






Appendix A2 Q4 – Children’s Services

Long Term Success Factors

We will assess our long-term achievements over three and ten years against the following measures:

<p>Proportion of children living in poverty (All under 20) (percentage)</p>  <p>OPPORTUNITY</p>	<table border="1" data-bbox="639 577 1257 752"> <tr> <td>Baseline: 2014</td> <td>20.7</td> </tr> <tr> <td>National figure 2016:</td> <td>17</td> </tr> <tr> <td>Three-year target: March 2020</td> <td>19</td> </tr> <tr> <td>Ten-year target: March 2027</td> <td>16</td> </tr> <tr> <td>Actual: 2016</td> <td>18.6</td> </tr> </table> <p>Comment: The 2016 figure was published on 6 December 2018 and is the most recent available. This is a relatively high rate when compared to the South East (12.7) and England (17.0).</p> <p>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 Isle of Wight's higher rates of children in need, child protection and children in care compared to the regional and national averages. There will also be a link to lower educational attainment.</p>	Baseline: 2014	20.7	National figure 2016:	17	Three-year target: March 2020	19	Ten-year target: March 2027	16	Actual: 2016	18.6						
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<p>Rate of looked after children (per 10,000 children ≤ 18 years old)</p>  <p>OPPORTUNITY</p>	<table border="1" data-bbox="639 1158 1257 1332"> <tr> <td>Baseline: 2017</td> <td>88.6</td> </tr> <tr> <td>National figure: 2017</td> <td>62</td> </tr> <tr> <td>Three-year target: March 2020</td> <td>80</td> </tr> <tr> <td>Ten-year target: March 2027</td> <td>70</td> </tr> <tr> <td>Actual: Q4 2018/19</td> <td>96</td> </tr> </table> <p>Comment: The rate continues to rise locally as it does nationally. The new transformation programme is intended to provide a resilience-based social work approach with families to keep children at home. The reunification programme is designed to return children in care back to their families where and when it is safe and appropriate to do so.</p> <p>For comparison the following 2018 figures were extracted from the Department for Education (DfE) Local Authority Interactive Tool (LAIT)</p> <table border="1" data-bbox="716 1668 1182 1776"> <tr> <td>South East region</td> <td>51</td> </tr> <tr> <td>England overall</td> <td>64</td> </tr> <tr> <td>Statistical neighbours</td> <td>75.1</td> </tr> </table>	Baseline: 2017	88.6	National figure: 2017	62	Three-year target: March 2020	80	Ten-year target: March 2027	70	Actual: Q4 2018/19	96	South East region	51	England overall	64	Statistical neighbours	75.1
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<p>Percentage of 16 to 18 years old Not in Education, Employment or Training (NEET)</p> 	<table border="1" data-bbox="638 201 1260 347"> <tr><td>Baseline: 2015</td><td>2.8</td></tr> <tr><td>Three-year target: March 2020</td><td>2</td></tr> <tr><td>Ten-year target: March 2027</td><td>1</td></tr> <tr><td>Actual: Q4 2018/19</td><td>2.3</td></tr> </table> <p>Comment: The IW performs well in comparison locally and nationally. The latest comparators from the DfE show that 2.71% of 16-17 year olds in England were NEET in 2017 whilst for the South East it was 2.21%</p>	Baseline: 2015	2.8	Three-year target: March 2020	2	Ten-year target: March 2027	1	Actual: Q4 2018/19	2.3
Baseline: 2015	2.8								
Three-year target: March 2020	2								
Ten-year target: March 2027	1								
Actual: Q4 2018/19	2.3								
<p>Average attainment 8 measure at year 11 when compared to comparator authorities</p> 	<table border="1" data-bbox="638 582 1260 728"> <tr><td>Baseline: 2016</td><td>44</td></tr> <tr><td>Three-year target: March 2020</td><td>46</td></tr> <tr><td>Ten-year target: March 2027</td><td>54</td></tr> <tr><td>Actual: 2017/18 academic year</td><td>40.5</td></tr> </table> <p>Comment: The Isle of Wight has marginally improved its performance this year from 40.1 to 40.5. This has closed the gap between the Island and the average for English state schools which has fallen from 46.3 to 43 although this means that the Isle of Wight is 148 out of 151 Local Education Authorities (LEA).</p> <p>Performance at GCSE remains well below average with the percentage of pupils achieving Grade 5 in Maths and English at 33.3% (provisional figure) against an average for all state schools in England of 43% which places the IW 143 out of 151 LEAs.</p>	Baseline: 2016	44	Three-year target: March 2020	46	Ten-year target: March 2027	54	Actual: 2017/18 academic year	40.5
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<p>Percentage of schools graded good or better in most recent inspection</p> 	<table border="1" data-bbox="638 1164 1260 1310"> <tr><td>Baseline: 2017</td><td>69</td></tr> <tr><td>Three-year target: March 2020</td><td>90</td></tr> <tr><td>Ten-year target: March 2027</td><td>100</td></tr> <tr><td>Actual: Q4 2018/19</td><td>74</td></tr> </table> <p>Currently 76.9% of Isle of Wight primary schools are rated good or better compared to 87% nationally and 42.9% of Isle of Wight secondary schools are rated good or better compared to 75% nationally. Neither of these figures include The Bay CE school as this is an 5-16 all through school which is currently rated as Good. 16 schools have been subject to inspection or monitoring visits this academic year. In the commentary all have been judged to be on an upwards trajectory.</p>	Baseline: 2017	69	Three-year target: March 2020	90	Ten-year target: March 2027	100	Actual: Q4 2018/19	74
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Key Activities

