



Haverling

LONDON BOROUGH

Quarter 3 Performance Report 2021/22

Children and Learning O&S Sub-Committee

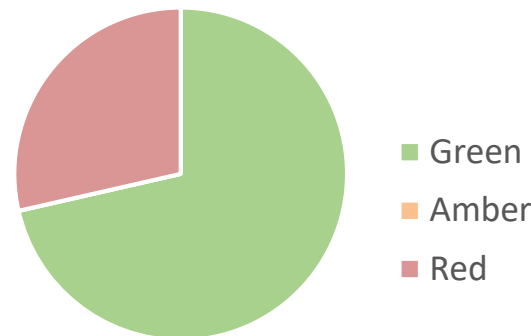
About the Children and Learning O&S Sub-Committee Performance Report

- 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 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**

Quarter 3 Performance – Primary Education

Indicator and Description	Value	Tolerance	2021/22 Annual Target	2021/22 Q3 Performance	Short Term DOT against Q2 2021/22	Long Term DOT against Q3 2020/21	Latest available London Average	Latest available Statistical Neighbour Average	
% of providers judged to be Good or Outstanding by OFSTED	Higher is better	+/-4%	96.0%	96.6% (GREEN)	→	96.6%	↓ 96.7%	94.3%	87.8%
% of pupils attending a Good or Outstanding provider	Higher is better	+/-4%	97.0%	97.5% (GREEN)	↑	97.4%	↑ 97.3%	94.2%	88.2%
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)	0.00% (2019/20 AY)	0.01% (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)	0.56% (2019/20 AY)	0.90% (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)	0.33% (2019/20 AY)	0.47% (2019/20 AY)

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

Quarter 3 Performance – Secondary Education

Indicator and Description	Value	Tolerance	2021/22 Annual Target	2021/22 Q3 Performance	Short Term DOT against Q22021/22		Long Term DOT against Q3 2020/21		Latest available London Average	Latest available Statistical Neighbour Average
% of providers judged to be Good or Outstanding by OFSTED	Higher is better	+/-6%	77.0%	77.8% (GREEN)	→	77.8%	→	77.8%	77.7%	71.3%
% of pupils attending a Good or Outstanding provider	Higher is better	+/-6%	85.0%	86.7% (GREEN)	↑	85.4%	↑	85.4%	81.4%	74.0%
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)	0.09% (2019/20 AY)	0.11% (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)	5.28% (2019/20 AY)	6.75% (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)	3.45% (2019/20 AY)	3.46% (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 3 Performance – Children’s Services

Indicator and Description	Value	Tolerance	2021/22 Annual Target	2021/22 Q3 Performance	Short Term DOT against Q2 2021/22	Long Term DOT against Q3 2020/21	Latest available London Average	Latest available Statistical Neighbour Average
% of Children in Care 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%	66.7% (GREEN)	↑ 65.2%	↑ 58.7%	69%	63%
% of Children in Care who ceased to be looked after as a result of permanency (Adoption and Special Guardianship Order)	Higher is better	+/-10%	14%	11.4% (RED)	↑ 10.2%	↑ 8.6%	13%	20%
% of Children in Care with 2+ changes of social worker in the last 12 months	Lower is better	+/-5%	15%	35.1% (RED)	↓ 22.4%	↓ 13.8%	N/A	31%

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

Highlights

With the resumption of Ofsted visits in the Academic Year 2021/22, the 3rd quarter saw 7 inspections of Havering schools in the Autumn term. All five primary schools that were inspected retained their 'Good' outcomes, two of which were their first as academies. The two secondary academies inspected also retained their 'Good' outcome. Havering's **overall percentage of providers judged to be Good or Outstanding by OFSTED** (both phases) is therefore unchanged at 93.1%, which is 4.5 percentage points above the national figure. The **percentage of pupils attending a Good or Outstanding provider** also remains above target for both phases, and better than the London and Statistical Neighbour averages.

The rates of both **fixed term and permanent exclusions** in Havering have remained well below the rates for England as a whole and better than London and statistical neighbours - 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 were no permanent exclusions in Havering's primary or secondary schools in the academic year 2020/2021.

Although schools have experienced significant challenges following school closures during COVID-19, head teachers have continued to work closely with the Inclusions Team to avoid exclusions where possible. As reported previously, the Inclusions policy has enabled close working relationships between the LA and schools where alternatives to fixed term and permanent exclusions have been developed and implemented. This has resulted in 100% of permanent exclusions being subsequently withdrawn by schools at the time of writing.

Highlights (contd.)

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** has improved in the third quarter of the year to 66.7%, which is slightly better than the average performance for our statistical neighbours (based on 2020/21 data) but lower than the latest available London average. Performance is 8 percentage points higher than at the same time last year.

The proportion of children in care experiencing 3 or more placements within a 12 month period (not reported here but another key measure of placement stability) remains higher in Havering than the rest of London. Deep dives into casework for older children within this cohort were undertaken during the quarter to identify causes, themes and areas for improvement to increase placement stability. Informed by this, steps are being taken to address issues of matching, and support for placement stability, including sufficiency and process. A new Placement Referral Form (PRF) went live in December 2021 and a workshop to be run by the Head of Service for ISS in March will now focus on the quality of completed forms, with the aim of better matching for children, resulting in increased placement stability. A further audit is also planned for the younger cohort of children who have experienced frequent placement moves to better understand their experiences and identify themes and areas for improvement. Other actions reported previously also remain in place, including fortnightly placement stability meetings and a weekly 'high concern' meeting where the most complex cases are discussed and reviewed.

Improvements Required

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 third quarter and lower than both comparator groups (London and statistical neighbours). There has been an improvement in the percentage of children ceasing to be looked after who were *adopted* when compared with the same point last year, and performance is now within the target tolerance level. This trend looks likely to continue into 2022 as we see more children in family finding or early monitoring, which is counter to the downward trend being seen nationally. A recent review has highlighted the need for further improvement in practice and a joint ALE / Havering working group is being established. Separately, an East London Court working group aims to improve timescales, especially in early court decisions about relinquished children (called part 19 hearings) and in adoption hearings.

Havering is currently supporting 155 children post-Special Guardianship Order and there have been 4 Special Guardianship Orders granted so far this period. Due to court delays during the periods of lockdown, some care proceedings have been extended and not concluded in the timeframe expected or hoped for children. However as court cases are now progressing, we anticipate an increase in this number during 2022. Annual financial reviews are undertaken of all SGO arrangements in conjunction with a light touch review of the plan. There have been no SGO disruptions this financial year.

Improvements Required (contd.)

As reported at the last meeting, we have seen a significant turnover of Social Work staff over the Summer and Autumn period which impacted on the **percentage of Children in Care with 2+ changes of social worker in the last 12 months.** 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 children in care during the fourth quarter of 2020/21 and throughout this year. Where possible, children in care are allocated to permanent social workers to prevent changes. However, there are still a number of vacant posts in the long term teams covered by agency, and staff recruitment and retention remains a high priority for the service. There are now weekly meetings with the Director of Children's Services and Assistant Director in attendance.

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 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. Adverts were placed in December through to February for most of the social work posts covered by agency workers, which will further impact on social worker changes as we recruit to a more permanent and stable workforce.

Any questions?

