



Children and Young People Overview and Scrutiny Committee

Date:	Wednesday, 6 June 2012
Time:	6.00 pm
Venue:	Committee Room 1 - Wallasey Town Hall

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AGENDA

1. MEMBERS' CODE OF CONDUCT - DECLARATIONS OF INTEREST / PARTY WHIP

Members are asked to consider whether they have personal or prejudicial interests in connection with any item(s) on this agenda and, if so, to declare them and state what they are.

Members are reminded that they should also declare, pursuant to paragraph 18 of the Overview and Scrutiny Procedure Rules, whether they are subject to a party whip in connection with any item(s) to be considered and, if so, to declare it and state the nature of the whipping arrangement.

2. MINUTES (Pages 1 - 8)

To receive the minutes of the meeting held on 21 March, 2012.

3. APPOINTMENT OF VICE-CHAIR

The Committee is invited to appoint a Vice-Chair.

4. ANNUAL UNANNOUNCED INSPECTION OF CONTACT, REFERRAL AND ASSESSMENT ARRANGEMENTS WITHIN WIRRAL COUNCIL'S CHILDREN'S SERVICES (Pages 9 - 28)

5. **EARLY INTERVENTION GRANT QUARTER THREE MONITORING REPORT (Pages 29 - 54)**
6. **2011/12 YEAR END PERFORMANCE AND FINANCIAL REVIEW (Pages 55 - 72)**
7. **CHILDREN AND YOUNG PEOPLE'S PLAN 2012-13 AND ANNUAL REPORT 2011-12 (Pages 73 - 76)**
8. **ADOPTION SERVICE PERFORMANCE REPORT (Pages 77 - 82)**
9. **FOSTERING SERVICE REPORT (Pages 83 - 90)**
10. **APPROVED SCHEME OF DELEGATION - CONTRACTS EXCEEDING £50,000 (Pages 91 - 94)**
11. **EQUALITY IMPACT ASSESSMENTS - REFERRAL FROM SCRUTINY PROGRAMME BOARD (Pages 95 - 104)**

The Scrutiny Programme Board at its meeting on 28 February, 2012 (minute 33 refers) referred this report with the following resolution:

“(1) The contents of the report be noted; and

(2) That the report be referred to all five Overview and Scrutiny Committees for their consideration.”

12. CO-OPTED MEMBER REQUEST

To consider a request from the Co-Chair of the Wirral Family Forum, Louise Reece Jones, for a co-opted position on the Children and Young People O&S Committee for a member of their Forum to represent parent / carers of children with disabilities or additional needs.

As with co-optees on the Health and Well Being Overview and Scrutiny Committee, including one for carers, the co-option, if agreed, would be one with non-voting rights and would need to be a recommendation to Council.

Those Members who were on the Committee in the last year, will recall that a request was considered by the Committee at its meeting on 16 November, 2011 (minute 42 refers – see below):

“Minute 42. Co-opted Member Request

Further to minute 25 (20/9/11), the Chair referred to the current position regarding the request from Ms Louise Reece Jones for a co-opted position on the Committee. As she was not currently a parent governor she could not apply to become a parent governor co-optee.

The Chair suggested that she be thanked for her interest and as the Council was currently looking at its own corporate

governance arrangements, now would not be the time to extend the numbers of co-opted members on the Committee.

Resolved – That the suggestion of the Chair be agreed.”

The Committee’s views are requested.

13. WORK PROGRAMME

The Committee is requested to consider what issues should form the basis of its work programme for the ensuing municipal year.

14. FORWARD PLAN

The Forward Plan for the period June to September 2012 has now been published on the Council’s intranet/website and Members are invited to review the Plan prior to the meeting in order for the Committee to consider, having regard to the Committee’s work programme, whether scrutiny should take place of any items contained within the Plan and, if so, how it could be done within relevant timescales and resources.

15. 0-19 STANDARDS SUB-COMMITTEE (Pages 105 - 108)

To receive the minutes of the meeting held on 13 March, 2012.

16. EXEMPT INFORMATION - EXCLUSION OF THE PRESS AND PUBLIC

The following items contain exempt information.

RECOMMENDATION: That, under section 100 (A) (4) of the Local Government Act 1972, the public be excluded from the meeting during consideration of the following items of business on the grounds that they involve the likely disclosure of exempt information as defined by the relevant paragraphs of Part I of Schedule 12A (as amended) to that Act. The Public Interest test has been applied and favours exclusion.

17. EXEMPT APPENDIX (Pages 109 - 112)

Exempt Appendix to agenda item 5:
Early Intervention Grant Quarter Three Monitoring Report

This appendix is exempt by virtue of paragraph 3 as it contains commercially sensitive information.

18. ANY OTHER URGENT BUSINESS ACCEPTED BY THE CHAIR

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CHILDREN AND YOUNG PEOPLE OVERVIEW AND SCRUTINY COMMITTEE

Wednesday, 21 March 2012

Present: Councillor AR McLachlan (Chair)

Councillors W Clements B Mooney
D Dodd C Povall
P Hayes T Smith
J Keeley P Williams

Deputy: Councillor C Jones (in place of W Smith)

Co-opted: Mrs J Owens

Apologies: Mrs N Smith

59 MEMBERS' CODE OF CONDUCT - DECLARATIONS OF INTEREST / PARTY WHIP

Members were asked to consider whether they had a personal or prejudicial interest in connection with any item on the agenda and, if so, to declare it and to state the nature of such interest.

Members were reminded that they should also declare, pursuant to paragraph 18 of the Overview and Scrutiny Procedure Rules, whether they were subject to a party whip in connection with the item to be considered and, if so, to declare it and state the nature of the whipping arrangement.

Councillor Clements declared a personal interest in the item, 'Childminder Provision on Wirral', by virtue of her employment (see minute 68 post).

60 MINUTES

Members were requested to receive the minutes of the meeting of the Children and Young People Overview and Scrutiny Committee held on 26 January, 2012.

Resolved – That the minutes of the meeting of 26 January, 2012 be approved as a correct record.

61 ORDER OF BUSINESS

The Chair agreed to vary the order of business and take items 11 (Work Programme) and 8 (Wirral Support for the Liverpool City Region (LCR) Apprenticeship Strategy) as the first two items of business.

62 **WORK PROGRAMME**

The Committee received an update on its work programme.

The Acting Director informed the Committee that all of the items in report 1 of the work programme had been completed. Training had been organised for Members for 29 March on serious case reviews and safeguarding, and it was agreed that whatever issues might arise out of this session could be added to the future work programme for the forthcoming municipal year.

A Member also suggested that with the Government's recommendations on Special Educational Needs due out shortly, an update could be provided to the Committee at a future meeting.

Resolved – That the suggestions for the work programme be agreed.

63 **WIRRAL SUPPORT FOR THE LIVERPOOL CITY REGION (LCR) APPRENTICESHIP STRATEGY**

The Acting Director of Children's Services submitted a report which provided an update on Wirral Council support for the key priorities identified in the Liverpool City Region Apprenticeship Strategy, specifically in relation to the 16-18 year old cohort.

The report detailed work currently being undertaken by the Council Apprenticeship Strategy Working Group (SWG) to support the Liverpool City Region Apprenticeship Strategy. Specific reference was made to approaches taken by the Council, through the Wirral Apprenticeship Programme and the Council's internal Apprenticeship programme.

Cabinet had adopted the Liverpool City Region (LCR) Apprenticeship Strategy on 23 June 2011 and authorised officers to work with LCR colleagues, on behalf of Wirral Council, in the development of a local Apprenticeship Strategy Action Plan.

The LCR Apprenticeship Strategy detailed four key strategic priorities which included:

- (i) To stimulate increased employer adoption of Apprenticeships.
- (ii) To ensure that Apprenticeships meet the needs of the Liverpool City Region economy, including in the Transformational Sectors.
- (iii) To promote Apprenticeships as a quality route to young people and to support the participation of young people in Apprenticeships.
- (iv) To ensure that Apprenticeships delivered in the Liverpool City Region are of the highest possible quality.

The report also gave details of how Council Officers were supporting the corporate priority to improve access to employment and skills and tackle barriers to work.

Vivian Stafford, Strategic Service Manager in the Children and Young People's Department responded to comments from Members and informed the Committee that the three cohorts so far on the Wirral Apprenticeship Programme (WAP) had been a cross section from across Wirral. Most opportunities had gone to those young people not in education, employment or training (NEET) and she would bring a fuller report back on the WAP including a breakdown by ward. She also outlined the

relationship with colleges in respect of applied and vocational learning and technical certificates.

The Chair thanked everyone involved and welcomed the news that to date 313 young people and unemployed adults had been supported to start an apprenticeship and gain employment.

Resolved – That this Committee notes that the Council Apprenticeship Strategy Working Group (SWG) draws officer expertise from Children & Young People, Economic Development, Business Support, Human Resources and Procurement. The SWG continues to take forward a holistic view of Apprenticeship engagement and participation in the borough. The SWG also continues to develop a local action plan to support the LCR Apprenticeship Strategy.

64 **ORGANISATIONAL HEALTH CHECK PRESENTATION**

Tracey Coffey, Strategic Service Manager, Children and Families, Children and Young People's Department, gave a presentation on the organisational health check.

In her presentation she outlined the background, the process and who was involved. She went on to give details of the findings of the health check, including in terms of effective workload management, proactive workflow management and having the right tools to do the job. The departmental response to the findings was also outlined in the presentation.

Responding to comments from Members, both Tracey Coffey and the Acting Director stated that they would bring a full report to the Committee on departmental absence management, including the stress management policy. ICT issues were also being looked into and discussions with the Department of Adult Social Services were being held over a possible replacement of the ICS system. The Acting Director assured the Committee of the security of data with Social Worker staff working on laptops and mobile devices. They were also assured of the priority attached to ensuring children's safety and of the proactive stance taken when additional capacity was required within a district team due to sickness or increased caseloads.

Resolved – That the presentation and comments be noted.

65 **CHILD POVERTY STRATEGY AND ACTION PLAN - PROGRESS REPORT**

The Chief Executive submitted a progress report on the work that had been undertaken to develop a Wirral child poverty strategy and action plan in partnership with local organisations and agencies, including the voluntary, community and faith sector. As previously reported, the local authority had established a local advisory group to review the evidence and make recommendations to the Council and its partners about local action to tackle child poverty. Representation on this group (the Wirral Child and Family Poverty Working Group) was drawn from the voluntary, community and faith, housing, health, and education, employment and skills sectors. It was chaired by a representative from the voluntary, community and faith sector and had Elected Member representatives from all parties.

Jane Morgan introduced the report and informed the Committee that the final version of the strategy and action plan was being overseen by the Wirral Child and Family Poverty Working Group and would subsequently be referred to Cabinet for further consideration. The Working Group had agreed to continue meeting to oversee the implementation of the strategy and action plan once this was finalised; and a revised terms of reference was being produced to reflect this ongoing role with additional membership as appropriate. She also reported that the Council, in its Budget for 2012/13, agreed on 1 March, had made provision for a policy option of £400,000 for the Group to allocate to local communities in accordance with the priorities for action identified in the strategy and action plan.

Resolved – That this Committee notes the progress made to date and looks forward to further reports to future meetings.

66 **SAFEGUARDING AND LOOKED AFTER CHILDREN INSPECTION UPDATE REPORT**

The Acting Director of Children's Services submitted a report which outlined progress made, up to 29 February 2012, in relation to implementing the areas for development identified in the Safeguarding and Looked After Children inspection which was undertaken by OFSTED between 24 January and 4 February 2011.

OFSTED had inspected two areas of service delivery in the January/ February 2011 Inspection; Safeguarding Services and Services for Looked after Children. The inspection report provided grades and areas for development for both service areas, there were no priority actions identified. There were seven 'Areas for Development'. An action plan was established in order to track progress against these areas for development and also additional actions extracted from the body of the OFSTED report, which supported the continuous improvement journey in order to make the transition to outstanding, in all areas.

The Acting Director reported that there had been a second unannounced inspection on 1 and 2 February, 2012 and a report published in 1 March would be brought to this Committee in June.

Resolved – That the report be noted and a report on progress made on the February inspection and the Action Plan be brought to the Committee in June.

67 **COUNCIL MOTION ON ADOPTION - BEING THE BEST CORPORATE PARENTS**

The Acting Director of Children's Services submitted a report produced in response to a motion to Council on 12 December 2011 on adoption. The recent release in 2011 of the Children in Care Performance tables from the DfE showed that, as an average for the 3 year period 2008-2010, Wirral Council was ranked 105th out of 143 authorities in terms of the percentage of children (69%) who were adopted, who were placed within 12 months of the decision being taken that adoption was in their best interests. These tables were subsequently updated in December 2011 when Wirral was ranked 74th with 76%.

The report gave details of how each of the issues raised in the motion were being addressed by the department.

Responding to comments from Members, Simon Garner, Strategic Service Manager Children's Resources, reported that the Government were to introduce a new two stage process, although he had not seen any detail of this yet. A new Looked After Children's Service Manager would be taking up post in April.

Councillor Mrs P Williams, gave Councillor M Johnston's apologies, as mover of the motion at Council, and passed on his comments that he believed there was no shortage of prospective adopters but that there needed to be more emphasis on preparing children for adoption.

Simon Garner, in response, stated that preparatory work was second to none on Wirral but acknowledged that more work was needed in speeding up the process of adoption.

Resolved – That the report be noted.

68 **CHILDMINDER PROVISION ON WIRRAL**

Further to minute 33 (16/11/11), the Acting Director of Children's Services submitted a report on childminding services across Wirral. The report included information on the wider aspects of childcare with a variety of providers in the private and voluntary sectors and described the support available to providers in enabling the highest quality of service to families.

The provision described was either:

- Registered and regulated by OFSTED as the statutory body, either independently or as part of a school registration;
- Defined as a childcare provider but not required to be registered as the scheme operated for less than 2 hours.

Responding to comments from Members, Janet Devine, Quality Assurance Manager, commented that one childminder could have up to eight school age children. If any concerns regarding a childminder were flagged up with OFSTED then they did respond very quickly. Although the local authority were not responsible for regulating childminders, the Council did run pre-registration training and each childminder had a development worker attached, there were also network meetings which took place regularly.

Resolved – That the report be noted.

69 **2011/12 THIRD QUARTER PERFORMANCE AND FINANCIAL REVIEW**

The Acting Director of Children's Services reported upon the performance of the Council's Corporate Plan 2011-2014 for October to December 2011 in relation to children and young people. He provided an overview of performance, resource and risk monitoring and highlighted what was working well, future challenges and risks.

In respect of the projected overspend for 2011/12, he reported that the best estimate for the year end was £1m. This was an improved position from previous quarters, partly due to the agreement of the Schools Forum to fund maintenance expenditure and the use of other one-off funding from balances and uncommitted funds. There

were still significant underlying pressures within the Children and Young People's revenue budget. Those that were within Children's Social Care for looked after children, Fostering and Adoption and within the Integrated Transport Unit were likely to be ongoing requirements, at least in the short term. Work was ongoing with the aim of improving this position where possible. In the longer term the Strategic Change Programme for Looked after Children would help to stabilise the Social Care budget.

Responding to comments from Members, Nancy Clarkson, Head of Planning and Performance, and the Acting Director stated that they would clarify with health colleagues in respect of National Indicator 70a, and the target to reduce emergency hospital admissions caused by unintentional and deliberate injuries in 0 – 4 year olds, as it would be for medical specialists to define whether or not something was unintentional or deliberate.

In respect of NI 65, the number of children who were subject to a Child Protection Plan, which had shown an increase, the Acting Director stated that he would bring a further more detailed report including strategies, early intervention and action plans as to how this was being addressed.

Resolved – That the report be noted.

70 APPROVED SCHEME OF DELEGATION - CONTRACTS EXCEEDING £50,000

The Acting Director of Children's Services reported, in accordance with the Contracts Procedure Rules, on those instances where he had exercised his delegated authority to accept tenders and to appoint contractors. The contracts were in respect of a range of services, including:

- Capital contracts
- Out of Authority placements
- Children's Residential Care Placements

Resolved – That the report be noted.

71 FORWARD PLAN

The Committee had been invited to review the Forward Plan prior to the meeting in order for it to consider, having regard to the Committee's work programme, whether scrutiny should take place of any items contained within the Plan and, if so, how it could be done within relevant timescales and resources.

Resolved – That the forward plan be noted.

72 0-19 STANDARDS SUB-COMMITTEE

Following the recent changes in the Chair and membership of the Committee, the Committee was requested to confirm the membership of the 0-19 Standards Sub-Committee as follows:

Councillors Ann McLachlan (Chair), Paul Hayes and Pat Williams together with the diocesan and parent governor representatives and the remaining Committee members serving as deputies.

Resolved – That the membership of the 0-19 Standards Sub-Committee be noted.

73 **ANY OTHER URGENT BUSINESS ACCEPTED BY THE CHAIR**

The Chair thanked all the officers in the Children and Young People's Department for all their work over the past year with this Committee.

She also thanked all the elected Members on the Committee and those officers supporting the Committee in its work.

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WIRRAL COUNCIL

CHILDREN AND YOUNG PEOPLE'S OVERVIEW AND SCRUTINY

6 JUNE 2012

SUBJECT:	ANNUAL UNANNOUNCED INSPECTION OF CONTACT, REFERRAL AND ASSESSMENT ARRANGEMENTS WITHIN WIRRAL COUNCIL'S CHILDREN'S SERVICES
WARD/S AFFECTED:	ALL
REPORT OF:	ACTING DIRECTOR OF CHILDREN'S SERVICES
KEY DECISION?	NO

1.0 EXECUTIVE SUMMARY

1.1 The second unannounced inspection of Contact, Referral and Assessment arrangements within local authority children's services in Wirral Council was conducted by OFSTED on 1st and 2nd February 2012. The letter setting out the findings of this inspection is attached to this report.

2.0 BACKGROUND AND KEY ISSUES

2.1 The national regime of annual OFSTED inspections: Contact, Referral and Assessment arrangements commenced in June 2009. The inspections are carried out under Section 138 of the Education and Inspections Act 2006. The inspection contributes to the annual review of performance of the authority's children's services.

2.2 The inspection in Wirral was one of the last conducted in the second round of inspections nationally. Wirral has used the outcomes and 'Areas for Development' identified in its previous Unannounced Inspection, conducted on the 20th and 21st July 2010, the outcome of its Safeguarding and Looked After Children Inspection, conducted in February 2011 and the inspection framework published by OFSTED to constructively assess and embed good practice. The Department has adopted a performance improvement approach, monitored through monthly operational thematic groups such as the Contact, Referral and Assessment Meetings and the Care Management and Resources Meeting. This has involved a wide range of operational managers, off line auditors and support officers directly involved in the service. Team specific plans have been presented and updated at each meeting, which have focused on the processes in place, the throughput of work and the quality of assessments. Many relevant policies and procedures have been updated and briefed out to staff.

2.3 The inspection is unannounced, and the lead inspector contacts the local authority prior to nine o'clock on the day of the inspection to announce their arrival. In Wirral the two inspectors visited three of the four Assessment Teams, the Central Advice and Duty Team (CADT), and the Children with a Disability Team. Inspectors also met with Area Team Leaders, the CAF / Quality Assurance Manager and spoke with the Emergency Duty Team Manager. During the inspection 63 files and 10 staff supervision files were seen. The Director, Head of Branch and Strategic Service Managers were fully informed

throughout the inspection. The inspectors fed back their findings on the afternoon of the second day of the inspection. The inspectors were professional, skilled and sensitive to local issues. Members of staff felt they engaged in constructive and knowledgeable discussion about their work.

