

Report to Children & Young People Scrutiny Board

Corporate Performance Report 2024/25 for Quarter 3: 1st October to 31st December 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: 11th March 2025

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>	5 KPIs <i>(Red)</i>	1 KPIs <i>(Amber)</i>	6 KPIs <i>(Green)</i>
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Education and Skills

7 KPIs <i>(No Target)</i>	3 KPIs <i>(Red)</i>	0 KPIs <i>(Amber)</i>	3 KPIs <i>(Green)</i>
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Youth

0 KPIs <i>(No Target)</i>	0 KPIs <i>(Red)</i>	0 KPIs <i>(Amber)</i>	4 KPIs <i>(Green)</i>
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Children's Social Care & Early Help

Performance Measures & Business Plan Report

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

Officer Contact: Anthony Decrop, Acting Director Children's Social Care and Early Help

Service Summary:

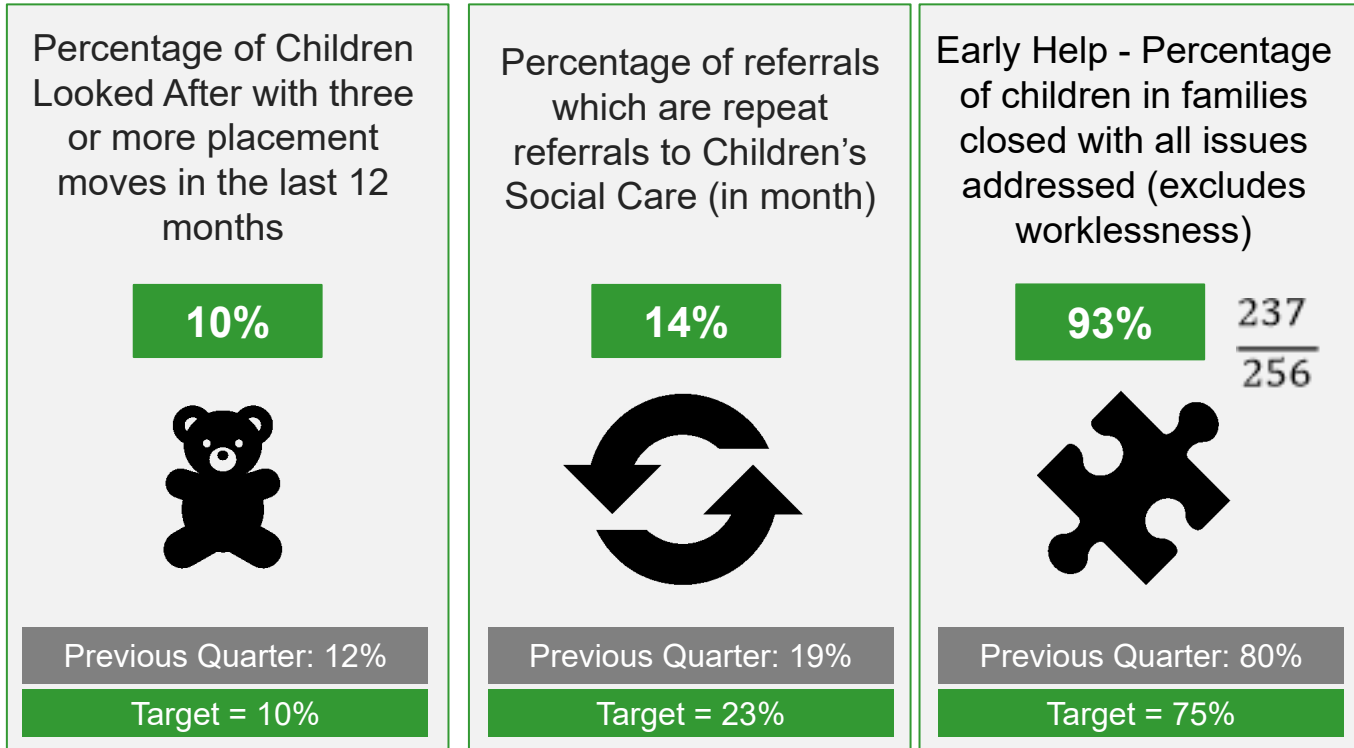
In Oldham we want all children and young people to have a safe, happy, and healthy life and access to a great education giving them the best possible start in life. As a service we commit to:

- Putting children and young people first
- Helping families and supporting vulnerable children and young people
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- 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)



[Green]

Low is Good

[Green]

