

# Opportunities

## Outcomes

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## Executive Summary

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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

Proportion of children living in poverty (All under 20) (percentage)	<table border="1" data-bbox="592 367 1211 517"> <tr> <td><b>Baseline: 2014</b></td> <td><b>20.7</b></td> </tr> <tr> <td><b>Three year target: March 2020</b></td> <td><b>19</b></td> </tr> <tr> <td><b>Ten year target: March 2027</b></td> <td><b>16</b></td> </tr> <tr> <td><b>Actual: Q1 2018/19</b></td> <td><b>19.2</b></td> </tr> </table> <p data-bbox="400 555 1474 694">Comment: This is a relatively high rate when compared to the South East. Research indicates that children living in areas of socio-economic deprivation are more likely to receive services from children's social care. This may explain the IW's higher rates of children in need, child protection and children in care compared to the England averages.</p>	<b>Baseline: 2014</b>	<b>20.7</b>	<b>Three year target: March 2020</b>	<b>19</b>	<b>Ten year target: March 2027</b>	<b>16</b>	<b>Actual: Q1 2018/19</b>	<b>19.2</b>		
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Number of children looked after (per 10,000 children ≤ 18 years old)	<table border="1" data-bbox="592 766 1211 954"> <tr> <td><b>Baseline: 2017</b></td> <td><b>88.6</b></td> </tr> <tr> <td><b>National figure: 2017</b></td> <td><b>62</b></td> </tr> <tr> <td><b>Three year target: March 2020</b></td> <td><b>80</b></td> </tr> <tr> <td><b>Ten year target: March 2027</b></td> <td><b>70</b></td> </tr> <tr> <td><b>Actual: Q1 2018/19</b></td> <td><b>91</b></td> </tr> </table>	<b>Baseline: 2017</b>	<b>88.6</b>	<b>National figure: 2017</b>	<b>62</b>	<b>Three year target: March 2020</b>	<b>80</b>	<b>Ten year target: March 2027</b>	<b>70</b>	<b>Actual: Q1 2018/19</b>	<b>91</b>
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Percentage of 16 to 18 years old Not in Education, Employment or Training (NEET)	<table border="1" data-bbox="592 1061 1211 1211"> <tr> <td><b>Baseline: 2015</b></td> <td><b>2.8</b></td> </tr> <tr> <td><b>Three year target: March 2020</b></td> <td><b>2</b></td> </tr> <tr> <td><b>Ten year target: March 2027</b></td> <td><b>1</b></td> </tr> <tr> <td><b>Actual: Q1 2018/19</b></td> <td><b>1.6</b></td> </tr> </table>	<b>Baseline: 2015</b>	<b>2.8</b>	<b>Three year target: March 2020</b>	<b>2</b>	<b>Ten year target: March 2027</b>	<b>1</b>	<b>Actual: Q1 2018/19</b>	<b>1.6</b>		
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Percentage of the working age population qualified at NVQ level 2 or higher	<table border="1" data-bbox="592 1319 1211 1469"> <tr> <td><b>Baseline: 2016</b></td> <td><b>73.8</b></td> </tr> <tr> <td><b>Three year target: March 2020</b></td> <td><b>75</b></td> </tr> <tr> <td><b>Ten year target: March 2027</b></td> <td><b>80</b></td> </tr> <tr> <td><b>Actual: Q1 2018/19</b></td> <td><b>74.1</b></td> </tr> </table> <p data-bbox="400 1507 1461 1574">Comment: Figure is for January to December 2017. This compares with 78.6% across the SE and 85.4 in Great Britain.</p>	<b>Baseline: 2016</b>	<b>73.8</b>	<b>Three year target: March 2020</b>	<b>75</b>	<b>Ten year target: March 2027</b>	<b>80</b>	<b>Actual: Q1 2018/19</b>	<b>74.1</b>		
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Average attainment 8 measure at year 11 when compared to comparator authorities	<table border="1" data-bbox="592 1650 1217 1800"> <tr> <td><b>Baseline: 2016</b></td> <td><b>44%</b></td> </tr> <tr> <td><b>Three year target: March 2020</b></td> <td><b>46%**</b></td> </tr> <tr> <td><b>Ten year target: March 2027</b></td> <td><b>54%</b></td> </tr> <tr> <td><b>Actual: 2016/17 academic year</b></td> <td><b>40%</b></td> </tr> </table> <p data-bbox="400 1839 1390 1906">Comment: **3 year target based on 2016/17 average for all England state schools. 2017/18 academic year results not yet available.</p>	<b>Baseline: 2016</b>	<b>44%</b>	<b>Three year target: March 2020</b>	<b>46%**</b>	<b>Ten year target: March 2027</b>	<b>54%</b>	<b>Actual: 2016/17 academic year</b>	<b>40%</b>		
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Percentage of schools graded good or better in most recent inspection	<b>Baseline: 2017</b>		<b>69</b>
	<b>Three year target: March 2020</b>		<b>90</b>
	<b>Ten year target: March 2027</b>		<b>100</b>
	<b>Actual: Q1 2018/19</b>		<b>76.5</b>
	Comment: Brighstone CE Primary School and the IW Studio School were inspected in Q1 and were given "Requires Improvement" ratings.		

