

Opportunities

Outcomes



Executive Summary

























A new plan has been agreed, “Delivering Educational Excellence”, to continue the recent and much needed improvements in educational attainment. Working with our Strategic Partners in Hampshire County Council excellent progress is being made although there is still much left to do.

The council has great ambition for schools on the Isle of Wight and is well on the way to a position where all schools whether primary or secondary will have a rating from Ofsted of “Good” or better. The vast majority of recent Ofsted inspections in recent times have been positive and where they have not the council has taken immediate steps to address any issues raised and to quickly solve them to maintain the upward curve of progress within our schools.

It is critically important that all island children are given the best start in life; that they are not only educated well, but that they are safe, protected and supported to achieve the very best for themselves in adulthood. An Ofsted inspection of children’s safeguarding in August 2017 identified significant improvements in this service. There are still areas for improvement and there continues to be highly focused action to address this.

Long Term Success Factors

We will assess our long term achievements over 3 and 10 years against the following measures

<p>Reduce the proportion of children living in poverty (All under 20)</p>	<ul style="list-style-type: none"> ▪ Baseline: 2014  20.7% ▪ Three-year target: March 2020  19%  ▪ Ten-year target: March 2027  16%  ▪ Actual : Q4 2017/18  19.2%
<p>Number of children looked after (per 10,000 children ≤ 18 years old)</p>	<ul style="list-style-type: none"> ▪ Baseline: 2017  88.6 ▪ Three-year target: March 2020  80  ▪ Ten-year target: March 2027  70  ▪ Actual: Q4 2017/18  89.8
<p>Reduce the percentage of 16 to 18 years old Not in Education, Employment of Training (NEET)</p>	<ul style="list-style-type: none"> ▪ Baseline: 2015  2.8% ▪ Three-year target: March 2020  2%  ▪ Ten-year target: March 2027  1%  ▪ Actual: Q4 2017/18  1.6%
<p>Proportion of the working age population qualified at NVQ level 2 or higher</p>	<ul style="list-style-type: none"> ▪ Baseline: 2016  73.8% ▪ Three-year target: March 2020  75%  ▪ Ten-year target: March 2027  80%  ▪ Actual: Q4 2017/18  74.1%

<p>Average attainment 8 measure at year 11 when compared to comparator authorities</p>	<ul style="list-style-type: none"> ▪ Baseline: 2015/16 44% ▪ Three-year target: March 2020 ** 46% ▪ Ten-year target: March 2027 54% ▪ Actual: 2016/17 40% <p>** Target currently based on 2016-17 average for all England state schools</p>
<p>Percentage of schools graded good or better in most recent inspection</p>	<ul style="list-style-type: none"> ▪ Baseline: 2017 69% ▪ Three-year target: March 2020 90% ▪ Ten-year target: March 2027 100% ▪ Actual: Q4 2017/18 80% <p>39 out of 49 schools with a current grading are rated Good or Outstanding.</p>

Key Activities

Consider and implement arrangements for the long term strategic management of children's services

The final details to the agreement with Hampshire County Council are being made but essentially the action is complete. The performance of the arrangement will be monitored closely.

Work with and challenge schools' performance to ensure that all are good or outstanding

Annual visits to all maintained schools have now been concluded. These visits have focussed on identifying the risks to schools remaining good/steps to outstanding/steps to secure good. As a result of these visits, schools have been prioritised for support and support packages agreed. The Key Stage 2 (KS2) maths project, funded through the successful bid to the Strategic School Improvement Fund, has been rolled out across 20 primary schools on the Isle of Wight and will run for the next financial year, with the intention to improve performance in mathematics in 2019 at KS2. A bid to improve Key Stage 4 performance has now been submitted to the Strategic School Improvement Fund (SSIF).

Consider the options, including the benefits and risks in altering the current arrangements for school term times, following a wide ranging consultation exercise with all stakeholders; any identified changes to be implemented no earlier than the 2019/20 academic year

The consultation process progressed to the decision making process. The report went to scrutiny committee before being approved by the council's cabinet. The main change was to create a two week October half term holiday and reduce summer to a five week holiday. This was supported by the consultation responses.