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

This activity is complete.

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

All maintained schools with disappointing performance in 2018 have got a bespoke package of support in place. Work on the primary mathematics programme continues and early impact in learning is promising. The impact of these interventions will be analysed following the release of 2019 outcomes.

A professional development programme for 2019/20 is being constructed in time for April 2019.

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

Changes to term time dates were formally agreed in March 2018 and will be implemented for the 2019/20 academic year for all schools maintained by the Local Authority. The summer holidays will be reduced by one week to five with the extra week being added to the October half term.

Academies sit outside this arrangement and are free to set their own term times.

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

Schools' Forum met in January 2019 to discuss the funding methodology for 2019/20. Papers were prepared by IOW finance team and Schools' Forum approved these with minimal change for the forthcoming financial year. These have been signed off by the Cabinet Member.

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

	Contacts received by CRT (Childrens reception team)/Multi Agency Safeguarding Hub (MASH)	% progressed to Children In Need (CIN) referral
Q1	3,325	33.8
Q2	3,254	35.1
Q3	3,602	35.3
Q4	3,153	36.0

This is in line with previous quarters and demonstrates consistent thresholds being maintained at CRT/MASH.

	Children subject to child protection planning	Timeliness of Initial Child Protection Conferences (within 15 days)	% of repeat child protection plans	Child protection conferences held within timescales
Q1	191	85.5	10	97.5
Q2	155	98	0	100
Q3	170	80	19.6	98
Q4	167	91	12.5	100

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

Average caseload numbers across the service continue to be stable. The average caseload excluding fostering and adoption was 21. This allows for effective interventions and support to be delivered to families.

The Child Assessment and Safeguarding Team (CAST) approach has proven successful. Improvements are being made in timeliness of assessments, ensuring that cases are managed at the appropriate level. 90.3% of assessments were authorised in timescales in Quarter 4. Feedback from partner agencies continues to be positive in respect of improved communication due to a reduction in transition of cases.

	Children in Care (1)	Looked after children reported missing (2)	Care leavers supported	Care leavers in Education, Employment or Training (3)
Q1	232	3%	124	56.6%
Q2	240	2%	119	56.3%
Q3	239	2.2%	121	58.7%
Q4	244	2.9%	117	64%

- 1. The number of children in care remains a significant pressure on the service with regards to costs of placements. The majority of children continue to be placed with Isle of Wight foster carers and an active recruitment campaign is underway.*
- 2. The trend data with regards to looked after children reported missing demonstrates that robust processes, in terms of multi-agency strategy meetings and return interviews for children who go missing, are steadily reducing the incidences of children who go missing and ensuring effective support is in place. 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.*
- 3. Support to care leavers to access employment, education or training is a key focus, with ongoing work with Island Futures, JobCentrePlus and the Isle of Wight college. Each care leavers has an individual action plan in place.*

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. Current agency social worker rate was 9% in Quarter four. The Graduate Entry Trainee (GETs) scheme for Social Workers continues with five additional students appointed.