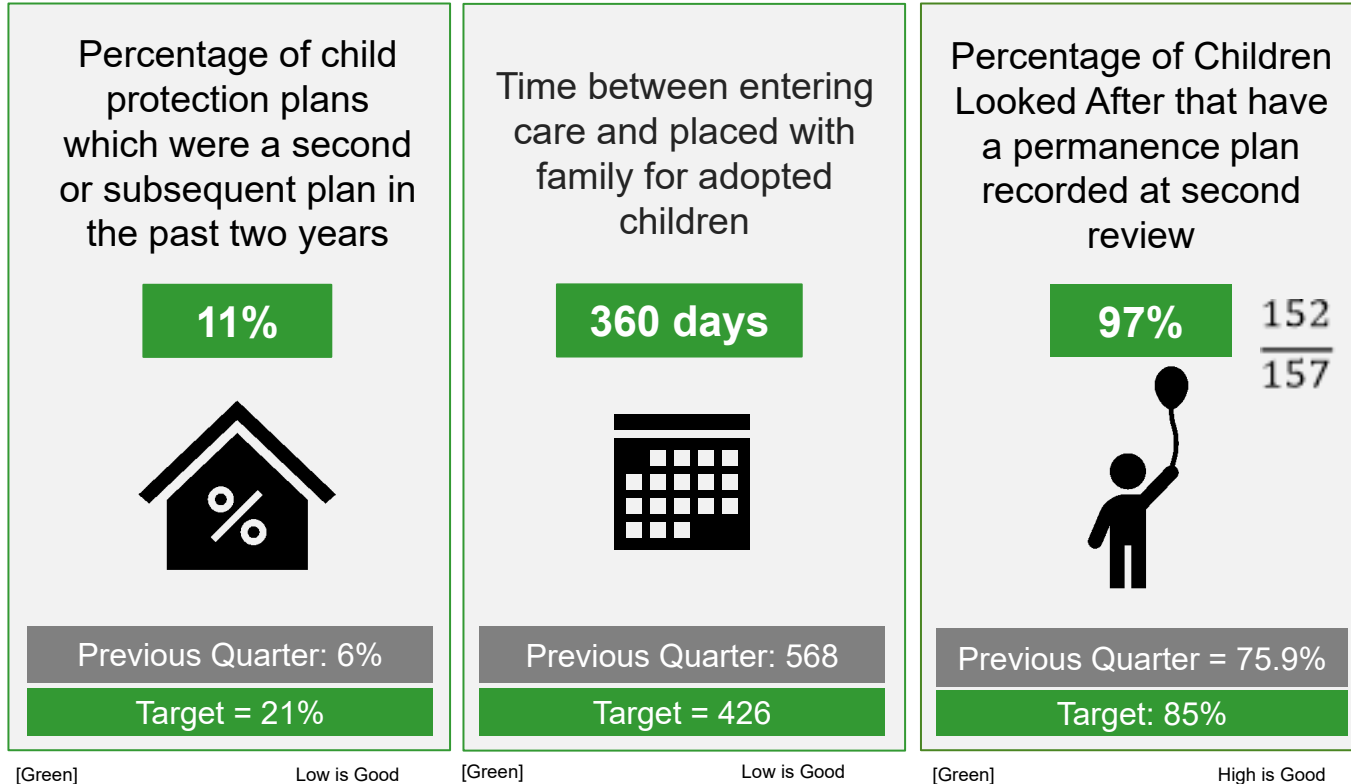
Low is Good

[Green]

High is Good

Children's Social Care & Early Help

Key Metrics (against target where set)



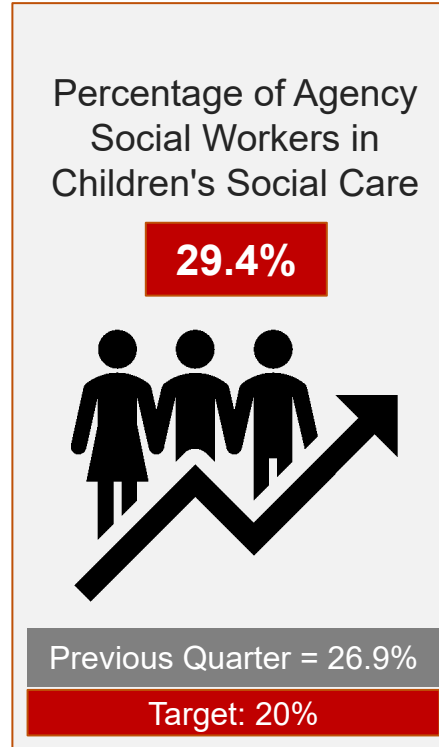
Children's Social Care & Early Help

Key Metrics (against target where set)



[Amber]