<https://www.iwight.com/Meetings/committees/cabinet/8-3-18/PAPER%20D.pdf>

Support schools and the education system in adapting to changes in the National Funding Formula

Discussions have been held at an individual school level to support budget setting, where appropriate. The next step is to review the situation for each school following school budget setting to identify schools which are still of concern and those that might be if they do not take action quickly. These schools will receive follow up visits from officers in line with the affordable schools strategy.

Maintain focus on children's safeguarding practice to ensure a high quality of service with effective systems to protect children and keep them safe

In quarter four 3377 contacts were received by CRT/MASH (Multi Agency Safeguarding Hub), of these 16.1 per cent progressed to a Child in Need referral (Child and Family Assessment or Section 47 investigation). This is in line with previous quarters and demonstrates consistent thresholds being maintained at CRT/MASH.

The number of children subject to child protection planning at the end of quarter four was 196 which is a slight increase on the previous quarter. Timeliness of Initial Child Protection Conferences (ICPCs) has been maintained at good performance with 96 per cent held within 15 days of the strategy meeting. The percentage of cases of children subject to child protection planning for a second or subsequent time within two years was 9.1 per cent in quarter four. Neglect continues to be the main category for child protection planning at 58 per cent. During quarter four, 98 per cent of review child protection conferences were held within timescales. Average caseload numbers across the service continue to be stable. The trajectory is for average caseloads to continue to be 24 or below. This allows for effective interventions and support to be delivered to families.

The Child Assessment and Safeguarding Team (CAST) approach has been implemented in this quarter, and whilst initially having an impact on the timeliness of assessments being authorised is demonstrating improvements in the quality of case management. Feedback from families and partner agencies at this early stage is positive and starting

to have an impact on caseloads.

The rate per 10,000 of children in care has remained above that of statistical neighbours in quarter four. Currently there are 229 children in care. This remains a significant pressure on the service. The majority of children continue to be placed with Isle of Wight foster carers. 5.9 per cent of looked after children (12 children) were reported missing in the quarter. A robust process is in place in terms of high risk strategy meetings and return interviews for children who go missing. A sexual exploitation risk assessment (SERAF) is in place and medium/high risk cases are taken to the multi-agency risk assessment conference to ensure that information is shared and effective collaborative plans are in place. A new recruitment strategy for adoption and fostering has been developed in quarter four and presented to the Corporate Parenting Board. A new marketing officer has been recruited to the fostering and adoption service and will support the implementation of the strategy. The target is to recruit an additional 12 foster carer households in 2018-19.

In quarter four the adoption team received nine initially enquires and six registrations of interest. 11 households were in the assessment phase in quarter four and two adopters were approved.

97 care leavers are currently supported through the service. Quarter four saw a reduction in those in education employment or training (from 70 per cent to 61 per cent) and 94 per cent of care leavers were in suitable accommodation - significantly higher than statistical neighbour's performance. Two care leavers have recently been appointed to apprenticeship positions within children's services.

The workforce continues to be stable. The active recruitment and retention strategy and action plan continues to be effective in keeping vacancies to a minimum and the number of agency workers low. There are currently seven newly qualified social workers in the service. Agency workers, when used, are used judiciously to ensure caseloads remain manageable during periods of staff absence. The trajectory is for vacancies to remain low.

Work with partners and key stakeholders to deliver a youth conference to increase the council's connections to young people and promote local wellbeing opportunities

More than 120 students attended The Isle of Wight Council's Regeneration Youth Conference and provided an insight into the hopes and aspirations of young Islanders. The Young people were asked to redesign, redevelop or regenerate a key Island site, including Sandown seafront, Newport Harbour, Newport town centre and Ryde Esplanade.

There was also inspiring speeches about Island life and sustainability given by the Ellen MacArthur Foundation, UKSA and youth MP Joe Davies, while Sandown company Artecology gave a presentation about how buildings and offices could be inspired by the natural world.

Several companies provided business leaders including Rob Kettleby of Windward Engineering, Rookley, and Mark Jackson of Cowes call centre firm Ascensos who took part in a question and answer session.

Architectural models and plans from the conference will be used to inspire conversations and new ideas as the regeneration team work on the key sites.

