

Report to Children & Young People Scrutiny Board

Corporate Performance Report 2024/25 for Q2 Corporate Performance Report (1st July to 30th September 2024)

Portfolio Holder (CPR):

Cllr Arooj Shah, Cabinet Member for Building a Better Oldham

Officer Contact (CPR):

Steve Hughes, Assistant Director Strategy & Performance

Report Author (CPR):

Gail M. Stott, Performance Improvement Lead, Strategy & Performance

CPR collated by: Performance Improvement Team, Strategy & Performance

Contact: StrategyandPerformance@oldham.gov.uk

Date: 20th November 2024

Reason for decision

Scrutiny of corporate performance aims to provide assurance that:

- services are aligned to corporate priorities and the needs of our residents (resident focus)
- our services are good, or are on track to good
- any services that are not on track, or have identified risks, are being supported or challenged to rectify this
- any demand indicators or resource pressures are being noted and service provision is being re-assessed accordingly
- the organisation has robust performance management processes in place.

Summary

The purpose of this report is to provide an overview of corporate performance against agreed service business plan measures for the 2024/25 Q2 period (July - September).

Recommendations

Scrutiny Board members are asked to:

- note the progress in implementing the business plan objectives
- celebrate areas of consistent good performance
- note the comments on progress
- consider areas for review (good or poor) that could produce learning for the organisation
- note the interconnection of these actions with ongoing activities in other portfolio and Scrutiny Board remits and key projects.

Appendix:

1. CYP CPR - Children & Families; Education & Early Years

Report to Children & Young People Scrutiny Board

Corporate Performance Report 2024/25 for Quarter 2: 1st July to 30th September 2024

Portfolio Holder (CPR): Cllr Arooj Shah, Cabinet Member for Building a Better Oldham

Contact Officer (CPR): Steve Hughes, Assistant Director Strategy & Performance

Report date: 20th November 2024

CPR collated by: Performance Improvement Team StrategyandPerformance@oldham.gov.uk



Children & Young People

Key Performance Indicators

RED	KPIs underperforming by more than 5%
AMBER	KPIs underperforming by less than 5%
GREEN	KPIs meeting or outperforming target

Children’s Social Care & Early Help

3 KPIs <i>(No target)</i>	2 KPIs <i>(Red)</i>	2 KPIs <i>(Amber)</i>	5 KPIs <i>(Green)</i>
------------------------------	------------------------	--------------------------	--------------------------

Education

4 KPIs <i>(No Target)</i>	3 KPIs <i>(Red)</i>	1 KPIs <i>(Amber)</i>	4 KPIs <i>(Green)</i>
------------------------------	------------------------	--------------------------	--------------------------

Children's Social Care & Early Help

Performance Measures & Business Plan Report

Portfolio Holder: Cllr Shaid Mushtaq, Cabinet Member for Children & Young People

Officer Contact: Julie Daniels, Director Children's Social Care and Early Help

Service Summary:

In Oldham we want all children and young people to have a safe, happy, and healthy life and access to a great education giving them the best possible start in life. As a service we commit to:

- Putting children and young people first
- Helping families and supporting vulnerable children and young people
- Working as one team close to our community
- Providing great public value and confidence
- Listening and engaging
- Creating an inclusive and empowering environment

Our ambition is to be the best borough for children and young people and for the staff and services that work with them.

Children's Social Care & Early Help

Key Metrics (against target where set)

Early Help - Percentage of children in families closed with all issues addressed (excludes worklessness)

80%

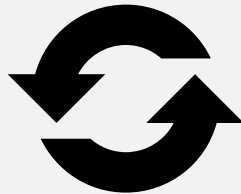


Previous Quarter = 83%

Target: 75%

Percentage of referrals which are repeat referrals to Children's Social Care (in month)

19%



Previous Quarter = 25%

Target: 23%

Percentage of child protection plans which were a second or subsequent plan in the past two years

0%



Previous Quarter = 21%

Target: 15%

Percentage of Care Leavers in unsuitable accommodation

Aged 17-18

3%

Aged 19-21

4%



Previous Quarter =

Aged 17-18 4%
Aged 19-21 4%

Target: 5%

[Green]

High is Good

[Green]

Low is Good

[Green]

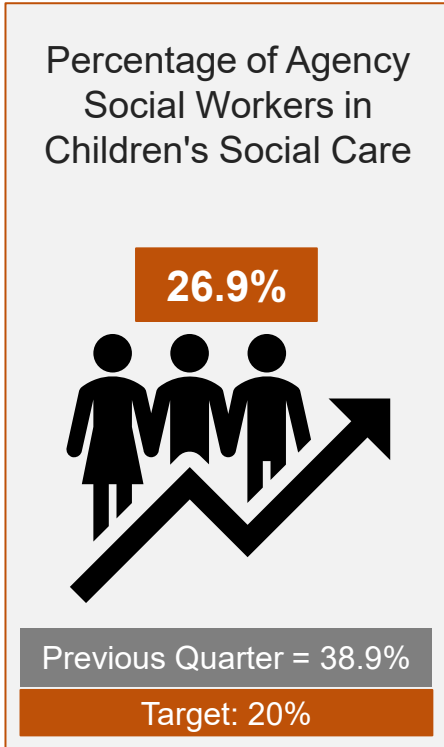
Low is Good

[Green]