Low is Good

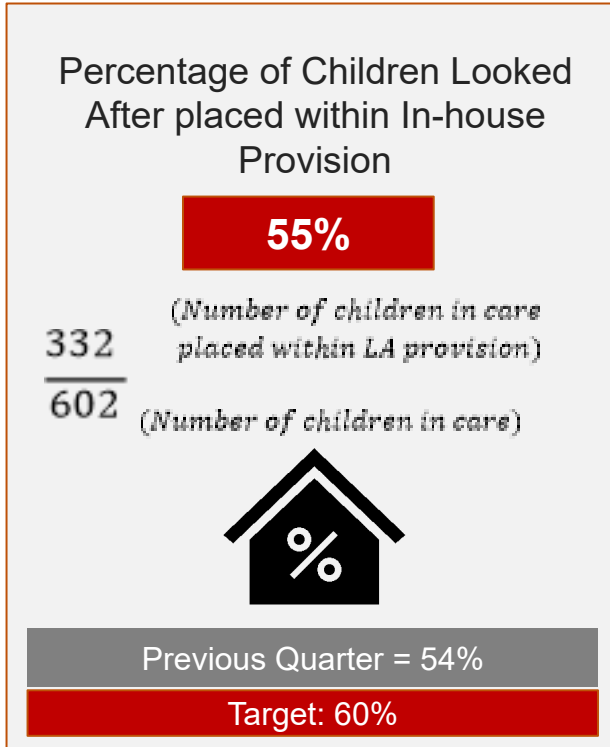


[Red]

Low is Good

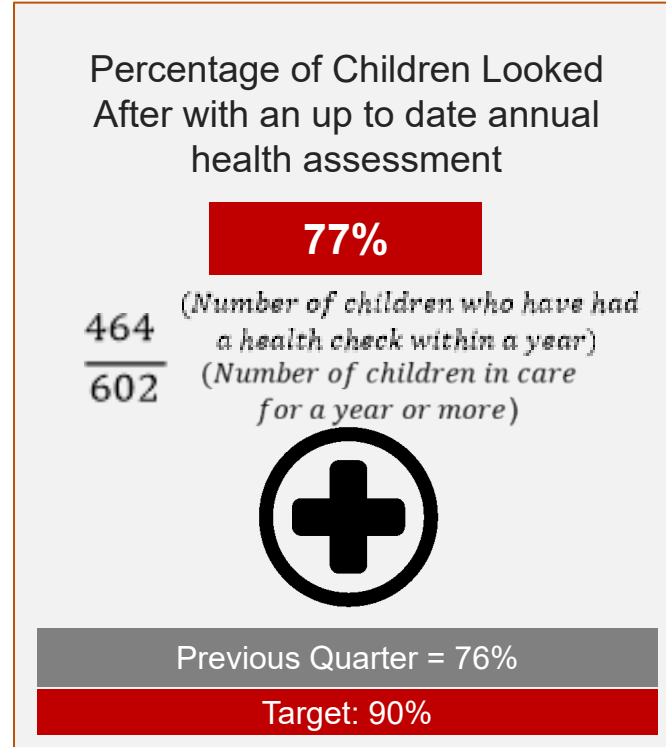
Children's Social Care & Early Help

Key Metrics (against target where set)



[Red]

High is Good

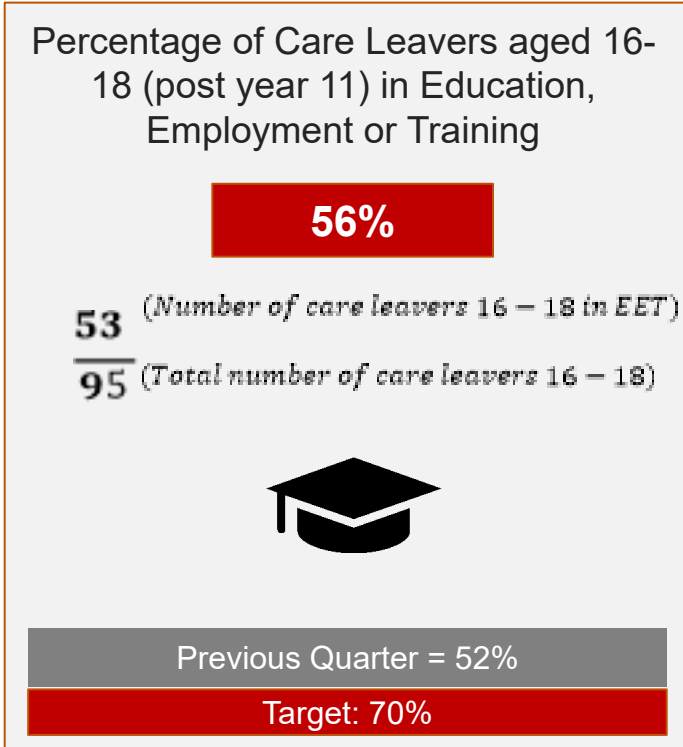


[Red]