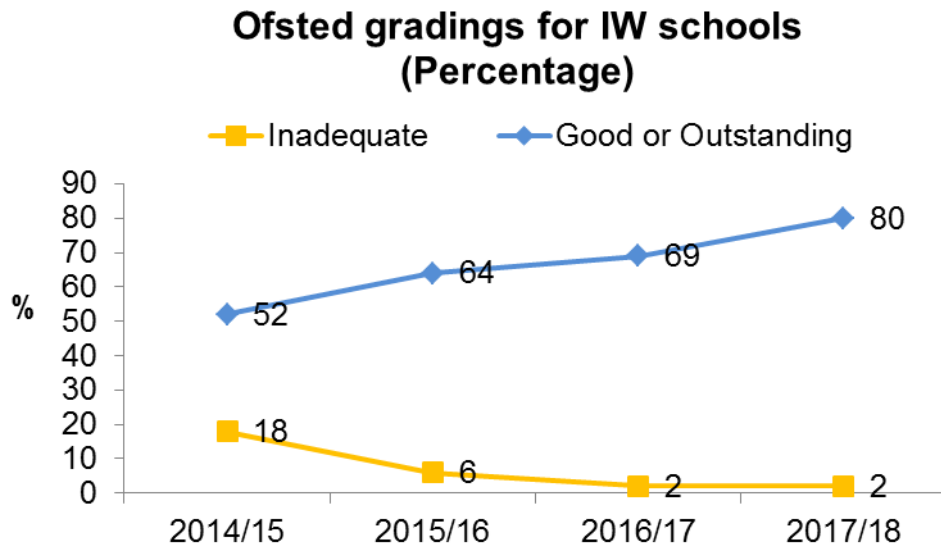
Work with businesses and training providers to develop a plan for increasing the number of apprenticeship placements and reduce the number of young people not in education, employment or training

The Isle of Wight Council Traineeship was launched in March 2018, with seven young people on programme, our trainees are studying at Isle of Wight College and starting placements with departments such as Wightcare, companies such as Carisbrooke Shipping and working with placements from the Access Fund such as Ventnor Winter Gardens. The Traineeship Programme alongside apprenticeships forms part of the Island Youth Investment Programme (IYIP) which is the council's commitment to 200 employment opportunities by 2020. Trainees were referred from IW College, Wheatsheaf Trust and through Island Futures NEET engagement team. Further traineeship

and apprenticeship opportunities have been created via our STEP programme, a European Social Fund project targeting those who are NEET or at risk of being so. Since the IYIP was launched, 15 young people have gone onto a Traineeship programme after signing up to STEP. Our next planned Traineeship cohort will be starting in September 2018 where we plan to link with more Isle of Wight Council departments to help them offer placements and support apprenticeship recruitment. We continue to work closely with Planning Policy to create employment and apprenticeship opportunities through the development of Employment & Skills plans attached to the council's planning, procurement and partnership activities.

Short Term Progress

Percentage schools graded as 'good' or outstanding in the most recent inspection (not including schools with no inspection score)

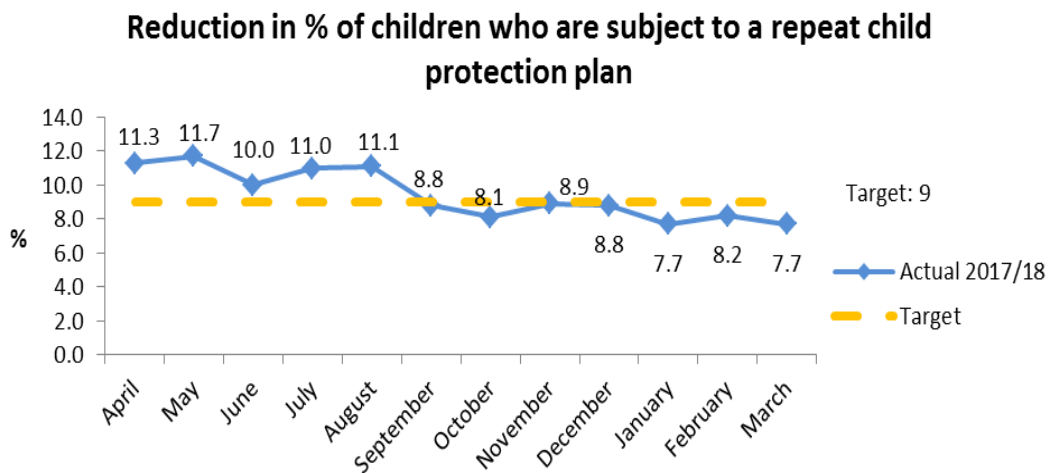


Six primary schools were inspected during the final quarter, with St Thomas of Canterbury Catholic Primary and Hayland's both improving from 'Requires Improvement' to 'Good'. Three primary schools (St Helen's, Chillerton and Rookley and The Bay) retained their 'Good' rating, however, Broadlea slipped from 'Good' to 'Requires Improvement'.

