

The Highland Council
Education, Children and Adult Services Committee
11 November 2015

Agenda Item	6.
Report No	ECAS 94/15

Children's Services - Performance Report

Report by Director of Care and Learning

Summary

This report provides an update on the performance framework for Children's Services.

1. For Highlands Children 4 performance framework

- 1.1 Highland Council and NHS Highland have agreed a performance framework for children's services as outlined in *For Highlands Children 4*. This performance report is presented to the Education, Children and Adult Services Committee, as well as to NHS Highland.
- 1.2 All of the performance measures in the current framework have been allocated to *For Highlands Children 4* Improvement Groups.
- 1.3 The full summary is included at **Appendix 1**. Discussions continue to take place with NHS Highland to seek earlier access to child health surveillance information although a number of measures have been updated in this report.
- 1.4 Data from 2015 Lifestyle Survey is currently being scrutinised and will be included in the next performance report. Measures which require this data have been highlighted within **Appendix 1**.
- 1.5 Commentary is provided below on the following measures where performance is either not on target, or otherwise of note.

2. Performance Measures

- 2.1 **Measure 34** - *Achieve 36% of new born babies exclusively breastfed at 6-8 week review* - Detail is contained in the assurance report to this meeting.
- 2.2 **Measures 46 and 47** - *Percentage of statutory health assessments completed within 4 weeks of becoming LAC will increase to 95% and 95% of health assessments for LAC who are accommodated are available for the initial child's plan meeting at six weeks* - Detail is contained in the exception report as part of the assurance report to this meeting.
- 2.3 **Measure 68** - *The number of Gypsy and Traveller children and young people attending nursery, primary and secondary school, whilst in Highland, will increase.* The 2014/15 data shows a five percent increase in the number of gypsy and traveller children attending schools.
- 2.4 **Measure 87** - *The delay in the time taken between a child being accommodated and permanency decision will decrease* - In the previous quarter, the average time taken to achieve permanency for a child, from the date they were initially

accommodated, was 23.3 months. Since March 2015 there have been permanency decisions made in less than 12 months for 14 children. Most of these children are of preschool age.

- 2.5 With continuing work around improving timescales for permanency decisions and plans, it is clear that improvements are being made. However, there will also be children where there are additional challenges in achieving permanency, where the timescales will be longer. Further detail is provided in **Appendix 2**.

3. Highland First - Proposed Additions to Key Performance Measures

- 3.1 In response to the programme for the Highland Council, the Service has developed a number of new performance measures to meet the commitments.

- 3.2 The new measures are detailed in **Appendix 3** to this report.

- 3.3 The majority of measures have been allocated to For Highlands Children 4 Improvement Groups. A number of measures require to be developed in partnership with NHS Highland.

4. Implications arising from Report

- 4.1 There are a range of resource implications with regard to these performance indicators, but in most cases, performance can be addressed within current resources.

- 4.2 There are no legal, equality, risk, climate change/carbon clever, rural or Gaelic implications.

5. Recommendation

- 5.1 Members are asked to consider and comment on this performance information and note the additional performance measures.

Designation: Director of Care and Learning

Date: 30th October 2015

Author: Bill Alexander, Director of Care and Learning
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FHC4		2011/12	2012/13	2013/14	2014/15							Target / comment	Imp Group
						April	May	Jun	Jul	Aug	Sep		
Safe													
1. Children are protected from abuse, neglect or harm at home, at school and in the community													
1	Number of households with children in temporary accommodation will reduce			100	93							95 Reported annually	Child protection
2	The percentage of children on the child protection register who have been registered previously will reduce.	5.89%	2.80%	5.31%	3.67%	3.66%	3.43%	3.48%				Reduction from 5.89%	Child Protection
3	The gap between formal agency recording and self reporting rates from children and young people affected by domestic abuse decreases.											Data from 2015 Lifestyle Survey by October 2015	Public Health and Wellbeing
4	The percentage of children who report they feel safe and cared for in school is maintained			85%	83%							83% Reported annually	Schools
5	The gap between reporting of bullying through formal mechanisms and self reported experiences of bullying from children and young people decreases.											Data from 2015 Lifestyle Survey by October 2015	Equalities working group
6	The number of children and young people who say that they know where to get help from if they are being bullied increases	90.2%		91.0%								90% Data from 2015 Lifestyle Survey by October 2015	Equalities Working Group