High is Good

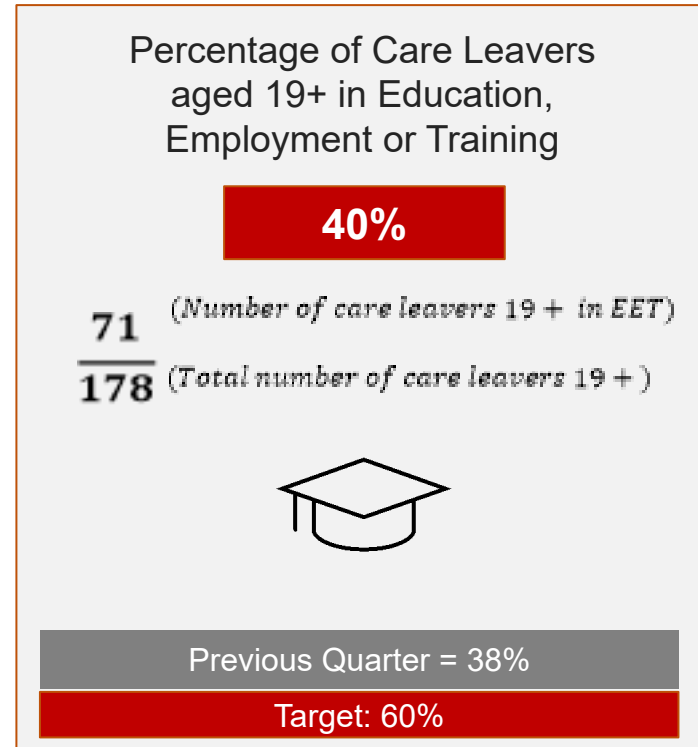
Children's Social Care & Early Help

Key Metrics (against target where set)



[Red]

High is Good



[Red]

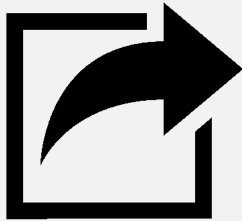
High is Good

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

697



Previous Quarter = 855

No Target Set
Low is good

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

76



Previous Quarter = 79

No Target Set
Low is good

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

96



Previous Quarter = 102

No Target Set
Low is good

Children's Social Care & Early Help

Areas for Development (across all metrics)

<p>Percentage of Children Looked After placed within In-house Provision</p>	<p>There are 189 children in externally commissioned provision. This is 31% of the CLA population. The figure highlighted is the number of children in an internal foster setting. The service has a number of initiatives in order to expand our cohort of foster carers including a redesign of the publicity visible to communities ('because of you' and 'thanks to you' campaign) and the 'Step Forward to Fostering' campaign.</p>
<p>Percentage of Agency Social Workers in Children's Social Care</p>	<p>Our percentage of agency staff across our social work qualified workforce was 44.7% in October 2023 and we saw a consistent decline until October 2024. At the end of Q2 there were several agency social workers that left Oldham to take roles in a neighbouring authority and this impacted the figure due to vacancies within the service. In November, 31.2% of our social work qualified workforce were agency staff and this has further decreased to 29.4% at the end of December 2024, resuming decrease at the previous steady rate.</p> <p>We continue to monitor and implement strategies to further decrease this number, including a continued rolling advert, with fortnightly shortlisting and interviews across the service, including a focused drive on service areas with a higher agency percentage. We are working with REED framework providers to support permanent recruitment by sourcing potential candidates for permanent positions. Furthermore, our social media campaign has proven to be a real success this year and has increased awareness of Oldham as an "employer of choice" with both regional and national media coverage.</p>

Children's Social Care & Early Help

Areas for Development (across all metrics)

Percentage of Children Looked After with an up to date annual health assessment

There continues to be partnership work progressing to resolve all areas of meeting the health needs for children looked after, including the third Health Workshop taking place next month. Referral processes have moved across from Health to be exclusively with the Council which has dedicated support available.

Percentage of Care Leavers aged 16-18 (post year 11) in Education, Employment or Training

There has been an increase in young people accessing Leaving Care services in the past 12 months, specifically young people accessing the 21+ offer. This significantly impacts the NEET figures given the extended duties result in extended need. In addition, the service has seen an increase in the number of older adolescents entering care with an increased level of complexity. This impacts upon education attainment. The challenges remain and requires a response from the corporate parenting panel; the service will develop an EET/NEET partnership action plan which will include tracking young people at risk of NEET and those with potential of becoming EET.