Low is Good

Children's Social Care & Early Help

Key Metrics (against target where set)



[Amber]

Low is Good



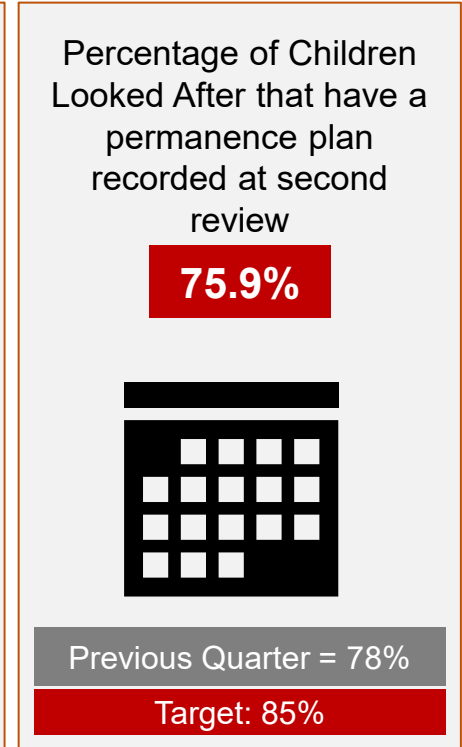
[Amber]

Low is Good



[Red]

High is Good



[Red]

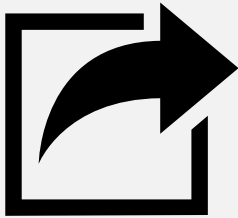
High is Good

Children's Social Care & Early Help

Key Metrics (against target where set)

Rate of referrals into
Children's Social Care per
10,000 children aged
under 18 years

855



Previous Quarter = 879

No Target Set
Low is good

Rate of CPP per 10,000
children aged under 18
years

79



Previous Quarter = 79

No Target Set
Low is good

Rate of children looked
after per 10,000 children
aged under 18 years

102



Previous Quarter = 98

No Target Set
Low is good

Children's Social Care & Early Help

Areas for Development (across all metrics)

Percentage of Children Looked After with three or more placement moves in the last 12 months

We have seen an increase in the number of children who have experienced three or more placements in 12 months. This amounts to 67 children. 20 of these children are aged over 16 years old and have moved as part of their pathway planning. There are a number of children who have had multiple placements who are experiencing a challenging period in their life and / or display very complex presenting needs. The service is working to stabilise these children so they do not experience any more placements and also undertaking a review of children who have been in two placements in the last 12 months in order to ensure consummate support is in place.

Percentage of Agency Social Workers in Children's Social Care

The percentage of agency social workers has reduced further this quarter to 26.9% which although above target, is a significant reduction from 49% in the same period in 2023. This has been achieved by a relaunched recruitment campaign through 'Choose Oldham' that has seen successful permanent recruitment to social work posts as well as Team Manager positions. Out of 40 Team Managers, 38 are now permanent. Our 'Grow our Own' initiative has also seen a number of social work students and newly qualified (ASYE) social workers applying and securing permanent positions all of which is reducing the use of agency workers. Going forward, we are undertaking targeted recruitment to those service areas where we have higher numbers of agency workers as well as reviewing our retention strategy to ensure we are competitive with neighbouring authorities.

Children's Social Care & Early Help

Areas for Development (across all metrics)

Percentage CLA in long term stable placements

We have seen this figure improve in the last quarter, although still not at the ambitious target figure of 70%. Placement stability is a key strategic priority for the service, with initiatives such as Mockingbird specialist foster care, the fostering therapeutic offer and strong commissioning relationships all in place. There have been more children long-term matched to their placement this quarter than previous. To achieve the target goal of 70% the service needs to build their data intelligence and take a 'whole system' approach to supporting those children (a) in unstable placements to ensure the correct support is in place, (b) progress placements to long term match, (c) progress to achieving legal permanence.

Percentage of CLA that have a permanence plan recorded at second review

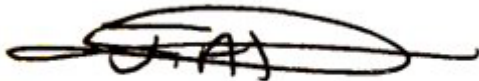
Although below target, this measure takes a 12-month period and the Safeguarding & Review Unit have undertaken a quality assurance exercise to understand the performance and it has been identified that we have not been consistent in recording concurrent care planning for children subject to legal proceeding where the Court has yet to approve the final care plan. Development work has been undertaken and through monthly monitoring we are confident this performance will show an improved trajectory going forwards.

