and Advisers
2.	Date:	21st July 2010
3.	Title:	Children and Young People's Services Notice to Improve - Progress Update
4.	Directorate:	Children and Young People's Services

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

- i) That CYPS Cabinet Member notes the progress being made against the targets set in the Notice to Improve.
- ii) That this Notice to Improve progress update report is referred to a full meeting of the Cabinet.

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 8th July 2010.

Red: 2 (5%)

Amber : 19 (43%)

Green: 23 (52%) (out of which 14 are now deemed as completed)

High Risk areas (red risks)

Reduce the over reliance on agency staff

The expenditure on agency staff continues to be high, with costs since 1st April now totalling £219,464 for fieldwork staff (social workers and team managers) and £21,639 for administration staff.

The positive impact of this however is the improvement in both the quality and timeliness of the key indicators that are subject to the Notice to Improve. Following recent permanent appointments the impact of this should start to be seen in the next few months.

Business Process Re-engineering

Although the BPR work has continued to complete those areas already identified as a priority, the remaining processes still need to be re-prioritised and completed. This work continues to be impacted by other work of a higher priority.

Areas of Improvement

Improve the quality of serious case reviews

The Serious Case Review previously evaluated as inadequate has been fully re-evaluated by OFSTED following the submission of the challenge and we were informed on the 17th June that this has now been rated adequate. In addition, the one outstanding Serious Case Review judgement has now been received and this was assessed as adequate. The profile is now 1 good and 3 adequate, giving us an OFSTED rating of Green.

NI60 – Increase in % of core assessments

Between the 1st April and 7th July 87.71% of Core Assessments have been completed in time, this is now slightly higher than the March 2011 target of 87%. Sample Core Assessments continue to be audited by the Practice Improvement Managers.

The NI59 indicator is the most important part of the process and trends over the last 6 months are showing a month on month improvement:

January: 72%

February: 76%

March: 77%

April: 80.17%

May: 76.01%

June 83.78%

Since the 1st April 80.16% of initial assessments have been completed in timescale.

Fostering Inspection

Verbal feedback has been received which has yet to be confirmed in the formal report. The direction of travel was acknowledged to have shown significant improvement and has moved from just adequate to almost good.

a) Completed targets

14 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 22nd 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.
- A safeguarding report card has been developed and reporting arrangements underway.

8. Finance

The DfE 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 DfE funding is being 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

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.

Further work is now taking place in relation to the overall budget position and the recent government announcements.

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.

Notification was received on the 5th July that OFSTED would be undertaking their Safeguarding and Looked After Children inspection which commenced on the 19th July. All relevant documents have been sent to OFSTED by the designated deadline and additional documents requested are being sent on a daily basis.

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.

The Safeguarding and Looked After Children Inspection commenced on the 19th July.

The annual Fostering Inspection was concluded and verbal feedback indicated that significant improvements were visible and that the service had moved from just adequate to almost good.

Failure to address these issues would impact further on the CYPS and the council 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

CYP Directorate Performance reports

Appendix A – Notice to Improve action plan

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