- 2.4 Inspectors reported that the 'Areas for Development' identified in the previous Inspection of Contact, Referral and Assessment arrangements in July 2010 and the Safeguarding and Looked After Children Inspection in February 2011 have been subject to a robust action plan to deliver improvements. Marked progress has been made in the majority of areas although there remains work to be done around the current electronic recording arrangements and the need to ensure that all records of assessments, plans and review reflect the cultural and identity needs of children and their families. Also the quality and frequency of supervision remained variable.
- 2.5 The inspectors identified two areas of strength; it was acknowledged by inspectors that this was fewer than in the previous inspection, but that this reflected a markedly higher standard that had been set following the first round of inspections.
- 2.6 Thirteen areas of satisfactory practice were identified, defined by OFSTED as "practice and arrangements that meet the requirements of statutory guidance", which included core expectations such as responding appropriately to the needs of children identified as being at risk or, or suffering significant harm.
- 2.7 Five 'Areas for Development' were identified, these are:
 - improvements are required in recording and giving full consideration to the ethnicity and cultural needs of children, young people and families in assessments, plans and reviews. The inspectors noted that there had been improvements in this area since the last inspection
 - improvements are required in the timeliness of both initial and core assessments. Inspectors noted that there was a robust system in place for senior managers to be informed of the issues in this area
 - the quality and frequency of supervision and annual appraisal was variable
 - the workloads of Newly Qualified Social Workers (NQSW's) and the complexity of work was not always commensurate with their level of experience. The inspectors noted the proactive action that had been taken in one assessment team to address this issue.
 - the Integrated Children's System remains cumbersome and not all templates are user friendly, while progress has been made in this area further work is required.
- 2.8 This is a positive inspection, and reflects the hard work by staff and managers to improve services for children and families. This is a challenging area of working requiring constant vigilance and attention, which will be sustained through a constant focus on maintaining and improving services still further, for some of the most vulnerable children in Wirral.
- 2.9 An action plan has been developed to address the areas for development but also some of the more general areas for improvement. The plan is attached to this report.

3.0 RELEVANT RISKS

3.1 The provision of excellent contact, referral and assessment services for children in need, at risk of significant harm or who have experienced significant harm is an area of work demanding constant attention, monitoring and oversight. The inspection has confirmed that good systems are in place to do this; however, there can never be any room for complacency. It is an area of considerable risk.

4.0 OTHER OPTIONS CONSIDERED

4.1 No other options were considered as this was an external inspection undertaken by the regulator of social care, OFSTED.

5.0 CONSULTATION

5.1 The findings of the inspection were briefed out to all managers involved in the inspection on the day the feedback was received, and subsequently to a wider audience of Social Care staff members.

6.0 IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS

6.1 There are no direct implications associated with this report.

7.0 RESOURCE IMPLICATIONS: FINANCIAL; IT; STAFFING; AND ASSETS

7.1 There are no direct financial implications associated with this report, however In order to sustain improvements in the service it is important that a full staffing complement is maintained.

7.2 The action plan recommends the review of the capacity of the electronic recording system which will involve WITS. There may be a need to purchase services from the current provider Northgate (or an alternative provider) given there are likely to be further changes made following the Munro review into child protection. This review is to critically exam if the current IT systems are fit for purpose.

8.0 LEGAL IMPLICATIONS

8.1 There are no direct legal implications associated with this report.

9.0 EQUALITIES IMPLICATIONS

9.1 Has the potential impact of your proposal(s) been reviewed with regard to equality?

(a) Yes and impact review can be found at the link below:

<http://www.wirral.gov.uk/my-services/community-and-living/equality-diversity-cohesion/equality-impact-assessments/eias-2010/children-young-people>

10.0 CARBON REDUCTION IMPLICATIONS

10.1 There are no direct implications associated with this report.

11.0 PLANNING AND COMMUNITY SAFETY IMPLICATIONS

11.1 Providing good quality contact, referral and assessment systems directly impacts on safety within the community, through the identification of risks which are assessed and mitigated through the provision of appropriately targeted services.

12.0 RECOMMENDATION/S

12.1 Members are requested to note the outcome of the February 2012 OFSTED Unannounced Inspection of Contact, Referral and Assessment arrangements.

13.0 REASON/S FOR RECOMMENDATION/S

13.1 OFSTED is the regulator for children's social care services under the Children Act 2004 and will be responsible, through subsequent inspections, for monitoring ongoing compliance with statutory duties. Members have a responsibility to assure themselves that the council is taking appropriate action in addressing the areas for development identified by OFSTED.

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APPENDICES

Contact, referral and assessment action plan 2012

REFERENCE MATERIAL

Letter dated 1ST March 2012 from HMI Mary Candlin: Annual unannounced inspection of contact, referral and assessment arrangements within Wirral Metropolitan Borough Council children's services.

SUBJECT HISTORY (last 3 years)

Council Meeting	Date
CHILDREN AND YOUNG PEOPLE OVERVIEW AND SCRUTINY COMMITTEE	21 ST MARCH 2011
CHILDREN AND YOUNG PEOPLE OVERVIEW AND SCRUTINY COMMITTEE	20 TH SEPTEMBER 2011
CHILDREN AND YOUNG PEOPLE OVERVIEW AND SCRUTINY COMMITTEE	1 ST JUNE 2011
CHILDREN AND YOUNG PEOPLE OVERVIEW AND SCRUTINY COMMITTEE	14 th SEPTEMBER 2010

Contact, Referral and Assessment Action Plan from the Inspection of Services carried out in February 2012

Last Updated: June 2012

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	Areas for Development	Action	Evidence	Date to be completed	Person Responsible	Progress RAG
1	<p>Of the supervision records seen by inspectors there were significant gaps in the frequency it was held. In one area office some staff reported being under significant pressure and it was not always evident on the supervision records what action had been taken to address this. Supervision files seen were generally of variable quality and most did not include annual appraisals. <i>(Inspection of Contact, Referral & Assessment Processes)</i>.</p>	<p>Strengthen supervision model to include reflective practice.</p>	<p>Training records show that training has been completed.</p> <p>Final observations of supervision in practice will take place on 22/23 May and feedback provided on quality of supervision.</p>	<p>01/07/2012</p>	<p>Strategic Service Manager – Children & Families</p>	<p align="center">A</p>

Contact, Referral and Assessment Action Plan from the Inspection of Services carried out in February 2012

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	Areas for Development	Action	Evidence	Date to be completed	Person Responsible	Progress RAG
2	<p>The council's performance information highlights the decline in the timeliness of both initial and core assessments and inspectors found a number of cases where this resulted in delay in completing work. The council are aware of this and have effective systems in place to regularly review performance at senior management level and measures recently taken have resulted in increased management capacity within one area team particularly affected by the increase in referrals to help improve performance. <i>(Inspection of Contact, Referral & Assessment Processes).</i></p>	Managers are not to allocate assessments where a social worker is on leave or undertaking CADT duties within the timescale for the assessment.	Assessment timescales improve on 2011/12 baseline.	01/07/12	Practice Managers	A
3		Managers to ensure that training commitments and court hearings are also taken into account if these take place within the timescale of the assessment.	Assessment timescales improve on 2011/12 baseline.	01/07/12	Practice Managers	A
4		Managers to meet with their team on a daily basis and check with each team member the progress on each assessment and target date for completion will be met.	Assessment timescales improve on 2011/12 baseline.	01/07/12	Practice Managers	A
5		Practice Managers to formally report to their Principal Team Manager on a weekly basis reasons for non-compliance with timescales	Barriers preventing completion in timescale are identified and addressed	01/07/12	Practice Managers	A

Contact, Referral and Assessment Action Plan from the Inspection of Services carried out in February 2012

	Areas for Development	Action	Evidence	Date to be completed	Person Responsible	Progress RAG
6	The council's performance information highlights the decline in the timeliness of both initial and core assessments and inspectors found a number of cases where this resulted in delay in completing work. The council are aware of this and have effective systems in place to regularly review performance at senior management level and measures recently taken have resulted in increased management capacity within one area team particularly affected by the increase in referrals to help improve performance. <i>(Inspection of Contact, Referral & Assessment Processes).</i>	Principal Team Managers to formally report to District Manager on a fortnightly basis compliance with timescales, any performance or capability issues with staff and action taken to address and steps taken to address barriers	Assessment timescales improve on 2011/12 baseline Staff issues are appropriately managed in a timely way	01/07/12	Principal Team Managers	A
7		District Managers to formally report on a monthly basis to the Strategic Service Manager	Assessment timescales improve on 2011/12 baseline	01/07/12	District Managers	A

Contact, Referral and Assessment Action Plan from the Inspection of Services carried out in February 2012

	Areas for Development	Action	Evidence	Date to be completed	Person Responsible	Progress RAG
8	Most cases make reference to equality and diversity issues, and inspectors found some good examples of social inclusion issues in assessments. Ethnicity and cultural needs are not routinely recorded and given full consideration in assessments, plans and reviews. While the local authority has made progress in addressing this area of practice, this is not yet fully embedded. This was an area for development in the safeguarding and looked after children inspection in 2011. (<i>Inspection of Contact, Referral & Assessment Processes</i>).	Social Workers are to ensure that children's views are recorded including 0-3 year olds who can indicate their like and dislikes.	Quality Audits indicate an increase in the number of children who express a view.	01/10/2012	Strategic Service Manager - Children & Families	A
9		Provide PAMS Training to Family Support Staff in order to consider issues related to disability and learning difficulties of both parents and children.	PAM's training delivered to nominated Family Support Workers.	01/09/2012	Strategic Service Manager - Children & Families	A
10		Provide locally based PAMS training for staff in order to consider issues related to disability, learning difficulties and depression of parents and children.	PAM's training delivered locally to staff.	01/12/2012	Strategic Service Manager - Children & Families	A
11		Social Workers are to ensure that assessments effectively consider issues related to disability, learning difficulties and depression of parents and children.	Team Manager Audits indicate that assessments effectively consider these issues.	01/03/2013	Strategic Service Manager - Children & Families	A

Contact, Referral and Assessment Action Plan from the Inspection of Services carried out in February 2012

	Areas for Development	Action	Evidence	Date to be completed	Person Responsible	Progress RAG
12	Most cases make reference to equality and diversity issues, and inspectors found some good examples of social inclusion issues in assessments. Ethnicity and cultural needs are not routinely recorded and given full consideration in assessments, plans and reviews. While the local authority has made progress in addressing this area of practice, this is not yet fully embedded. This was an area for development in the safeguarding and looked after children inspection in 2011. (<i>Inspection of Contact, Referral & Assessment Processes</i>).	Social Workers are to regularly ask young people and parents about their culture and include this within plans and agreements.	Team Manager Audits indicate that plans and agreements reflect cultural identity.	01/09/2012	Strategic Service Manager - Children & Families	A
13		Social Workers are to consider religious beliefs as part of the assessment and ensure within plans that opportunities are provided to follow beliefs.	Team Manager Audits indicate that assessments and plans evidence a consideration of religious belief.	01/10/2012	Strategic Service Manager - Children & Families	A
14		Issue practice guidance for staff on the different protocols for visiting households and provider to each team.	Practice Guidance issued to staff with copies in Team Rooms.	01/07/2012	Business & Performance Manager	A
15		All Social Workers complete the Elumos On-line Equality & Diversity Training	Training to be monitored.	01/08/2012	Strategic Service Manager - Children & Families	A
16		Update the options that can be selected on ICS to include "No Religion" and other options	Changes made to ICS	01/08/2012	Performance Information Manager	A

Contact, Referral and Assessment Action Plan from the Inspection of Services carried out in February 2012

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	Areas for Development	Action	Evidence	Date to be completed	Person Responsible	Progress RAG
17	<p>Most cases make reference to equality and diversity issues, and inspectors found some good examples of social inclusion issues in assessments. Ethnicity and cultural needs are not routinely recorded and given full consideration in assessments, plans and reviews. While the local authority has made progress in addressing this area of practice, this is not yet fully embedded. This was an area for development in the safeguarding and looked after children inspection in 2011. (<i>Inspection of Contact, Referral & Assessment Processes</i>).</p>	CADT to include the monitoring of race on ICS to ensure that this is routinely recorded.	Monitoring indicates improvement in the recording of race.	01/08/2012	CADT Practice Manager	A
18		Team Meetings to be used in order to consider and discuss cultural differences to include guest speakers.	Team Meeting minutes evidence discussions	01/09/2012	Strategic Service Manager - Children & Families	A
19		Ensure that the use of Language Line, for telephone interpreting services, is picked up by the Assessment Team as a part of the referral.	Evidenced via audit of relevant referrals	01/09/2012	Strategic Service Manager - Children & Families	A
20		Guidance to be agreed by which face to face interpreting services for initial visits may be arranged without the needs for a HOB1.	Guidance agreed and issued.	01/09/2012	Head of Branch – Children’s Social Care	A
21		Ensure that greater placement choice is developed as part of the sufficiency plan.	Sufficiency Plan completed	01/12/2012	Strategic Service Manager - Resources	A

Contact, Referral and Assessment Action Plan from the Inspection of Services carried out in February 2012

	Areas for Development	Action	Evidence	Date to be completed	Person Responsible	Progress RAG
22	Most cases make reference to equality and diversity issues, and inspectors found some good examples of social inclusion issues in assessments. Ethnicity and cultural needs are not routinely recorded and given full consideration in assessments, plans and reviews. While the local authority has made progress in addressing this area of practice, this is not yet fully embedded. This was an area for development in the safeguarding and looked after children inspection in 2011. (<i>Inspection of Contact, Referral & Assessment Processes</i>).	Ensure that Family Placement Social Workers place children appropriately with carers and children from similar cultural backgrounds.	Monitored via the Fostering Dataset	01/04/13	Family Placement Manager	A
23		Training to be provided to staff based in CADT on the Minicom system.	Training provided	01/07/2012	CADT Practice Manager	A
24		Training / instructions to be provided to staff on how to use the Hearing loop system for meetings.	Training / Instructions provided alongside hearing loop systems.	01/07/2012	Organisational Development Manager	A
25		All social workers to record disabilities within the Health section in ICS.	Reports from ICS	01/09/2012	Strategic Service Manager - Children & Families	A

Contact, Referral and Assessment Action Plan from the Inspection of Services carried out in February 2012

	Areas for Development	Action	Evidence	Date to be completed	Person Responsible	Progress RAG
26	While most staff report having manageable workloads which are regularly reviewed by their managers some NQSW have very high caseloads and hold complex work including child protection cases. While managers have increased the level of supervisory support to NQSW the work load is not always commensurate with their level of experience. (<i>Inspection of Contact, Referral & Assessment Processes</i>).	Employer Standards group to review and consult on models of caseload management	One model is identified as appropriate and resources needed to implement are identified	01/07/2012	Strategic Service Manager Children and Families	A
27		Implement caseload management model	Model in place and caseloads are appropriate to skills and experience	01/10/2012	Strategic Service Manager Children and Families	A

Contact, Referral and Assessment Action Plan from the Inspection of Services carried out in February 2012

	Areas for Development	Action	Evidence	Date to be completed	Person Responsible	Progress RAG
28	<p>The council has in place a robust action plan to address the deficiencies of the current integrated children's system as highlighted at recent inspections. Since the last inspection the council has implemented a revised template for recording assessments and this has resulted in user friendly assessment documents. However, managers and staff report the system remains cumbersome and not all templates are user friendly. This was an area for development in the last inspection 2011. (<i>Inspection of Contact, Referral & Assessment Processes</i>).</p>	Consult with the DASS IT Systems Review Team on their requirements and seek, where appropriate, to align our approach in seeking to procure a replacement Case Management system.	Outcome of consultation to be provided in report to Cabinet	06/06/2012	Principal Manager ICT / Business & Performance Manager	A
29		Prepare and submit a report to Cabinet for approval to enter into a tender process for a replacement Case Management System.	Cabinet report submitted	01/07/2012	Principal Manager ICT / Business & Performance Manager	A
30		Subject to Cabinet approval prepare service specification and complete the tender process.	Tender documents completed and issued.	01/12/2012	Principal Manager ICT / Business & Performance Manager	A
31		Start to implement the project plan for the replacement Case Management system, subject to successful tender and Cabinet approval.	Project Plan completed and implementation of the plan started.	01/05/2013	Principal Manager ICT / Business & Performance Manager	A

Contact, Referral and Assessment Action Plan from the Inspection of Services carried out in February 2012

Areas for Development identified by the Service from the OFSTED Inspection letter that it wishes to address in addition to the 'Areas for Development' identified by OFSTED.

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	Areas from the Text for Development	Action	Evidence	Date to be completed	Person Responsible	Progress RAG
32	Children assessed at risk receive a timely and appropriate response and most subject of child protection plans are supported by effective actions and partnership working. However some plans are not sufficiently clear of what action needs to be taken by parents or specify the consequences if outcomes agreed are not achieved. (<i>Inspection of Contact, Referral & Assessment Processes - Text</i>).	Signs of Safety model embedded in all areas of safeguarding assessment and planning	Plans have a clear evidence base of risk and how it is managed and this is evidenced in audits and IRO monthly trigger reports	01/07/2012	Strategic Service Manager Children and Families	A
33		Revised templates for Working Agreements, Child in Need and Child protection plans to be implemented and consistently used	Audits evidence use of templates and areas are covered in sufficient detail	01/10/2012	Strategic Service Manager Children and Families	A

Contact, Referral and Assessment Action Plan from the Inspection of Services carried out in February 2012

	Areas from the Text for Development	Action	Evidence	Date to be completed	Person Responsible	Progress RAG
34	Overall completed assessments were satisfactory, some were very good identifying both risk and protective factors and underpinned by good risk analysis. Some initial assessments that progressed to core assessments were incomplete and the rational for decision making not always clear. This potentially weakened the development of effective plans and services. <i>(Inspection of Contact, Referral & Assessment Processes - Text).</i>	Initial Assessment Practice Guidance to be revised to make this clearer	Rationale for decision-making is consistently evidenced in assessment audits	01/07/2012	Strategic Service Manager Children and Families	A
35	Overall case records are up to date and inspectors found good evidence of management oversight reflected in signed and dated records. However, the use of chronologies is not routinely evidenced but the council is working towards strengthening its practice in this area. <i>(Inspection of Contact, Referral & Assessment Processes - Text).</i>	Continue to embed the practice guidance on chronologies through audits, supervision, practice workshops and training	Case file audits demonstrate improvement	30/09/2012	Strategic Service Manager Children and Families	A

Contact, Referral and Assessment Action Plan from the Inspection of Services carried out in February 2012

	Areas from the Text for Development	Action	Evidence	Date to be completed	Person Responsible	Progress RAG
36	Training is good which includes a comprehensive programme for newly qualified social workers (NQSW). Lessons learned from serious case reviews from both local and national findings are regularly disseminated to staff via briefing sessions, some of which are mandatory for all staff. However some staff report that the competing demands of their work can impact on the opportunity to attend training available. (<i>Inspection of Contact, Referral & Assessment Processes - Text</i>).	Managers to use the training log in supervision files to ensure training is appropriate to individual worker's learning and development needs. Training must be planned in advance and must be honoured. Only reason accepted for non-attendance will be sickness, emergency or unplanned court attendance or inspection.	Supervision training logs. Key Issues exchange. Staff Training records.	01/08/2012	Practice Managers	A
37		Principal Team Managers to monitor on a monthly basis all booked training which has been attended and not attended by staff and record reasons why training has not been attended. Action must then be recorded to address any barriers.	A reduction in cancellation of training. Staff report that attendance at training has improved.	01/09/2012	Principal Team Managers	A

1 March 2012

Mr David Armstrong
Interim Director of Children's Services
Wirral Metropolitan Borough Council
Children and Young People's Department
Hamilton Building
Conway Street
Birkenhead
Wirral
CH41 4FD

Dear Mr Armstrong

Annual unannounced inspection of contact, referral and assessment arrangements within Wirral Metropolitan Borough Council children's services

This letter summarises the findings of the recent unannounced inspection of contact, referral and assessment arrangements within local authority children's services in Wirral Metropolitan Borough Council which was conducted on 1 and 2 February 2012. The inspection was carried out under section 138 of the Education and Inspections Act 2006. It will contribute to next year's annual review of the performance of the authority's children's services, for which Ofsted will award a rating. I am grateful to you and your staff for the help and time given during this inspection.

