



CHILDREN AND LEARNING OVERVIEW AND SCRUTINY SUB-COMMITTEE, 6 JULY 2021

Subject Heading:

Quarter 4 performance information

SLT Lead:

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Policy context:

The report sets out Quarter 4 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

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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 4 (January to March 2021).

RECOMMENDATIONS

That the Children and Learning Overview and Scrutiny Sub-Committee:

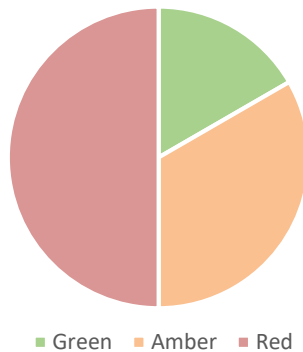
- notes the contents of the report and presentation and makes any recommendations as appropriate; and
- considers which performance indicators it would like to receive for monitoring and scrutiny during 2021/22.

REPORT DETAIL

1. The report and attached presentation provide an overview of the Council's performance against the six performance indicators that have been selected for monitoring by the Children and Learning Overview and Scrutiny Sub-Committee in 2020/21. The presentation, attached at Appendix 1, highlights areas of strong performance and potential areas for improvement.
2. Tolerances around targets were agreed for 2020/21 performance reporting and 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'
3. Where performance is rated as '**Red**', '**Corrective Action**' is included in the report. This highlights what action the Council will take to improve performance.

4. Also included in the report are Direction of Travel (DoT) columns, which compare:
 - Short-term performance – with the previous quarter (Quarter 3, 2020/21)
 - Long-term performance – with the same time the previous year (Quarter 4, 2019/20)
5. 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.
6. In total, six performance indicators have been selected for the sub-committee to monitor and all six are available for reporting this quarter. All six indicators have also been assigned a RAG status.

Quarter 4 Indicator Summary



In summary, of the 6 indicators:

- 1 (17%) have a status of Green**
- 2 (33%) have a status of Amber**
- 3 (50%) have a status of Red**

In the previous quarter, three indicators were rated Green and three were Red.

7. Attached at Appendix 2 is the full monthly (March 2021) performance report for Children's Services, which shows provisional year end outturns across all key indicators (statutory and local), RAG rated and with performance commentary provided by the heads of service. This has been provided to aid Members in selecting which indicators the sub-committee would like to receive in 2021/22.
8. Many of the indicators that would usually be reported for Learning and Achievement continue to be unavailable or impacted by the Covid-19

pandemic. Further updates on this situation will be provided throughout the year and it is recommended that in the interim, Members may wish to consider receiving regular reporting on Ofsted ratings and school exclusions. The specific indicators available for reporting in these areas are those shown below, all of which can be reported for all phases, or broken down by primary and secondary phase.

- The percentage of providers judged to be Good or Outstanding by Ofsted
- The percentage of pupils attending a Good or Outstanding provider
- Permanent exclusion rate
- Fixed term exclusion rate
- One or more fixed term exclusion rate

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:

- % of looked after children aged under 16 who have been looked after continuously for at least 2.5 years and living in the same placement for at least 2 years;
- % of former relevant young people at age 18-21 who are in education, employment or training (EET);
- % of Education, Health and Care (EHC) assessments that are completed within 20 weeks

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 4 Children and Learning Performance Presentation 2020/21

Appendix 2: Children's Services Performance report, 2020-21