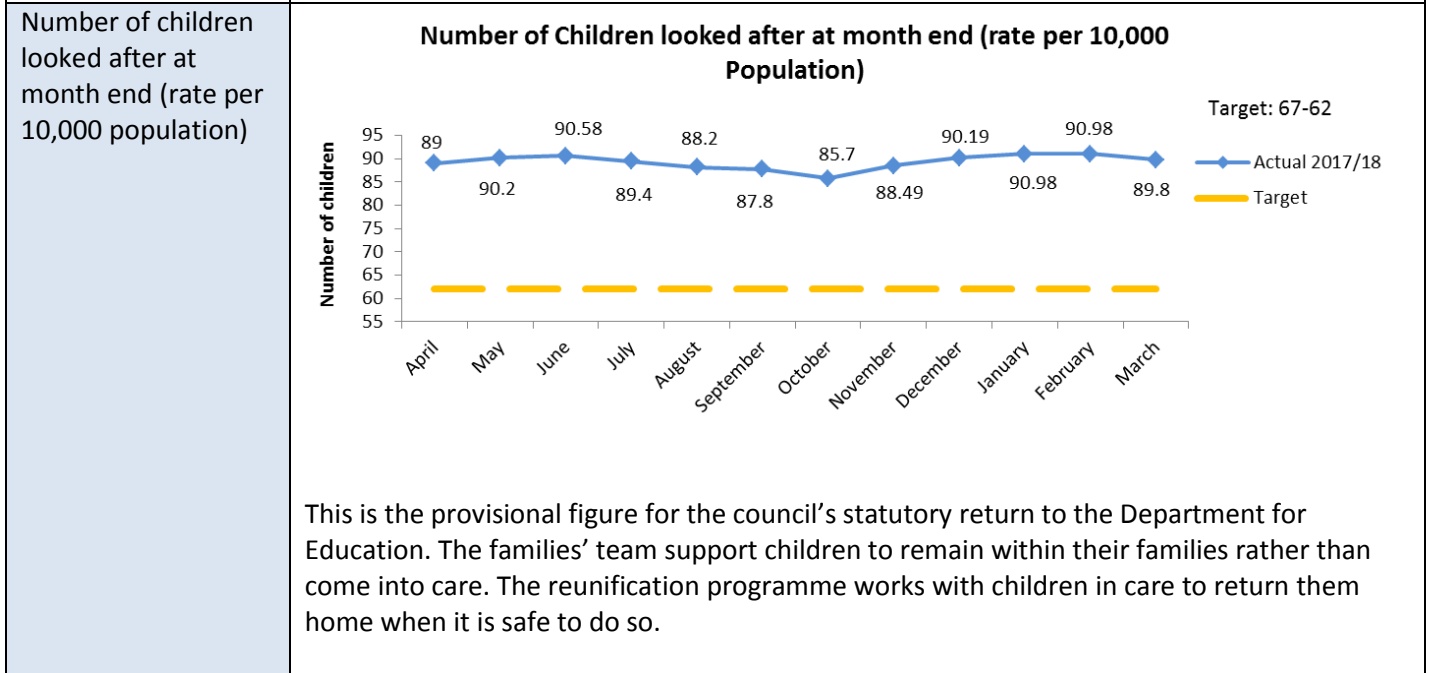
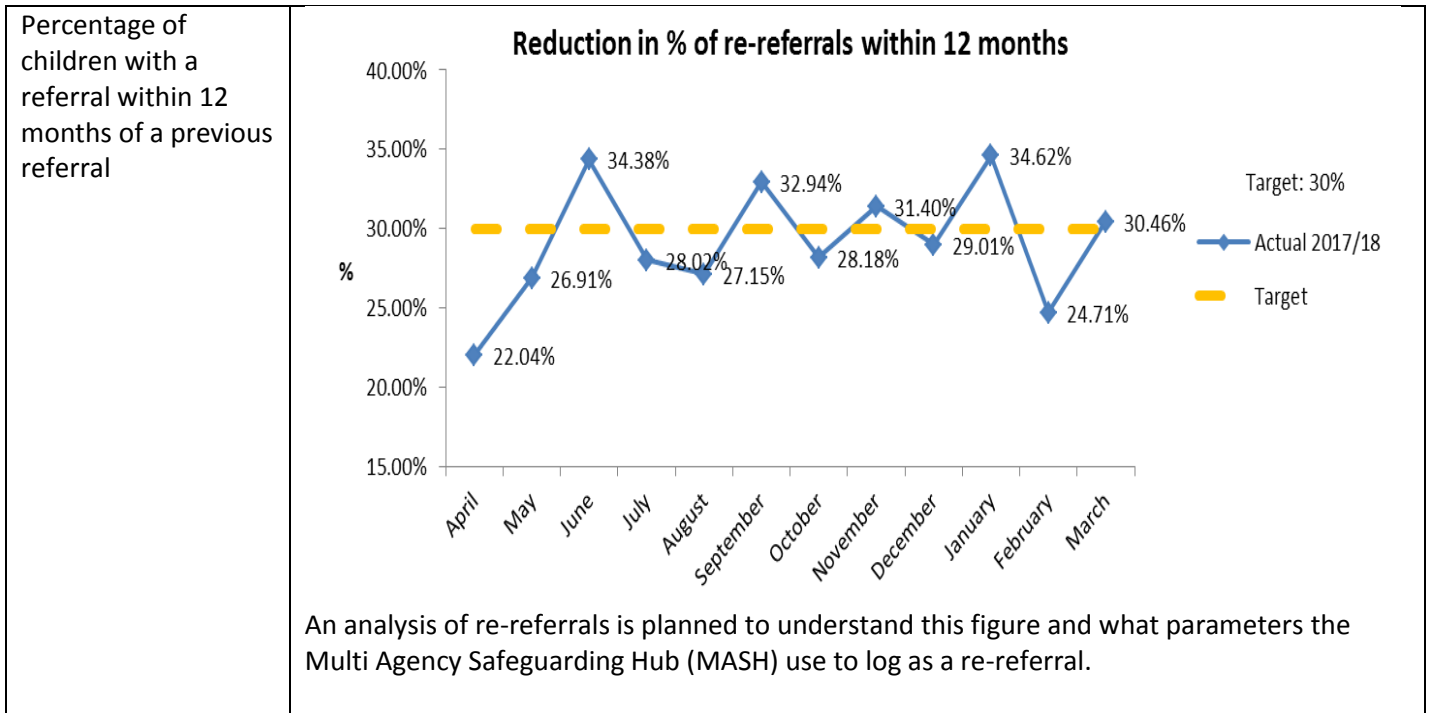
There were no secondary school inspections.

