



Haverling

LONDON BOROUGH

Quarter 2 Performance Report 2019/20

Children and Learning O&S Sub-Committee

26 November 2019

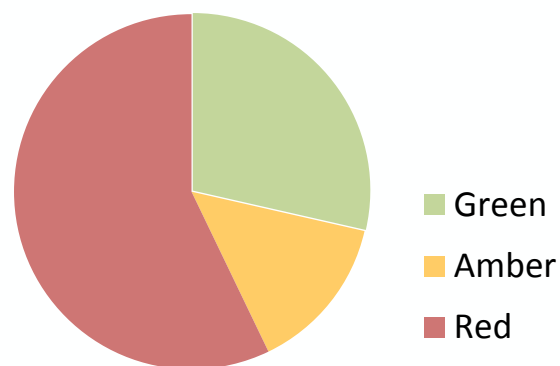
About the Children and Learning O&S Sub-Committee Performance Report

- Overview of the Council's performance against the indicators selected by the Children and Learning Overview and Scrutiny Sub-Committee
- The report identifies where the Council is performing well (**Green**), within target tolerance (**Amber**) and not so well (**Red**).
- Where the RAG rating is '**Red**', '**Corrective Action**' is included in the presentation. This highlights what action the Council will take to improve performance.

OVERVIEW OF CHILDREN AND LEARNING INDICATORS

- 8 Performance Indicators are reported to the Children and Learning Overview & Scrutiny sub-committee
- Performance data is available for all 8 indicators
- 7 of the indicators have been given a RAG status

Quarter 2 indicators summary



In summary, of the 7 indicators:

2 (29%) have a status of **Green**

1 (14%) has a status of **Amber**

4 (57%) have a status of **Red**

Quarter 2 Performance – Learning and Achievement

Indicator and Description	Value	Tolerance	2019/20 Annual Target	2019/20 Q2 Target	2019/20 Q2 Performance	Short Term DOT against Q1 2019/20		Long Term DOT against Q2 2018/19	
Number of children missing from education at month end (average for the quarter)	Smaller is better	N/A	N/A	N/A	3	→	3	↓	8
Percentage of 16-18 year olds who are not in education, employment or training (NEET), or not known	Smaller is better	+/-15%	3.5%	3.5%	3.1%	-	3.3% (monthly data - June 2019)	-	3.1% (2018/19)
Number of apprentices aged 16-18 recruited in the borough	Bigger is better	+/-10%	664 (August 2018 to July 2019)	N/A	460	-	610 (2017/18)	-	690 (2016/17)
Number of apprentices aged 19+ recruited in the borough	Bigger is better	+/-10%	1,112 (August 2018 to July 2019)	N/A	970	-	1,100 (2017/18)	-	1,320 (2016/17)

No direction of travel has been provided for the Percentage of 16-18 year olds who are not in education, employment or training (NEET) or not known, as the monthly data is not directly comparable to annual published data

Quarter 2 Performance – Children’s Services

Indicator and Description	Value	Tolerance	2019/20 Annual Target	2019/20 Q2 Target	2019/20 Q2 Performance	Short Term DOT against Q1 2019/20		Long Term DOT against Q2 2018/19	
Percentage of Initial Child Protection Conferences held within 15 days	Bigger is better	+/-5%	90%	N/A	83.3%	↑	75%	↑	77.8%
Percentage of looked-after children who ceased to be looked after as a result of permanency (Adoption and Special Guardianship Order)	Bigger is better	+/-10%	20%	N/A	8.7%	↑	7.1%	↓	10.5%
Number of new in-house foster carers (cumulative)	Bigger is better	12	14	7	2	-	0	↓	3
Percentage of care leavers (aged 19-21) in education, employment or training	Bigger is better	+/-2%	53%	N/A	51%	↑	43%	-	N/A*

**Performance using Department for Education (DfE) methodology (for the % of care leavers in EET) was not reported during 2018/19*