## Key Activities

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

*The direction to work with Hampshire County Council (HCC) has been lifted by the Department for Education. A last amendment to the agreement with HCC is being finalised by legal teams; both parties are already working to the agreement.*

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

*Following the annual visits in the autumn term 2017, support packages were negotiated with all schools causing concern because of low attainment. A professional development programme was offered to schools with low attainment in phonics which has impacted positively. The primary mathematics project commenced in April 2018 and is designed to impact on the 2019 outcomes. Both initiatives are subject to reports to the Policy and Scrutiny Committee for Children's Services in September. 2018 outcomes will be available by school during the autumn term 2018 and intervention packages will be reviewed and amended in the light of fresh data.*

### 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 the summer holiday to five weeks. 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

*Children's Services Departmental Management Team has reviewed all the submitted budget plans with advice from the finance team. Action has been agreed in relation to all schools where the budget setting has raised concern. The Director of Children's Services has written to any schools causing concern and those schools are receiving 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 1, 3,325 contacts were received by CRT/MASH (Children's Reception Team/Multi Agency Safeguarding Hub). Of these, 33.8 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 1 was 191. This is in line with the trajectory of gradually reducing child protection cases, demonstrating that cases are being effectively managed within early help and child in need planning. Timeliness of Initial Child Protection Conferences (ICPCs) has been maintained at good performance with 85.5 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 10.0 per cent in Quarter 1. Neglect continues to be the main category for child protection planning at 56.8 per cent at the end of Quarter 1. 97.5 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 further embedded during this quarter. Improvements are being made in timeliness of assessments, ensuring that cases are managed at the appropriate level. Feedback from partner agencies is positive in respect of improved communication due to a reduction in transition of cases.*

*At the end of Quarter 1 there were 232 children in care. This remains a significant pressure on the service, although it is important to note that this number has remained relatively stable over the past 12 months. The majority of children continue to be placed with Isle of Wight foster carers. Three per cent of looked after children (seven children) were reported missing in the month of June, however this does also include Absent and Away from Placement Without Authorisation. 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.*

*In Quarter 1 the adoption team received five initial enquires and three registrations of interest. Five households were in the assessment phase in Quarter 1 and four adopters (two households) were approved.*

*124 care leavers are currently supported through the service. Quarter 1 saw a reduction in those in education employment or training (56.6 per cent). Action plans are being scrutinised for each NEET case to see what other support can be provided. The two care leavers who have been appointed to apprenticeship positions within the council have commenced employment and are thriving.*

*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. Agency workers, when used, are used judiciously to ensure caseloads remain manageable during periods of staff absence. A Graduate Entry Trainee (GETs) scheme for Social Workers is being launched in Quarter 2. 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**

