

## ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS

1.	<b>Meeting:</b>	<b>Children and Young People’s Scrutiny Panel</b>
2.	<b>Date:</b>	<b>Friday 18<sup>th</sup> February, 2011</b>
3.	<b>Title:</b>	<b>Children and Young People’s Services Notice to Improve - Progress and Exception Report</b>
4.	<b>Directorate:</b>	<b>Children and Young People’s Services</b>

### 5. Summary

This report provides an overview of the progress made since the update to Improvement Panel Meeting on 10<sup>th</sup> December 2010.

The action plan identifies a RAG rating and a direction of travel for the areas of improvement, and key risks and issues to meeting the stretching targets set for the council and its strategic partners.

3 additional actions have been added following the removal of the Notice to Improve and the receipt of the Annual CSA letter in December. There are now 31 individual actions covering the key performance measures ( including the 3 social care indicators) in addition to the operational targets around Staying Safe, Enjoying and Achieving, Leadership and Management and Capacity Building, Performance Management, and Recruitment and Retention and the Children’s Services Assessment recommendations and two actions following the DfE Meeting in December.

### 6. Recommendations

- (i) **That Children and Young People’s Services Scrutiny Panel notes the progress being made against the targets set in the Notice to Improve.**

## 7. Proposals and Details

This report provides an overview of the progress made and reported to the Improvement Panel Meeting on 9<sup>th</sup> February 2011.

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Based on a RAG rating the following is the current position as at 27<sup>th</sup> January 2011.

Red: None

Amber : 24 – 77%

Green: 7 – 23% (of which 1 is complete)

### Social Care Indicators

The commentary below on the social care indicators includes the performance of statistical neighbours and national as a comparator.

	Baseline Performance (Nov 09)	Current Performance	Targets	Statistical Neighbour ( March 10)	National ( March 10)
NI 68 (Referrals to initial)	59.8%	84.44% 09/10 outturn 73.4%	Oct 10 – 68% Mar 11- 70%	67.5%	64.3%
NI 59 (initial assessment)	73%	81.88% 09/10 outturn 75.2%	Oct 10 – 85% Mar 11- 87%	69.2%	67.1%
NI 60 (core assessment)	68%	82.83% 09/10 outturn 80%	Oct 10 – 84% Mar 11- 87%	77.6%	73.4%

## **Areas of Concern**

The NI59 indicator ( initial assessments in 7 days).

Since the 1<sup>st</sup> April 81.88% of initial assessments have been completed in timescale, this has reduced gradually over the past few months and is now below the milestone target for October 2010 which was 85%

If the 10 day measure is used, as at the 27<sup>th</sup> January 86.2% of initials were carried out in 10 days

NI60 – Core Assessments in time has also now fallen back below the October 2010 target of 84%, at 82.83% it is thought that the weather conditions in December and the Christmas Break could have had an impact on this. The numbers of assessments not done in time was 13 to meet the 84% target.

### Use of Agency staff

There still continues to be a number of agency social workers (11) and team managers (3) in post. However, following the changes to the structure the recruitment process continues and recent appointments have been made to ensure that a minimal number of agency staff are used and permanent staff are in post wherever possible.

The IRO service continues to rely on agency staff, but permanent recruitment is also under way.

All current agency staff assignments are being checked to confirm when they will cease.

## **Areas of improvement**

The use of the Common Assessment Process continues to improve, 611 CAFs were opened between Jan and Dec 2010. 487 CAFs have been registered between April 2010 and 24/1/11, an average of 51 CAFs per month.

Clifton Learning Community area is currently completing the most CAFs (110 in 2010) with voluntary and community sector partners including Rush House and Women's Refuge undertaking half of the CAFs in this community. Increasing numbers of CAFs are for young people 16-18 years – this age range now accounts for 10% of all CAFs completed. There has been a reduction from 12.7% to 8% of referrals NFA'd by localities during 9 months in 2010 compared with the same period in 2009.

As part of the Y&H REIP project a significant reduction in conversation rates has been felt in other LAs, this will be evident over the next few months.

### Children's Services Assessment

The rating in the Annual Children's Services Assessment letter is "adequate" with 4 areas for further development which are incorporated into the Action Plan:

- Improve secondary schools so that more are good or better
- Improve the outcomes for children at the end of primary school
- Increase the number of good childminders
- Maintain the momentum of improvement in social care services for children and young people, including the quality of children's homes.

## Notice to Improve

A letter from Tim Loughton was received on the 14<sup>th</sup> January 2011 confirming that the Notice to Improve has been lifted, however the Improvement Panel will continue to operate on a quarterly basis.

A key feature of the letter was the DfE's interest in Rotherham participating in a peer review. This will be planned for as a matter of urgency.

### **8. Finance**

The DfE has contributed £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 was 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 out of authority. 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, the Comprehensive Spending Review and early indications of cuts from the Early Intervention Grant.

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

An adoption inspection took place between the 26<sup>th</sup> and 28<sup>th</sup> January, results from this feed into the OFSTED profile, however positive feedback was received from the inspectors.

There is also a possibility of another annual unannounced inspection of the Contact and Referral process, if there are any areas for priority action found this can have an adverse affect of future ratings. Work has taken place to plan for such an inspection with a self-assessment being completed and a mock inspection has taken place to establish risks and concerns.

### **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 annual Fostering Inspection was concluded in June 2010 and found to be adequate. The Safeguarding and Looked After Children Inspection took place between the 19<sup>th</sup> and 30<sup>th</sup> July, the outcome of this was adequate.

Action plans are in place to monitor the implementation of both sets of recommendations, most of which are now completed.

Failure to address these issues would impact further on the CYPS and the council and could still 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 – Jan to June 2009  
Fostering Inspection June 2010  
Safeguarding and LAC inspection July 2010  
CYP Directorate Performance reports  
Notice to Improve Action Plan

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