The inspection sampled the quality and effectiveness of contact, referral and assessment arrangements and their impact on minimising any child abuse and neglect. Inspectors considered a range of evidence, including: electronic case records; supervision files and notes; observation of social workers and senior practitioners undertaking referral and assessment duties; and other information provided by staff and managers. Inspectors also spoke to a range of staff including managers, social workers, other practitioners and administrative staff.

The inspection identified areas of strength and areas of practice that met requirements, with some areas for development. During the inspection 63 files and 10 staff supervision files were seen.

The areas of development identified at the previous contact, referral and assessment arrangements in July 2010 and the Safeguarding and Looked After Children Inspection in January and February 2011 have been subject to a robust action plan to deliver improvements. Marked progress has been made in the majority of areas although there remains work to be done around the current electronic recording arrangements and the need to ensure that all records of assessments, plans and

review reflect the cultural and identity needs of children and their families. Also the quality and frequency of supervision remains variable.

Strengths

- The central advice and duty team is very well managed and provides for the effective screening of all contacts. The working practices ensure that staff are clear about their respective roles and responsibility and the management and quality assurance arrangements are rigorous. This provides for informed decision making, timely response to all contacts and referrers are routinely informed of outcomes. All cases seen were signed off by the practice manager and the rationale for decision making clear leading to good planning. The work of the central advice and duty team is subject to weekly scrutiny by senior managers and this helps support the early identification of vulnerable families and children potentially at risk. The recording of consultations was an area for development in the unannounced inspection in 2010.
- The council has in place clear thresholds which are understood and consistently applied by partner agencies and this ensures the early identification and management of children at risk. The continuum of need process ensures there are clear arrangements in place for access to services which is supported by the effective use of the common assessment framework across a range of agencies and demonstrates sustained and continued improvement in reaching families. Partners are fully engaged with supporting vulnerable families without recourse to statutory intervention and this provides for the effective targeting of resources.

The service meets the requirements of statutory guidance in the following areas

- In the majority of cases section 47 enquiries were undertaken in accordance with statutory requirements.
- Children assessed at risk receive a timely and appropriate response and most subject of child protection plans are supported by effective actions and partnership working. However some plans are not sufficiently clear of what action needs to be taken by parents or specify the consequences if outcomes agreed are not achieved.
- Strategy meetings overall are timely and evidenced good joint working practice, in particular with the police in the management of domestic violence issues where children are potentially at risk.
- All initial and core assessments are undertaken by suitably qualified social workers. Multi disciplinary working is good and evident in child protection cases and assessment and social workers routinely liaise with key partners.
- Overall completed assessments were satisfactory, some were very good identifying both risk and protective factors and underpinned by good risk

analysis. Some initial assessments that progressed to core assessments were incomplete and the rationale for decision making not always clear. This potentially weakened the development of effective plans and services.

- Overall case records are up to date and inspectors found good evidence of management oversight reflected in signed and dated records. However, the use of chronologies is not routinely evidenced but the council is working towards strengthening its practice in this area.
- Most assessments included the views and wishes of children and parents and influence the planning and delivery of services. In particular the assessments completed within the disability service reflected good practice in relation to timeliness, social inclusion issues and in capturing the views of children with a disability and the impact on parents in meeting their children's needs.
- Children are seen and most seen alone where appropriate. Staff report that no assessment will be signed off by their manager until the worker has evidence children have been seen. This is supported by inspection findings.
- The out of hours provision is effective and cases seen reflect good links with daytime services which provides for the prompt response to referrals made. The team benefits from an experienced manager and stable workforce. Work undertaken to promote joint working is good and includes regular meetings with managers across services and agencies. All activity is reviewed daily and signed off by the duty manager. A review of the service undertaken last year highlighted positive feedback from partners.
- Transfer arrangements from the district assessment teams to care management teams are in place with clear protocols in place to support transition. This was an area for development in the unannounced inspection in 2010.
- Most social workers spoken to report feeling supported and listened to by managers and value both the formal and informal access made available to them to discuss issues. The council benefits from a stable and experienced workforce.
- Training is good which includes a comprehensive programme for newly qualified social workers (NQSW). Lessons learned from serious case reviews from both local and national findings are regularly disseminated to staff via briefing sessions, some of which are mandatory for all staff. However some staff report that the competing demands of their work can impact on the opportunity to attend training available.
- The quality of decision making and interventions is good overall with clear line management and organisational accountability evident.

Areas for development

- Most cases make reference to equality and diversity issues, and inspectors found some good examples of social inclusion issues in assessments. Ethnicity and cultural needs are not routinely recorded and given full consideration in assessments, plans and reviews. While the local authority has made progress in addressing this area of practice, this is not yet fully embedded. This was an area for development in the safeguarding and looked after children inspection in 2011.
- The council's performance information highlights the decline in the timeliness of both initial and core assessments and inspectors found a number of cases where this resulted in delay in completing work. The council are aware of this and have effective systems in place to regularly review performance at senior management level and measures recently taken have resulted in increased management capacity within one area team particularly affected by the increase in referrals to help improve performance.
- Of the supervision records seen by inspectors there were significant gaps in the frequency it was held. In one area office some staff reported being under significant pressure and it was not always evident on the supervision records what action had been taken to address this. Supervision files seen were generally of variable quality and most did not include annual appraisals.
- While most staff report having manageable workloads which are regularly reviewed by their managers some NQSW have very high caseloads and hold complex work including child protection cases. While managers have increased the level of supervisory support to NQSW the work load is not always commensurate with their level of experience.
- The council has in place a robust action plan to address the deficiencies of the current integrated children's system as highlighted at recent inspections. Since the last inspection the council has implemented a revised template for recording assessments and this has resulted in user friendly assessment documents. However, managers and staff report the system remains cumbersome and not all templates are user friendly. This was an area for development in the last inspection 2011.

The areas for development identified above will be specifically considered in any future inspection of services to safeguard children within your area.

Yours sincerely

Mary Candlin
Her Majesty's Inspector

Copy: Jim Wilkie, Chief Executive, Wirral Metropolitan Borough Council
Andrew Spencer, Department for Education

WIRRAL COUNCIL

CHILDREN AND YOUNG PEOPLE'S OVERVIEW AND SCRUTINY

6 JUNE 2012

SUBJECT:	EARLY INTERVENTION GRANT QUARTER THREE MONITORING REPORT
WARD/S AFFECTED:	ALL
REPORT OF:	ACTING DIRECTOR CHILDREN'S SERVICES
KEY DECISION?	NO

1.0 EXECUTIVE SUMMARY

1.1 This is a quarterly report informing the Committee about the performance of Early Intervention Grant commissioned services totalling £2.8million. After contracts were awarded, performance measures to underpin service delivery were agreed with each of the service providers. The Priority areas for which services were commissioned were:

PA1 – Parenting/Compromised Parenting
PA1 – Short Breaks for Disabled Children
PA3 – Risk taking Behaviour in Children and Young People

1.2 Delivery against the performance measures have been RAG rated Red, Amber or Green. A Red rating denotes underperformance; Amber reflects work in progress broadly in line with expectations and Green is meeting or exceeding expectations. Red and Amber ratings are followed up by commissioners in one to one discussions at which corrective actions are identified to improve performance. Appendix A includes financial information about the contracts and consequently inline with paragraph 3 of Schedule 12A of the Local government Act 1972 section (a) is Exempt.

2.0 BACKGROUND AND KEY ISSUES

2.1 Early Intervention Grant funded services are delivered within the following principles:

- Early intervention: to intervene to stop the problem developing.
- Early prevention: acting proactively to ensure that problems do not arise in the first place.
- Early identification: identifying problems early or identifying the risk of problems early.
- Personalisation: the provision of greater personalised support.

2.2 In Wirral, the Early Intervention Grant (EIG) has been used to drive service delivery which is prompt, appropriate, effective and planned around the family and the child. The RAG reports for each area is in Appendix B.

2.3 **Priority Area 1 – Parenting/Compromised Parenting**

Within this area there are 8 out of 10 providers performing or exceeding to their contract targets and therefore they have been given green status. Feedback from service users has been excellent with 5 out of 10 services being rated as 100% successful with 4 having scored in excess of 80% and the lowest score recorded was as high as 70%. All services reported good achievements against agreed outcomes.

There are two service providers who are not delivering according to their contract which are Action for Children who deliver the Evidence Based Parenting Groups and Barnardo's who provide the Relationship Abuse service for 16/17 year olds. Action for Children has delivered 13 courses with 8 currently running and has been notified that we will not be paying for Strengthening Families 10-14 as they have failed to deliver any of these courses within the contract period.

Barnardo's target to reach 65 young people during the year was ambitious. The commissioner has worked closely with partners to increase the referrals and ensure that work is being targeted appropriately. They have now achieved amber status (previously being red) as their numbers are now more than half (37 young people) what was agreed in their annual contract. There is ongoing work to renegotiate the outputs to an achievable number of 40 for this contracted period.

Priority Area 2 - Short Breaks

Within this area there are 9 out of 13 providers performing or exceeding their contract targets and therefore they have been given green status. The total number of Short Break hours delivered this quarter was 13,408 an increase of 2416 from last quarter due. The services are becoming more established and uptake is increasing. Service user feedback has been excellent with most services achieving agreed outcomes.

However the following services are not delivering the expected outcomes:

1. After School club for children with complex health needs provided by Crossroads. There is still not the expected number of children attending. After meeting with the provider, the Headteacher and representative from NHS Wirral it appears the need for this service has reduced. The provider and the school have been informed there will be a reduction to 2 nights per week rather than 3 from 1st July 2012.
2. After School club at Barnstondale provided by Crossroads. The number of children has reduced. Another short break service has been established on a Friday evening at Barnstondale and children have chosen to attend that one instead. The provider and commissioner will promote and market the service and change the activities delivered in line with requests from families.

3. Sitting Service provided by Wirral Autistic Society. The service is still not providing as many sessions as expected due to the long term sickness of a member of staff and problems with their staffing structure meeting the times of sessions that families want.
4. Contract Carer Scheme provided by Action for Children. The service has continued to have difficulties recruiting carers; one Short Break Carer is expected to be approved in May 2012. There will be a reduction in outputs and contract values for this service from 1st July 2012.

Priority Area 3 – Risk Taking Behaviour

Within this area all providers but one are now performing or exceeding their contract targets and they have been given green status at no extra cost. There were 2,085 young people participated in Universal services, with 340 additional young people participating in the targeted services. Two of the projects have now been completed and the feedback and evaluations were very positive, in particular reaching young people who had a learning difficulty/disability.

The one organisation which has a red status is Wirral Youth and Play Service. This is due to recruitment difficulties.

Appendix C are three case studies one from each area.

3.0 RELEVANT RISKS

- 3.1 Monitoring of performance is part of the governance arrangements for contracts and a means of ensuring services are meeting contract requirements in relation to performance and meeting the needs of service users. Failure to monitor the services would result in the Council not having the necessary data and intelligence to be able to make informed decisions about the requirements for future contracts and effectiveness of service providers.

4.0 OTHER OPTIONS CONSIDERED

- 4.1 In the event of continued underperformance a variation to the contract would be considered.

5.0 CONSULTATION

- 5.1 Consultation is ongoing with service users, providers, colleagues on the Joint Commissioning Group and the Children's Trust Strategy Groups.

6.0 IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS

- 6.1 Services are being developed in partnership with Voluntary Community and Faith groups.

7.0 RESOURCE IMPLICATIONS: FINANCIAL; IT; STAFFING; AND ASSETS

- 7.1 Funding for all organisations is from within the department's commissioned services budget. The level of funding is subject to satisfactory performance. A more detailed breakdown of the commissioned contracts is in exempt Appendix A.

8.0 LEGAL IMPLICATIONS

8.1 Variations to contracts would be undertaken through the Children and Young People's Department Contracts Team following advice from Central Procurement and the Borough Solicitor.

9.0 EQUALITIES IMPLICATIONS

9.1 Equality Impact Assessment

(a) Yes and impact review undertaken (22/12/11) for the EIG monitoring reports has been published will be published on the web site, hyperlink below.

<http://www.wirral.gov.uk/my-services/community-and-living/equality-diversity-cohesion/equality-impact-assessments/eias-2010/children-young-people>

10.0 CARBON REDUCTION IMPLICATIONS

10.1 Local delivery of services will positively impact on Carbon Reduction.

11.0 PLANNING AND COMMUNITY SAFETY IMPLICATIONS

11.1 There are positive Community Safety Implications in this report. An example of this is the Youth Inclusion Support Panel which is specifically targeted at preventing young people re-offending. EIG programmes will reduce the risk of vulnerable children, young people and families becoming involved in anti-social behaviour. Planning permission is not required.

12.0 RECOMMENDATION/S

12.1 The Committee note the Report.

13.0 REASON/S FOR RECOMMENDATION/S

13.1 The report is for information and does not require any further action.

REPORT AUTHOR: Maureen McDaid
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APPENDICES

Appendix A - Exempt - Contract Information

Appendix B - RAG Reports

Appendix C - Case Studies

REFERENCE MATERIAL

SUBJECT HISTORY (last 3 years)

Council Meeting	Date
Children's Services Overview and scrutiny	26th January 2012
Cabinet	2nd June 2011
Children's Services Overview and Scrutiny	16th November
Children's Trust	22nd November

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Service/Provider Targeted - Appendix B	Predicted Outputs	Delivered Outputs (Actual and %) QTR 1	Delivered Outputs (Actual and %) QTR 2	Delivered Outputs (Actual and %) QTR 3	R/A/G QTR 1	R/A/G QTR 2	R/A/G QTR 3			Comments
							Sessions	Attendance	LDD	
PA3.1a Youth and Play targeted outreach 8-13	N/A	0%	0%	0%	R	R	R	R		Not able to proceed due to recruitment difficulties
PA3.1b Youth and Play targeted Arts programme	1 programme	1 in progress (80%)	100%	25%	A	G	A	G		Group has formed a strong supportive bond and have been supported to gain a range of skills focussing on organisation, responsibility and building positive relation. One young woman has developed a range of strategies and coping methods which have enabled her to improve her school attendances and grades. The school say that the impact of the programme is a major factor in her improvement. The group is working towards a Silver Arts Awards
PA3.1b Youth and Play Sports development enhanced outreach 13-19	120 units young people from priority groups	0%	15 units (83%)	96 units delivered 216 hours of delivery across 8 sites. Contact information gained from 344 young people 80%	R	G	A	G		The reason that the numbers have been down is that the same area has the Borough Wide Team and the Bikenhead team working at Mersey Park which has been identified as one of the ASB hot spot areas. On the positive side there has been close partnership working between the Youth Service and Sports development team. They are using 4 lighting systems and a fully operational generator on the sports mobile to light an unlit area e.g. a MUGA. The session in hotspot area and attracted 101 unique people with high attendances at each session. Various workshops have been delivered on the Kontactabus such as substance misuse, careers and pamper sessions. The Police Community Officers and the police have made positive remarks about having the sessions in the area of deployment with a reduction of ASB. In addition harm reduction advice and guidance has been given using the Alcohol Alright resources. Outreach workers and sports instructors have been signposting young people to club based organisations.

PA3.1b Sports Development and partners Holiday Periods 13-19	11units a quarter 15 young people attending = 165	100%	100%	24 units delivered unique young people =153 218%	G	G	G	G	Youth and Play are working with Sports Development and partners in order to deliver diversionary activities. Positive Futures: young people from tier 3 level of need. Show great interest in the activities and requested gym passes to train further in their own time. YIP: retention levels remain reasonably high only 1 person from the core of 39 has been arrested and from the core group of young people accessing holiday activities provided by YIP no young person has reoffended. LAC activities reported improved self confidence, enhanced self esteem, improved mental well being. The disability programme had 36 new participants, retention levels of 89%65% of participants took part in 3 or more activities.
PA3.1b Merseyside Fire and Rescue Life Project	1x 5 day course, 12 referrals	2 (100%)	1 (50%)	1x5 day course delivered 12 young people completed the course 100%	G	A	G	G	100% completed the course, all received First Aid certificate, all received MFRS completion certificate. However the young people did not complete the Asdan award as they said they wanted to have fun during the holidays and not sit in a classroom doing paperwork. All engaged in Road safety, practical fire fighting drills, outdoor pursuits and teambuilding activities and First Aid
PA 3.1b Merseyside Fire and Rescue Beacon Project	2 twelve week course + 12 referrals each course	2 (100%)	2 (100%)	2twelve week course delivered with 12 referrals and 11 completed the course and 10 out of 12 completed on second course 100%	G	G	G	G	92% completed course, all received First Aid certificates, all received MFRS completion certificate, 1 student received Most Outstanding/Most improved award, mentor received mentor accreditation, all completed the Asdan Activities award. All engaged and educated in Road Safety, practical fire fighting drills, outdoor pursuits, fire safety in the home and community, healthy eating. Schools have reported positive impact on the young people and improved behaviour at school. Positive parental feedback. Some young people on course expressed a wish to enrol with MFRS cadets
PA3.2 Youth and Play Advice and Guidance	15 staff per quarter trained 250 Agreed Interventions per quarter 25 group sessions per quarter	4 Training and delivery products (75%)	60%	All staff training complete (103-participant)171% 761 interventions to date 76% 64 group sessions 64%	G	A	A	G	Alcohol Alright training is now completed and all staff are delivering brief interventions with young people in relation to their alcohol use Feedback is very good with young people reporting positive comments and evaluation logs reporting on attitude change to drinking alcohol.

PA3.4 Youth and Play Risk taking workshops Arts	Final preparation and delivery of 3 peer led packages	10 Peer educators recruited (100%)	100%	42 units of RTB workshops delivered with peer educators n(100%)	G	G	G	G		At risk young people engaged in development of production have begun to reflect upon their own unhealthy and risky relationships. Ongoing support is being offered and appropriate sign posting. In addition to the RTB workshops around relationships, we will be delivering additional RRTB work with young people at Beb High linked to the 'One Punch' campaign (and Somebody's Son a previous production). Meeting to take place with police to develop ideas and workshops. Young people from company successfully applied for YOF funding for a residential to complete the script for the RTB production which took place in March.
Junior Youth Inclusion Programme	48 sessions in a quarter 326 activity places offered core group of 52 yp			30 sessions delivered, 63% 221 places taken up 66% regular attendance of 47 young people 94%			A	G		90% attendance of cohort, some sessions had to be cancelled because of poor weather. Good engagement levels for voluntary engagement working with this a" at risk" group. Of the 52 regular members no FTE/ re-offending in this quarter.