Children's Social Care & Early Help

Director Comment

Q2: Julie Daniels, Director Children's Social Care and Early Help

Q2 Performance in CSC and Early Help has seen some significant progress, specifically around our re-referral rates both within EH and Social Care. It is also positive that we are maintaining care leavers in suitable accommodation, despite the known challenges across housing sufficiency. The areas of performance which are red/amber mainly link to the children's transformation programme, both workforce and placement sufficiency. Some of these red/amber measures, whilst not yet at target, have continued to demonstrate progress, for example agency rate of social workers has further reduced in Q2 by 12% which is evidence of the success of the 'Choose Oldham' campaign and Social Work Academy. The number of children experiencing 3 or more placements in 12 months has increased and remains a key priority focus area in relation to placement stability (Corporate Parenting Strategy).



Signed
Off

—

Children's Social Care & Early Help

Portfolio Holder Comment

Q2: Cllr Shaid Mushtaq Cabinet Member for Children & Young People

Performance continues to remain strong across many areas in the children and young people portfolio. Despite continued high levels of demand, it is positive that re-referrals into children's social care have continued to reduce and there have been no repeat child protection plans indicating children, young people and families are receiving effective support and intervention.

Agency social worker reduction means more children and young people are being supported by and have positive relationships with the same social worker.

The Corporate Parenting Panel continues to focus on achieving good outcomes for children in our care and the ongoing work through the children's transformation programme is ensuring more children and young people live in safe, stable and happy homes if they are unable to live with their families.

Signed
Off

29/10/2024

Education & Early Years

Performance Measures & Business Plan Report

Portfolio Holder: Cllr Mohon Ali, Cabinet Member for Education & Skills

Officer Contact: Matt Bulmer, Director of Education, Early Years and Skills

Service Summary:

In Oldham we want all children and young people to have a safe, happy, and healthy life and access to a great education giving them the best possible start in life. As a service we commit to:

- Putting children and young people first
- Helping families and supporting vulnerable children and young people
- Working as one team close to our community
- Providing great public value and confidence
- Listening and engaging
- Creating an inclusive and empowering environment

Our ambition is to be the best borough for children and young people and for the staff and services that work with them.

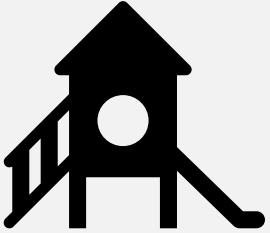


Education & Early Years

Key Metrics (against target where set)

Percentage take up of 2-year-old children benefitting from funded early education places (%)

82%



Previous Term = 89%

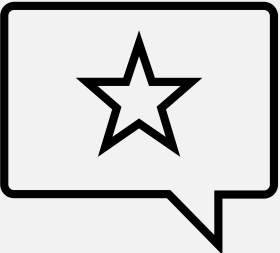
Target: 75%

[Green]

High is Good

Percentage of early years group settings inspected rated good or outstanding

98%



Previous Quarter = 96%

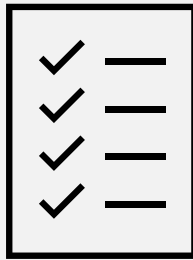
Target: 97%

[Green]

High is Good

Timeliness of quality EHC plans: percentage completed within 20 weeks over 12 months

85.7%



Previous Quarter = 83%


Target: 85%

[Green]

High is Good

Percentage of children receiving their 1-3 preference of school place for the September intake in reception

98.8%



Previous Intake = 96.6%

Target: 97%

[Green]

High is Good

Education & Early Years

Key Metrics (against target where set)

Percentage of children receiving their 1-3 preference of school place for the September intake in year 7

92.5%



Previous Intake = 94.1%

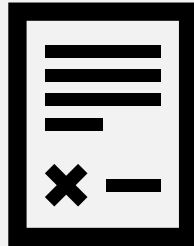
Target: 93%

[Amber]

High is Good

Annual EHCP (SEND) statutory reviews completed within legal time frame

80.6%



Previous Quarter = 92%

Target: 95%

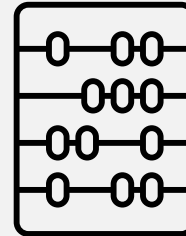
[Red]

High is Good

Percentage take up of 3 and 4 year old children benefitting from funded early education places

90.8%

Summer Term 23/24



Previous Term = 91%

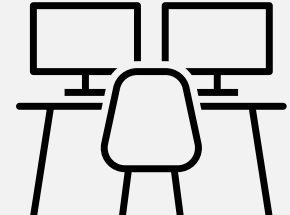
Target: 96%

[Red]

High is Good

Percent of 16- to 17-year-olds who are not in education, employment or training (NEET)