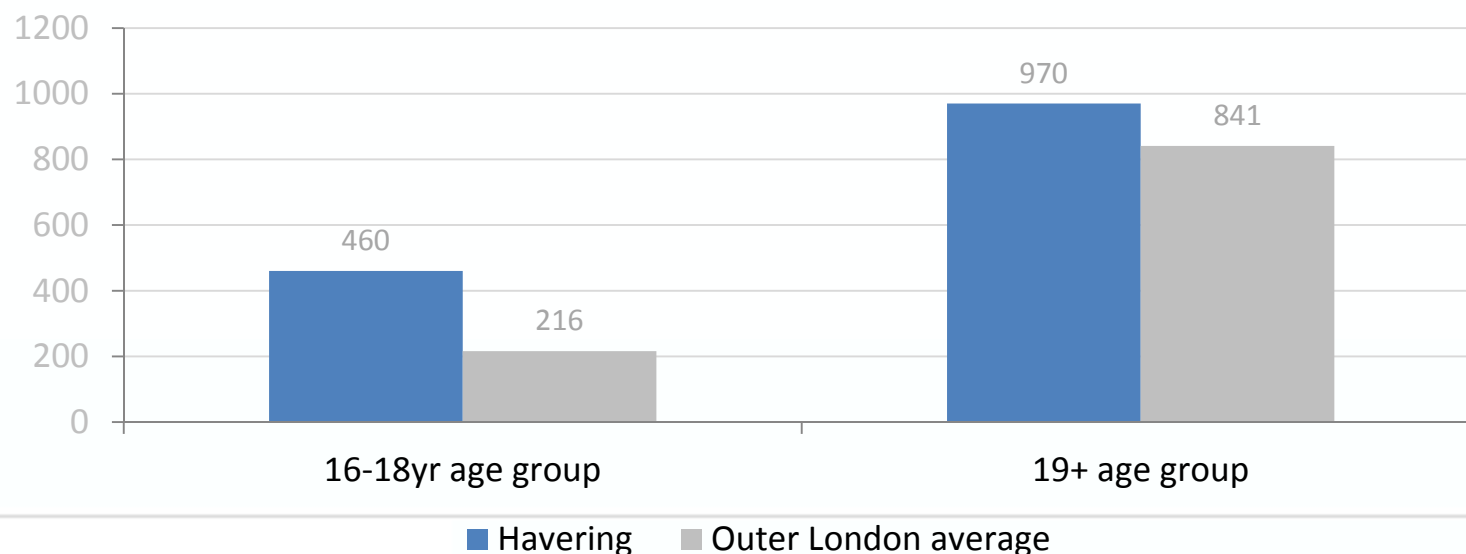
Highlights

- The **Number of children missing from education** in Quarter 2 was three, which is the same as the previous quarter and five fewer children than at the same point last year.
- The latest Department for Education scorecard performance (for the period December 2018 to February 2019) places Havering in the top quintile nationally for the **Percentage of 16-18 year olds who are not in education, employment or training (NEET), or not known**, with a three month average performance of 3.1%. This is compared to national performance of 5.5% and a regional average of 4.8% (lower is better). The continued strong performance in Havering is a result of strong post-16 partnerships with education providers through the termly sub-group meetings with the following:
 - local apprenticeship providers;
 - 16-18 performance group (local post-16 education providers);
 - Participation Education, Training & Employment panel (PETE group) - an operational panel which case manages Havering 's NEET cohort in partnership with local providers, to progress them into participation;
 - Deploying targeted Information, Advice and Guidance (IAG) support to the identified Year 11 pupils at risk of becoming NEET, using the targeting toolkit indicators (TTK);
 - Delivering the annual Raising Participation Age event (1,800 attendees) and National Apprenticeship Week parent and learner event for local residents (500 attendees);
 - Securing the roll out of the London Mayor's flagship Enterprise Advisor programme in Havering with the North East London partners , which forms links between secondary schools and the two colleges in the borough, and local employers. The focus of the programme is to develop closer employer links and sustainable careers strategies, which provide relevant employment and skills opportunities for young learners;
 - Continued robust tracking and recording of young Havering residents.