Service/Provider Universal - Appendix B	Predicted Outputs	Delivered Outputs (Actual and %) QTR 1	Delivered Outputs (Actual and %) QTR 2	Delivered Outputs (Actual and %) QTR 3	R/A/G QTR 1	R/A/G QTR 2	R/A/G QTR 3	Comments
PA3.1b Wirral Sports Development Weekends	11 units per quarter Agreed attendance level 11x 15 yp =165	100%	100%	15 units delivered number of unique yp =138 136%	G	G	G	Activities provided at times of greatest need, usually after midday. New activities include Gold Challenge Award
PA3.1b Wirral Sports Development Evenings	80 units per quarter Agree attendance level 80x15 yp =1200	100%	100%	121 units delivered Number of unique young people =852 176.25%	G	G	G	Continual improvement in particular sessions has led to an increase in participation. Behaviour has improved, the main difficulty being that yp are reluctant to fill in forms!
PA3.1b Youth and Play and Partners Grange Baptist	13 sessions per quarter 50+ yp in attendance targetting young people from priority groups	15 session (100%)	15 sessions (100%)	13 sessions 80 unique young people who are at risk from offending 115%	G	G	G	Grange Youth Interlink runs every Saturday night, numbers have dropped slightly during 6 week period when they had to move out of their premises. Numbers have picked up now that they have returned. Through discussions and drama topics such as self harm, assertiveness and peer pressures have been covered.
PA3.3a Youth and Play Arts	10 units core programme alongside outreach tasters	core programme of 10 units per week as a progression route 16 units of dance for young men and mixed groups. Dance workshops 78 young men (100%)	100%	11 units of art activities and an average of 7 units a week provided in outreach venues (100%)	G	G	G	Work with young men in dance focussed on anger management and alcohol misuse. Additional intensive support continues to be given to young people with specific needs including sexual orientation, family and self harm issues. Increased attendance of young men due to targeted work in schools and youth projects - 225 male 135 female. High level of retention on accredited projects/courses. 66 young people with disability attend regularly with very successful integration due to the delivery style including the role of the peer educator
PA3.3a Youth and Play Sports/ accredited D o E awards	8 sessions per quarter	Did not start due to cost issues	recruitment and progress toward award	14 sessions 38 unique young people including those at risk from offending 100%	R	A	G	All participants have achieved a nationally recognised accredited outcome. They have demonstrated leadership skills and a willingness to get involved in discussions and workshops on a range of topics including SRE, drugs and alcohol. Activities benefit the young people involved and also the community as each group will be engaging in positive activities for 3 consecutive Fridays
PA3.3b Involve NorthWest Disco Nights	none this quarter completed	100%	75%	N/A	G	A	completed	Rating low because of the numbers - fewer than hoped for. However positive feed back and evaluations good percentage of LDD

PA3.3b Involve NorthWest Wirral's Got Talent	4 heats in the different hubs capacity for 100 - 150 in attendance 10% LDD	N/A	N/A	1 session cancelled due to low numbers. Shafts=48 48% 0=LDD West Kirby=87 87% 16=LDD the Bank=56 56% 0=LDD	N/A	N/A	G	The events were held on a Friday and Saturday nights when ASB and criminality is most common. These events have offered an alternative to such behaviour. Evaluations showed that young people enjoyed this as experience as something different as well as giving yp an insight into the Arts and motivating young people to take part themselves. The take up has not been as high as expected and the format will be revamped so as to make the activity more attractive and attract greater numbers.
PA3.3b Involve NorthWest Big Band Nights	none this quarter completed	100%	-75%		G	A	Completed	Rating low because of the numbers - fewer than hoped for. However positive feed back and evaluations good percentage of LDD
PA3.3b Involve NorthWest Dj-ing	4 heats in each of the 4 hubs participation from all Wirral districts	N/A	N/A	3 sessions in total Shafts=16 0=LDD Eastham= afew young people engaged West Kirby=79 yp 16=LDD	N/A	N/A	G	The taster sessions allowed young people to gain an insight into the skill and knowledge used whilst Djing. The sessions provoked interest and curiosity from the young people and a number put their names down to take part in competition. The events were held on a Friday and Saturday night when ASB and criminality were most likely to happen and young people were otherwise engaged during these times. A positive outcome was that young people were attracted to the activity and practising their skills and attending the Hub sessions more frequently.
PA3.3b Involve NorthWest Semi Final Wirral	1 semi final event Sufficient capacity for 100-150 yp 10% LDD	N/A	N/A	78 yp in attendance 78% 4 yp with LDD 40%	N/A	N/A	G	This event provided an opportunity to participate in a safe and credible activity on a Saturday evening. Feedback from young people, tutors, councillors who were in attendance felt that this was a very positive activity for young people. 8 acts were taken through to the final. 219 were in attendance and who were not engaging in ASB . The event provided a grown up atmosphere and an opportunity to perform in a professional capacity.
Voluntary Organisations								

The Bank	60 sessions per quarter <39 young people per session	60 sessions (100%)	60 sessions (100%)	60 sessions took place with 104 unique individuals 100% activity	G	G	G	Over the last 6 months there has been a fundamental change in the client group served by the drop in facilities. As well as attracting the same group as previously there is now a group of young people who have been excluded from school, including some whose exclusion was for violent conduct. In the last quarter we have been working with a group of 12 young people from the WASP or excluded from the WASP as well as 7 NEET young people. There is also an increasing number of girls attending.
Birkenhead Youth Club S & W Wirral voluntary groups	50 sessions	50 sessions (100%)	50 sessions (100%)	50 sessions 849 attendances 173 unique individuals 7 BME (100%)	G	G	G	Well attended and successful activities keeping YP engaged and off the streets. Positive feedback from police and statistics showing lower levels of antisocial behaviour. Soccer and trampolining remain the most popular.

Appendix B PA1 EIG Parenting/Compromised Parenting Q3 (1st January - 31st March 2012)

Service/Provider	Predicted Outputs	Actual Outputs QTR 1	Actual Outputs QTR 2	Actual Outputs QTR 3	R/A/G QTR 1	R/A/G QTR 2	R/A/G Qtr 3	Comments
PA1.1 Early Intervention Home Visiting - Home Start	250 families	139	167	241	Green	Green	Green	<p>This organisation has supported 241 families this year. Evaluations received in quarter 3 show 90% rated the service as successful with the remaining 10% rating it as average. Assessments completed after the intervention during the quarter show 100% of families said they were supported earlier and 70% reported that their health inequalities was reduced as well as 58% having improved mental health.</p> <p>Quote from a parent <i>"With support I was able to access groups and activities in my local area..... I feel confident that my daughter will now have a better start than she would have done."</i></p>
PA1.2.1 Parenting Programmes - Action for Children	<p><u>TOTAL GROUPS 33</u> 14 x Triple P Parenting Groups 8 x Nurturing Groups 6 x Strengthening Families (10-14) 5 x Strengthening Families/Strengthening Communities</p>	2	4	13	Red	Amber	Amber	<p>This organisation has supported 147 parents over 13 different programme areas which are Triple P Teens, Nurturing Programme and Strengthening Families/Strengthening communities. Action for Children have indicated that they will not be delivering the 6 Strengthening Families 10-14 parenting courses and we have sent them formal notification of this.</p> <p>Quote from a parent <i>"It makes you feel better to deal with this and helps you to understand and cope on your own"</i></p>
PA1.2.2 Intensive family support - Catch 22	75 families	65	55	94	Green	Green	Green	<p>This organisation has supported 94 families this year and has already exceed the full year targets at no extra cost. Evaluation in this quarter shows that 100% of the families rated the service as successful. Assessments following the completion of the intervention completed during this quarter show that 91% have reported a reduction in the number of incidents of domestic violence and 83% improvement in school attendance and behaviour as well as a reduction in Anti Social Behaviour.</p> <p>Quote from a parent <i>"We as a family have made so many changes which was very hard, but with P's support and constant help the changes are very positive one and have made our lives so much easier and enjoyable"</i></p>

Service/Provider	Predicted Outputs	Actual Outputs QTR 1	Actual Outputs QTR 2	Actual Outputs QTR 3	R/A/G QTR 1	R/A/G QTR 2	R/A/G Qtr 3	Comments
PA1.2.3 Home Visiting 5-19 - Catholic Children's Society	120 Families	45	80	120	Green	Green	Green	<p>In this quarter this organisation has reached their yearly target of 120. Evaluations received in quarter 3 show 83% rated the service as successful with the remaining 17% rating it as average. Post intervention assessments for the quarter report Parental mental health has improved by 71% and 54% reduction in risk taking behaviour. They have also been innovative in working with parents with hearing difficulties by tailoring their work to meet their need.</p> <p>Quote from a parent <i>"Without this service my life would be in complete turmoil, I don't know where I would be now"</i></p>
PA1.2.4a Domestic Violence 5-13 - Zero Centre	80 children	11	17	52	Amber	Amber	Green	<p>This organisation have delivered more courses in this quarter to make sure that they are delivering according to their contract. 100% of the participants rated this service as successful. From the assessments completed the four outcomes are reporting over 90% in each area, including: Improved relationships between parents and children and children feeling safer in reporting abuse.</p> <p>Quote from a parent <i>"This course has changed my life and my sons"</i></p>
PA1.2.4b Domestic Violence 16-18 - Barnardos	65 young people	3	12	37	Red	Amber	Amber	<p>The area has been actively managed by the commissioner and partners which has resulted in this organisation developing their referral routes and have more than doubled their numbers since last quarter. With a similar level of activity for quarter 4 the contracted number of outputs and outcomes will be achieved. 100% of participants have rated this service as successful. The interim outcomes which they have achieved so far show (post course assessment to be completed) a positive impact in each of the five outcomes with three of them recording nearly 60%: reduction in levels of risk/harm; improvement in ability to identify abusive/exploitative behaviour and improved self esteem.</p>
PA1.2.5 Family Support for BME - Wirral Multicultural Organisation	100 families	32	51	81	Green	Green	Green	<p>In this quarter WMO have begun to deliver a parenting course. 90% rated this service as successful with 10% rating it as average. This organisation is on target to achieve their outcomes with 81 families being supported to date. The four outcomes have shown a positive outcome with three of them reporting over a 50% improvement: Increased healthy lifestyles; improved emotional wellbeing and improved wellbeing of children, young people and families.</p> <p>Quotes: <i>"I am calmer, able to deal with things better without getting upset. Feel closer with all my family"</i></p>

Service/Provider	Predicted Outputs	Actual Outputs QTR 1	Actual Outputs QTR 2	Actual Outputs QTR 3	R/A/G QTR 1	R/A/G QTR 2	R/A/G Qtr 3	Comments
PA1.2.6 Young Carers - Barnardos	140 young people	89	108	137	Green	Green	Green	This organisation is well on track to achieve both its outputs and outcomes, having nearly achieved full year outputs by quarter 3 at no extra cost. 100% of participants rated this service as successful. Assessment completed to date show good achievement of the outcomes agreed with an average achievement of over 75%, ranging up to 86%. The outcomes include: improved mental health & wellbeing, reduced isolation, improved school attendance, reduction in risk and improved age appropriate responsibilities. These outcomes indicate that these young people are successfully reducing/managing their caring role. Quote from a young person "ZH helped me find different ways to cope and make things better"
PA 1. Parenting - Youth Offending Service	100 parents	36	54	184	Green	Green	Green	Over the last three quarters this service has exceeded the full year outputs by 84% at no extra cost. 70% of participants rated this service as successful with 30% recording that the service was average. 65% of the Parents reported that their confidence had improved and were experiencing better relationships with their children. Quote from a parent "I have been telling everyone how Triple P is making a difference in my life "
YISP	70 young people	37	37	68	Green	Green	Green	This service has achieved its outputs for the year. Impressively 75% of this cohort did not reoffend especially as nearly 80% of the young people this service is working with has some type of disability or has a statement of SEN. 85% of participants rated this service as successful with 15% rating it as average.

Short Break Services for Disabled Children- RAG rating 1st January - 31st March 2012

2.1 Weekend/Weekday

SERVICE/PROVIDER	Q2 R/A/G	Q3 R/A/G	Q3 PREDICTED OUTPUTS	Q3 ACTUAL OUTPUTS	Q3 % OF DELIVERY	COMMENTS
Activate Arts Creative Workshops	Green	Green	36 sessions 15 children attending each	42 sessions Average of 15children	117%	The Service is operating well.
Crossroads Barnstondale Weekends	Green	Green	2 weekend breaks 20 children per break	2 weekends 12 children per break	100% 60%	The numbers vary each weekend depending on the needs of the children to ensure the grouping is appropriate.
Crossroads Barnstondale After School	Green	Amber	12 sessions 20 children per session	12 sessions 13 children	100% 65%	The number of children has reduced due to a new session being established on a Friday evening elsewhere. ACTION TAKEN/PLANNED: Sessions to be promoted with a specific focus on the activities available for children (arts and crafts and cookery) Age grouping and start time also to be revised.
Crossroads	Amber	Amber	30 sessions	26 sessions	87%	The numbers attending are lower than capacity.

Complex Health After School		7 children per session	5-7 children per session	85%	ACTION TAKEN/PLANNED: Outputs are to be reduced to 2 sessions per week instead of 3.
Crossroads Complex Needs Activity	Green Green	48 sessions 48 children	47 sessions 43 children	98% 90%	Children attend based on social worker referral. ACTION TAKEN/PLANNED: Commissioner to speak to Social Work team leader to ensure referrals are at a maximum.
Wirral Autistic Society Activity Clubs	Green Green	52 sessions	72 sessions	138%	Continuing to operate effectively.
Wirral Play Council Specialist Playschemes	Green Green	60 sessions 96 children aged 5-14 29 children aged 14-18	63 sessions 88 children aged 5-14 28 children aged 14-18	105%	Continuing to operate effectively.
WC (Sports Development) Sports Sessions	Amber Green	12 weekday sessions 13 weekend sessions 20 children per session	12 weekdays sessions 25 weekend sessions Attendance ranges from 5-23 young people per session	148%	Changes have improved uptake of service greatly. ACTION TAKEN/PLANNED: discussion to take place to find out why attendance fluctuates .

Wirral Resource Centre Play sessions for 0-7	Amber Green	52 sessions	51 sessions	98%	Change of day improved update of service.
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2.2 Sitting Service

SERVICE/PROVIDER	Q2 R/A/G	Q3 R/A/G	Q3 PREDICTED OUTPUTS	Q3 ACTUAL OUTPUTS	% OF DELIVERY	COMMENTS
Wirral Autistic Society	Amber	Amber	598 sessions	415	69%	<p>The Service has come across some operational issues which has reduced the volume of delivery. Full time staff are appointed but delivery time is predominantly evenings and weekends. One full time member of staff has also been on long term sick.</p> <p>The commissioner and provider have met and discussed some points of action to address this problem and increase delivery.</p> <p>ACTION TAKEN/PLANNED: agreed Commissioner to meet with them again in May to discuss how these issues can be overcome.</p>

2.3 Direct Payment Support Scheme

SERVICE/PROVIDER	Q2 R/A/G	Q3 R/A/G	Q3 PREDICTED OUTPUTS	Q3 ACTUAL OUTPUTS	% OF DELIVERY	COMMENTS
Wired	Green	Green	21 hours of support	21 hours of support		

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2.4 Family Support

SERVICE/PROVIDER	Q1 R/A/G	Q2 R/A/G	PREDICTED OUTPUTS	ACTUAL OUTPUTS	% OF DELIVERY	COMMENTS
Wirral Council Family Support	Green	Green	483 x 2hour sessions	531 x 2 hr sessions	110%	Service operating effectively.

Contract Carers

SERVICE/PROVIDER	Q2 R/A/G	Q3 R/A/G	PREDICTED OUTPUTS	ACTUAL OUTPUTS	% OF DELIVERY	COMMENTS
Action for Children Contract Carer Scheme	Amber	Red	To recruit 4 carers 24 children to be supported 218 nights support delivered	2 recruited 7 children 51 nights 28 sessional hours	50% 29% 23%	Difficulty recruiting contract carers.

Appendix C

Early Intervention Grant Priority Area One Case Study Catholic Children's Society

Background

Mum is a loan parent raising 4 children - A 14 years; B 12 years; C 6 years and D 5 years. She is profoundly deaf and has some learning difficulties which specifically affect her ability to retain information. The initial reasons for referral to this organisation were:

She had difficulty with her emotional health and well being, and she felt isolated. She had difficulty managing her children's behaviour and she felt that her children's self esteem was poor. The initial request was that she would participate in a Triple P 1:1 parenting intervention but following discussions with her and other agencies involved it became obvious that this was not the most appropriate plan of action for her.

(Other agencies included Deaf Society SW; Children's Centre FSW (time limited due to youngest child's age); Young Carer's)

When CCS first became involved with the family the relationship between mum and A had broken down and A moved out of the family home to live with auntie. Mum found it difficult to juggle the needs of her children and suffered bouts of anxiety and low moods which had a knock on effect on her physical health.

The home environment was extremely chaotic with inconsistent rules and boundaries.

Approach

Following discussions with mum our initial Action plan focused on the following:

- Parenting strategies
- Routines and Boundaries
- Building and strengthening relationship with A
- Mum's emotional/physical well being

Due to mum's disabilities our approach to meeting these goals had to be specifically tailored to enable mum to achieve the level of success required to make the positive changes within her family.

Simple discussions did not have the desired affect as each goal had to be

backed up by a process and relate to actual events and experiences current within the family. We also found that mum found it easier to take the ideas on board if shown by example with Family Support Worker demonstrating in order to support the process.

Outcomes

The family home in general is much calmer with mum having the confidence to adopt a more consistent approach to parenting, including lots of praise and time in together.

Mum now has a healthy, stronger relationship with A who has now moved back into the family home and she has more realistic expectations of A and is able to be more empathic in relation to the changing needs of a teenager and their behaviour. There are also physical displays of affection between the two and they have created greater opportunities for quality time together within the family routines.

Mum is parenting more consistently and maintains routines and boundaries ensuring family time together are incorporated and she is much more able to recognise the different needs of each of her children and tries to provide opportunities to meet these needs. She is now involved in several groups and activities including a weekly walking group; weekly attendance at the gym and is also due to start a college course through Life Long Learning. She has also linked up with Community health team.

Mum is more communicative with school and feels more confident to approach staff if she has any concerns regarding the children's development. Mum 'moves in wider circles' and has developed lots of social experiences and strategies to enhance her independent living. Said, 'she had not done anything like it in her whole life'

Her children have shared how proud they are of their mum and have praised her for her achievements. A has also become involved in mum's fitness regime by going walking with her and motivating mum to increase speed, distance etc.

Priority Area 2 Short Breaks for Disabled Children

Case Study

Wirral Autistic Society

Background –

Young person was referred Wirral Autistic Society for the following reasons:

- had been experiencing significant difficulties in coming to terms with his diagnosis
- difficulty developing friendships.
- struggling with his own self esteem.
- This along with other issues had led to his exclusion from two schools over the past 6 months.

Approach

He was encouraged to attend the activity clubs provided through Wirral Autistic Society. This would provide a positive activity but could also support him to address the issues above. Being with other children with similar difficulties too could help him understand and come to terms with his diagnosis.

He needed support to settle him to the club this was provided by both his parents and Wirral Autistic Society staff, it was important to do it at an appropriate pace for the young person.

The activities he participates in he is able to choose but they also offer variety to encourage him to try some new things.

He is attending the club regularly.

Outcome

Evidence shows:

- He is using the clubs as a way of understanding his own difficulties
- His social skills are developing.
- He is developing skills to help him deal with frustration.
- He said that the clubs have helped him
- his parents have commented that, without the clubs he would have been totally isolated during his periods of exclusion from school. This isolation, they felt, would have been very distressing for the young person.

The young person is now back in school and things appear to go well. He still attends the club and is able to discuss any difficulties he may be having with staff and friends that are both understanding and supportive.

Appendix C

Early Intervention Grant Case Study

Priory Area 3 – Risk Taking Behaviour

Junior Youth Inclusion Project

Background

B was referred in to the Junior Youth Inclusion Programme from Challenge and Support in the Autumn of 2011. A year 7 pupil, he was referred in for the following reasons:

- Involvement in anti social behaviour in his community including fire setting and running into traffic at a busy roundabout.
- Negative peer group.
- Lack of positive male role models, no enduring relationship with father, poor relationship with step-father.
- low attachment to school. Poor behaviour at times leading to periods on report.