Work with and challenge schools in financial deficit to secure a more sustainable position for the schools and the council

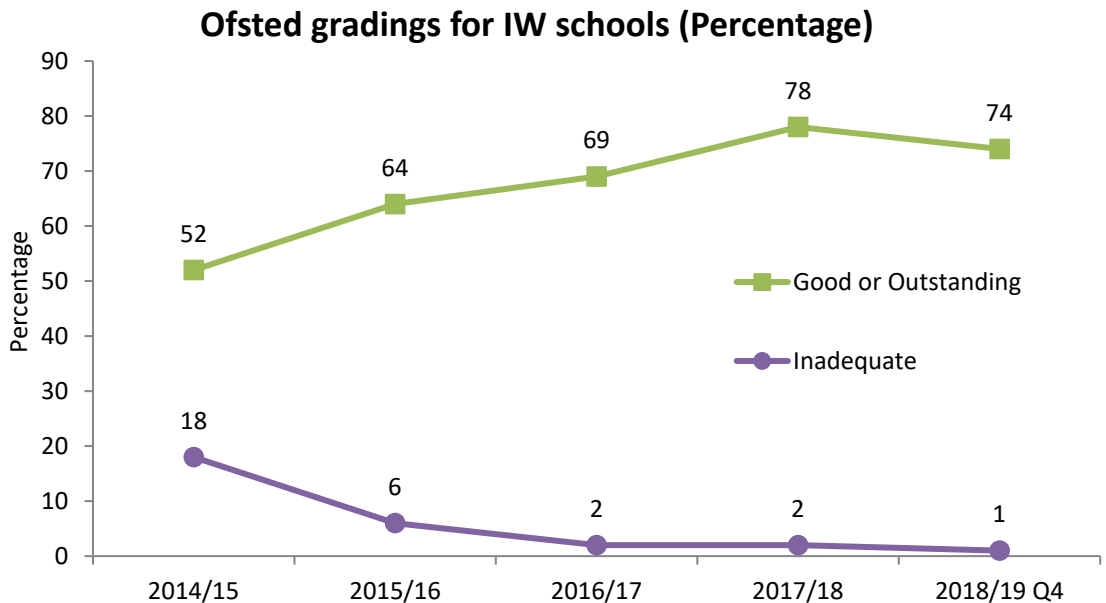
Throughout last financial year support and challenge of schools' budget plans was undertaken culminating in the November updated budget submissions being received from all schools. Those that had compliance issues against the Scheme for Financing Schools were followed up directly and early liaison has taken place with those expected to go into deficit during this financial year. The finance team and school improvement team continue to have a close working relationship with school business managers and headteachers. Schools have just been issued with new 2019/20 budget, share information following the agreement of the updated funding formula, and the local authority will work with them compiling refreshed 2019/20 budgets ahead of their May 2019 required budget setting with governors.

A report will be considered by Children's Services Department Management Team in June looking at any schools in deficit and agreeing what action will be taken with any schools not complying with the Scheme for Financing Schools.

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Short Term Measures

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



There were two primary schools inspected during Quarter 4. Their results are as follows:

- The rating at St Mary's Catholic Primary School has lowered from Good to Requires Improvement.
- Wootton Community Primary's rating has improved from Requires Improvement to Good.

Carisbrooke College and Medina College received monitoring reports during Quarter 4 and both are considered to be making adequate progress toward a "Good" rating but remain "Requires Improvement" for the time being.

Christ the King College also received a monitoring visit during quarter 4 which concluded that the Leaders and managers are taking effective action towards the removal of the serious weaknesses designation. The college's improvement plan is fit for purpose and the local authority's statement of action is fit for purpose.

Benchmark – Currently 76.9% of Isle of Wight primary schools are rated good or better compared to 87% nationally and 42.9% of Isle of Wight secondary schools are rated good or better compared to 75% nationally.

