



# Havering

LONDON BOROUGH

# **Quarter 1 Performance Report 2021/22**

## **Children and Learning O&S Sub-Committee**

**30 September 2021**

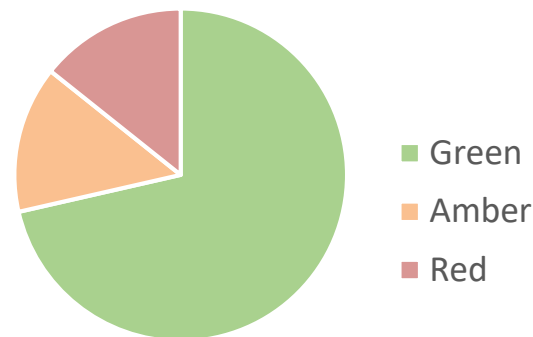
# About the Children and Learning O&S Sub-Committee Performance Report

- 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

- 13 Performance Indicators are reported to the Children and Learning Overview & Scrutiny sub-committee
- Performance data is available for all 13 indicators this quarter
- 7 of the indicators have been given a RAG status

**Quarter 1 Indicator Summary**



In summary, of the 7 indicators:

**5 (72%)** have a status of **Green**

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

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

## Quarter 1 Performance – Primary Education

Indicator and Description	Value	Tolerance	2021/22 Annual Target	2021/22 Q1 Performance		Short Term DOT against Q4 2020/21		Long Term DOT against Q1 2020/21
% of providers judged to be Good or Outstanding by OFSTED	Higher is better	+/-4%	96.0%	96.7% (GREEN)	→	96.7%	→	96.7%
% of pupils attending a Good or Outstanding provider	Higher is better	+/-4%	97.0%	97.4% (GREEN)	→	97.4%	→	97.4%
Permanent exclusion rate* (annual)	Lower is better	Not set	Not set	0.0% (2020/21 AY)	→	0.0% (2020/21 AY)	→	0.0% (2019/20 AY)
Fixed term exclusion rate* (annual)	Lower is better	Not set	Not set	0.5% (2020/21 AY)	→	0.5% (2020/21 AY)	↑	0.61% (2019/20 AY)
One or more fixed term exclusion rate* (annual)	Lower is better	Not set	Not set	0.27% (2020/21 AY)	→	0.27% (2020/21 AY)	↑	0.30% (2019/20 AY)

\*2020/21 Academic Year figures are provisional and based on local data. Published data for this period will be available in Summer 2022.

## Quarter 1 Performance – Secondary Education

Indicator and Description	Value	Tolerance	2021/22 Annual Target	2021/22 Q1 Performance	Short Term DOT against Q4 2020/21		Long Term DOT against Q1 2020/21	
% of providers judged to be Good or Outstanding by OFSTED	Higher is better	+/-6%	77.0%	77.8% (GREEN)	→	77.8%	→	77.8%
% of pupils attending a Good or Outstanding provider	Higher is better	+/-6%	85.0%	85.4% (GREEN)	→	85.4%	→	85.4%
Permanent exclusion rate* (annual)	Lower is better	Not set	Not set	0.00% (2020/21 AY)	→	0.00% (2020/21 AY)	↑	0.02% (2019/20 AY)
Fixed term exclusion rate* (annual)	Lower is better	Not set	Not set	2.89% (2020/21 AY)	→	2.89% (2020/21 AY)	↑	3.64% (2019/20 AY)
One or more fixed term exclusion rate* (annual)	Lower is better	Not set	Not set	1.41% (2020/21 AY)	→	1.41% (2020/21 AY)	↑	2.38% (2019/20 AY)

\*2020/21 Academic Year figures are provisional and based on local data. Published data for this period will be available in Summer 2022.

## Quarter 1 Performance – Children’s Services

Indicator and Description	Value	Tolerance	2021/22 Annual Target	2021/22 Q1 Performance	Short Term DOT against Q4 2020/21		Long Term DOT against Q1 2020/21	
% 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*	Higher is better	+/-10%	65%	60% (AMBER)	↑	57.5%	↑	57.9%
% of looked after children who ceased to be looked after as a result of permanency (Adoption and Special Guardianship Order)	Higher is better	+/-10%	14%	11.5% (RED)	↑	10.8%	↑	3.6%
% of looked after children with 2+ changes of social worker in the last 12 months	Lower is better	+/-5%	15%	10.9% (GREEN)	↑	13.0%	↓	5.7%