Approach

The intervention plan that was implemented by the JYIP focused on providing B with diversionary activities, based on good school attendance and behaviour in all settings (home, school, community), and one to one work in school continuing the work completed with Challenge and Support. The relationship with his keyworker was a critical point as we felt he would benefit from a good role model who supported him but was able to challenge him as well.

Activities: B is an active boy who already played for a local football team each week and he showed a great aptitude and enthusiasm for active pursuits with JYIP. He attended at least once per week, limiting his time with his negative peer group out in the community and building his self confidence each week.

During the school holidays (which had been a key flashpoint time for B) he also attended regularly, showing his reliability and ability to manage his own behaviour over full day activities and becoming a good role model for younger JYIP participants through his positive behaviour.

One to One: focused on choices and resilience with the keyworker encouraging B to look at past choices and recognise the pressure upon him when in with a negative peer group. We looked at practical strategies to use in different situations that had been problematic for him, in peer pressure situations and also at home when he was in confrontation with his step father.

Multi Agency: Fire service delivered an in school session to B and his peers in that school on fire setting and road safety.

Outcome – How had things changed?

Communication with school and home was weekly and early into the intervention B had to miss an odd week where his behaviour had been poor, showing consequences to his actions. This lessened over the six months that he was with us as he made sure he was able to come on activities by keeping his behaviour largely positive and on occasions when he was poorly behaved he was able to cool down quicker and extricate himself from a negative situation with less adverse consequences.

B himself enjoyed the opportunity to get involved with a youth group that gave him such a wide range of opportunities and felt that he had made some good choices about his negative peer group who he was spending hardly any time with.

There have been no further reports of anti social behaviour or fire setting in the community through the Respect Panel and he has not been on report in school for over four months.

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WIRRAL COUNCIL

CHILDREN AND YOUNG PEOPLE'S OVERVIEW AND SCRUTINY

6 JUNE 2012

SUBJECT:	2011/12 Year End Performance and Financial Review
WARD/S AFFECTED:	All
REPORT OF:	Acting Director of Children's Services
KEY DECISION:	No

1.0 EXECUTIVE SUMMARY

1.1 This report sets out performance of the Council's Corporate Plan 2011-14 and Departmental Plan 2011-12 for April 2011 - March 2012, in relation to children and young people and provides members with an overview of performance, resources and risk monitoring.

For the year end of 2011/12 there are 55 departmental indicators that can be reported, of these 70.9% are achieving or exceeding target.

2.0 BACKGROUND AND KEY ISSUES

2.1 Performance Summary

This report provides an overview of year end performance including corrective action for performance issues.

2.2 Your FAMILY: CHILDREN AND YOUNG PEOPLE

What's working well

- **Wirral pupils' work to be 'Big in Japan'** – the work of Wirral school children has been on display in schools in Japan as part of a long-running cultural exchange. Pupils from 9 primary schools and 3 secondary schools in Wirral took part in the work exchange with 8 kindergartens, 9 elementary schools and 3 junior high schools from Kyotanabe. Around 600 children have produced work altogether.
- **Wirral young people urged to sign up for new National Citizen Service** – the scheme will give up to 30,000 16-year-olds around the UK the chance to do something different and challenging while learning new skills, and incorporates two residential stays involving outdoor activities such as mountaineering, canoeing and abseiling.
- **Awards for young people on innovative alcohol awareness scheme** - young people's efforts to positively influence their peers' attitudes to alcohol have been

celebrated at a special event at the Lauries Centre, Birkenhead. Wirral Alcohol Peer Mentoring Programme was carried out by young people aged 17-21 who went into schools to talk to 12-16 year olds about attitudes towards alcohol use and challenge some of the myths surrounding its effects. Through this effective partnership work, Wirral has achieved a good level of success in reducing the rate of alcohol-related hospital admissions over the last year and we aim to build on that success.

- **25 new Foster Carers have been approved**, 5 (25%) above the target.
- **79.5% of 0 - 5 year olds from disadvantaged backgrounds are registered at a Children's Centre**, 9.5% above the target.

2.3 Performance against Strategic Change project(s)

All CYPD strategic change projects have been completed or closed.


2.4 Customer Feedback

The CYPD recorded improved complaints response rates from 15 working days in 2010/11 to an average of 12 days in 2011/12.

In addition CYPD responses to recorded councillor/MP enquiries took on average 6 working days in 2011/12 compared to 7 working days council average. The corporate target is 10 working days.

2.5 Performance against Corporate Plan Indicators:


The following indicators have missed their final quarter target and are therefore assessed as **red or amber**:


Portfolio	PI no	Title	2010/11 Year End Actual	2011/2012 Year End		On target	Direction of travel
				Target	Actual		
Children's Services & Lifelong Learning	NI 62	Stability of placements of looked after children: number of placements	8.9%	9.0%	11.2% (E)	Red	
				(Lower is Better)			
Corrective Action:	Regular meetings are being held between the adolescent support team and family placement to identify placements at risk of disruption. This enables additional support to be provided to both foster carers and the young people in placement. This work is also supported by Child and Adolescent Mental Health Service (CAMHS). Foster Care peer mentors have now been recruited and the scheme has begun to provide enhanced support and development opportunities for foster carers. In residential care placements, disruption meetings are being introduced. This is to ensure a consistent approach to identifying actions that could stabilise a placement or inform a placement move to improve placement stability.						
Context:	This is an estimated figure pending validation. Performance against this target has deteriorated since Q2 and is estimated to be 2.3% below previous year's performance. This represents 76 children having three or more placements for 2011/12 compared to 61 children in 2010/11. The level of performance at 11.2% compares well to the England average for 2010/11 of 10.9% and falls well within the "Very Good" national category of (0% - 16.01%).						

Portfolio	PI no	Title	2011/2012 Year End		On target	Direction of travel
			Target	Actual		
Children's Services & Lifelong Learning	NI 70a	Reduce emergency hospital admissions caused by unintentional and deliberate injuries in 0-4 years	212	267 (E)	Red	Introduced 2011/12
			(Lower is Better)			
Corrective Action:	Regular monitoring of the home safety equipment scheme is undertaken by the Child Safety Implementation Group and actions to reduce accidents are included in all Children Centre delivery plans. There are plans to combine Public Health and Local Authority budgets to deliver one safety equipment scheme across Wirral (rather than two separate schemes) based upon an evidence based model from the Royal Society of Accident Prevention (RoSPA). This will be effective from April 2012 but will require time to draw the current Public Health scheme to a close.					


	A Children's A&E Needs Assessment has been completed and the report is currently being signed off, the recommendations of this will inform future work and additional funding has been allocated to progress the recommendations from the report.
Context:	This is an estimated figure. The most current available data for 2011/12 covers April - February 2011/12. There have been a total of 233 admissions in the 0-4 age group during this period. This is a 4.5% increase on performance for April – February 2010/11 (223 admissions)


Portfolio	PI no	Title	2010/11 Year End Actual	2011/2012 Year End		On target	Direction of travel
				Target	Actual		
Children's Services & Lifelong Learning	NI 102b	Achievement gap between pupils eligible for free school meals (FSM) and their peers achieving the expected level at Key Stages 4	36%	30.2%	34.2%	Red	↑
				(Lower is Better)			
Corrective Action:	A review has been conducted to examine the results of the 100 identified FSM pupils who were targeted with additional resources, through the '100 Club' project. The review focussed on identifying the actual impact and improvement in achievement made by this group of young people. From this analysis the 2011/12 academic year programme is now underway with additional support being provided to a further 100 children.						
Context:	Performance against this target has improved compared to 2010/11 year end, with a reduction of 1.8% in the attainment gap between the FSM and the Non FSM groups. The FSM group achieved a 38.6% pass rate in June 2011 compared to 31.8% in June 2010; this is a 6.8% increase and is higher than the England average of 34.7%. The non FSM group improved by 7% over the same period to 72.8%, significantly higher than the England average of 62.2%. The England gap of 27.5% is lower than the Wirral gap; however, both FSM and non FSM children do significantly better overall in Wirral schools than the national average. The 2011/12 year end target was missed by 4.0%. The review of the intervention programme put into place within 2011/12 and its effectiveness will not be realised until June 2012 exams.						

Portfolio	PI no	Title	2010/11 Year End Actual	2011/2012 Year End		On target	Direction of travel
				Target	Actual		
Children's Services & Lifelong Learning	NI 112	Percentage reduction in the under 18 conception rate	-13.1%	-49.9%	-6.5%	Red	
				(Lower is Better)			
Corrective Action:	A revision of the local under-18 conception target has been approved by Public Health and Children's Trust Board and will now see Wirral's Teenage Pregnancy Steering group implementing targeted interventions for those wards above the Wirral average with the aim of reducing the overall Wirral rate by 5% in 2012.						
Context:	Performance against this target has deteriorated with a reduction, from the 1998 baseline, of -6.5% at 2011/12 year end, compared to -13.1% at 2010/11 year end. The 2011/12 year end target was missed by 43.4%. 2010 under-18 conception data released in February 2012 shows a rate of 47.3 (per 1000 15-17 year olds). This is an increase in the rate compared to 2009. The 2010 rate equates to 276 conceptions.						


Portfolio	PI no	Title	2010/11 Year End Actual	2011/2012 Year End		On target	Direction of travel
				Target	Actual		
Children's Services & Lifelong Learning	NI 117	16 to 18 year olds who are not in education, employment or training (NEET)	8.6%	7.9%	9.0% (P)	Red	
				(Lower is Better)			
Corrective Action:	<p>A number of interventions are planned to ensure this indicator remains stable over the coming year. These include the following:</p> <ul style="list-style-type: none"> • The Department of Work and Pensions Youth Contract programme for disengaged 16 and 17 year olds will commence July 2012. • Cabinet is considering options for a further extension of the Wirral Apprentice programme to commence April 2012. • New targeted information, advice and guidance service for NEET young people aged 16 to 18 has been commissioned. The service is being delivered by Greater Merseyside Connexions Partnership and can be accessed locally through selected Council One Stop Shops and the library service. • Cabinet is considering options for the delivery of a work experience programme during 2012/13 for young people. The programme will be delivered in partnership with the voluntary, community and faith sector and will offer employability skills support and an extended work placement. • New European Social Fund engagement funded provision- New Futures is now in place. This is a flexible, engaging and supportive programme for Wirral young people who are NEET – or at risk of becoming NEET. The programme is currently being delivered through a consortium of voluntary, community and faith organisations across the borough. 						


Context:	This is a provisional figure, subject to validation. The economic climate has remained difficult and this has had a significant impact on this indicator. This indicator has shown a small deterioration (0.3%) compared to 2010/11 year end. However, the 2011/12 year end target has been missed by 1.1%.
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Portfolio	PI no	Title	2010/11 Year End Actual	2011/2012 Year End		On target	Direction of travel
				Target	Actual		
Children's Services & Lifelong Learning	NI 148	Care leavers in education, employment or training	38.6%	58.0%	48.0%(E)	Red	
				(Lower is Better)			
Corrective Action:	<p>Targeted interventions are taking place with identified care leavers. These interventions include 1:1 mentoring, work tasters, and the development of employability skills. The impact of this additional support will be monitored to enable tracking and reporting on the progress of individual care leavers. In addition to working with the young people directly. The foster carer taskforce group are building their capacity in terms of understanding the education landscape and support arrangements for vulnerable young people. The LAC Employability Team are scheduled to be operational by end of May 2012. They are responsible for refreshing and driving forward actions in the "From Care to Work" Plan.</p>						
Context:	<p>This is a provisional figure as data is still being validated; however initial results show that 24 care leavers have been helped into EET in 2011/12 compared to 17 in 2010/11. Based on a cohort size of 44 for 2010/11 and 50 for 2011/12, the indicator outturn has increased from 38.6% to 48% for 2011/12. The indicator has fallen short of the target of 58%. The target for 2012/13 is 65% of Care Leavers are assisted into EET. The cohort of young people for 2012/13 has been identified as over 70 individuals making the target number of young people into EET, in the region of 45.</p>						

Portfolio	PI no	Title	2010/11 Year End Actual	2011/2012 Year End		On target	Direction of travel
				Target	Actual		
Children's Services & Lifelong Learning	NI 92	Narrowing the gap between the lowest achieving 20% in the Early Years Foundation Stage Profile and the rest	27.6%	27.6%	29.9%	Amber	
				(Lower is Better)			
Corrective Action:	<p>The Early Intervention Manager has worked with identified schools to ensure current reception children are on track to achieve the expected level of progress. If projections indicate that a child is not on track the Strategic Service Manager alerted and additional support is put in place for these children. In addition the Early Years team have been working with schools/settings to</p>						

	identify a target group of low attaining boys and have put in place targeted support for this group of children to decrease the gender attainment gap.
Context:	This is an actual figure as reported at Q2. There has been an increase in the attainment gap of 2.3% compared to the 2010/11 cohort of children. Performance in 2010/11 was higher than expected and the target was to maintain this level of performance for 2011/12. However, the target was missed by 2.3%. This is due to the disadvantaged group attaining lower results than in the previous year, (63.1% compared to 64.4%) and the 'other' group of children performing much better than in the previous year (93.0% compared to 91.1%). For 2011 results Wirral are ranked 56 th nationally and remain in the second quartile. The England gap for 2011 is 31.4%, 1.5% greater than Wirral.


Portfolio	PI no	Title	2010/11 Year End Actual	2011/2012 Year End		On target	Direction of travel
				Target	Actual		
Children's Services & Lifelong Learning	NI 104	The Special Educational Needs (SEN)/non-SEN gap – achieving Key Stage 2 English and Maths threshold	47.7%	46%	50.2% (E)	Amber	
				(Lower is Better)			
Corrective Action:	School Improvement Associates are working with schools to identify the reasons why SEN pupils have not made the expected progress. The SEN Green Paper will focus senior leaders in ensuring that the correct provision is in place to move pupils' learning forward.						
Context:	This is an estimated figure. Performance against this target has deteriorated, with a rise in the gap of 2.5% when compared to the 2010/11 year end. The 2011/12 year end target was missed by 4.2%. This indicator will be replaced in 2012/13 with a local measure that is specific to the attainment of the SEN children who have a statement.						


Portfolio	PI no	Title	2010/11 Year End Actual	2011/2012 Year End		On target	Direction of travel
				Target	Actual		
Children's Services & Lifelong Learning	NI 105	The Special Educational Needs (SEN)/non-SEN gap – achieving 5 A*- C GCSE inc. English and Maths	52.6%	47%	50.3% (E)	Amber	
				(Lower is Better)			
Corrective Action:	School Improvement Associates are working with schools to identify the reasons why SEN pupils have not made the expected progress. The SEN Green Paper will focus senior leaders in ensuring that the correct provision is in place to move pupils' learning forward.						
Context:	This is an estimated figure. Performance against this target has improved, with a reduction in the gap of 2.3% when compared to the 2010/11 year end. The 2011/12 year end target was missed by 3.3%. This indicator will be replaced in 2012/13 with a local measure that is specific to the attainment of the SEN children who have a statement.						


2.6 Performance against Departmental Plan Indicators:


For the year end of 2011/12 there are 55 departmental indicators that can be reported, of these 70.9% are achieving or exceeding target. Due to a national data review one indicator (NI 111) had no target set for 2011/12. Data has recently been released which indicates that performance of this indicator has improved compared to the previous year.


The remaining 27.3% (21 indicators) are failing to meet targets and those not included in Section 2.5 are listed below:

Portfolio	PI no	Title	2010/11 Year End Actual	2011/2012 Year End		On target	Direction of travel
				Target	Actual		
Children's Services & Lifelong Learning	NI 60	Percentage of core assessments for children's social care that were carried out within 35 working days of their commencement	74.6%	75%	50% (E)	Red	
				(Higher is Better)			
Corrective Action:	<p>There has been an increase in the number of core assessments with a 33% increase compared to the same period last year. Wallasey district have been subject to a larger increase than expected, putting this team under significant pressure. A review of the district team has resulted in the replacement of one team with two. An additional practice manager and further resources have been put in place to increase capacity in response to the increase in referrals that district have had a major impact on performance.</p> <p>This is an area of development from the recent unannounced inspection by OFSTED. The action plan from this inspection identifies steps to further improve performance including daily action by the practice manager on compliance with timescales with formal reporting to the principal team manager on a daily basis on outcomes. This will be re-enforced by weekly reporting and monitoring by senior managers.</p>						

Portfolio	PI no	Title	2010/11 Year End Actual	2011/2012 Year End		On target	Direction of travel
				Target	Actual		
Children's Services & Lifelong Learning	NI 61	Timeliness of adoptions.	70.6%	80%	61% (E)	Red	
				(Higher is Better)			
Corrective Action:	<p>Principal Team Managers have undergone training to improve the quality of Child Permanence Reports (CPR). From April 2012 all CPR's submitted to the adoption panel will have undergone a thorough quality assurance process to ensure they meet fully meet the national standards. Reports of a high standard are associated with less likelihood of delay or disruptions in court.</p> <p>The service has developed a tracking tool for each child's record which requires details of each stage in adoption to be confirmed as meeting relevant timescales. Where timescales are not met the team manger will explain the delay on this record and identify any steps to mitigate against the impact of delay. The recent "Adoption Action Plan" released by Government will introduce further performance measures around adoptions and will be considered by the adoptions taskforce to drive improvements in both the numbers of children adopted and timeliness of placements.</p>						
Context:	<p>For this financial year a total of 23 adoptions have taken place. Of these 23 adoptions 14 (61%) were within the 12 month timescale. Of the 7 adoptions that did not take place within time scales, 2 were out of time due to contesting of the adoption in court and 5 were due to delay in matching children with specific needs. A further 2 children were adopted straight from Foster Care by their carers, due to the definition of this indicator, these children are not counted as "in time".</p>						

Portfolio	PI no	Title	2010/11 Year End Actual	2011/2012 Year End		On target	Direction of travel
				Target	Actual		
Children's Services & Lifelong Learning	NI 65	Percentage of children becoming the subject of Child Protection Plan for a second or subsequent time.	17.6%	15.0%	18.0% (E)	Red	
				(Higher is Better)			
Corrective Action:	<p>A comprehensive study has been undertaken to examine the circumstances why children become at risk for a subsequent time. This research identified that family size was a significant factor in compromising parenting effectiveness and subsequent child safety. All the families that are involved have experienced a subsequent incident which has caused professionals to agree that a child should become the subject of a further plan to keep them safe from harm.</p> <p>There is a large increase in numbers of children becoming the subject of a plan overall from 317 in February 2011 to 389 in February 2012, this is a 23% increase. As a consequence this contributes to the increase in the number of repeat plans.</p> <p>Discussions within the Safeguarding Unit identify a lead professional for those families where children have previously been subject to a plan and assistance is sought from Family Group Meetings and Family Intervention Programmes to support the family before consideration will be made for a subsequent plan.</p>						

Portfolio	PI no	Title	2010/11 Year End Actual	2011/2012 Year End		On target	Direction of travel
				Target	Actual		
Children's Services & Lifelong Learning	NI 81	Inequality gap in the achievement of a Level 3 qualification by the age of 19	36%	28%	36%	Red	
				(Lower is Better)			
Corrective Action:	Work planned to improve performance in this area includes: <ul style="list-style-type: none"> • Delivery of the Further Education Narrowing the Gap Project ensuring those targeted Free School Meal (FSM) eligible young people in Wirral Met College have an appropriate support package or intervention in place to facilitate improved level 3 attainment. • The completion of the strategic analysis of post 16 education and learning provision in the Borough, including participation and the quality of provision. Undertake a stakeholder consultation to ensure the correct identification of priorities and any gaps in provision. • Use experimental data to profile the cohort and performance of individual providers to help target further interventions. 						
Context:	Compared to the previous year the inequality gap in attainment in Wirral at level three has remained stable. However the FSM cohort pass rate has increased from 24% to 27%. This is the largest such percentage increase since 2007. The gap nationally is 25% and for the North West region is 29%.						