4 schools are not in primary or secondary statistics. These are:

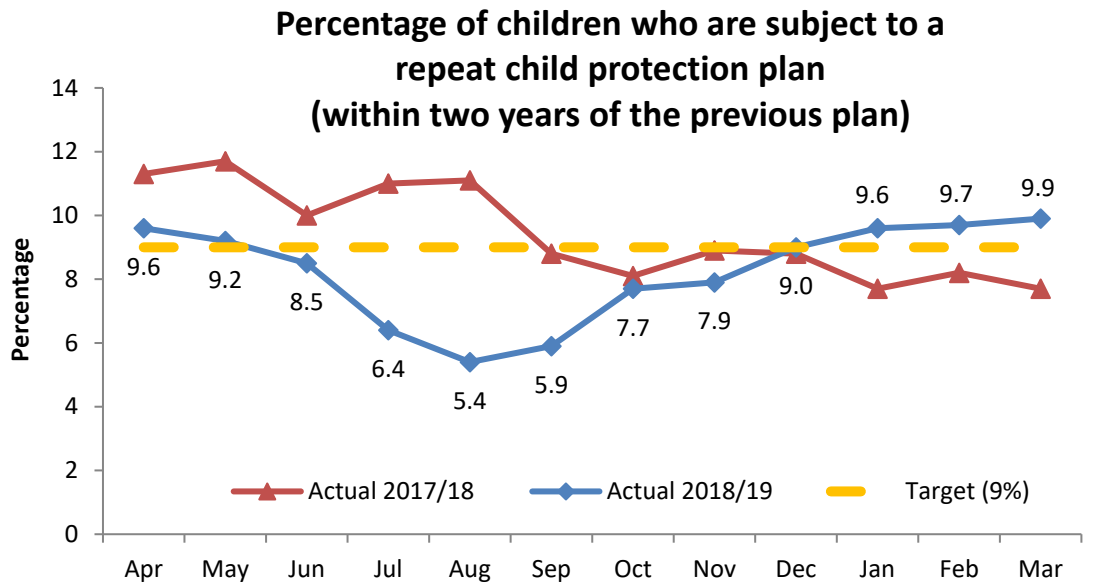
- The Bay CE School is a 5-16 all through school and is rated as good.
- Medina House Special School is rated as good
- St Georges School is rated as good
- The Island Learning Centre (Pupil Referral Unit (PRU)) is rated as good

Percentage of children who are subject to a repeat child protection plan (within two years of the previous plan)

All young people will have the best start in life so that they can fulfil their potential

A well educated and skilled community

OPPORTUNITY



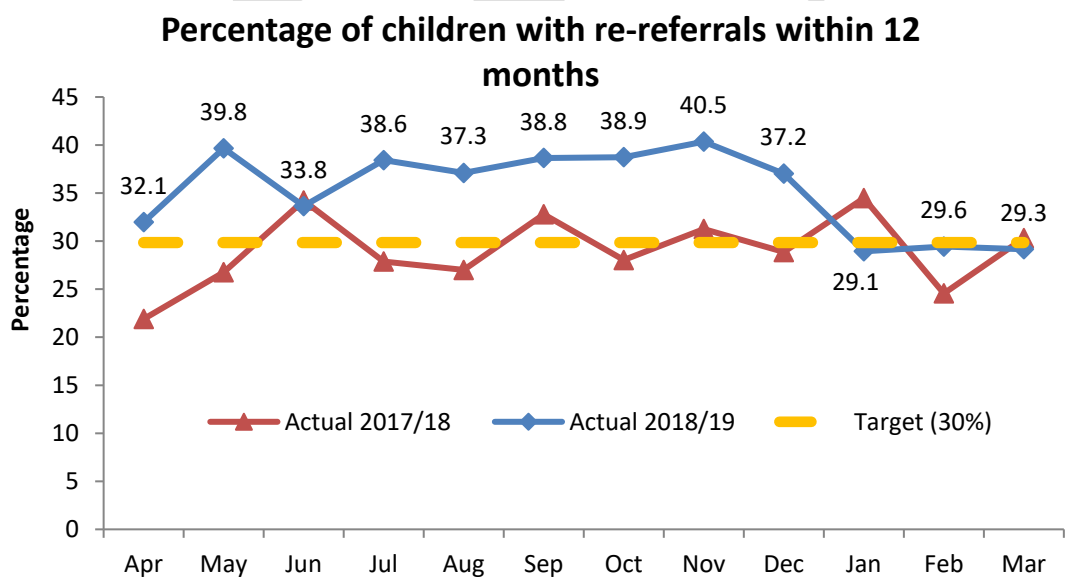
This is within the last two years. The data for a second or subsequent plan was 23 compared to statistical neighbour rate of 22 and an England average of 20 as at 31 March 2018.