Percentage of Care Leavers aged 19+ in Education, Employment or Training

Children's Social Care & Early Help

Director Comment

Q3: Anthony Decrop, Acting Director Children's Social Care and Early Help

Q3 Performance in CSC and Early Help highlights continued progress in key areas of performance, specifically around our re-referral rates and successful outcomes from early help interventions. We have also positively seen significant improvements in placement stability and permanence planning for children and timeliness of adoption now well above target. We can also see where performance is still yet to reach the required target and still showing as Amber/Red, we have made improvements during Q3 with all but one area showing improved performance and indicators where we do not have a specific target all show an improvement on the last quarter. We continue to focus on Care Leavers and NEET as an area of priority and will be taking forward a number of actions with corporate parenting partners to provide targeted interventions to address this area.

Signed Off 27.01.2025

Children's Social Care & Early Help

Portfolio Holder Comment

Q3: Cllr Shaid Mushtaq Cabinet Member for Children & Young People

It can be seen that during Q3, all indicators bar one have shown improved performance even where not achieving the agreed target. I am aware of how competitive the social care workforce market is and it is pleasing that although slightly increased, we are significantly less reliant on agency social workers than 12 months ago and now have a stable front line management team which is supporting the sustained performance improvement.

I am also pleased to see how the improvement focus on placement stability/permanency planning and timeliness of Adoption are now areas all within target. We continue to monitor this performance in the Corporate Parenting Panel where we will also continue to focus on Care Leavers and NEET.

Signed Off 28.01.2025

Education & Early Years

Performance Measures & Business Plan Report

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

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

Service Summary:

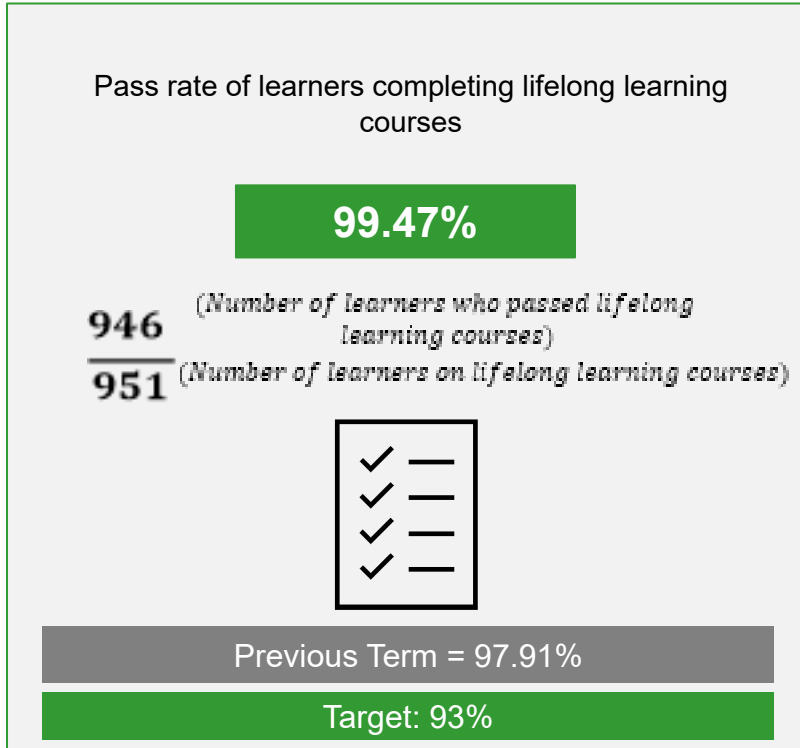
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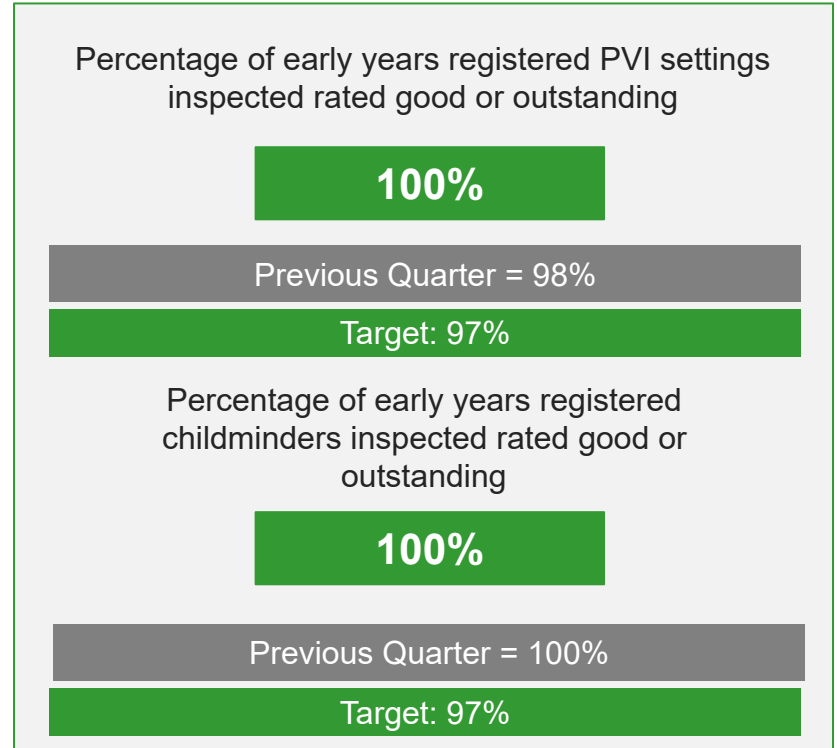
Education & Early Years

