



CHILDREN AND LEARNING OVERVIEW AND SCRUTINY SUB-COMMITTEE 29 March 2022

Subject Heading:	Quarter 3 performance information
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Policy context:	The report sets out Quarter 3 performance relevant to the Children and Learning Sub-Committee

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 3 (October to December 2021).

RECOMMENDATIONS

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

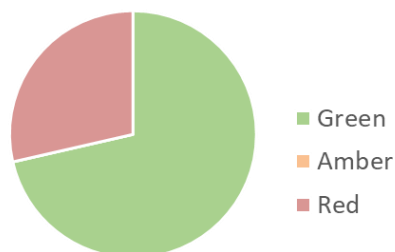
- notes the contents of the report and presentation and makes any recommendations as appropriate.

REPORT DETAIL

1. The report and attached presentation provide an overview of the Council's performance against the 13 performance indicators that have been selected for monitoring by the Children and Learning Overview and Scrutiny Sub-Committee in 2021/22. The presentation, attached at Appendix 1, highlights areas of strong performance and potential areas for improvement.

2. Tolerances around targets were agreed for 2021/22 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 2, 2021/22)
 - Long-term performance – with the same time the previous year (Quarter 3, 2020/21)
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. The report also shows the latest available benchmarking data (London and statistical neighbour averages), for context.
6. In total, 13 performance indicators have been selected for the sub-committee to monitor and all 13 are available for reporting this quarter. Seven indicators have also been assigned a RAG status.

Quarter 3 Indicator 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:

the percentage of Children in Care who ceased to be looked after as a result of permanency (Adoption and Special Guardianship Order); and

the percentage of Children in Care with 2+ changes of social worker in the last 12 months

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

ENVIRONMENTAL AND CLIMATE CHANGE IMPLICATIONS AND RISKS

The Council is committed to the principles of sustainability and efficiency at the heart of our decision making. The Council supports the development of sustainable communities and services which will promote positive economic and welfare benefits for Havering residents, businesses and visitors.

There are not considered to be any negative climate change implications arising from the performance indicators included in this report.

BACKGROUND PAPERS

Appendix 1: Quarter 3 Children and Learning Performance Presentation 2021/22.