7	The number of children and young people who say that they would tell someone if they were being bullied increases	59.8%	61.1%									63.8% Data from 2015 Lifestyle Survey by October 2015	Public Health and Wellbeing
2. Children are well equipped with the knowledge and skills they need to keep themselves safe													
8	Self reported incidence of alcohol misuse will reduce (P7)	8.0%	2.9%									2% Data from 2015 Lifestyle Survey by October 2015	Public Health and Wellbeing
9	Self reported incidence of alcohol misuse will reduce (S2)	23.4%	12.8%									12% Data from 2015 Lifestyle Survey by October 2015	Public Health and Wellbeing
10	Self reported incidence of alcohol misuse will reduce (S4)	46.3%	30.9%									30% Data from 2015 Lifestyle Survey by October 2015	Public Health and Wellbeing
11	Self reported incidence of drugs misuse will reduce (P7)	5.0%	1.9%									2% Data from 2015 Lifestyle Survey by October 2015	Public Health and Wellbeing
12	Self reported incidence of drugs misuse will reduce (S2)	6.0%	4.4%									4% Data from 2015 Lifestyle Survey by October	Public Health and Wellbeing

													2015	
13	Self reported incidence of drugs misuse will reduce (S4)	13.0%		8.1%									8% Data from 2015 Lifestyle Survey by October 2015	Public Health and Wellbeing
14	Increased support for children & young people who display sexually harmful behaviour				5								100% increase by December 2015	Youth Justice
15	Reduce the number of RTAs resulting in avoidable injuries to children and young people												Awaiting Data from NHS Highland	Road Safety Unit
16	Hospital admissions for drug related reasons will reduce												Awaiting Data from NHS Highland	Public Health and Wellbeing
17	Hospital admissions for Alcohol related reasons will reduce												Awaiting Data from NHS Highland	Public Health and Wellbeing
3. Young people & families live in safer communities where antisocial & harmful behaviour reducing														
18	The number of children reporting that they feel safe in their community increases												Data from 2015 Lifestyle Survey by October 2015	Public Health and Wellbeing
19	The percentage of school staff who have up to date child protection training increases				72%								Increase from baseline of 72% Reported annually	Schools

20	The number of children and Young people reported to SCRA on anti social behaviour grounds reduces				90								20% reduction by 15/16	Youth Justice
21	The number of restorative justice warnings used for Young people who offend increases				68								10% reduction by 15/16	Youth Justice
22	Increase use of interventions for young people at risk of becoming serious / repeat offenders	6		6	2	3	3	5	5	6			11	Youth Justice
23	The number of young people referred to youth action who have an asset assessment completed increases				77%								90% by 2015 /16	Youth Justice
24	The number of offence based referrals to SCRA reduces	781	528	417	343	29	51	87					5%reduction by December 2015	Youth Justice
25	The percentage of 16 to 18 year olds entering the criminal justice service decreases				8%								5% Reported annually	Youth Justice
Healthy														
4. Children and young people experience healthy growth and development														
26	% of children reaching their developmental milestones at their 27 – 30 month health review will increase				75.1%								EYC Stretch aim – 85% by December 2016	Early Years
27	% of children will achieve their key developmental milestones by time they enter school will increase			85%	87%								85%	Additional support Needs
28	% of children who reach their developmental milestones at entry to Primary four will increase												EYC Stretch aim 85%–By 2018 (National aim)	Early Years
29	There will be a reduction in the percentage gap between the most and least deprived parts of Highland for low birth weight babies												Awaiting Data from NHS Highland	Early Years