*Following on from the Islands Regeneration Conference for Young People that was attended by over 120 people, work has continued to highlight the activity being undertaken across the island's regeneration. This includes the Annual Regeneration Conference in July where the Council launched its new 'Regeneration Strategy 2018-30', which included a Regeneration Summer Exhibition displaying the ideas and visions for the island which have been put together by young people, including students from Portsmouth School of Architecture and proposals created by young people who attended the Youth Conference. Due to the success of the event and follow up work, a task and finish group is planning further activities to gather the views of young people relating to the future growth of the island, with early plans for another conference event in 2019.*

**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 (NEET)**

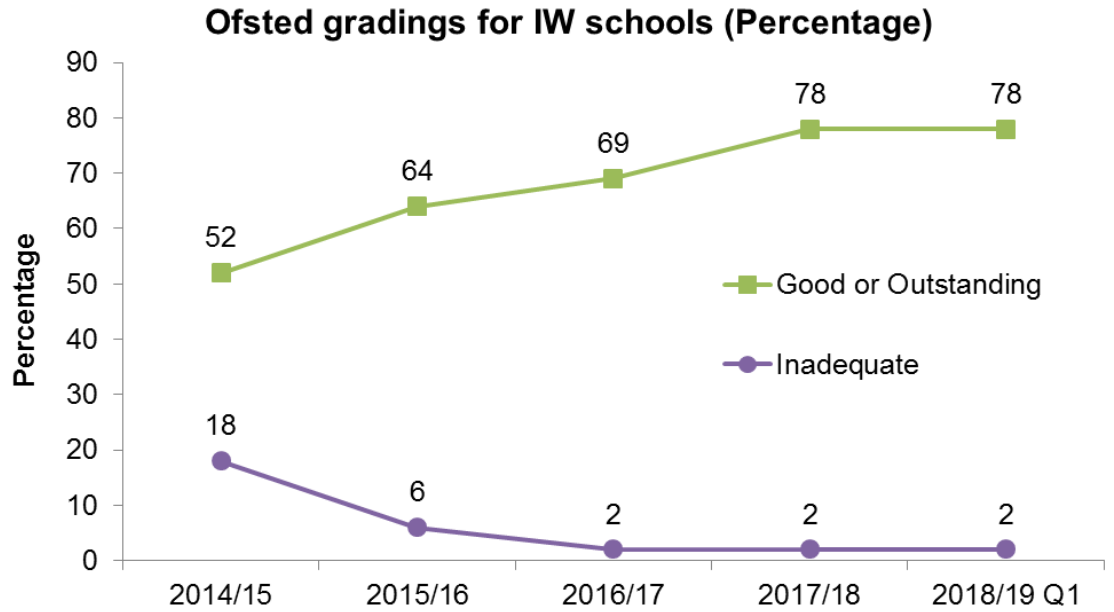
*The Traineeship Programme is part of the Island Youth Investment Programme (IYIP) which is the council's commitment to 200 employment opportunities by 2020. Since the launch of the IYIP in April 2017, the Island Futures team has supported 25 NEET young people into traineeships, making use of the European Social Fund (ESF) STEP funding secured in partnership with Hampshire County Council. In this reporting period a cohort of seven Trainees, all placed at IW Council teams or via IW Council Contracts e.g. Access Fund with Visit Isle of Wight (VIOW), are now coming to the end of their programme and planning their next steps into a job or an apprenticeship.*

*The ESF contract has been awarded additional funding to extend the project through to March 2019, focussing on NEET (Not in Employment, Education or Training) or RONI (Risk of NEET) young people aged 15-24. Focus is now on recruitment for our next Traineeship Programme which will start in September 2018, continuing to source new and interesting placement opportunities for young people both internally and externally. With the Apprenticeship Levy high on the council's agenda we have highlighted how Traineeships are a great stepping stone and give the opportunity for departments to 'try before they buy'.*

*Apprenticeship opportunities for young people are part of the council's Apprenticeship Levy programme. Data on council apprenticeships offered to young people in 2017 is being confirmed with HR and workforce development teams, and will be reported at Quarter 2. Island Futures continues 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

