



**Havering**  
LONDON BOROUGH

## **CHILDREN AND LEARNING OVERVIEW AND SCRUTINY SUB-COMMITTEE, 17 SEPTEMBER 2020**

**Subject Heading:**

Quarter 1 performance information

**SLT Lead:**

Jane West, Chief Operating Officer

**Report Author and contact details:**

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**Policy context:**

The report sets out Quarter 1 performance  
relevant to the Children and Learning Sub-  
Committee

**Financial summary:**

There are no direct financial implications  
arising from this report. However adverse  
performance against some performance  
indicators may have financial implications  
for the Council.

All service directorates are required to  
achieve their performance targets within  
approved budgets. The Senior Leadership  
Team (SLT) is actively monitoring and  
managing resources to remain within  
budgets, although several service areas  
continue to experience financial pressure  
from demand led services.

### **The subject matter of this report deals with the following Council Objectives**

Communities making Havering  
Places making Havering  
Opportunities making Havering  
Connections making Havering

[X]  
[]  
[X]  
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## SUMMARY

This report supplements the presentation attached as **Appendix 1**, which sets out the Council's performance within the remit of the Children and Learning Overview and Scrutiny Sub-Committee for Quarter 1 (April to June 2020).

## RECOMMENDATIONS

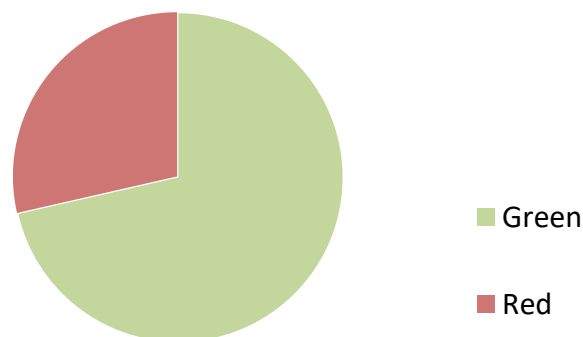
- That the Children and Learning Overview and Scrutiny Sub-Committee notes the contents of the report and presentation and makes any recommendations as appropriate.
- That the Children and Learning Overview and Scrutiny Sub-Committee confirms whether it wishes to continue receiving the same performance indicators for the remainder of 2020/21, or select any new indicators.

## REPORT DETAIL

1. The report and attached presentation provide an overview of the Council's performance against the eight performance indicators that were selected for monitoring by the Children and Learning Overview and Scrutiny Sub-Committee in 2019/20.
2. The final meeting of the 2019/20 financial year was cancelled due to the Covid-19 pandemic and lockdown, therefore the Children and Learning Overview and Scrutiny Sub-Committee has not had the opportunity to consider which indicators it wishes to receive during 2020/21. For this reason, the same eight indicators reported in 2019/20 have been carried forward and the committee is asked to confirm whether it wishes to continue receiving these, or any alternative indicators. The presentation highlights areas of strong performance and potential areas for improvement.
3. Tolerances around targets were agreed for 2019/20 performance reporting and have been carried forward for 2020/21. Performance against each performance indicator has therefore been classified as follows:
  - **Red** = outside of the quarterly target and outside of the agreed target tolerance, or 'off track'

- **Amber** = outside of the quarterly target, but within the agreed target tolerance
  - **Green** = on or better than the quarterly target, or 'on track'
4. Where performance is rated as '**Red**', '**Corrective Action**' is included in the report. This highlights what action the Council will take to improve performance.
  5. Also included in the report are Direction of Travel (DoT) columns, which compare:
    - Short-term performance – with the previous quarter (Quarter 4, 2019/20)
    - Long-term performance – with the same time the previous year (Quarter 1, 2019/20)
  6. A green arrow (↑) means performance is better and a red arrow (↓) means performance is worse. An amber arrow (→) means that performance has remained the same.
  7. In total, eight performance indicators were previously selected for the sub-committee to monitor and all eight are available for reporting this quarter. Seven indicators have been assigned a RAG status.

#### Quarter 1 indicators summary



In summary, of the 7 indicators:

**5 (71%)** have a status of **Green**  
**0 (0%)** have a status of **Amber**  
**2 (29%)** have a status of **Red**

## IMPLICATIONS AND RISKS

### **Financial implications and risks:**

There are no direct financial implications arising from this report. However adverse performance against some performance indicators may have financial implications for the Council.

All service directorates are required to achieve their performance targets within approved budgets. The Senior Leadership Team (SLT) is actively monitoring and managing resources to remain within budgets, although several service areas continue to experience significant financial pressures in relation to a number of demand led services, such as Children's Services. SLT officers are focused upon controlling expenditure within approved directorate budgets and within the total General Fund budget through delivery of savings plans and mitigation plans to address new pressures that are arising within the year.

### **Legal implications and risks:**

Whilst reporting on performance is not a statutory requirement, it is considered best practice to regularly review the Council's progress.

### **Human Resources implications and risks:**

There are no HR implications or risks arising from this report.

### **Equalities implications and risks:**

The Public Sector Equality Duty (PSED) under section 149 of the Equality Act 2010 requires the Council, when exercising its functions, to have due regard to:

- (i) The need to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (ii) The need to advance equality of opportunity between persons who share protected characteristics and those who do not, and;
- (iii) Foster good relations between those who have protected characteristics and those who do not.

Note: 'Protected characteristics' are age, sex, race, disability, sexual orientation, marriage and civil partnerships, religion or belief, pregnancy and maternity and gender reassignment.

The Council is committed to all of the above in the provision, procurement and commissioning of its services, and the employment of its workforce. In addition, the

Council is also committed to improving the quality of life and wellbeing for all Havering residents in respect of socio-economics and health determinants.

Equality and social cohesion implications could potentially arise if performance against the following indicators currently rated as Red does not improve:

- Number of apprentices aged 16-18 recruited in the borough
- Percentage of looked-after children who ceased to be looked after as a result of permanency (Adoption and Special Guardianship Order)

The attached presentation provides further detail on steps that will be taken to improve performance and mitigate these potential inequalities.

## **BACKGROUND PAPERS**

Appendix 1: Quarter 1 Children and Learning Performance Presentation 2020/21