30	Improve the uptake of 27-30 month surveillance contact from the baseline of 52% to 95% by March 2016			82,5%	78.6%	75.9 %							95%	Early Years
31	95% uptake of 6-8 week Child Health Surveillance contact			85.1%	81.7%	76.5 %							95% Health Surveillance contact has two elements (HV & GP) – measure used is number of forms returned by GP. Manual audit suggests HV contact is close to 100%.	Early years
32	6-8 week Child Health Surveillance contact showing no difference in uptake between the general population and those in areas of deprivation			2.9% variation	5.4% variation								No variance	Early years
33	6-8 week Child Health Surveillance contact showing no difference in uptake between the general population and Looked After Children												Awaiting Data from NHS Highland	Early years
34	Achieve 36% of new born babies exclusively breastfed at 6-8 week review March-17	30.9%	32.4%	31.2%	30.3%								Detailed in assurance report	Maternal infant nutrition
35	Reduce % gap between most & least affluent areas for children exclusively breastfed at 6-8 weeks			14.8% compared to 40.5%	15.8% compared to 36.2%								Reduction	Maternal infant nutrition
36	Maintain 95% Allocation of Health Plan indicator at 6-8 week from birth (annual cumulative)		97.3%	99.5%	99.7%	99.5 %							95%	Maternal infant nutrition
37	Maintain 95% uptake rate of MMR1 (% of 5 year olds)	97.3%	94.6%	96.7% Q4	96.2%	97.1 %		96.6 %					95%	Early Years

38	Sustain the completion rate of P1 Child health assessment to 95%	91.1%	93.1%	99.5% Q4	99.0% Q3								95% Reported annually	Early Years
39	95 % of children with significant ASN will have their learning planned for through a child's plan	44.0%	65.0%	70.0%	94%						97%		95%	Additional support Needs
40	The number of 2 year olds registered at 24 months with a dentist will increase year on year			76.8%	73.9%	72%							Increase from 76.8% baseline	Public Health and Wellbeing
41	The number of 2 years olds who have seen a dentist in the preceding 12 months will increase			67.3%	64.4%	63.9 %							Increase from 67% baseline	Public Health and Wellbeing
42	The percentage of 5 year olds will have no obvious dental decay will increase to 80%			70.1%	70.1%								80%	Public Health and Wellbeing
43	Child Fluoride Varnish Applications: 60% 3-4 year olds to receive 2+ applications per year			14.9%									60% Reported annually Awaiting Data from NHS Highland	Public Health and Wellbeing
44	All nurseries will participate in the Childsmile Programme with 80% of the roll brushing daily			97.6%									80%	Public Health and Wellbeing
45	90% CAMHS referrals are seen within 18 weeks by December 2014		80.0%		95.3%	92.9 %	90%						90%	Mental Health
46	% of statutory health assessments completed within 4 weeks of becoming LAC will increase to 95%	23.3%	70.0%	66.7%	66.7%	68.8 %	66.7 %	66.7 %	71.4 %	70.0 %	64.3 %		95% Amber status represents improvement post integration.	Looked after Children
47	95% of health assessments for LAC who are accommodated are available for the initial child's plan meeting at six weeks						66.7 %	63.6 %	75%	83.3 %			Looking for improvement from the 66.7% baseline.	Looked after Children

48	Waiting times for AHP services to be within 18 weeks from referral to treatment										87%		95%	Additional support Needs
49	95% of children will have their P1 Body Mass index measured every year	91.1%	93.1%	90.2%	99.6%								90% Reported annually	Public Health and Wellbeing
50	80% of young women in S2 to receive HPV immunisation by March 2017		86.4%										90% Awaiting Data from NHS Highland	Public Health and Wellbeing
51	The percentage of young women who receive HPV immunisation will be no different between the most and least deprived areas												Awaiting Data from NHS Highland	Public Health and Wellbeing
52	The percentage of young women who receive HPV immunisation will be no different between the general population and the Looked After Children Population												Awaiting Data from NHS Highland	Public Health and Wellbeing
53	Number of staff trained to deliver approved input on sexual health, relationships and parenting increases			16	45								25 Reported annually	Public Health and Wellbeing
5. Children and young people make well-informed choices about healthy and safe lifestyles														
54	The number of hits on pages relating to children and young people on the Substance Misuse Website increases				88								100	Health and Wellbeing
55	Number of staff trained in Brief Interventions and Motivational Interviewing increases				15								90 by June 2016	Youth Justice
56	The volume of oily fish, vegetables, fruit and salad used in school meals per pupil increases												Data Available by Nov 2015	Public Health and Wellbeing
57	School meal uptake increases beyond primary 3												Data Available by Nov 2015	Public Health and Wellbeing
58	Self reported incidence of smoking will decrease (P7)	1.0%		0.5%									0% Data from 2015	Public Health and Wellbeing

