

ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS

1.	Meeting:	Children and Young People’s Scrutiny Panel
2.	Date:	Tuesday 26th April, 2011
3.	Title:	Children and Young People’s Services Notice to Improve - Progress and Exception Report
4.	Directorate:	Children and Young People’s Services

5. Summary

This report provides an overview of the progress made since the update to Improvement Panel Meeting on 9th February 2011.

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.

2 additional actions have been added in relation to work around Lessons Learned from Intervention seminars that have been attended and the actions from the recent Adoption Inspection. There are now 35 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 since the update to Improvement Panel Meeting on 6th April 2011.

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.

2 additional actions have been added in relation to work around Lessons Learned from Intervention seminars that have been attended and the actions from the recent Adoption Inspection. There are now 35 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.

Based on a RAG rating the following is the current position as at 30th March 2011.

Red: 2 (6%)

Amber : 23 (66%)

Green: 10 (28%) of which 5 are 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%	86.76% 09/10 outturn 73.4%	Oct 10 – 68% Mar 11- 70%	67.5%	64.3%
NI 59 (initial assessment)	73%	82.9% 09/10 outturn 75.2%	Oct 10 – 85% Mar 11- 87%	69.2%	67.1%
NI 60 (core assessment)	68%	80.23% 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 1st April 82.9% of initial assessments have been completed in timescale, this has increased slightly since the last meeting however is below the milestone target for October 2010 which was 85%

If the 10 day measure is used, as at the 30th March 87% of initials were carried out in 10 days, this is the measure that will be used in the next financial year.

A large amount of validation has been taking place on the assessments recorded, this has had an adverse effect on the overall position. This does however give us a good starting position from 1st April 2011.

NI60 – Core Assessments in time has also now fallen again and stands at 80.23% which is almost back to the original March 2010 target of 80%. The highest figure report to improvement panel was in August at 87.71%.

This has been affected by the validation process as with the initial assessments but is still higher than stat neighbours and national comparators.

The cost of Agency staff

There still continues to be a number of agency social workers (13.2) and team managers (3) in post and the total cost of agency staff is now projected at £3,036,752, the saving of £440,000 from last year has not been achieved. However we continue to ensure that there is a minimal number of agency staff permanent staff are in post wherever possible, however, to reduced risk it is essential that these key posts are covered.

Areas of improvement

The use of the Common Assessment Process continues to improve, Since 1/4/10, 737 children and young people have had their needs identified and addressed through CAF processes. Schools continue to be the main initiator of CAFs. Over 61% of CAFs initiated currently are for boys. Of the 74 young people whose primary identified need is "at risk of permanent exclusion", over 78% are boys. The primary need most commonly identified remains children and young people requiring assessment and support from CAMHS services via the Single Point of Access – 66% of which are boys.

Continuous Professional development for social care staff

A significant amount of work has taken place around the development of the social care workforce including: learning and development for qualified social workers including a Post Qualifying Programme and action learning sets for managers. A social work health check carried out by the University of Sheffield of which the actions are being picked up by the workforce development team. Additional guidance has been distributed to all managers in relation to PDRs.

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 has taken place in relation to the overall budget position and the recent government announcements, the Comprehensive Spending Review and the impact of cuts from the Early Intervention Grant. An action plan is in place to ensure that budget pressures are identified and solutions sought as soon as possible.

Additionally work has commenced on a new strategy for the commissioning out of authority placements

9. Risks and Uncertainties

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 mock inspections one of which was part of a peer review 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 19th and 30th July, the outcome of this was adequate.

The adoption inspection which took place in January was rated good overall with 4 recommendations

Action plans are in place to monitor the implementation of all 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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