



Haverling

LONDON BOROUGH

Quarter 1 Performance Report 2020/21

Children and Learning O&S Sub-Committee

17 September 2020

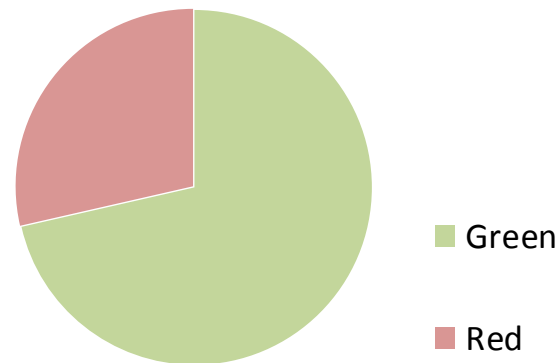
About the Children and Learning O&S Sub-Committee Performance Report

- 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 this quarter
- 7 of the indicators have been given 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**

Quarter 1 Performance – Learning and Achievement

Indicator and Description	Value	Tolerance	2020/21 Annual Target	2020/21 Q1 Target	2020/21 Q1 Performance	Short Term DOT against Q4 2019/20		Long Term DOT against Q1 2019/20	
Number of children missing from education at month end (average for the quarter)	Smaller is better	N/A	N/A	N/A	5	↑	2	↑	3
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% (monthly data - June 2020)	-	2.9% (3 month average Dec 19 to Feb 20)	↑	3.3% (monthly data - June 2019)
Number of apprentices aged 16-18 recruited in the borough	Bigger is better	+/-10%	591 (August 2019 to July 2020)	N/A	380 (August 2019 to April 2020)	-	1,750 (August 2018 to July 2019)	-	460
Number of apprentices aged 19+ recruited in the borough	Bigger is better	+/-10%	990 (August 2019 to July 2020)	N/A	850 (August 2019 to April 2020)	-		-	970

- *No short term 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 the annual published (3 month average) data.*
- *The full year apprenticeships data for the academic year 2018/19 (shown in the Q4 2019/20 column) is not available broken down by age. The combined target for the two age groups was 1,776, meaning the annual target was missed by 26 starts.*

Quarter 1 Performance – Children’s Services

Indicator and Description	Value	Tolerance	2020/21 Annual Target	2020/21 Q1 Target	2020/21 Q1 Performance	Short Term DOT against Q4 2019/20		Long Term DOT against Q1 2019/20	
Percentage of Initial Child Protection Conferences held within 15 days	Bigger is better	+/-5%	85%	N/A	95%	↑	82.5%	↑	73.3%
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%	16%	16%	3.6%	↓	11.1%	↓	6.9%
Number of new in-house foster carers (cumulative)	Bigger is better	11	12	3	4	-	9	↑	0
Percentage of care leavers (aged 19-21) in education, employment or training	Bigger is better	+/-5%	55%	N/A	55.7%	↑	52.9%	↑	43%

Highlights

- The latest monthly performance for the **percentage of 16-18 year olds who are not in education, employment or training (NEET), or not known** is 3.1%, which is lower than this time last year (3.3%). Havering's annual performance of 2.9% for last year was also lower than the national figure of 5.5% and the regional performance of 4.2%.
- The number of **apprentices recruited in the borough** has dropped as at Quarter 1 (the academic year up to April 2020) but for the 19+ cohort, performance remains on track to achieve the target of 850 starts. Please note, the apprenticeship targets for this year have been reduced to in line with national performance for the previous academic year, in light of the challenges presented by Covid-19.
- The **percentage of Initial Child Protection Conferences held within 15 days** has increased when compared to both the previous quarter and the same point last year. The main contributing factor has been close working between SSSU and the social work teams to ensure early notification of a conference needing to be convened, and reminding social workers and team managers of the purpose of initial and review strategy meetings in line with London Child Protection procedures. Remote working during the Covid-19 pandemic and the use of virtual conferences has also had the benefit of increasing the availability of Child Protection Conference Chairs, which has also contributed to the improved performance.
- Havering successfully approved four **new in-house foster carers** between April and June 2020 and anticipates a further 3 to 4 approvals within the next quarter, with approval rates currently improved and steady. At the beginning of the Covid-19 pandemic we saw a higher volume of enquiries from people who were at home but many of these were discounted by the service, or discounted themselves. June and July have seen a drop in enquiries and the service is now receiving fewer enquiries from existing foster carers at other agencies, raising the question of whether Havering's package is sufficiently lucrative. There has been a lack of marketing options and visibility in the community due to Covid-19; however we have an on-going presence on Facebook and Instagram and a local radio campaign taking place in August 2020.

