

Children and Young Peoples Plan 2013-16

PERFORMANCE ACTION PLAN TEMPLATE

This template is to be completed for ALL projects that are slipping or late in the CYPP 2013 – 16. It should also be completed for any performance indicators that are under performing against target.

PROJECT/INDICATOR OVERVIEW	
Project/Indicator Title	Early Years and Children's Centre Review
Strategic Director Lead	Julia Hassall
Departmental Lead	Deborah Gornik
Target	To update members of the Children's Trust on the current position following the outcome of the Ofsted inspections of Birkenhead Children's Centre Cluster Group in May 2014 and West Wirral Children's Centre Cluster Group in February 2015.

Performance this Period/Current Position	<p>The Ofsted inspections of Birkenhead Children's Centre Cluster Group in May 2014 and West Wirral Children's Centre Cluster Group in February 2015 were both judged as 'inadequate'.</p> <p>Action plans are in place for both Groups to address the issues that resulted in the inadequate judgement and the recommendations for improvement. Since the Birkenhead inspection this has also included improvement plans for all early years and Children Centre services across Wirral.</p> <p>The key issues in the Ofsted inspection of West Wirral Children Centre Group highlights areas such as: how many vulnerable children are consistently accessing the service, how data is used to support more focused activity and the leadership, management and governance of the service. Hence, it is important to note that some key strengths that are significant improvements since the previous inspection of Birkenhead Children's Centre Group, notably that:</p> <ul style="list-style-type: none"> • the strategic direction is improving and senior leaders have communicated the reasons for change well; • Improvement in safeguarding arrangements from being described as "poor" within the Birkenhead inspection to being identified as a strength in the West Wirral inspection; • Standards of practice and management oversight of individual case work have been implemented well.
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ACTIONS: This describes what’s necessary or how to achieve a ‘green’ score. This way everyone is clear on what is required and when; knows the expected outcome and how to achieve it .

<p>What (is required)</p>	<p>Based on the ambition to develop a confidence in the service there have been a number of specific priorities/ actions toward improving the service:</p> <ul style="list-style-type: none"> • Performance monitoring, advice, challenge and support by the local Authority – a baseline ‘quality Challenge Visit’ has been undertaken with all groups prior to the implementation of a performance framework that will meet the authority’s duty to provide an Annual Conversation to Centres. • Further plans for workforce development will be developed following the outcome of the Review and service reconfiguration. • Work towards the development of the Advisory Boards is ongoing to provide further local challenge and setting of robust targets. All clusters need to improve representation further and embed the terms of reference. Further training is being planned for Advisory Board members • Data management and reporting - Central database systems are being reviewed and a children’s centre scorecard has been drafted in order to provide focus to centres against strategic improvement priorities. Further training for Centre managers is being planned. • A systematic approach to Impact monitoring against the outcomes framework is being developed • Data sharing with partners, notably health is being progressed following the recent sign off of the Tier 3 information sharing protocol. • Further work with local partners at strategic and operational level to identify target groups and priorities, especially Lifelong Learning. • Embedding of processes for planning, delivering, monitoring and evidencing impact across centre clusters is taking place, e.g. through local task and finish groups focussing on key targets around child development, health, parenting capacity and resilience and parents ready to work and learn.
<p>How (will it be achieved)</p>	<p>The actions will be achieved through two inter-dependant processes currently underway.</p> <ol style="list-style-type: none"> 1. The Early Years and Children’s Centre Review which is currently under consultation until the end of March. Whilst the final outcome is subject to consultation, it is anticipated that the Review will reconfigure Centres in a way that enable then to <ul style="list-style-type: none"> • Target the offer- in that Children’s Centres play an integral part of

	<p>the early help offer through the early identification of needs</p> <ul style="list-style-type: none"> • Achieve integration and collaboration through consolidating and improving partnerships and appropriate data information sharing • Development of effective staffing structures • Create one main full core purpose offer hub in each constituency area through which Children’s Centre services would be coordinated for the area and delivered through the other existing centres that would be jointly utilised with partners and stakeholders. <p>2. A far reaching performance and quality improvement strategy which is addressing issues from data management and monitoring, planning against outcomes and demonstrating quality and impact of the work undertaken is already underway. This will enable the Authority to meet its statutory duty to monitor targets and outcomes along with challenging quality through and Annual Conversation.</p> <p>It is anticipated that there will be a re-inspection of Birkenhead in the very near future.</p>
Who (will be responsible)	<p>Lead officer for the implementation will be the head of targeted services, overseen by the director of children’s services – who has devolved accountability for children’s centres.</p> <p>An early year’s steering group will be developed and will oversee the implementation, developments and ongoing delivery.</p>
When (will results be realised)	<p>In relation to the Review, final proposal to proceed to Council for approval in June 2015 (date not yet confirmed) with implementation anticipated to progress following this period. Work toward performance and quality improvement is underway and to be implemented by the end May.</p>

Date Completed: March 2015 Completed By: Deborah Gornik