Portfolio	PI no	Title	2010/11 Year End Actual	2011/2012 Year End		On target	Direction of travel
				Target	Actual		
Children's Services & Lifelong Learning	Local 1700c	Participation in and outcomes from youth work: Accredited Outcomes	15.6%	30%	14.6% (E)	Red	
				(Lower is Better)			
Corrective Action:	The year began with high number of vacancies, throughout the year the majority of vacancies have filled through internal recruitment. A toolkit is being developed to assist workers to identify opportunities for young people to gain Accredited Outcomes as part of the service provision. In addition future funding applications will be focused upon achievement of Accredited Outcomes by young people.						

3.0 RELEVANT RISKS

- 3.1 The management of children's safeguarding arrangements is always a very high priority and under constant review. The comprehensive review of services/outcomes for children following the Munro review of child protection continues and remains on schedule.
- 3.2 The continuing adverse economic climate placing further demand pressures on services especially children's social care creates additional challenges. The department continues to face pressures in managing within its budget.
- 3.3 The successful implementation of actions to deal with issues arising from the recent report into Corporate Governance issues is a key priority for the Council.

4.0 OTHER OPTIONS CONSIDERED

- 4.1 Not applicable for this report.

5.0 CONSULTATION

- 5.1 Consultation in relation to the draft Corporate Plan engaged individuals and organisations from across Wirral's diverse communities.

6.0 IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS

- 6.1 The Corporate Plan sets out commitments and clear actions in relation to working with voluntary, community and faith sector organisations to improve outcomes for local people.

The VCF sector is a key partner within Wirral Children's Trust Arrangements and their expertise is utilised in the Early Intervention Grant (EIG) commissioning process.

7.0 RESOURCE IMPLICATIONS: FINANCIAL; IT; STAFFING; AND ASSETS

- 7.1 The anticipated 2011/12 budget forecast overspend is £1 million a reduction from £1.6 million in the quarter. This was largely due to the use of one-off funding from balances and the Schools Forum agreeing in January to fund planned preventative maintenance expenditure. The "one off" in year reductions include uncommitted income balances in Children's Centres which have accumulated over a number of years. There are still significant underlying pressures within the Children and Young People's revenue budget including within children's social care for looked after children and residential care. In the longer term the Strategic Change program for Looked After Children will help to stabilise the Social Care budget.

The approved Children and Young People's 2011/12 capital programme accounts for approximately 40% of the total Council programme. The expenditure forecast has increased by £1.8 million on the previous quarter due mainly to further progress and reprofiling of the Birkenhead High School for Girls Academy project.

A large number of schemes have been taking place at schools during the year. The Cathcart Primary and Pensby Primary schemes are nearing completion. Pensby was

scheduled for handover on 25 April and external works at Cathcart were due to be completed in May. Two large schemes have commenced at Woodlands Primary and Overchurch Infants School.

Willowtree the Children's 'Home from Home' was opened in December.

8.0 LEGAL IMPLICATIONS

8.1 Legal implications relating to the actions set out in the Corporate Plan will be addressed by departments as appropriate.

9.0 EQUALITIES IMPLICATIONS

9.1 The Corporate Plan has a clear focus on supporting those who are disadvantaged, including the delivery of specific services and through ensuring that all of Wirral's diverse communities are equally able to access services.

9.2 Equalities implications relating to the actions set out in the Corporate Plan will be addressed by departments as appropriate, and details set out in individual departmental plans. This work is also monitored by the Corporate Equalities and Cohesion Group and the Council Excellence Overview and Scrutiny Committee.

10.0 CARBON REDUCTION IMPLICATIONS

10.1 Carbon reduction is a specific goal in the Corporate Plan, with associated actions and measures as set out in the agreed Interim Carbon Budget 2011-12.

11.0 PLANNING AND COMMUNITY SAFETY IMPLICATIONS

11.1 Planning and Community Safety is a specific goal in the Corporate Plan, with associated actions and measures.

12.0 RECOMMENDATION/S

12.1 That the content of this report be noted.

13.0 REASON/S FOR RECOMMENDATION/S

13.1 Council approved the Corporate Plan on 18th April 2011. This report provides a quarterly progress on delivering the children and young people's section of the Council's Corporate Plan and the outcomes framework of the Children and Young People's Department Plan. It includes the performance of relevant projects and indicators and the associated financial and risk monitoring information.

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APPENDICES









Appendix 1 Department Performance Indicator Summary














Direction of Travel Summary














% PIs	No. of PIs	
41.8%	23	Improved by more than 2.5% on previous year's performance
25.5%	14	Deteriorated by more than 2.5% on previous year's performance
20.0%	11	Stayed within +/-2.5% of previous year's performance
-	-	Awaiting data
12.7%	7	Not applicable
100.00%	55	(Note: percentages rounded to 2 decimal places)












Target Summary

% PIs	No. of PIs	
54.5%	30	Green (within +10/-5% of the target)
5.5%	3	Amber (missed target by between 5% and 10%)
26.3	13	Red (missed target by more than 10%)
14.5%	8	Over-performing (more than 10% of the target)
-	-	Awaiting data
1.5%	1	Target not set
-	-	Not Applicable
100.0%	55	(Note: percentages rounded to 2 decimal places)

PI No.	Title	2011/2012 Target	2011/2012 Actual	On Target	Direction of Travel
NI 51	Effectiveness of child and adolescent mental health (CAMHS) services	16	16 (P)	Green	
NI 53	Prevalence of breast-feeding at 6-8 wks from birth	35.1%	30.2% (P)	Red	
NI 55	Obesity in primary school age children in Reception (Lower is Better)	9.9%	9.4% (A)	Green	
NI 56	Obesity in primary school age children in Year 6 (Lower is Better)	19.3%	18.6% (A)	Green	
NI 58	Emotional and behavioural health of looked after children (Lower is Better)	12.5	12.5 (E)	Green	
NI 60	Percentage of core assessments for children's social care that were carried out within 35 working days of their commencement	75%	55% (E)	Red	
NI 61	Timeliness of placements of looked after children for adoption following an agency decision that the child should be placed for adoption	80%	61.0% (E)	Red	
NI	Stability of placements of	9.0%	11.2% (E)	Red	

PI No.	Title	2011/2012 Target	2011/2012 Actual	On Target	Direction of Travel
62	looked after children: number of placements (Lower is Better)				
NI 63	Stability of placements of looked after children: length of placement	70%	69.0% (E)	Green	
NI 64	Child Protection Plans lasting 2 years or more(Lower is Better)	4.0%	3.7% (E)	Green	
NI 65	Percentage of children becoming the subject of Child Protection Plan for a second or subsequent time. (Lower is Better)	15.0%	18.0% (E)	Red	
NI 66	Looked after children cases which were reviewed within required timescales.	100.0%	97.3% (E)	Green	
NI 67	Percentage of child protection cases which were reviewed within required timescales	100.0%	99.6% (E)	Green	
NI 68	Percentage of referrals to children's social care going on to initial assessment	90%	95% (E)	Green	
NI 70 a	Reduce emergency hospital admissions caused by unintentional and deliberate injuries in 0-4 years (Lower is Better)	212	267 (E)	Red	n/a
NI 72	Achievement of at least 78 points across the Early Years Foundation Stage with at least 6 in each of the scales in Personal Social and Emotional Development and Communication, Language and Literacy	57%	57% (A)	Green	
NI 73	Achievement at level 4 or above in both English and Maths at Key Stage 2	79%	77% (A)	Green	
NI 75	Achievement of 5 or more A*-C grades at GCSE or equivalent including English and Maths	60.7%	64.1% (A)	Green	
NI 79	Achievement of a Level 2 qualification by the age of 19	82%	83% (A)	Green	
NI 80	Achievement of a Level 3 qualification by the age of 19	54%	53% (A)	Green	
NI 81	Inequality gap in the achievement of a Level 3 qualification by the age of 19 - (Lower is Better)	28%	36% (A)	Red	
NI 82	Achievement of a Level 2 qualification by the age of 19	64%	67% (A)	Green	

PI No.	Title	2011/2012 Target	2011/2012 Actual	On Target	Direction of Travel
	by FSM Group				
NI 86	Secondary schools judged as having good or outstanding standards of behaviour	90%	95.5% (A)	Green	
NI 87	Secondary school persistent absence rate (Lower is Better)	4%	3.3% (A)	Over Performing	
NI 89a	Number of schools judged by OFSTED as requiring special measures (Lower is Better)	0	0 (A)	Green	
NI 91	Participation of 17 year-olds in education or training	87%	86% (A)	Green	
NI 92	Narrowing the gap between the lowest achieving 20% in the Early Years Foundation Stage Profile and the rest (Lower is Better)	27.6%	29.9% (A)	Amber	
NI 99	Looked after children reaching level 4 in English at Key Stage 2	18.0%	65.0% (A)	Over Performing	
NI 100	Looked after children reaching level 4 in maths at Key Stage 2	15.0%	58.0% (A)	Over Performing	
NI 101	Looked after children achieving 5 A*-C GCSEs (or equivalent) at Key Stage 4 (including English and maths)	5.0%	10.9% (A)	Over Performing	
NI 102a	Achievement gap between pupils eligible for free school meals and their peers achieving the expected level at Key Stages 2 (Lower is Better)	17.9%	21.0% (A)	Red	
NI 102b	Achievement gap between pupils eligible for free school meals and their peers achieving the expected level at Key Stages 4 (Lower is Better)	30.2%	34.2% (A)	Red	
NI 103a	Percentage of final SEN statements issued within 26 weeks (Excluding exceptions).	100.0%	100% (A)	Green	
NI 103b	Percentage of final SEN statements issued within 26 weeks (Including exceptions)	100.0%	96.1% (A)	Green	
NI 104	The Special Educational Needs SEN/non-SEN gap - achieving Key Stage 2 English and Maths threshold (Lower is Better)	46%	50% (A)	Amber	

PI No.	Title	2011/2012 Target	2011/2012 Actual	On Target	Direction of Travel
NI 105	The Special Educational Needs (SEN)/non-SEN gap - achieving 5 A*- C GCSE inc. English and Maths - (Lower is Better)	47%	50.3%(P)	Amber	
NI 111	First time entrants into the YJS aged 10 - 17 (Under Review)	-	648	N/A	
NI 112	Percentage reduction in the under 18 conception rate - (Lower is Better)	-49.9%	-6.52% (A)	Red	
NI 113	Prevalence of Chlamydia in under 25 year olds	30.0%	29.0%	Green	
NI 114	Rate of permanent exclusions from school - (Lower is Better)	0.04%	0.04% (P)	Green	
LOCAL 117	16 to 18 year olds who are not in education, employment or training (NEET) (Lower is Better)	7.9%	9.0% (P)	Red	
NI 147	Care leavers in suitable accommodation	97%	94% (E)	Green	
NI 148	Care leavers in education, employment or training	58%	48% (E)	Red	
LOCAL 1400a	Number of looked after children	645	677 (P)	Green	
LOCAL 1400b	Looked After Children - Placed Out of Borough in Residential Placements - (Lower is Better)	39	28 (P)	Over Performing	
LOCAL 1405	Percentage of initial assessments for children's social care carried out within 10 working days of referral	70.0	69.0 (E)	Green	
LOCAL 1406	Number of Foster Carers	20	25 (P)	Over Performing	n/a
LOCAL 1503	Number of Early Years settings judged as inadequate - (Lower is Better)	0	0	Green	n/a
LOCAL 1504	Number of EY settings delivering flexibility in relation to the 15 hour free entitlement	40.0%	40.1% (P)	Green	n/a
LOCAL 1505a	Percentage of 0 - 5 year olds registered at a Children's Centre	70.0	75.1 (P)	Green	n/a
LOCAL 1505b	Percentage of 0 - 5 year olds registered at a Children's Centre (Disadvantaged Backgrounds)	70.0	79.5 (P)	Over Performing	n/a
LOCAL 1507	Percentage uptake of schools receiving School Improvement Services.	80.0%	94.0% (A)	Over Performing	n/a

PI No.	Title	2011/2012 Target	2011/2012 Actual	On Target	Direction of Travel
LOCAL 1700a	Participation in and outcomes from youth work: Participation	23%	23.05% (P)	Green	
LOCAL 1700b	Participation in and outcomes from youth work: Recorded Outcomes	65%	68.85% (P)	Green	
LOCAL 1700c	Participation in and outcomes from youth work: Accredited Outcomes	30%	14.58% (P)	Red	

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WIRRAL COUNCIL

CHILDREN AND YOUNG PEOPLE'S OVERVIEW AND SCRUTINY

6 JUNE 2012

SUBJECT:	THE CHILDREN AND YOUNG PEOPLE'S PLAN 2012-2013 AND THE ANNUAL REPORT 2011-12
WARD/S AFFECTED:	ALL
REPORT OF:	DIRECTOR OF CHILDREN'S SERVICES
KEY DECISION?	NO

1.0 EXECUTIVE SUMMARY

- 1.1 This report outlines the production of the new Children and Young People's Plan (CYPP) for 2012-13 and the annual review of the 2011-12 CYPP.

2.0 BACKGROUND AND KEY ISSUES

- 2.1 The Children and Young People's Plan (CYPP) is an overarching strategic plan developed by Wirral Children's Trust for all organisations providing services for the children and young people of Wirral. The CYPP is reviewed annually.
- 2.2 In April 2011 Wirral published a one year CYPP 2011-2012. The plan covered all the services for children and young people in the Borough and brings together all the strategic and operational plans to improve their lives and enable them to achieve their potential. This plan ended on the 31st March 2012 and a review of the final year of the plan has been carried out. In addition a new plan has been produced for 2012-13. The new plan identifies clear priorities and outlines how they will be delivered.
- 2.3 The CYPP annual review and production of the new plan was carried out by multi-agency strategy groups linked to five outcome areas: Being Healthy, Staying Safe, Enjoy and Achieve, Positive Contribution and Social and Economic Wellbeing. The strategy groups consist of representatives from all agencies working with children and young people in Wirral. The priorities were informed through needs analysis including consultation with young people.
- 2.4 In addition to the main plan a children and young people's version of the plan has been produced and a feedback response report to the consultation with children and young people carried out to develop the plan has been provided to those who took part. These have also been published on the teenWirral website.
- 2.5 Wirral Children's Trust has a commitment to contributing to a fairer society and wants to make sure that their plans for children's services take account of equality duties as defined in the Equality Act 2010. Each year during the annual review of the CYPP an equality analysis is undertaken that builds on the previous equality impact assessment and the equality action plan published for previous CYPPs. The equality analysis has been undertaken in consultation with partners through the multi-agency strategy groups for the five outcome areas. The result is an annual progress review which enables the achievements in equality for children's services in Wirral for the

period of the previous plan to be highlighted. In addition the equality action plan is refreshed so it contains any outstanding actions to be carried forward and any newly identified areas requiring action related to each of the priority areas. The detailed actions in the plan are not assessed as equality impact assessments are completed by specific service areas implementing the plan through the completion of equality impact assessments for specific policies and procedures.

- 2.6 The Children's Trust Executive will progress the implementation of the new CYPP through overseeing the activity of named project leads through the strategy groups. Quarterly performance reports are presented to Wirral Children's Trust Board along with an annual report from each strategy group. The Board has approved the new 2012-13 CYPP, monitors its delivery and provides support and challenge as required.
- 2.7 The plan and associated documents are published on the Wirral Children's Trust Website (hosted by Wirral Council) and where appropriate the teenWirral website.

3.0 RELEVANT RISKS

- 3.1 There are none arising from this report.

4.0 OTHER OPTIONS CONSIDERED

- 4.1 Not applicable in the context of this report.

5.0 CONSULTATION

- 5.1 In the production of the new CYPP consultation was held with groups of young people. Feedback regarding their comments on the production of the new plan was provided to them and is directly referenced within the plan. Through Wirral Children's Trust all organisations working with children, young people and their families are involved in the production of the CYPP.

6.0 IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS

- 6.1 The voluntary, community and faith sector are involved in the production and delivery of the CYPP through their membership of Wirral Children's Trust.

7.0 RESOURCE IMPLICATIONS: FINANCIAL; IT; STAFFING; AND ASSETS

- 7.1 There are none arising from this report.

8.0 LEGAL IMPLICATIONS

- 8.1 There are none arising from this report.

9.0 EQUALITIES IMPLICATIONS

- 9.1 Has the potential impact of your proposal(s) been reviewed with regard to equality?

(a) Yes and impact review will be published on the web site, hyperlink below.

<http://www.wirral.gov.uk/my-services/childrens-services/childrens-trust/children-and-young-peoples-plan>

10.0 CARBON REDUCTION IMPLICATIONS

10.1 There are none arising from this report.

11.0 PLANNING AND COMMUNITY SAFETY IMPLICATIONS

11.1 There are none arising from this report.

12.0 RECOMMENDATION/S

12.1 That the Committee note the Children and Young People's Plan 2012-13 and the Annual Report 2011-12.

13.0 REASON/S FOR RECOMMENDATION/S

13.1 To provide the Committee with strategic information relating to children's services partnership working through Wirral Children's Trust.

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APPENDICES

REFERENCE MATERIAL

The documents below can be found via the following hyperlink

<http://www.wirral.gov.uk/my-services/childrens-services/childrens-trust/children-and-young-peoples-plan>

Wirral Children and Young People's Plan 2011-12 Annual Report.
Wirral Children and Young People's Plan 2012-13.

SUBJECT HISTORY (last 3 years)

Council Meeting	Date
THE CHILDREN AND YOUNG PEOPLE'S PLAN 2008-2013 ANNUAL REPORT	2 ND JUNE 2010

WIRRAL COUNCIL

CHILDREN AND YOUNG PEOPLE'S OVERVIEW AND SCRUTINY

6TH JUNE 2012

SUBJECT:	ADOPTION SERVICE PERFORMANCE REPORT
WARD/S AFFECTED:	ALL
REPORT OF:	ACTING DIRECTOR OF CHILDREN'S SERVICES
KEY DECISION?	NO

1.0 EXECUTIVE SUMMARY

- 1.1 The purpose of this report is to provide Elected Members with performance information on the Adoption Service in accordance with the requirements of the National Adoption Standards as set out in the Adoption and Children Act 2002. The report will outline performance information in relation to Adoption during 2011/2012. An annual report was provided to elected members in September 2011.

2.0 BACKGROUND AND KEY ISSUES

Approval of Prospective Adoptive Families 1st April 2011 to 31st March 2012

- 2.1 Eighteen new prospective adoptive families have been assessed and approved as suitable to adopt by the adoption panel. The majority of these assessments were completed without delay and within the timescales laid down in the National Minimum Standards of 8 months from application to approval. Two of the four assessments which were out of this timescale were due to a staff member's sickness absence which was longer than expected, resulting in their cases needing to be reallocated. One was out of timescale due to workload prioritising and the fourth due to the adopters own health issues.
- 2.2 The Adoption and Permanence Team Managers uses a 'future basing' tool to track the assessments of prospective adoptive families; this tool also highlights any potential delays in assessments, enabling solutions to be promptly sought. For example prospective adopters are now allocated a social worker once they have completed their application form, whenever possible, rather than waiting until they have attended the pre approval adoption training course. This has contributed to reducing delay in the assessment process.