Highlights (contd.)

- The **percentage of care leavers in education, employment or training (EET)** at the end of Quarter 1 is just above target at 55.7%. The Leaving Care Team continues to support care experienced young people into education, employment and training, with specific actions including:
 - liaising with the Department for Work and Pensions (DWP) and Havering Works for courses to upskill, and funding (e.g. for equipment);
 - continuing to work with foster carers and placement providers in supporting young people to access apprenticeship opportunities;
 - our Future Mentors programme - a group of local volunteers who will each work one-to-one with a care leaver to assist with job/college course searches, applications, and preparing for interviews (training for mentors will begin in August / September 2020); and
 - we recently encouraged our young adults to attend a Zoom event (Uni Connect), hosted by 6 universities to discuss a care leaver's journey into higher education - covering UCAS applications, lecture tasters, Q&A's with undergraduate care leavers and more.
- COVID-19 has had an adverse effect on many of our young adults, especially those working in retail, hospitality, health and hair and beauty. Some have been furloughed, 'lost' their jobs, or those on zero hour contracts have had no work and, as lockdown eases, some are having to re-apply for their positions rather than automatically returning. The team continues to work closely with these individuals and are currently preparing The Cocoon for re-opening, with a dedicated EET area. Workshops are being planned with a focus on CV writing and interview skills and with guest speakers from local colleges, universities, Job Centre and local companies. Some of our future projects also include trips to universities and careers events, and we are in discussions with the Virtual School regarding delivering Functional Skills training at The Cocoon.

Improvements Required

- The average **number of children missing from education** in Quarter 1 was higher than both the previous quarter and the same point last year. Performance in this area has, not surprisingly, been impacted by the Covid-19 pandemic and lockdown, with more children identified as missing from education (CME) due to the situation. Admissions generally closed in all local authorities following the lockdown and therefore children who have moved were not being admitted to new schools, and were therefore counted as CME; however many parents have reported that they are just awaiting allocation of a school place.
- A number of families from outside the UK have returned home and experienced the same situation in their home country. The action Havering can take in these circumstances is limited as it is the family's right to return home and unless there are social care issues, the Police will not investigate further. Children's Social Care also closes cases if families move abroad unless there are exceptional issues, as they are unable to influence the outcomes; however, they will contact embassies in extenuating circumstances. The CME Officer makes extensive enquiries with the wider family and schools abroad as far as possible in order to establish the families' whereabouts and whether a school place has been secured.
- The team also continues to advise and liaise with schools and parents, and has been actively working to ensure both the safeguarding of children and the best outcomes for our pupils.

Improvements Required (contd.)

- We are behind target for the **number of apprentices aged 16 to 18 recruited in the borough**. The service continues to work with local employers and training providers to promote apprenticeship opportunities, and with Prospects (the commissioned targeted IAG services provider), to maintain high levels of participation. In light of Covid-19, the team is looking to secure external grant funding opportunities and develop a programme which targets 16-24 year olds in Havering seeking education, employment and apprenticeship opportunities. Other actions include:
 - Prospects have secured GLA funding to deliver a mentoring programme in Havering and will be working with local Alternative Providers and Pupil Referral Unit (PRU) settings to support Year 11 learners at risk of becoming NEET;
 - The Young People's Education and Skills Team is supporting DWP with the development of a Youth Hub in central Romford, which will bring together local services and charities to support Havering's young people into education, employment and apprenticeship outcomes. (These will include Prospects, Havering Works, Citizens Advice, Havering Adult College, Job Centre Plus and Havering Volunteer Centre); and
 - The service will continue to work with local partnership groups, with this year's 'Raising the Participation Age' (RPA) event due to be delivered digitally in October 2020.
- The **percentage of looked-after children who ceased to be looked after as a result of permanency (Adoption and Special Guardianship Order)** represents one child who was adopted in Quarter 1, with no children made subject of an SGO. This reflects a downturn in children placed for adoption in 2019/20. Adoption orders were also delayed as a result of court responses to the Covid-19 pandemic. The number of children with placement orders and matched with adopters has increased in recent months and, over time, this will be reflected in the percentage of children adopted.

Any questions?