													Lifestyle Survey by October 2015	
59	Self reported incidence of smoking will decrease (S2)	8.00%		5.50%									5% Data from 2015 Lifestyle Survey by October 2015	Public Health and Wellbeing
60	Self reported incidence of smoking will decrease (S4)	20.0%		12.0%									11% Data from 2015 Lifestyle Survey by October 2015	Public Health and Wellbeing
Achieving														
6. Children & young people have skills, confidence and self-esteem to progress successfully														
61	The number of LAC who attain qualification in any subject at level 3 or above will increase	62%	61%	58%	72%								63% Reported annually	Schools
62	The number of LAC who attain qualifications in English / maths at level 3 or above will increase	49%	48%	47%	60%								50% Reported annually	Schools
63	The percentage of schools who have a curriculum model and rationale based on the 7 principals of design and 4 contexts of learning increases				30%								40%	Schools
64	The percentage of pupils who report "that staff talk to them regularly about their learning "increases			64%	72%								69 Reported annually	Schools
65	Maintain high levels of positive destinations for pupils in Highland vs national averages		91%	93%									93	Schools
66	The number of children who have access to learning a second language from P1 and to a third language from P6 by 2020 increases			0%	0%								5% 2015-16 25% 2012-17 60% 2017-	Schools

													18 80% 2018-19 100% 2019-2020	
67	The percentage of young people reporting their learning environment as positive will increase			88%									80%	Public Health and Wellbeing
68	The number of Gypsy and Traveller children and young people attending nursery, primary and secondary school, whilst in Highland, will increase.			86%	91%								90%	Additional support Needs
69	The number of children & young people who experience interrupted learning as a result of exclusion will decrease				50								Decrease from baseline of 50	Additional support Needs
7. Children and young people are supported to achieve their potential in all areas of development														
70	The percentage of children and young people sustaining full time attendance at school will increase				99.2%								99.3% Reported annually	Additional support Needs
71	Decrease total primary non-attendance at school		9.1%		5.4%								4.3% Reported annually	Schools
72	Decrease total secondary non-attendance at school		5.2%		9%								9% Reported annually	Schools
73	The percentage of schools who have a system to monitor achievement increases												5%	Schools
74	The percentage schools awarded an evaluation of good or better for self-evaluation in HMI inspections increases			20%	47%								60% Reported annually	Schools
75	The percentage of schools awarded an evaluation of good or better for curriculum in HMI inspections increases			20%	58%								60% Reported annually	Schools
76	The number of children achieving level 4 in literacy and numeracy increases		76	78	78								94%	Schools
77	Maintain high levels of performance against National averages and comparator schools												Baseline required	Schools

78	The percentage of schools evaluated as good or better for Meeting learners Needs in HMI inspections increases			60%	63%								65% Reported annually	Looked after Children
79	The number of Looked After Children in placements supported through the FF scheme (Highland Council) increases		14	4	26								15 Reported annually	Looked after Children
80	The number of young people with complex disabilities sustaining positive destinations as identified through tracking post school, increases												Baseline required	Additional support Needs
81	The percentage of schools with a positive relationships framework, supported by a curricular framework, will increase												Data Available by Nov 2015	Additional support Needs
82	The number of young carers identified on SEEMiS will increase				68%								Increase from 68% baseline	Young Carers
83	The number of self-identified young carers who report they are supported well will increase				68%								Increase from 68% baseline	Young Carers
84	The reduction in multiple exclusions is maintained		48	55	41								36 Reported annually	Schools
85	The exclusion rate for Looked After Children will decrease	155	84	98	146								155 Reported annually	Looked after Children
Nurtured														
8. Children and young people thrive as a result of nurturing relationships and stable environments														
86	The number of children entering P1 who demonstrate an ability to develop positive relationships increases			91%	94%								Increase from 91% baseline	Additional support Needs
87	The delay in the time taken between a child being accommodated and permanency decision will decrease	9.6	12	9	15			23.3				Less than 12	9 months See appendix 2	Looked after Children
88	The number of respite nights provided is sustained (cumulative)	665	384	320	268	254	518	754					2326 bed nights pa	Additional Support Needs