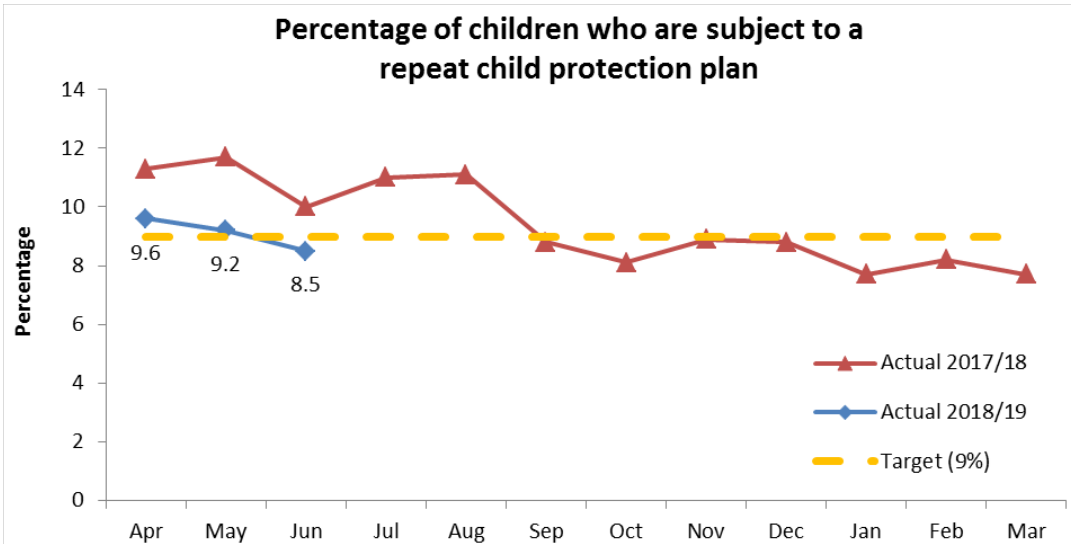
Percentage of schools graded as 'good' or outstanding in the most recent inspection (not including schools with no inspection score)



Brighstone CE Primary School was rated as "Requires Improvement" and St Helens primary was rated as "Good".

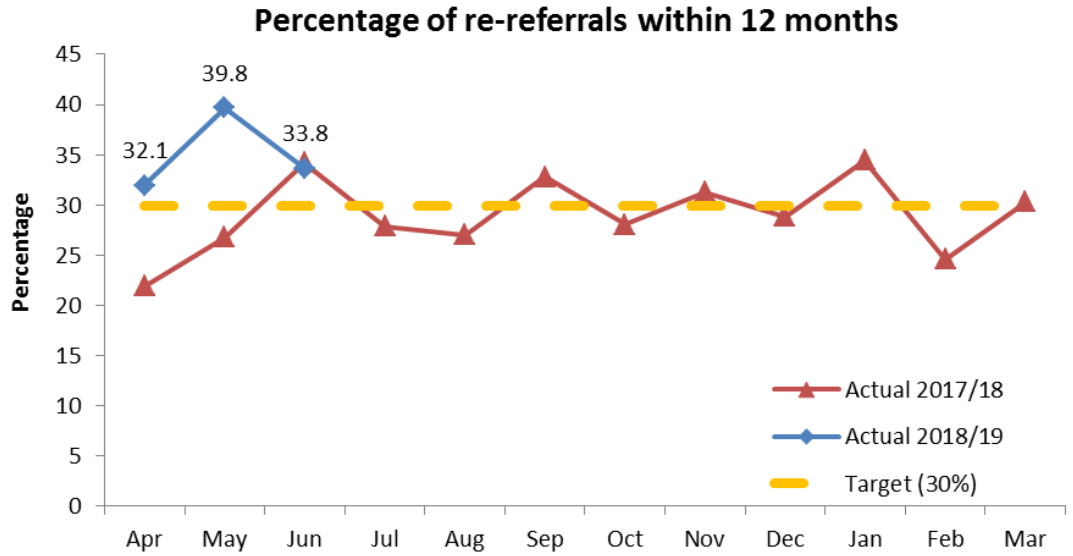
The IW Studio received its first Ofsted inspection during the quarter and was rated as "Requires Improvement". Sandown Bay Academy is the only school on the IW currently rated as "inadequate" but will be closing in August when it will be formally handed over by Academies Enterprise Trust (AET) to become part of The Bay Church of England School which will be an extension of The Bay CE Primary School.