4.7%



Previous Quarter = 6.4%

Target: 3.5%

[Red]

Low is Good

Education & Early Years

Key Metrics (against target where set)

Number of SEND fixed term suspensions in primary schools

157

Percentage of SEND fixed term suspensions in primary schools

6.0%

Number of SEND fixed term suspensions in secondary schools

1,564

Percentage of SEND fixed term suspensions in secondary schools

36.3%

No Target Set
Low is good

Number of fixed term suspensions in primary schools

215

Percentage of fixed term suspensions in primary schools

0.8%

Number of fixed term suspensions in secondary schools

3,839

Percentage of fixed term suspensions in secondary schools

20.7%

No Target Set
Low is good

Education & Early Years

Areas for Development (across all metrics)

Percentage of children receiving their 1-3 preference of school place for the September intake in year 7

In 2023, 80.4% of residents were offered their first choice of secondary school; this decreased to 75.7% in 2024. In 2023, 91.2% of pupils gained a place at one of their top 3 preferences of secondary school; in 2024 this had increased to 94.1%. In the majority of wards, over 90% of residents are offered a place at one of their top 3 preferences. National rates for secondary first preferences are 82.9% and top 3 preferences are 94.6%. Given the marked improvement in Ofsted ratings in the secondary sector it is expected that the rate of first choice preferences and top 3 preferences is likely to increase over time.

Percent of 16- to 17-year-olds who are not in education, employment or training (NEET)

DfE does not monitor 'not knowns' between July and September and services are advised not to benchmark their performance against others during this period. This is due to a large proportion of young people becoming 'unknown' whilst we re-establish the destinations for those who are on one year and two year courses. This large number of unknowns distorts the NEET percentage over the summer term. Reporting will commence in Quarter 3 as per guidance.

Education & Early Years

Areas for Development (across all metrics)

<p>Annual EHCP (SEND) statutory reviews completed within legal time frame</p>	<p>This area for development has several factors explaining the decrease in performance:</p> <ul style="list-style-type: none"> • Demand has increased significantly and we are now responsible for 3,600 EHCPs. The admin team has not increased in capacity. • Demand also means that school responses and summaries are sometimes late. • The change over of annual reviews from manual to IDOX has had an impact on timeliness as staff in schools and settings are trained and work through a new process for completing annual reviews. • There has been a lag over the summer holidays when schools are shut for 6 weeks that impacts on timeliness in the autumn term. • Mitigation will include the future use of IDOX streamlining processes and live systems for professionals to use, and a dedicated transitions team for amended annual reviews at the point of transition.
<p>Percentage take up of 3 and 4 year old children benefitting from funded early education places</p>	<p>Improving take up of all the Early Years free entitlements is a priority for the Education and Early Years Directorate. As such, it is a priority within the new Early Years and Childcare Programme for 2024-25. Take up will continue to be monitored by the Early Years team and reported to the new Early Education and Childcare Strategic Partnership. Monitoring will identify variations by ward and will enable targeted support to be put in place.</p> <p>Collaboration with the Oldham Council Communications Team will increase information being shared with families through a range of media platforms and through Family Hubs.</p>

Education & Early Years

Director Comment

Q2: Matt Bulmer, Director of Education, Early Years and Skills

Excellent work across the early years sector is ensuring the sufficiency and quality of early education provision in Oldham. Despite continued increases in requests for needs assessment, Oldham Council's performance against our initial EHCP timeliness target remain one of the best in the country. Of all indicators presented, the main area of concern is the number of Oldham's children that are currently NEET. Our Employment and Skills Partnership Board is working hard on this. We are looking to increase the provision of training places and improve transition arrangements between Year 11 and Year 12. Additionally, we have put in place a project with Oldham College (named "Connect Me"), which is using AI to identify young people that are at risk of "dropping out". Once identified, the college puts a support plan in place, and works with the young person, to either support them to retain their place at college, or transition to more appropriate provision for them, either within the college or any other provision.

Signed Off: 23/10/2024

Education & Early Years

Portfolio Holder Comment

Q2: Cllr Mohon Ali, Cabinet Member for Education & Skills

Performance remains strong across the education and skills portfolio. Work conducted during the summer with children due to transition into a new phase of education (early years to primary school, and primary school to secondary school) has ensured a great start to term for school attendance. The number of children with Education, Health and Care Plans (EHCPs) continues to increase with now over 3,500 children with such a plan. Despite this demand, performance levels within the Council SEND team remain excellent. With regards to our assistance for young people in Oldham who are NEET, the second annual Young Person Careers Event took place on 24th September 2024. The event held at the Queen Elizabeth Hall was a success with around 300 young people attending the event and over 60 organisations exhibited to promote a wide range of engagement, skills development, careers and employment opportunities available in Oldham.

Signed Off: 23/10/2024