Children who were adopted 1st April 2011 to 31st March 2012

- 2.3 Each local authority is measured on the timeliness for adoptions; NI 61¹ measures the percentage of looked after children who have been adopted, who have been placed for adoption within twelve months of having a 'should be placed for adoption' decision. The national target for this indicator is 80%. In the period 1st April 2011 to 31st March 2012 a total of 23 children were adopted, two of which were adopted directly through the Court by their foster carers and so are not included within the count. Of the remaining 21 children, 14 were placed with adopters within 12 months of their 'Should be Placed for Adoption' decision, giving Wirral a percentage of 66.6% for NI61. The 7 children who took longer to place were either part of a sibling group, older or had special needs, which is in line with the difficulties experienced nationally in placing such children.
- 2.4 Since 1st April 2012 to date, 5 children have been adopted, 6 children have applications lodged with Court awaiting an Order. There are also 11 children matched or placed with prospective adoptive parents.
- 2.5 In order to meet the increasing demand for panel time, the Adoption Panel now meet every three weeks, rather than monthly and will hold extra ordinary panels to assist Court time tabling when necessary.

New initiatives – Adoption Action Plan - Score Cards

- 2.6 The Government's action plan sets out a range of proposals to speed up the process for children; to overhaul the service for prospective adopters; and to strengthen local accountability for the timeliness of adoption services.
- 2.7 The adoption score cards have recently been published and highlight performance measures through ranking local authorities. Wirral's ranking was in the lower third resulting in urgent attention being given to areas of delay and indentifying how performance can be improved.

New initiatives – Concurrent planning

- 2.8 The Adoption service has, on one occasion, in the past placed a new born child from hospital, with his sibling and her adoptive parents, as it was agreed that rehabilitation to birth parents was unlikely to be successful. The adoptive parents were dual approved as adopters and foster carers to enable him to be placed with them during care proceedings, thus reducing delay for the child and reducing the number of moves he had.
- 2.9 This is a form of concurrent planning, which is being encouraged by the Government. It is planned that the LAC Service Manager will contact local authorities who use concurrent planning more widely, to establish the merits of expanding its use for more Wirral children.

¹ NI 61 National Indicator: Percentage of looked after children adopted during the year who were placed for adoption within 12 months of the agency deciding that the child should be placed for adoption

3.0 RELEVANT RISKS

- 3.1 It is important that Wirral Council has an Adoption service that is able to recruit, prepare, assess and approve prospective adopters that meet the needs of children that are in the care of the local authority, where there is a plan for adoption. The score card demonstrates a need to respond and that the service needs to be mindful of contributory factors that result in delay for children during court proceedings and the adoption process. The areas for improvement will be detailed in an action plan and the progress on the identified actions will be monitored through the Adoption Task Force. In addition the service recognises that whilst there has been significant improvement in the recruitment of prospective adopters from diverse backgrounds, there are further improvements needed in targeting recruitment for more difficult to place children.

4.0 OTHER OPTIONS CONSIDERED

- 4.1 There are no proposals for consideration in this report; therefore there are no other options to consider.

5.0 CONSULTATION

- 5.1 None required for the purposes of this report.

6.0 IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS

- 6.1 None required in relation to this report, other than to note that a Voluntary Agency provides support to birth families and adults seeking information about their birth family.

7.0 RESOURCE IMPLICATIONS: FINANCIAL; IT; STAFFING; AND ASSETS

- 7.1 The budget for 2011/12 was £1,586,700 and the expenditure was £2,329,207. This includes the budget for the Adoption Team of £987,100, which has an employee budget of for 19 FTE, a budget for legal fees which overspent by £276,500 (due to the increase in the number of young people adopted) and a budget for Payments to Other Authorities which overspent by £45,000 as a result of young people being adopted outside Wirral. This budget also includes an amount of £599,600 for adoption allowances, which overspent by £390,000. A total of 143 young people were paid adoption allowances at the end of 2011-12 with an average annual cost of £7,200. In 2011/12 at total of 22 people were adopted, 14 of which received adoption allowances.

In 2012/13 the budget is £1,702,200 and the projected expenditure is expected to be £2,462,700. This assumes that an additional 14 people will receive adoption allowances in this year and is based on an average annual cost of £7,400, giving a projected overspend of £484,000. It also assumes that legal fees will overspend by the same amount as in 2011-12.

8.0 LEGAL IMPLICATIONS

- 8.1 None.

9.0 EQUALITIES IMPLICATIONS

9.1 Has the potential impact of your proposal(s) been reviewed with regard to equality?

An Equality Impact Assessment for Wirral's Permanency Policy was completed in February 2008. As this report has no recommendation for policy change there is no requirement for a new EIA.

10.0 CARBON REDUCTION IMPLICATIONS

10.1 There are no implications in relation to this report.

11.0 PLANNING AND COMMUNITY SAFETY IMPLICATIONS

11.1 Adoption offers children the opportunity for permanence and to grow up within a family, thus reducing the risk of anti-social behaviour.

12.0 RECOMMENDATION/S

12.1 That:

- (1) Elected members consider the information in the report and satisfy themselves that the service is being managed effectively and that there are good outcomes for the children and young people being adopted and their adopters.
- (2) Recently published national score cards for local authorities performances regarding adoption, are subject to a further report.

13.0 REASON/S FOR RECOMMENDATION/S

13.1 The Adoption National Minimum Standard 25.6 requires the executive side of the local authority to:

- receive written reports on the management, outcomes and financial state of the service every 6 months,
- monitor the management and outcomes of the service in order to satisfy themselves that the agency is effective and is achieving good outcomes for children and/or service users

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APPENDICES

REFERENCE MATERIAL

[Adoption National Minimum Standards 2011](#)

SUBJECT HISTORY (last 3 years)

Council Meeting	Date
Children and Young People Overview and Scrutiny Committee	20 th September 2011
Children and Young People Overview and Scrutiny Committee	26 th January 2011
Children and Young People Overview and Scrutiny Committee	2 nd June 2010
Children and Young People Overview and Scrutiny Committee	17 September 2009
Children's Services and Lifelong Learning Overview and Scrutiny Committee:	16 March 2009
Children's Services and Lifelong Learning Overview and Scrutiny Committee	11 November 2008

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WIRRAL COUNCIL

CHILDREN AND YOUNG PEOPLE'S OVERVIEW AND SCRUTINY

6TH JUNE 2012

SUBJECT:	FOSTERING SERVICE REPORT
WARD/S AFFECTED:	ALL
REPORT OF:	ACTING DIRECTOR OF CHILDREN'S SERVICES
KEY DECISION?	NO

1.0 EXECUTIVE SUMMARY

- 1.1 The purpose of this report is to provide an overview of developments and performance in Wirral's fostering service in accordance with the requirements of the Fostering Regulations and Guidance 2011 National Minimum Fostering Standards.
- 1.2 The fostering service provides quality foster care for children who need to be looked after in public care; this is at a much lower cost than other regulated children's placements.
- 1.3 Local Authorities must ensure that they are able to provide sufficient foster care placements for those children who need family based care in accordance with the relevant Regulations and Standards governing such services.

2.0 BACKGROUND AND KEY ISSUES

- 2.1 The overall total number of foster carers approved by Wirral Council as of 31 March 2012 is 313 households and the total number of looked after children placed with Wirral foster carers is 541.
- 2.2 There are two key indicators for placement stability. It is important to recognise these indicators reflect placements for all children in care not just those placed in foster care. However, since the majority of looked after children are placed in foster care, these indicators strongly reflect performance in the fostering service. NI 62 is the percentage of children looked after at 31 March who have experienced three or more placements during the year and NI 63 is the percentage of looked after children aged under 16 at 31 March, who have been looked after continuously for at least 2.5 years and who have lived in the same placement for at least 2 years, or are placed for adoption and their adoptive placement together with their previous placement have lasted for at least 2 years. The targets set for the year for each of the indicators represents good performance nationally.

Performance Information 1st April 2010 to 31st March 2011

2.3 NI 62 was 8.9% or 61 children for this period.

2.4 NI 63 was 59.8% (159 children out of 266 children).

Performance Information 1st April 2011 - 31st March 2012

2.5 At the end of March 2012 the provisional figure is 11.3% for NI 62. This is above the target of 9% and reflects the need to improve placement choice by continuing efforts to recruit more foster carers. There has also been work to secure earlier intervention to support placements of teenagers at risk of disruption.

2.6 The percentage of children who have remained in placement for 2 years or more (NI 63) is expected to increase to the target for this year of 70%, as more foster carers are recruited from a wider pool that are more able to match the needs of children in care.

3.0 Recruitment of Foster Carers

3.1 A new 'Why Me, Why You' campaign was launched by the Council's Corporate marketing team in March 2011 to generate additional interest in fostering with the aim of recruiting a new group of foster carers. This involved the design of new promotional material, for use on the web page, on bus stops, in one stop shops, on the radio during foster care fortnight and advertising in the job section of the local paper. In order to meet the anticipated additional initial enquiries and to provide an efficient prompt service, all telephone calls were directed to the Council's call centre instead of directly to the Fostering Service. Newspaper advertising has continued through the winter period, including the Christmas period. This is to be continued through Spring and Summer. This provides for a steady stream of calls from people who are interested in fostering. Wirral has continued to be involved in the North West recruitment strategy, and advertising initiative.

3.2 The number of new foster carer households approved for the period April 2011 to 31 March 2012 is as follows:

- 1 family link
- 2 parent and child
- 2 long term
- 15 short term Band 1
- 5 short term breaks
- 17 connected person (family and friends)

This gives a total of 25 new general foster carers and 22 new fully assessed connected persons.

3.3 The number of foster carer households who will have received pre approval training April 2011 to March 2012 is 46 general prospective foster carer households. There are in addition 35 connected persons (family and friends) households which are largely directed through care proceedings.

- 3.4 A number of foster carers have ceased to foster during the period of April 2011 to March 2012, this is where the children either returned to their parents, or permanence was secured via Special Guardianship or adoption. In some instances the foster carers retired.
- 3.5 One carer was not approved following fostering panel, one was deregistered following removal of the child from his care, and one was deregistered on the grounds of suitability. One family left as their experience of fostering was not what they expected.
- 3.6 There are continued pressures for the fostering service to recruit sufficient foster carers to meet the needs of children in care.
- 3.7 Wherever possible family and friends are always considered as potential carers for children known to them and viability assessments (to provide an initial assessment of their suitability) are often undertaken in respect of a number of potential connected persons, on the instruction of the Court, when a child needs to be in the care of the local authority. This is putting additional pressure on the fostering service.
- 3.8 The foster care service is being maintained at a full staffing compliment of social workers and support workers.

4.0 Support for Foster Carers

- 4.1 A Foster Carer Partnership Group was set up in 2010, and includes foster carers, senior managers and staff from the fostering team. The Partnership Group meets every 2 months and considers any concerns from foster carers and has helped to develop new policies and procedures and improve practice. The group has been influential in the development of the peer mentoring scheme.
- 4.2 Foster carers are encouraged to develop their skills through attendance at workshops and training provided by the fostering service and completion of the CWDC designed workbook. For the last 2 years a significant number of foster carers have completed NVQ level 3 in Health and Social Care (Children and Young People). Foster carers attend joint training with staff and briefings. There is a weekly drop in supported by supervising social workers, and young people are now involved in delivering foster care training.
- 4.3 In the last 6 months we have developed a peer mentoring scheme, this is where experienced foster carers support, guide and advise newly approved carers. We have 11 mentors who helped develop the scheme and attended a days training. They have assisted in the writing of the departmental policy for Peer mentors, which has now been agreed. Since April 2012 we have linked 5 Mentors with new carers at the time of their approval by the Agency decision maker. Mentors meet regularly with the service to feedback their experiences and from this learning the scheme is continuously developed. By having a mentor, newly approved carers will be encouraged and have confidence to attend training, and if necessary their mentor will attend training with them.

- 4.4 For the last two years the local authority has recognised the contribution of foster carers by holding an annual award ceremony with presentations by the Mayor of Wirral.

5.0 Fostering Panel

- 5.1 Following the resignation of the previous foster panel chair, in Autumn 2011, the post has now been filled, and the new post holder commences imminently. There is a temporary independent chair who is experienced in undertaking this role. The newly appointed chair has a clear job description which includes undertaking annual reviews of panel members and has responsibility for supporting the development of panel members. It is expected this will strengthen the fostering panel in meeting its duties. In addition recruitment of social workers is taking place in June 2012, to increase the central list of panel members. This will ensure that the panel can meet as often as required to respond to the demands of the service.
- 5.2 Recently feedback forms have been introduced to monitor the information being presented to the Fostering Panel. The Agency Advisor checks all information to be presented to Panel before it is distributed to Panel members, to ensure the quality of the reports is of a high standard. Fostering Panel complete feedback forms on each family report presented, as a further quality control measure, and to inform the Panel Chair's quarterly reports.

The experience of attendees to Panel is collated through every person attending Panel, including applicants, approved foster carers, supervising social workers, and social workers being asked to complete an anonymous feedback form to give their views of their experience of Fostering panel, and how they feel they were treated. This again provides information about what needs to change and provides information for the quarterly report. For example a comment last time was that drinks could be provided, and as a consequence drinks will be provided for families in the waiting area from next Panel.

6.0 Fostering Futures

- 6.1 This is a joint initiative between the Department and Cheshire and Wirral Partnership Trust (CAMHS). This provides specialist foster care to a number of young people who have had placement disruptions in the past and required a more structured approach to their care. The scheme is looking to recruit new carers and there is a marketing plan to support this. There are currently 6 foster carers who provide placement for Fostering Futures and 5 foster carers who provide placements for maintaining Futures. Placements are time limited, which is part of the design of the scheme, but it is acknowledged that young people need supported placements to move on to when they have completed the programme. This has in some cases involved the young person remaining with the same carer, but the carer transferring to a different scheme and level of support under 'Maintaining Futures'. During this period a complaint was received by Ofsted. This complaint was investigated and it concluded that there has been a particular issue over the introduction of the scheme 'Maintaining Futures', in relation to foster carers who have chosen to transfer to it from 'Fostering Futures'. As a result the service has improved communication and issued clearer guidance.

7.0 RELEVANT RISKS

- 7.1 It is important that Wirral Council has a fostering service that is able to recruit, prepare, assess and approve foster carers that meet the needs of children that are in the care of the local authority.
- 7.2 The service recognises that there are improvements needed in both the numbers of foster carers recruited and the recruitment of foster carers from diverse backgrounds. This is being addressed as an important element of the Sufficiency Plan.
- 7.3 The performance of the fostering service is managed by the Fostering Team Manager who monitors the progress from initial enquiry to approval of foster carers, the reviews of foster carers (including CRBs and medicals) and the case loads of the supervising social workers. The Fostering team manager also monitors the fortnightly payments of fostering allowances and the overall budget for the service.
- 7.4 A recent Internal Audit rated the fostering service as three stars (out of a possible 4 stars) in relation to approval of foster carers and application of payments to carers. The definition of 3 stars is 'There is a good system of control in operation that is performing well but opportunities exist to enhance the control environment further.' The recommendations from this audit were implemented immediately.

8.0 OTHER OPTIONS CONSIDERED

- 8.1 There are no proposals for consideration in this report, therefore there are no other options to consider.

9.0 CONSULTATION

- 9.1 The Fostering Service are currently administering a survey of foster carers and children in foster care on behalf of Ofsted. The survey is due to be completed on 30th May following which there will be feedback to the Service.

10.0 IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS

- 10.1 No implications in relation to this report.

11.0 RESOURCE IMPLICATIONS: FINANCIAL; IT; STAFFING; AND ASSETS

- 11.1 The budget for Fostering Services in 2011/12 was £7,661,800 and the spend for that period was £9,108,300. This includes the Fostering Team budget of £1,345,100 (including staffing of 21.3 FTEs) and a total allowances budget of £6,316,700. The overspend of £1,446,500 relates to the number of allowances paid during the year. At the end of 2011/12, 486 children received fostering allowances, 24 children were in agency fostering and 162 children received Special Guardianship or Residence Order allowances.

In 2012/13 the budget was increased to reflect the payment of the National Minimum Fostering Allowance and the payment of fees to connected carers. The overall budget is £7,984,600 and the projected spend is £9,353,254 (based on 486 children receiving foster care allowances and 163 children receiving special guardianship and residence order allowances). The budget is sufficient for 500 children. The number of children in foster care, receiving special guardianship or residence allowances exceeds this by 150. The Looked After Children Strategic Change Project has a clear plan to focus on reducing overall costs and the number of children in foster care.

12.0 LEGAL IMPLICATIONS

12.1 None relevant to this report.

13.0 EQUALITIES IMPLICATIONS

13.1 Has the potential impact of your proposal(s) been reviewed with regard to equality?

An Equality Impact Assessment for Wirral's Permanency Policy was completed in February 2008. As this report has no recommendation for policy change there is no requirement for a new EIA.

14.0 CARBON REDUCTION IMPLICATIONS

14.1 There are no implications in relation to this report.

15.0 PLANNING AND COMMUNITY SAFETY IMPLICATIONS

15.1 The Fostering Service ensures that children that are unable to live with their birth families are able to be looked after in a safe and supportive home environment which provides stability to children and young people and reduces the risk of anti-social behaviour.

16.0 RECOMMENDATION/S

That:

- 1) Elected members consider the information in the report and satisfy themselves that the service is being managed effectively and that there are good outcomes for the children and young people that are fostered.
- 2) The financial implications arising from the payments to connected carers are reported to Cabinet

17.0 REASON/S FOR RECOMMENDATION/S

17.1 The Fostering National Minimum Standard 25.7 requires the executive side of the local authority to:

- receive written reports on the management, outcomes and financial state of the service every 3 months,
- monitor the management and outcomes of the service in order to satisfy themselves that the agency is effective and is achieving good outcomes for children

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APPENDICES

REFERENCE MATERIAL

Family and Friends Care: Statutory Guidance
The Fostering Services (England) Regulations 2011
Fostering Services: National Minimum Standards
Care Planning, Placement and Case review (England) Regulations 2010

SUBJECT HISTORY (last 3 years)

Council Meeting	Date
Children and Young People Overview and Scrutiny Committee	21 st January 2011 16 th November 2011
Cabinet	18 th March 2010
Cabinet	15 th April 2010

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WIRRAL COUNCIL

CHILDREN AND YOUNG PEOPLE'S OVERVIEW AND SCRUTINY

6TH JUNE 2012

SUBJECT:	APPROVED SCHEME OF DELEGATION – CONTRACTS EXCEEDING £50,000
WARD/S AFFECTED:	ALL
REPORT OF:	ACTING DIRECTOR OF CHILDREN'S SERVICES
KEY DECISION?	NO

1.0 EXECUTIVE SUMMARY

- 1.1 The purpose of this report is to provide an update to Members, in accordance with the Constitution of the Council, of those instances where delegated authority has been used by the Acting Director of Children's Services with respect to the acceptance of tenders and to the appointment of Contractors.

2.0 BACKGROUND AND KEY ISSUES

- 2.1 The following tenders and appointment of contractors have been accepted by the Acting Director of Children's Services under delegated authority.

Capital Contracts

These are schemes approved by Cabinet as part of the CYPD Capital Programme.

Date	Scheme Details	Contractor	Amount
13/04/12	Pensby High School for Girls – Sixth Form Refurbishment	North West Construction Ltd	£229330 (£38986 fees)

Children's Residential Care Placements

This budget makes provision for Independent Residential Care of Looked After Children. The placements not previously reported costing in excess of £50,000 per annum are listed below.