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



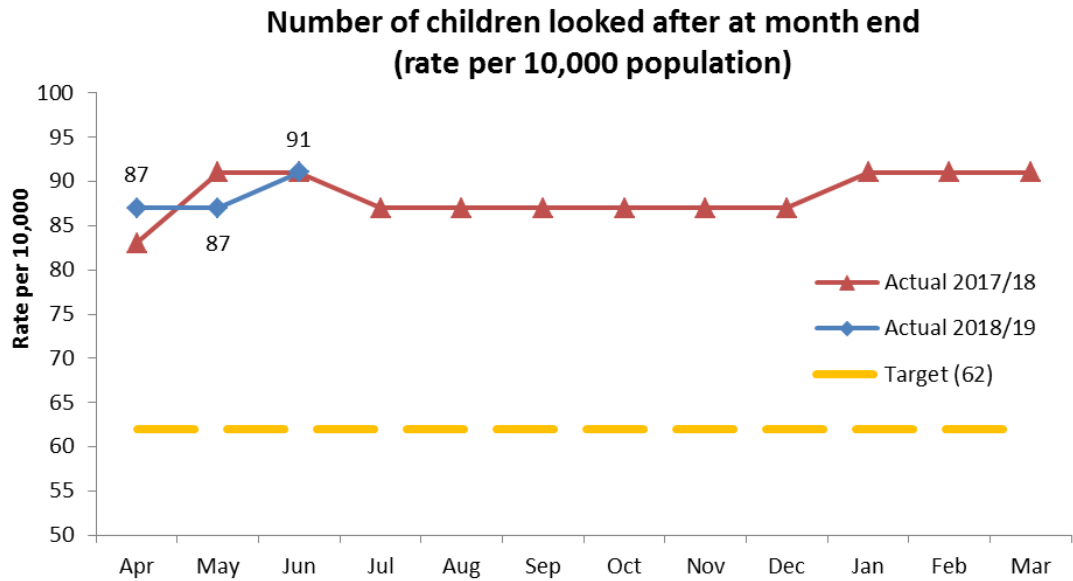
This demonstrates good performance. An analysis of repeats indicates second plans are triggered by a different risk than the first. Performance shows an improvement when compared to figures from the same period last year.

Percentage of children with a referral within 12 months of a previous referral



The reasons for re-referrals are associated with a combination of adult mental health, substance misuse and domestic abuse. Schools make the most referrals. Further analysis is underway to determine if certain schools re-refer the most in order to target safeguarding training.

Number of children looked after at month end (rate per 10,000 population)



The families' team support children to remain within their families rather than come into care. The reunification programme works with children in care to return them home when it is safe to do so.



## Strategic Risks

<b>Strategic Risks</b>		
<p><b>Failure to Improve educational attainment</b></p> <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"> <li>1. Ensuring that all schools are good or better. (Ofsted ratings)</li> <li>2. Building on improvements in standards.</li> <li>3. Ensuring schools are good for all children.</li> <li>4. Leading a cohesive system for children based on effective partnership working.</li> </ol> <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>	Inherent Score	16 RED
	2017 Assessed Score	9 AMBER
	Target Score	6 GREEN
	<b>Current Score</b>	<b>9 AMBER</b>