At the end of March, 32 out of 40 primary schools had a rating of either 'Good' or 'Outstanding' with St Francis Catholic and CE (Aided) Primary School yet to be inspected. Four out of eight secondary schools are rated as 'Good' with two requiring improvement, one rated as 'Inadequate' and one yet to be inspected.

Percentage of child protection plans which were a second or subsequent plan



This is the provisional figure for the council's statutory return to the Department for Education. An analysis of those children who became subject to a child protection plan for the second time (within two years) indicates that second plans are triggered by a different risk than the first.



Strategic Risks

Failure to Improve educational attainment	Inherent Score	16 RED
<p>This risk remains at the same level as in the previous quarter. The improvement in the number of schools being rated as “good” or better by Ofsted shows that excellent foundations are being put in place to drive continual improvement in attainment.</p> <p>A new Strategic Plan for School Improvement was presented to Cabinet on 14 September 2017. The plan sets out the key focus areas and associated actions to further improve the quality of education in Isle of Wight schools. The areas are as follows:</p> <ol style="list-style-type: none"> 1. Ensuring that all schools are good or better. (Ofsted ratings) 2. Building on improvements in standards. 3. Ensuring schools are good for all children. 4. Leading a cohesive system for children based on effective partnership working. <p>The results attained at the end of early years are strong, with the Isle of Wight outcomes now better than the national average on the good level of development measure. The latest data shows that the percentage of children achieving a good level of development is 71.2 per cent which is 0.5 per cent higher than the national figure.</p> <p>The final data sets for the end of primary education (Key Stage 2) are now available. Attainment in reading on the Island has increased from 64 per cent to 72 per cent which is now in line with the national average. Following work with schools on writing moderation 72 per cent of Isle of Wight pupils met the national standard compared with 76 per cent nationally. Mathematics remains the focus of attention. Although the proportion of pupils attaining the national standard in mathematics increased from 63 per cent to 69 per cent on the Island that is still well below the national average of 75 per cent The council has recently received approval from the Department for Education’s Strategic School Improvement Fund for £153,000 to work with schools to address this issue. This work is now underway.</p> <p>Significant changes have been made to GCSEs this year with marks for English and mathematics moving from the traditional A to G scale to a 1 to 9 scale with 9 being the absolute highest score available. Comparisons with previous grades in these subjects should not be made.</p> <p>The national data sets have just become available and a report was taken to the Policy and Scrutiny Committee for Children’s Services in March so that members could scrutinise the outcomes. The direction of travel shows an improvement compared to national comparisons but fundamentally standards still require much improvement. For example, in the ‘Basics’ a measure of students attaining a good GCSE in both English and mathematics the proportion of students attaining this standard has improved from 52 per cent to 55 per cent whereas nationally the improvement has been from 63 per cent to 64 per cent. Isle of Wight students are closing the gap towards national averages but the pace of</p>	2017 Assessed Score	9 AMBER
	Target Score	6 GREEN
	Current Score	9 AMBER

<p>improvement needs to be quickened. A bid is being developed with colleagues from within a 'teaching school' and the regional schools' commissioner to address this issue and will be submitted in April 2018.</p> <p>In post 16 the provisional outcomes show that Island students continue to outperform national averages in technical and vocational subjects. Outcomes at A level continue to be below national averages, particularly at the higher grades needed to access the Russell Group of universities. A report was prepared for the Policy and Scrutiny Committee for Childrens' Services in March with the final data so that members could scrutinise the outcomes.</p> <p>In addition to the above data the proportion of schools graded as a good or better by Ofsted continues to rise. From the inception of the partnership, this proportion has grown from 52 per cent in July 2014 to 80 per cent currently. The proportion of inadequate schools has reduced from 18 per cent to two per cent over the same period.</p>		
<p>Failure to identify and effectively manage situations where vulnerable children are subject to abuse</p> <p>This risk remains at the same level as in the previous quarter. Further embedding of the improvements that have been recognised by Ofsted will see this risk rating reduce</p> <p>Children's Services continues to make good progress against the required improvements as reported to Cabinet on 9 November. This has also been supported by an Ofsted pilot focused visit in the summer the outcome of which was strong which was also included in the report to Cabinet.</p> <p>Early help assessments are undertaken by multi-agency professionals, who contact the Children's Reception Team (CRT)/multi agency safeguarding hub (MASH) in the first instance to confirm thresholds are appropriate. The early help co-ordinators continue to support the development of assessments and plans. They scrutinise the thresholds around early help intervention and undertake monthly quality assurance audits-as well as participating in local safeguarding children's board (LSCB) multi-agency auditing.</p> <p>A new team structure has been implemented, removing the Referral and Assessment Team and developing 4 Children's Assessment and Safeguarding Team (CAST). Each team takes responsibility for intake for one week per month. Assessments are undertaken and if the decision is for the case to be subject to child in need planning or child protection planning then the same worker holds the case. This reduces transition points for families, and means that assessments are through and interventions can start at an earlier stage. The approach was piloted in HCC and the feedback has been very positive across families, partner agencies and with the workforce. Performance will be monitored across the CAST teams through the Performance Action Group.</p> <p>The last quarter has seen a slight reduction in timeliness of assessments within children's social care. This is partly attributed to the movement of staff (and cases) across teams whilst CAST was being implemented. Each team is aware of the importance of timely assessments and clear targets are in place.</p>	<p>Inherent Score</p>	<p>16 RED</p>
	<p>2017 Assessed Score</p>	<p>9 AMBER</p>
	<p>Target Score</p>	<p>5 GREEN</p>
	<p>Current Score</p>	<p>9 AMBER</p>