Key Metrics (against target where set)



[Green]

High is Good

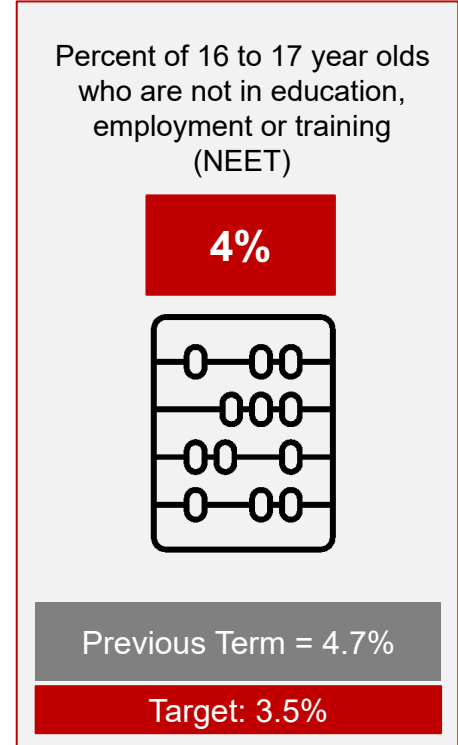
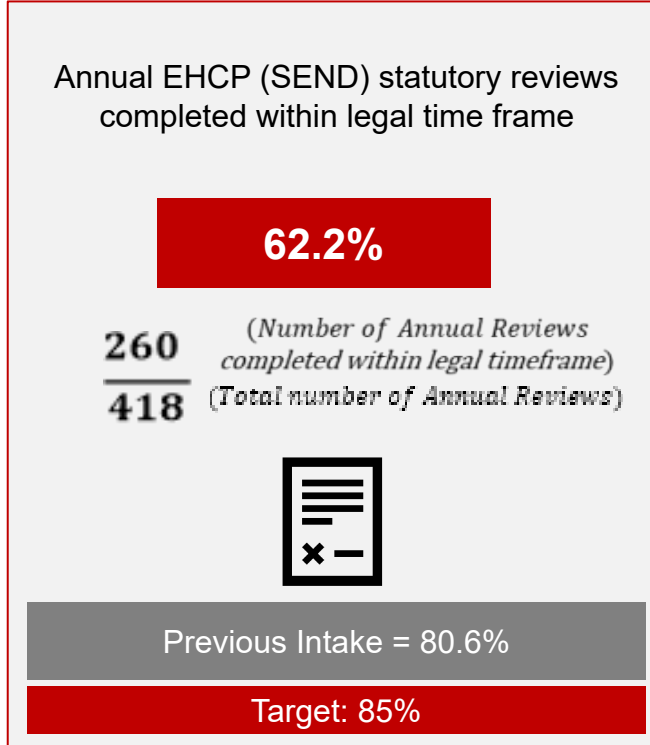
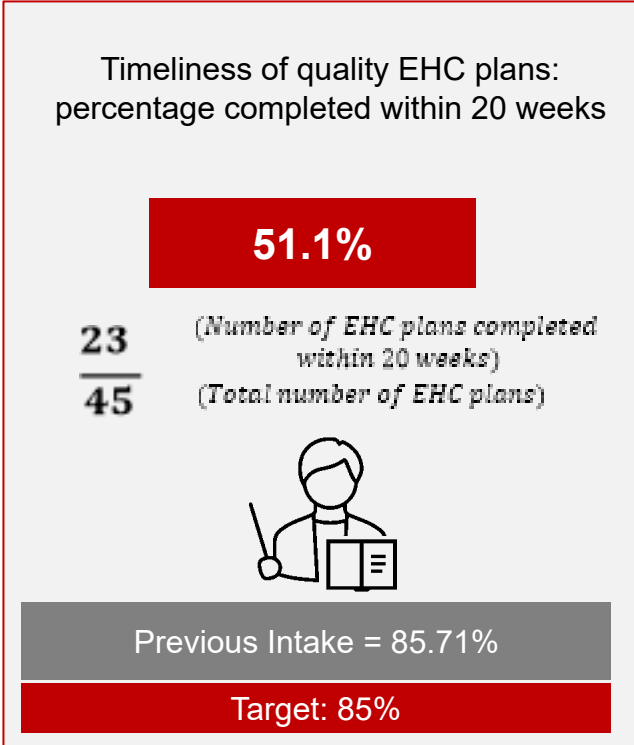