Percentage of children with re-referrals within 12 months

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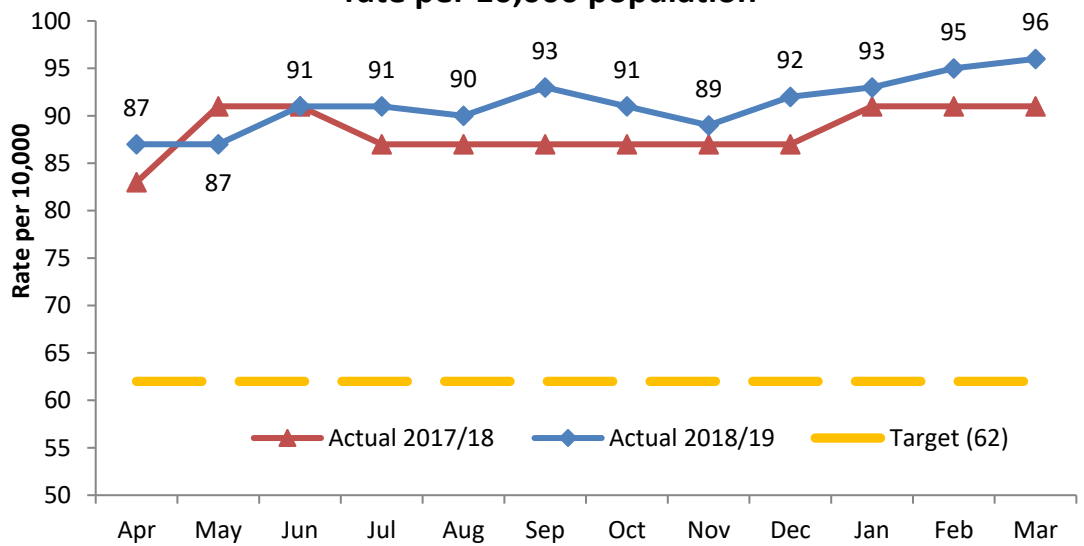


An analysis of sources of re-referrals determined that schools were the highest re-referrers. Schools rated good or outstanding referred less than schools rated requires improvement but more of their referrals progressed to assessment rather than no further action. Work is underway to ensure the descriptor definition is measuring the same process as other LAs. This compared to statistical neighbour rate and England average of 21.

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



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



The rate remains above statistical neighbours' rate of 75 and an England average rate of 64 as of 31 March 2018. The reunification project is underway and the Resilience Around Families Team (RAFT) has incorporated the adult mental health and substance misuse workers to prevent children coming into care. The Transformation Programme will recruit two child mental health workers into the RAFT to increase capacity and capability.

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Strategic Risks

Failure to improve educational attainment			Assigned to: Director of Children's Services		
Inherent score	Target score	Current score	Previous scores		
			Mar 19	Feb 19	Dec 18
16 RED	6 GREEN	10 AMBER	11 RED	9 AMBER	9 AMBER
Mitigation					
Ensuring that all schools are good or better	<ul style="list-style-type: none"> • Annual reviews of every school with termly challenge visit and bespoke improvement support • Annual discussions with academies. • Supporting governing bodies to improve. • Training opportunities that raise awareness and improve safeguarding practices. • Identifying a 'targeted offer' and 'establishing 'good practice reviews'. • Implementing a high quality and cohesive professional offer. • Investing in recruitment and retention strategies. • Developing an 'affordable schools' strategy. • Prepare schools for new Ofsted framework being implemented in Sept 2019. (Secondary schools not rated as Good or Outstanding have received positive feedback from Ofsted monitoring visits and are on track to being Good.) 				
Building on the improvements in standards	<ul style="list-style-type: none"> • Use the Leadership and Learning Partner (LLP) to support and challenge the improvement of standards in Island community schools. • Provide guidance and support on Key Stage 1 and Key Stage 2 standards and statutory assessment arrangements. • Improve teaching of mathematics throughout the key stages. (Department of Education has rated the IWC maths primary intervention as GREEN) 				
Ensuring schools are good for all children	<ul style="list-style-type: none"> • Use the LLP annual visit to evaluate the performance of vulnerable groups of children and the provision for them. • Further develop schools' leadership of teaching and learning: getting it right for all pupils including the more vulnerable. • Build upon joint training with Her Majesty's Inspectorate and other leading experts on inclusion matters for secondary schools. • Provide ongoing support and challenge in relation to exclusions and attendance. • Work with local stakeholders to develop a better transition between schools and employment. • Develop support to parents of home educated children. 				
Leading a cohesive system for children based on effective partnership working	<ul style="list-style-type: none"> • Work in partnership with the two dioceses who provide many of the Island's schools. • Liaise with education partners including teaching schools, trusts and others to focus their potential for impact. • Work with south coast universities to promote excellence, aspiration and opportunities for routes into higher level education. • Support and challenge for all schools that become academies. • Improving community perceptions of education on the Island. • Enhance careers advice and guidance and engagement with industry and commerce. 				