<p>improvement needs to be quickened. A bid to the Strategic School Improvement Fund has been developed with colleagues from within a teaching school and the regional schools' commissioner to address this issue and was submitted in April 2018. We are now awaiting the outcome of this bid.</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 Children's 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><b>Failure to identify and effectively manage situations where vulnerable children are subject to abuse</b></p> <p>This risk remains at the same level as in the previous quarter.</p> <p>Children's Services continues to make good progress against the required improvements as reported to policy and scrutiny committee for children's services on Thursday, 7 June 2018.</p> <p><a href="#">Report to Scrutiny</a></p> <p>This has also been supported by an Ofsted pilot focused visit and a peer inspection by Hampshire in 2017. The outcomes of which were positive and included in the report to Cabinet.</p> <p>The annual self-evaluation has been completed and the annual conversation between the Director of Children's Services and Ofsted took place in March 2018. An inspection under the new Ofsted ILACS (Inspecting Local Authority Children's Services) framework will take place this year. The data, documents and evidence that Ofsted requires when the inspection is initiated has been collated in preparation.</p> <p>The Isle of Wight takes back the hosting of our Integrated Children's Services (ICS) IT system in July 2018 and a procurement exercise in parallel with Hampshire is due to start in July to purchase a new ICS. Associated with this is Children's Social care plans to digitalise how it works providing social workers with mobile devices so they can spend more time with families providing direct interventions that safeguards children and promotes their well-being.</p> <p>Early help assessments continue to be 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>	Inherent Score	16 RED
	2017 Assessed Score	9 AMBER
	Target Score	5 GREEN
	<b>Current Score</b>	<b>9 AMBER</b>

<p>A new team structure has been implemented, removing the Referral and Assessment Team and developing four Children's Assessment and Safeguarding Teams (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 thorough and interventions can start at an earlier stage. The approach was piloted in Hampshire and the feedback has been very positive across families, partner agencies and with the workforce. Performance is monitored across the CAST teams through the Performance Action Group (PAG).</p> <p>Quarter 4 assessment timeliness was 89.4 per cent compared to 82.4 per cent in Quarter 3. Each team is aware of the importance of timely assessments and clear targets are in place and performance is managed through Performance Action Group (PAG) and by Hampshire at the county PAG.</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.</p> <p>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>The Family Intervention Teams (FITs) continue to support families enhancing the delivery of child in need and child protection plans. These teams are comprised of adult substance misuse workers and adult mental health workers. The Isle of Wight is working with Public Health to bid for government funding to develop this type of working further.</p>		
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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.

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.

Performance in relation to children in need planning demonstrates that 97 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 rate per 10,000 of children subject to child protection planning, children in need and children looked after remains higher than statistical neighbours. This is likely to be because of a number of factors both structural (child poverty levels) and cultural (an historic legacy of inadequate services). Nonetheless these comparably high rates continue to exert pressure on the wider safeguarding system.

A new quality assurance framework has been 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. The second week took place in June and focused on children in the public law outline process. A new online survey, using snap survey software, is used to undertake case file audits. The focus for auditing has moved from purely monitoring compliance to understanding the quality of social work practice through feedback, plans and interventions and outcomes for children. Other forms of quality assurance include: re-auditing cases, thematic audits, peer audits, workshops and peer inspections.

The lessons from audit are routinely disseminated to all levels of management. This includes a quarterly high level report that is presented to Children's Services Senior Management Team and Performance Action Group. A monthly dip sample of audits is undertaken to determine if the actions identified have been implemented. The learning and actions from audits are incorporated into the Quality Improvement Plan to inform improvements in social work practice. Multi-agency reflective case discussions are held regularly to learn from practice and to also inform improvements.

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 care leavers and identifies where further improvements can be made. The Local Offer for care leavers has been developed providing support to care leavers up to the age of 25 years. A procurement exercise is planned this year with Housing to tender for an improved offer of supported accommodation for vulnerable young people.

A multi-agency integrated commissioning board has been established to

<p>identify opportunities to commission services together more efficiently, to identify savings, to manage risk and invest in preventative work.</p> <p>Quarterly performance reports are presented to the Children's Policy and Scrutiny Committee.</p>		
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