*\*Also includes children who are placed for adoption and whose adoptive placement together with their previous placement last for at least 2 years*

## Highlights

The Academic Year 2019/20 saw 9 inspections in Havering schools between September 2019 and March 2020, before the first COVID-19 lockdown halted the schools inspection framework. All seven primary schools that were inspected retained their 'Good' outcomes and the two secondary academies inspected improved from 'Requires improvement' to 'Good'. This resulted in Havering's overall **percentage of providers judged to be Good or Outstanding by OFSTED** increasing by 2 percentage points, which is 5.2 percentage points above the national figure. Since then, Ofsted has only undertaken monitoring visits, resulting in percentages remaining unchanged.

The **rates of both fixed term and permanent exclusions** in Havering have remained well below the rates for England as a whole - both for primary and secondary phases - based on the latest available published data. There were four permanent exclusions from secondary schools in the academic year 2019/2020; however, due to the Inclusions Service working very closely with Havering head teachers, and following a new roll out of the Inclusions policy, there have been no permanent exclusions in Havering's primary or secondary schools for academic year 2020/2021.

Although there have been significant challenges with head teachers wishing to permanently exclude, the Inclusions policy has been designed with extra measures put in place to support schools to find alternatives to fixed term and permanent exclusions.



## Highlights (contd.)

The **percentage of looked after children with 2 or more changes of social worker in the last 12 months** is within target as at the end of the quarter. Since the start of the pandemic, Havering like many other LAs, has seen an increased turnover of social work staff, which particularly impacted on social worker changes for looked after children during the fourth quarter of 2020/21. There are still a number of vacant posts in the long term teams and staff recruitment and retention remains a high priority for the service in 2021/22. Actions that have been taken to date include a review of pay rates to ensure Havering remains competitive; faster turnaround times for interviews when locum CVs come in (due to the increasingly competitive market); further expansion of the 'grown your own' ASYE programme; and working with colleagues in Communications to explore how 'Choose Havering' could be used as an external branding for recruitment purposes.

The service has also launched a robust permanent recruitment campaign and over the longer term, there are plans to look more broadly at pay, terms and conditions and career progression for the social work workforce to ensure that Havering is presented as an employer of choice for the profession.

## Improvements Required

The **percentage 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** remained relatively stable throughout 2020/21 but was lower than in previous years and remains below the London average (currently 67%). We have seen an improvement during the first quarter of 2021/22, and performance is currently within the accepted tolerance level. A number of initiatives have been implemented over the last year with the aim of improving placement stability for looked after children. In addition to the systemic training offer that was developed for carers with adolescents, fortnightly placement stability meetings are taking place to consider all children and young people who are moving to their second placement. This is to identify individual triggers and patterns at an early stage and provide a robust approach to support, before challenges are experienced. A weekly 'high concern' discussion also takes place within ISS, with similar aims but discussing the most complex cases and how to best support these children and their carers. We have seen an increase during the first quarter of the year in the percentage of children who have had 3 or more placements in the last 12 months and an analysis of this cohort of children and young people will be undertaken to better understand this trend.

The **percentage of looked after children who ceased to be looked after as a result of permanency (Adoption and Special Guardianship Order)** is below target at the end of the first quarter, with 2 Adoption Orders and 1 Special Guardianship Order granted in April to June. The primary cause of delay in adoption orders throughout the Covid-19 pandemic has been delays in court processes and Adopt London East (ALE) continues to work with courts to progress and chase Adoption Order hearings. The number of children with a placement order for adoption has traditionally been small in Havering but increased from two in 2019/20, to seven in 2020/21. This will result in an increase in Adoption Orders following matching, placement and adoption court processes. Timescales for conversion from placement order to adoption vary according to complexity, so the impact of this upturn in adoption orders may not be felt until later in 2021/22 or into 2022/23.

## Improvements Required (contd.)

It is always difficult to project the number of SGOs that are likely to be made in any year, as this is heavily influenced by court outcomes and family engagement with the process. The ultimate aim of care proceedings is to secure permanency for children and the best option, if safe, is usually for return to the parent/s. However there are sometimes last minute changes in court to the order or outcome being sought and parallel plans to place children with other family members under an SGO are then pursued. The number of cases within the court arena generally reduced during Covid-19; however, the SGO team continues to work with private and public law cases to support permanency within the family.

# Any questions?