Highlights (contd.)

- As noted previously, we have seen a decline in the **number of apprentices recruited in the borough** in line with national and regional trends, and targets have been set to reflect this (the regional decrease in apprenticeship starts between 2017/18 and 2018/19 was 17%). Looking at the latest available published data however, Havering has seen a greater number of starts than the average for Outer London boroughs. Apprenticeships continue to be promoted as a post-16 option to Havering residents and there is an increased focus on apprenticeships for 2019/20 through the National Apprenticeship Week activities planned. In line with the national trend, the majority of apprenticeships starts are for the 19+ age group.

Apprenticeship starts in first three quarters of 2018/19 (August to April)



Improvements Required (contd.)

- The **percentage of Initial Child Protection Conferences held within 15 days** has improved during the second quarter but remains just outside of the accepted target tolerance. As noted previously, the number of conferences taking place have reduced over recent years and with lower numbers, percentages are more volatile. The actual number of conferences held late during the quarter is two and performance remains affected by the slightly lower performance in the first quarter. Cases that have been referred for conference late by the social work teams are followed up with group managers to review the reasons and address any issues. Other reasons for late conferences this year have included lack of reports or representation from key agencies, and late reports from social workers. This area remains closely monitored by senior managers within the service and improved performance is anticipated in the second half of the year.
- The **percentage of looked-after children who ceased to be looked after as a result of permanency** is behind target for this point in the year, with 5 adoption orders and 1 special guardianship order (SGO) granted. Adopt London East (the regional adoption agency which Havering is hosting) went live on 1 October 2019 and there are three potential adoption matches currently being considered by the new service. A number of special guardianship assessments have been filed with the court and several of these are anticipated to result in orders being granted when proceedings conclude. As noted previously, we have seen a trend whereby applications to court for adoption hearings are taking longer to be set by the East London Family Court and adoption orders are less likely to be granted at the first hearing due to an increase in orders being contested by birth families.

Improvements Required (contd.)

- As reported previously, foster carer recruitment across London and nationwide remains a challenge. In Havering there have been 2 **new in-house foster carers** approved during the first half of the year. There is a more clearly defined focus on assessment and recruitment within the service, which is having a positive impact. The number of prospective carer households (at both stage 1 and 2 of the recruitment process) has more than doubled since the beginning of Quarter 2 and there are currently 10 households in the process of being assessed. We have seen increasing interest from Independent Fostering Agency (IFA) carers, who are looking after Havering children, in becoming Havering approved carers. This is because foster carer wrap around support is becoming Havering's strength. Foster carer allowances are also being reviewed to ensure that these remain competitive in comparison to other local authorities. The service is exploring what additional benefits other LAs offer, which the Council might consider in order to avoid losing carers to other agencies (e.g. Council tax exemption; parking charges exemption).
- The **percentage of care leavers in education, employment or training (EET)** is just outside of the accepted tolerance but a significant improvement on Quarter 1's outturn of 43%. The statutory DfE methodology used here includes care leavers who are not receiving services and whose EET status is therefore not known, which reduces the percentage. Performance based on only young people receiving services is far higher (60%) and this figure compares well to other LAs based on the latest available benchmarking (London average = 53%). On-going support to care leavers remains in place in the form of an EET Pathway Co-ordinator, and targeted engagement activities for young people entering care post-16 and already disengaged with EET. There is active collaboration with the Department for Work and Pensions, who regularly send employment and training opportunities for care experienced young adults to consider. Positive engagement activities continue to be used to instil a level of commitment within this cohort of young adults to enable the first steps towards employment. The mental health practitioner is working with care experienced young adults to promote self-confidence and positive mental/emotional well-being, all of which is crucial in preparing for any type of EET. 'Pathway planning and transition to adulthood' is one of the seven themes of our improvement plan for Children's Services and remains a high priority.

Any questions?