Failure to identify and effectively manage situations where vulnerable children are subject to abuse			Assigned to: Director of Children's Services		
Inherent score	Target score	Current score	Previous scores		
			Mar 19	Feb 19	Dec 18
16 RED	5 GREEN	8 AMBER	8 AMBER	8 AMBER	9 AMBER
Mitigation					
Corporate Parenting Board	The Ofsted inspection report published on 7 January 2019 highlights that: <i>"Corporate parenting is much stronger across the council since the last inspection. The Corporate Parenting Board receives regular, comprehensive performance data and reports, enabling effective scrutiny and challenge. The Corporate Parenting Board maintains a strong focus on achieving positive outcomes for children in care and care leavers. A high number of young people are supported to attend university and the council actively promotes apprenticeships, particularly for those with care experience. 'Hearing young people's experience' (HYPE), Isle of Wight's children in care council, is an active and influential part of the Corporate Parenting Board."</i>				
Multi-agency integrated commissioning board	Children's social care is going out to sole tender for a Pathways to Independent Adulthood supported accommodation provision. This is one of four recommendations for improvement from the 2018 Ofsted inspection. The risk that has now emerged is that this offer may not align with current provision funded by Housing or provision that will result from the re commissioning of provision by Housing in 2020.				
Quarterly performance reports to Scrutiny Committee	Performance reports are viewed regularly by the Policy and Scrutiny Committee for Children's Services. The next report will be viewed 23 May 2019.				
Regular scrutiny of social work caseloads	The Ofsted inspection report published on 7 January 2019 highlights that: <i>"The vast majority of practitioners say that their caseloads are manageable. Inspectors found that a small number of caseloads were too high. The local authority has secured further financial investment to reduce caseloads further."</i> Caseloads are scrutinised by senior management on a weekly basis and the transformation programme which started in February 2019 will secure further improvements in caseloads.				
Quality assurance framework (monthly case audits concentrating on quality of practice)	Audits began in April 2018 and are continuing. They include practice observations, auditing of supervision files and quarterly 'windows into practice' weeks. Monthly meetings now take place to review audits and actions and quality of practice.				

<p>Annual self-evaluation and annual conversation between Director and Ofsted</p>	<p>An Ofsted inspection of children’s social care services took place in November 2018, with the report published in January 2019. https://files.api.ofsted.gov.uk/v1/file/50048228</p> <p>Judgement highlighted below:</p> <table data-bbox="443 405 1455 667"> <tr> <td>The impact of leaders on social work practice with children and families</td> <td>Good</td> </tr> <tr> <td>The experiences and progress of children who need help and protection</td> <td>Good</td> </tr> <tr> <td>The experiences and progress of children in care and care leavers</td> <td>Good</td> </tr> <tr> <td>Overall effectiveness</td> <td>Good</td> </tr> </table> <p>Annual self-evaluation for 2018 currently being undertaken. Annual conversation will take place in April 2019.</p>	The impact of leaders on social work practice with children and families	Good	The experiences and progress of children who need help and protection	Good	The experiences and progress of children in care and care leavers	Good	Overall effectiveness	Good
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