[Green]

High is Good

Education & Early Years

Key Metrics (against target where set)



Education & Early Years

Key Metrics (against target where set)

Percent of 16 to 17-year-olds destination
lapsed/unknown

1.9%

131
7022

(16 – 17 year olds where destination
is unknown or lapsed)

(Total number of 16 – 17 year olds)



Previous Quarter = 0.6%

No Target Set
Low is good

Attendance rates in Oldham secondary schools

92.8%

Previous Quarter = 92.5%%

No Target Set
High is good

Attendance rates in Oldham primary schools

94.8%

Previous Quarter = 94.1%%

No Target Set
High is good

Education & Early Years

Key Metrics (against target where set)

Number of SEND fixed term suspensions in primary schools

157

Previous Quarter = 157

Percentage of SEND fixed term suspensions in primary schools

3.6%

Previous Quarter = 3.6%

Number of SEND fixed term suspensions in secondary schools

1,564

Previous Quarter = 1,564

Percentage of SEND fixed term suspensions in secondary schools

59.6%

Previous Quarter = 59.6%

No Target Set
Low is good

Education & Early Years

Key Metrics (against target where set)

Number of fixed term suspensions in primary schools

88

Previous Quarter = 215

Number of fixed term suspensions in secondary schools

775

Previous Quarter = 3,839

Percentage of fixed term suspensions in primary schools

0.3%

Previous Quarter = 0.8%

Percentage of fixed term suspensions in secondary schools

4.2%

Previous Quarter = 20.7%

No Target Set
Low is good

Education & Early Years

Areas for Development (across all metrics)

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

Compliance over 2024 has been between 70-80%, however a number of EHCPs, approx. 40 could not be finalised due to late advice including EP advice, health advice and social care advice (within this is missed appointments, illness and families leaving the country). There were also issues with significant demand in Oct/Nov/Dec which outstripped capacity. These plans were all issued late in Dec 2024 therefore bringing timeliness down. The % for the year 2024 is still 77.5% cumulative. It was flagged that forecasts showed a cumulative % for the year of approx. 75%. Timeliness will continue to drop as demand is not stopping and capacity has not increased.

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

A lot of decisions fell over the Christmas break which delayed inputting into the case system, also schools provided a lot of reports at the end of term that were late. Staffing changes and cases being re-allocated to new staff impacted on timeliness. This will not be the case from January 2025 and plans are in place to prevent it happening next Christmas.

Education & Early Years

Areas for Development (across all metrics)

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

The Year 12/13 NEET as a percentage of the whole cohort stands at 3.97% in comparison to 5% during the same period in 2023.

At that time, we were facing challenges with lack of provision for those young people who required an alternative to Further Education college or sixth form. During the last twelve months, we have worked with local providers and personal development opportunity providers, which has led to improvement and now have two training providers delivering back in the Oldham area and a new provision due to start in late January.

The Empower Oldham programme has had a positive impact on the not known figures. During November and December 2024, with fewer education start dates, we dedicated significant resource to keeping our young people engaged so they were ready for provision when places become available. We also work closely with the engagement providers in our area to ensure that those who would benefit, are taking up places on supportive programmes.

Education & Early Years

Director Comment

Q3: Matthew Bulmer, Director of Education, Early Years and Skills

Whilst the monthly figure for EHCP timeliness is low, this was due to staffing pressures over the Christmas and New Year period. The figure for the rolling 12 months is 77.5% which is very strong performance when compared nationally. That said, demand into the team continues to increase and that level of performance will come under pressure throughout 2025. I am discussing with directorate management a range of mitigations. I am pleased to see that our work to improve our NEET figure continues to have impact at that we are now very close to target.