<p>Robust arrangements are in place to manage the step up and step down of cases between children’s social care and early help. This ensures smooth transitions and continuity for children and families. There are effective processes in place to minimise the re-escalation of cases into social care.</p> <p>Robust arrangements are in place to identify and safely manage all children and young people who are deemed to be at risk of child sexual exploitation (CSE), including those young people who are in residential care off Island. All social care teams have embedded the use of a risk assessment tool in relation to child sexual exploitation. This identifies high medium and low risk cases. Agencies meet once a month to review the plans in relation to these children and ensure information is shared and interventions co-ordinated, including action against perpetrators. The missing person protocol is now embedded within teams and with foster carers. Improvements have been made in relation to data performance in this area, allowing more accurate reporting and the ability to identify trends and patterns of behaviour. A multi-agency audit undertaken through the Isle of Wight Safeguarding Children’s Board (IOWSCB) in February demonstrated an improvement in partnership working in identifying risks regarding CSE and effective planning was in place in all cases audited. Areas for improvement have also been identified and this work is being progressed through the IOWSCB Performance and Quality Assurance Group</p> <p>Children are securing the right service at the right time and all of those assessed as children in need are receiving a service from social care. Performance reporting continues to evidence the consistency in threshold applied by MASH with the scrutiny of contacts and referrals. Peer inspections of CRT/MASH together with LSCB audits have confirmed the quality of threshold application.</p> <p>Senior managers apply a consistent threshold for making the decision to accommodate a child and no child or young person will be discharged from care unless it is safe and appropriate to do so. Robust management oversight is in place.</p> <p>Social work average caseloads continue to be manageable and this is scrutinised monthly through performance management meetings. Use of agency staff also remains low as a result of an ongoing and active recruitment process. Professional development opportunities are created within the service including secondments to assistant team manager positions, and from other directorates which is supporting interagency/partnership working.</p> <p>There is a Children’s Services recruitment and retention strategy in place. The service now has a full cohort of permanent team managers and service managers in place. Use of agency staff continues to remain low so far in 2018 and vacancy rates have been between four and six social workers. The use of market supplements targeted at social workers and team manager positions will need to be maintained.</p> <p>Performance in relation to children in need planning demonstrates that 95 per cent of all children eligible for a plan have one recorded on the system. There has been an incremental decrease in the number of children subject to child protection planning since 2014. All plans that are in place are monitored, with consideration for legal planning if required. The number of children subject to child protection planning has slightly increased over the last quarter and remains higher than statistical neighbours. Nonetheless these comparably high</p>		
---	--	--

<p>numbers of children subject to child protection plans creates pressure on the wider safeguarding system.</p> <p>A new quality assurance framework is being implemented across the service. This involves monthly case file auditing and practice observations, auditing of supervision files, and quarterly 'Windows into practice' weeks. The first of these took place in April and focused on looked after children. A new online survey, using snap survey software, is used to undertake case file audits-this makes reporting easier, the focus for auditing has moved from purely compliance to quality of plans and interventions. Other forms of quality assurance include; re-auditing cases, thematic audits, peer audits, workshops and peer inspections.</p> <p>The lessons from audit are routinely disseminated to the area director, service managers and team managers. This includes a quarterly high level report that is presented to Children's Services Senior Management Team and Performance Action Group.</p> <p>The Department for Education reviewed the progress made in Children's Services in July 2017 and that good progress had been noted. There was a strong sense of a supporting culture growing within the council that meant staff felt valued, supported by peers and managers and adequately challenged.</p> <p>Regular safeguarding leads meetings with partner agencies are embedded. These meetings address any barriers to effective practice. Following these meeting cases which would benefit from multi-agency reflective practice sessions are identified and workshops take place on a regular basis with lessons being fed back through to services via service managers.</p> <p>The Corporate Parenting Board is well attended with good representation from both councillors and looked after children from our Hearing Young People's Experiences (HYPE) Group. This group scrutinises performance in relation to looked after children and identifies where further improvements can be made.</p> <p>Quarterly performance reports are presented to the Children's Policy and Scrutiny Committee.</p>		
--	--	--