Start Date	Provider	Swift Reference	Annual Projected Cost
01/03/12	Barnardo's Fostering		£42640
04/05/12	New Reflections	152918	£207740
01/03/12	Inspire Children's Services	137948	£143000

Start Date	Provider	Swift Reference	Annual Projected Cost
11/03/12	Leeds City Council		£42775
14/03/12	Northumberland Council		£44047
24/04/12	Wilderness Experiences	70142	£241800
20/03/12	Good Foundations	410966	£116740
30/03/12	Nugent Care	156895	£260988
04/05/12	Oracle Care Ltd	191316	£225989
07/05/12	Dove Adolescent Services	3415	£202012
08/05/12	Milestones	100716	£116480

Link Forum Co-ordinator – Contract with Forum Housing - £30000

This Contract(for 12 months) funded through the Early Intervention Grant guarantees there is a worker in place to ensure the Voluntary, Community and Faith (VCF) sector's views are represented during the commissioning processes. In addition the Link Worker supports the following:

1. The implementation and further development of the Common Induction Programme across the Wirral Children's Workforce.
2. To support the development of Wirral Link Forum as a vehicle for multi-agency working within the governance structures of the Children's Trust.
3. To increase the role and contribution the voluntary, community and faith sector have in service planning, commissioning, policy development and consultation.
4. To develop mechanisms for disseminating information and good practice across the Voluntary Community and Faith and statutory sectors, contributing to the Health and Well-Being Board, Joint Strategic Needs Assessment and any other strategies/plans for children and young people.
5. To support the voluntary and community sector in implementing Wirral Local Safeguarding Children Board's procedures and national safeguarding guidance.
6. Provide advice and support to CYPD during the commissioning cycle.
7. Report back to CYPD any concerns from the Voluntary, Community and faith sector, any concerns relating to policy development and implementation raised by or identified through dialogue with Link Forum members. Represent the voluntary, community and faith sector at the Children's Trust Board and other relevant meetings, at the discretion of Wirral Link Forum Co-chairs.

3.0 RELEVANT RISKS

- 3.1 The number of independent residential care placements increases the financial pressure on this budget, which has in previous years significantly overspent.

4.0 OTHER OPTIONS CONSIDERED

- 4.1 Decisions taken following tendering process or consideration of child's individual needs to identify the most cost effective response.

5.0 CONSULTATION

- 5.1 Consultation has taken place with the appropriate bodies/partners before the decision is made.

6.0 IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS

- 6.1 Voluntary, community and faith organisations are involved where appropriate.

7.0 RESOURCE IMPLICATIONS: FINANCIAL; IT; STAFFING; AND ASSETS

- 7.1 The financial implications are included in the regular monitoring reports to members.

8.0 LEGAL IMPLICATIONS

- 8.1 Contractual agreements.

9.0 EQUALITIES IMPLICATIONS

- 9.1 Has the potential impact of your proposal(s) been reviewed with regard to equality?

No – All decisions made under delegated authority by the Acting Director of Children's Services will have been made in accordance with the authority's equality and diversity policy.

10.0 CARBON REDUCTION IMPLICATIONS

- 10.1 Taking into consideration the needs of the child wherever possible the placements are made within the authority or as close to the authority as possible.

11.0 PLANNING AND COMMUNITY SAFETY IMPLICATIONS

- 11.1 Any planning permission would have been completed prior to capital contracts being accepted.

12.0 RECOMMENDATION/S

- 12.1 That the report be noted.

13.0 REASON/S FOR RECOMMENDATION/S

- 13.1 To inform members of significant items of expenditure in accordance with the Council's Constitution.

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APPENDICES

There are no appendices for this report.

REFERENCE MATERIAL

Reference material not required for this report.

SUBJECT MATERIAL

Council Meeting	Date
CYPD OVERVIEW AND SCRUTINY COMMITTEE	21 st March 2012
CYPD OVERVIEW AND SCRUTINY COMMITTEE	26 th JANUARY 2012
CYPD OVERVIEW AND SCRUTINY COMMITTEE	20 th SEPTEMBER 2011
CYPD OVERVIEW AND SCRUTINY COMMITTEE	1 st JUNE 2011
CYPD OVERVIEW AND SCRUTINY COMMITTEE	15 th MARCH 2011
CYPD OVERVIEW AND SCRUTINY COMMITTEE	26 th JANUARY 2011
CYPD OVERVIEW AND SCRUTINY COMMITTEE	14 TH SEPTEMBER 2010
CYPD OVERVIEW AND SCRUTINY COMMITTEE	2 nd JUNE 2010

WIRRAL COUNCIL

SCRUTINY PROGRAMME BOARD

28 FEBRUARY 2012

SUBJECT:	EQUALITY AND IMPACT ASSESSMENTS
WARD/S AFFECTED:	<i>ALL</i>
REPORT OF:	<i>DIRECTOR OF LAW, HR AND ASSET MANAGEMENT</i>
KEY DECISION?	NO

1.0 EXECUTIVE SUMMARY

1.1 This summary report (Appendix 1) is at the request of members at the last Scrutiny Programme Board held on 4 January 2012. The report summarises the CfPS Policy Briefing 'Equality Impact Assessments.

2.0 RECOMMENDATION

2.1 Members are requested to note the report.

3.0 BACKGROUND AND KEY ISSUES

3.1 As part of the Equality Duty 2010 and further The Public Sector Equality Duty which came into full force in April 2011, the Council has a legal requirement to give due regard to the impact of its policies and decisions on people who share protected characteristics (race, gender, disability, sexual orientation, age, religion / belief, gender re-assignment, marriage / civil partnership, pregnancy / maternity).

3.2 As part of the Independent Corporate Governance Review report, AKA highlighted 'shortfalls in the way the Council evaluated the impact of its policies both prior to execution and in response to evidence about the impact'. Subsequently the report identified 'Equalities' as an area for improvement.

4.0 RELEVANT RISKS

4.1 As outlined in 3.2 above.

4.2 The Council failing to meet legal requirements.

4.3 The Council open to reputational risk.

4.4 The Council open to legal challenge.

5.0 OTHER OPTIONS CONSIDERED

5.1 None

6.0 CONSULTATION

6.1 None

7.0 IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS

7.1 None

8.0 RESOURCE IMPLICATIONS: FINANCIAL; IT; STAFFING; AND ASSETS

8.1 None

9.0 LEGAL IMPLICATIONS

9.1 By not formally adopting Equality Impact Assessments as the Council's process for giving due regard to the impact of its policies and decisions, the Council is open to legal challenge.

9.2 The Council constitution will need reviewing to take account of the new legislation.

10.0 EQUALITIES IMPLICATIONS

10.1 As part of the Equality Duty 2010, which came into full force in April 2011, the Council has a legal requirement to give due regard to the impact of its policies and decisions on people who share protected characteristics (race, gender, disability, sexual orientation, age, religion / belief, gender re-assignment, marriage / civil partnership, pregnancy / maternity).

11.0 CARBON REDUCTION IMPLICATIONS

11.1 None

12.0 PLANNING AND COMMUNITY SAFETY IMPLICATIONS

12.1 Equality Impact Assessments can and should inform planning and community safety policies and decisions.

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APPENDICES

APPENDIX 1

Summary report on CfPS Policy Briefing 'Equality Impact Assessment'

APPENDIX 2

Equality Impact Toolkit (new version February 2012)

APPENDIX 1

**SCRUTINY PROGRAMME BOARD
28 FEBRUARY 2012**

EQUALITY AND IMPACT ASSESSMENTS

SUMMARY

At the previous meeting of the Scrutiny Programme Board held on 4 January 2012, a CfPS Policy Briefing entitled 'Equality Impact Assessments' was provided to members. Members made a request that the Policy Briefing be summarised for this meeting of the Scrutiny Board.

BACKGROUND: PUBLIC SECTOR EQUALITY DUTY

The Equalities Act 2010 ("The Act") has two main purposes:

- to harmonise discrimination law, and
- to strengthen the law to support progress on equality.

The Public Sector Equality Duty ("PSED") (section 149 of The Act) came into force on 5 April 2011.

The PSED applies to public bodies and others carrying out public functions. It supports good decision-making by ensuring public bodies consider how different people will be affected by their activities, helping them to deliver policies and services which are efficient and effective; accessible to all and which meet different people's needs.

The PSED is supported by specific duties, as set out in the Statutory Code of Practice, which came into force on 10 September 2011. The specific duties require public bodies:

- to publish relevant, proportionate information demonstrating their compliance with the PSED; and
- to set themselves specific and measurable equality objectives.

Section 31 and 32 of the Equality Act gives the Equalities and Human Rights Commission ("EHRC") the power to issue "a compliance notice" if these duties are not being carried out. Individuals disadvantaged by public sector decisions can still bring an action under the Human Rights Act 1998.

EQUALITY IMPACT ASSESSMENTS (EIAs)

All council officers, from recycling officers to transport planners to social workers to librarians, have a duty to consider access to the services they provide and the implications of the policies they develop for all groups in the local community: it is not only the responsibility of the equalities officer or diversity champion. Likewise, consideration of equalities issues is important to scrutiny committees, whether they are carrying out a

review of the council's recycling policy, monitoring children's social services or challenging the development of the library plan.

An intrinsic part of the PSED is the preparation of EIAs. EIAs have been operational in WMBC since 2008 and are published on the Council's website. EIAs should be produced whenever a WMBC policy is being developed. An EIA will enable the Council to make an informed judgement as to whether a policy will have unintended, negative consequences for certain people.

According to the EHRC, an EIA can have one of four outcomes:

- No major change
- Adjust the policy
- Continue the policy
- Stop and remove the policy

A robust methodology in the completion of EIAs will allow the Council to affirm that it has made a policy decision in a logical way, and that no assumptions have been made about the impact of a certain section of the community.

As it is important to consider the broad policy impacts of decisions, the effective production of EIAs relies on the principles of equality being "mainstreamed" within the wider decision making process. It is difficult to think of any policy change that the Council could implement that would have no impact whatsoever on local people.

The North West Employers Organisation Equality network has asked WMBC to be a case study in EIAs. WMBC were one of the first in the region to redesign its toolkit following the introduction of The Act in 2010.

It is essential that the Council's EIA process becomes more robust in terms of completion, quality assurance, scrutiny and transparency.

As part of the Independent Corporate Governance Review report, AKA highlighted "shortfalls" in the way the Council evaluates the impact of its policies both prior to execution and in response to evidence about the impact". Subsequently, the AKA report identified "Equalities" as an area for improvement.

Failure to carry out EIAs will leave the Council:

- failing to meet legal requirements.
- open to reputational risk.
- open to legal challenge.

It was agreed at Cabinet 12 January 2012 that the authority formally adopts EIAs as the Council's process for giving due regard to the impact of its policies and decisions.

SCRUTINY AND EIAs

At national level there have been a number of decisions overturned due to EIAs having been carried out ineffectively, or not considering the full issues.

Using EIAs to analyse proposed service changes (as part of a “pre-scrutiny” process) immediately focuses on the results of that change, rather than the process used to reach it.

An approach taken in Gloucestershire whereby EIAs (renamed “community impact assessments”) are now sent to O&S committees before being signed off by the relevant cabinet member, the intention being that this provides a way of building “pre-scrutiny” into the process and to provide additional political leadership. This suggests a new and more focused approach to “pre-scrutiny” more generally, where a discussion of methodology is mixed with a broader, substantive discussion on the policy

THE EQUALITY FRAMEWORK FOR LOCAL GOVERNMENT

In 2009 WMBC adopted this framework as a benchmarking toolkit. The toolkit involves an assessment and categorisation in one of three levels:

- Development;
- Achieving; and
- Excellent.

WMBC is currently “Achieving” and is looking to become “Excellent”.

This framework strongly promotes the use of scrutiny in establishing a culturally different approach to equality. Councillor engagement is particularly encouraged as part of this process.

SCRUTINY REVIEWS

Scrutiny reviews should involve a consideration of the way in which recommendations will impact upon different local residents. An awareness of equalities issues in the planning, delivering and monitoring of scrutiny reviews will enhance their robustness and ensure that recommendations have a greater chance of being implemented.

Using scrutiny reviews to examine equalities issues also brings wider benefits to the council. Involving a range of councillors in equalities work draws on their community experience and knowledge, raising issues that may not immediately occur to officers who may be less connected to local communities. The process of challenge and review can also provide an opportunity for officers to step back from day-to-day service delivery and reflect on its impact on the whole community.

Focusing on broader issues of concern to the community, rather than simply looking at internal council policies and services, can be a useful way for scrutiny to set and own its own agenda and helps avoid the temptation to politicise the scrutiny process. All members of a scrutiny panel, whether from the administration or opposition groups, can share, for example, a common desire to improve local health inequalities for or ensure better access to transport services.

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Equality Impact Toolkit (new version February 2012)

Section 1: Your details

Council officer:

Email address:

Head of Service:

Chief Officer:

Department:

Date:

Section 2: What Council function / proposal is being assessed?**Section 2b: Is this EIA being submitted to Cabinet or Overview & Scrutiny Committee?**

Yes / No

If 'yes' please state which meeting and what date

.....

And please add hyperlink to your published EIA on the Council's website

.....

Section 3: Will the Council function / proposal affect equality in? (please tick relevant boxes)

- Services**
- The workforce**
- Communities**
- Other** (please state)

If you have ticked one or more of above, please go to section 4.

- None** (please stop here and email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for publishing)

Section 4: Within the Equality Duty 2010, there are 3 legal requirements. Will the Council function / proposal support the way the Council (please tick relevant boxes)

- Eliminates unlawful discrimination, harassment and victimisation
- Advances equality of opportunity
- Fosters good relations between groups of people

If you have ticked one or more of above, please go to section 5.

- None** (please stop here and email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for publishing)

Section 5: Will the function / proposal have a positive or negative impact on any of the protected groups (race, gender, disability, gender reassignment, age, pregnancy and maternity, religion and belief, sexual orientation, marriage and civil partnership)?

You may also want to consider socio-economic status of individuals.

Please list in the table below and include actions required to mitigate any negative impact.

Protected characteristic	Positive or negative impact	Action required to mitigate any negative impact	Lead person	Timescale	Resource implications

Section 5a: Where and how will the above actions be monitored?

Section 5b: If you think there is no negative impact, what is your reasoning behind this?

Section 6: What research / data / information have you used in support of this process?

Section 7: Are you intending to carry out any consultation with regard to this Council function / policy?

Yes / No – (please delete as appropriate)

If 'yes' please continue to section 8.

If 'no' please state your reason(s) why:

(please stop here and email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for publishing)

Section 8: How will consultation take place?

Before you complete your consultation, please email your 'incomplete' EIA to equalitywatch@wirral.gov.uk via your Chief Officer in order for the Council to ensure it is meeting it's legal requirements. The EIA will be published with a note saying we are awaiting outcomes from a consultation exercise.

Once you have completed your consultation, please review your actions in section 5. Then email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for re-publishing.

Section 9: Have you remembered to:

- a) Add a hyperlink to your published EIA on the Council website? (section 2b)
- b) Include any positive impacts as well as negative impacts? (section 5)
- c) Send this EIA to equalitywatch@wirral.gov.uk via your Chief Officer?
- d) Review section 5 once consultation has taken place and sent your completed EIA to equalitywatch@wirral.gov.uk via your Chief Officer for re-publishing?

0-19 STANDARDS SUB-COMMITTEE

Tuesday, 13 March 2012

<u>Present:</u>	Councillor	AR McLachlan (Chair)	
	Councillors	W Clements (In place of P Hayes)	P Williams
<u>Apologies</u>	Councillors	Mr A Scott	Mrs N Smith

55 MEMBERS CODE OF CONDUCT - DECLARATIONS OF INTEREST

The Members of the Sub-Committee were asked to consider whether they had any personal or prejudicial interest in any item on the agenda and if so, to declare it and to state the nature of the interest.

Councillor Wendy Clements declared a personal interest in general by virtue of her work in a pre-school.

56 EARLY YEARS CENTRES AND CHILDREN'S CENTRES OFSTED INSPECTIONS NOV 2011 - JAN 2012.

The members received a summary of the outcome of recent OFSTED inspections of Eastham Children's Centre, Bidston & St James Children's Centre, Bidston & St James Children's Centre – Miriam Place Nursery and Leasowe Early Years and Adult Learning Centre. The outcome in the case of Eastham Children's Centre was 'Good', Bidston & St James Children's Centre was 'Good', Bidston & St James Children's Centre – Miriam Place Nursery was 'Outstanding' and Leasowe Early Years and Adult Learning Centre was 'Good' in overall effectiveness.

Sue Talbot, Strategic Service Manager, Early Years and Primary Education, commented upon each report in turn.

Recommended – That the reports be noted.

57 ORDER OF BUSINESS

The Chair agreed to vary the order of business.

58 PRIMARY SCHOOLS IN OFSTED CATEGORIES

Sue Talbot, Strategic Service Manager, Early Years and Primary Education, reported that there were no Primary schools in OFSTED categories.

59 PRIMARY SCHOOLS OFSTED INSPECTIONS NOV 2011 - JAN 2012.

Members of the Sub-Committee received a summary of the outcomes of recent OFSTED inspections of primary schools. The various schools had been graded as follows:

Satisfactory Schools

Kingsway Primary School
Castleway Primary School,
Sandbrook Primary School

Good Schools

Devonshire Park Primary School
Sacred Heart Catholic Primary School
Millfields Church of England (Controlled) Primary School.

Outstanding Schools

Thornton Hough Primary School

Members commented upon each school in turn and Sue Talbot commented upon recent progress at the school.

Recommended – That the reports be noted.

60 **SECONDARY SCHOOLS IN OFSTED CATEGORIES.**

Stuart Bellerby, Strategic Service Manager, Secondary Education and Lifelong Learning reported that there were no Secondary schools in OFSTED categories.

61 **SECONDARY SCHOOL OFSTED INSPECTIONS NOV 2011 - JAN 2012.**

Stuart Bellerby, Strategic Service Manager, Secondary Education and Lifelong Learning reported upon The Mosslands School which had been inspected in January 2012. He noted the main findings of the inspection and reported that the overall effectiveness of the school was Satisfactory. It was reported that the school was one of the first to be inspected under the new framework.

Recommended – That the report be noted.

62 **SPECIAL SCHOOLS IN OFSTED CATEGORIES.**

Paul Ashcroft, Strategic Service Manager, SEN, reported that there were no Special schools in OFSTED categories.

63 **SPECIAL SCHOOLS OFSTED INSPECTIONS NOV 2011 - JAN 2012.**

Paul Ashcroft, Strategic Service Manager, SEN, reported upon Kilgarth School which had been inspected in January 2012. He noted the main findings of the inspection and reported that the overall effectiveness of the school was 'Good'. He further commented on the positive comments in the report, the positive comments of parents and students and noted that pupils were all making good progress in the school.

Recommended – That the report be noted.

64 **CFPS POLICY BRIEFING - ACCOUNTABILITY IN EDUCATION.**

Mark Parkinson reported that the previous Chair of the 0-19 Standards Sub-Committee had asked that the report CfPS Policy Briefing – Accountability in Education be included on the agenda for members' information. Mark Parkinson commented that Wirral was fortunate to have maintained good relationships with schools that had become academies and noted that in future members may wish for Headteachers to attend this Sub-Committee and, if the College was inspected, managers could be asked to attend.

Recommended – That the report be noted.

65 **DATES OF FUTURE MEETINGS**

Mark Parkinson noted that the 0-19 Sub-Committee met approximately once per term. The next meeting would be held in July at a date to be arranged once members of the Sub-Committee were determined following the elections.

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By virtue of paragraph(s) 3 of Part 1 of Schedule 12A of the Local Government Act 1972.

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