Signed Off: 23/01/2025

Education & Early Years

Portfolio Holder Comment

Q3: Cllr Mohon Ali, Cabinet Member for Education & Skills

'It is encouraging to see pass rate of Adult Learners completing lifelong learning courses exceptionally high at 99.47%. Attendance in both primary and secondary schools have continued to improve. Neet cohort for the year 12/13 has reduced previously from 5% to now 3.97, which is encouraging. Timeliness of quality EHCP's completed within 20 weeks at 51.1% and Annual EHCP statutory reviews at 62.2% completion is not ideal and our focus will be to improve on this'.

Signed Off: 03/02/2025

Youth Services

Performance Measures & Business Plan Report

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

Officer Contact: Neil Consterdine, Director of Communities

Service Summary:

Delivery of a range of community services and provision including – Housing Needs, Youth Work, Heritage, Libraries and Arts, Community Development, Placed based and District Working, Community Safety and Stronger Communities. Resident focussed services closer to where people live.



Youth Services

Key Metrics (against target where set)

* These figures are measures cumulatively by the service so show Q1 + Q2 + Q3 figures

Number of children & young people engaged with the integrated youth service*

2162



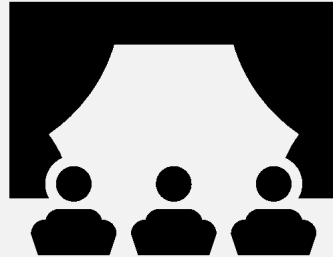
Q2= 1565

Target = 3000 (annually)

[Green]

Number of Youth work sessions delivered*

1661



Q2 = 1051

Target = 1800 (annually)

[Green]

Number of residents engaged with the service (Outdoor and Environmental Service)*

5729



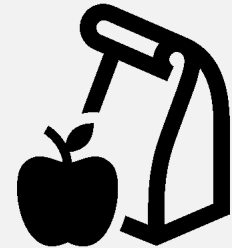
Q2 = 4800

Target = 8000 (annually)

[Green]

Number of places available per holiday period (HAF)

10568



Q2: 9274

Target = 8500 (annually)

[Green]

Youth Services

Successes/Areas of Development

Number of places available per holiday period (HAF)	<p>We have completed the 2024/25 delivery of the HAF provision and exceed the number of places we aimed to provide over the annual programme. This has been down to strong provider engagement and continued development with local providers to increase availability across the holiday periods.</p> <p>Area for development within the programme is attendance consistently – some providers experienced significant under attendance. With places being booked but not necessary being fully attended. This is a national pattern and work within the HAF team’s development plan includes a clear plan on how to address this going forward.</p>
Number of residents engaged with the service (Outdoor and Environmental Service)*	<p>The service is working at full capacity within the current staffing and facility resources available. We are pleased with the levels of engagement and have strong engagement in particular from our primary school’s programme. The Service will benefit greatly from the recent investment in a new roof that will protect the longer-term viability of the Castleshaw Centre and reduce energy and maintenance costs.</p> <p>The centre is still without the climbing tower facility which impacts capacity for full programme delivery and offer to schools and community groups. Work to replace the tower is progressing.</p>

Youth Services

Summary Comment

Q3 Summary Comment: Jodie Barber (Head of Youth Services)

A successful quarter 3 across all services, with the Youth service exceeding its number of delivered sessions due to a comprehensive summer programme delivery and despite vacancies within the team.

We were particularly pleased that we were able to offer an enhanced Holiday activity and food programme for families in need but not in receipt of FSM due to funding from the Household Support Fund, this included a targeted offer for families in temporary accommodation ensuring children and young people most in need had opportunity to participate in enriching summer holiday activities.

All 3 services are demonstrating a wide reach and providing valuable activities that improve a range of positive outcomes to thousands of children, young people and families across the borough.

Youth Services

Director Comment

Q3: Neil Consterdine, Director of Communities

Demand for Youth Provision is extremely high and has been for some time. Some parts of the borough are causing us concern with higher levels of ASB where greater levels of Youth Work and Detached Youth Work would be extremely beneficial. The team do end up firefighting on a constant basis alongside their planned offer. However, with the resource available the team are doing well and are exceeding targets. Feedback from partners and young people is constantly positive.

Signed Off: 23/01/2025

Youth Services

Portfolio Holder Comment

Q3: Cllr Shaid Mushtaq, Cabinet Member for Children & Young People

I'm pleased to see that all targets are being met and exceeded by the team, the attendance issues around the HAF programme are recognised with a plan in place to support those settings that are struggling.

Whilst the youth work sessions are impactful receiving a positive response from those that benefit from it, a more proactive approach in hotspot areas would be welcome.

It's great to see that we are engaging with large numbers of young people providing opportunities they might not otherwise experience.

Signed Off: 31/01/2025