89	The number of respite day hours provided is sustained (cumulative)	27603	28953	30790	35920	2948	5322	7080					20827 day hours pa	Additional Support Needs
90	The number of LAC accommodated outwith Highland will decrease (spot purchase placements)	44	44	46	46								37 Detailed in previous assurance report.	Looked after Children
91	The number of children needing to live away from the family home but supported in kinship care increases	16.5	19.3	18.3	14.6	13.8	14.2	14.4					20% Detailed in previous assurance report	Looked after Children
92	The number of children where permanence is achieved via a Residence order increases		67.0	72.0	76.0	75.0	76.0	75.0			71.0		cumulative 82 Detailed in previous assurance report	Looked after Children
93	The number of audits carried out for LAC who have three or more unplanned placement moves in 3 month period			100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	Looked after Children
9. Families receive support, advice and guidance well-matched to their needs														
94	An increase in uptake of Healthy Start scheme to 85% of eligible beneficiaries by 2016				68%								85% Reported annually	Maternal infant nutrition
95	The number of eligible children supported to take up their early learning & childcare entitlement increases												70% by December 2015	Early Years
96	Every district in Highland is able to deliver a core suite of parenting interventions												9 New Target 09/15	Supporting Parents
97	The number of eligible parents participating in the core suite of parenting interventions increases												New Target 09/15	Supporting Parents
98	Every district in Highland is able to offer managing teenage behaviour programmes												9 New Target 09/15	Supporting Parents

99	The proportion of families with children under 8 receiving income maximisation advice increases												Baseline to be agreed by December 2015	Public Health and wellbeing
Active														
10. Children and young people are physically active														
100	The number of children walking to school increases												Data Available by Oct 2015	Road Safety Unit
101	The number of schools who offer 2 hours (or two 50 minute periods of high quality PE) increases			82%	97%	98%	98%	98%	98%	98%	98%	98%	14-15 97% 15-16 100% thereafter	Schools
102	The number of children cycling to school increases												Data from 2015 Lifestyle Survey by October 2015	Road Safety Unit
103	The number of provisions who report that children have daily access to the outdoors increases				197								197 Reported annually	Play
104	The number of provisions that are able to provide free access to the outdoor increases				177								177 Reported annually	Play
105	No. children achieving one hour or more moderate activity on 5+ days per week increases												Data from 2015 Lifestyle Survey by October 2015	Public Health and wellbeing
Respected & Responsible														
11. Children & young people know their rights and are confident in exercising these														
106	The percentage of views and comments of children and young people with ASN included in a child's plan increases.				94%								99% Reported annually	Additional support Needs

107	The percentage of children responding positively to the question "Staff and children treat me fairly and with respect" is maintained			80%	84%								84% Reported annually	Schools
108	The percentage of schools with a model for personal support in place increases				50%								55% Reported annually	Schools
12. Families valued as important contributors and work as equal partners to ensure positive outcomes														
109	The percentage of parents and carers who respond positively to the question, "the school takes my views into account" increases			57%	65%								63% Reported annually	Schools
110	The percentage of parents who report that the school keeps them well informed of their child's progress increases			74%	76%								77% Reported annually	Schools
111	The number of hits on pages relating to parents and carers on the Highland Substance Misuse Website increases				22								22 Reported annually	Health & Wellbeing
Included														
13. Children, young people & families are supported well to develop strengths and resilience														
112	The number of schools with the new equal opportunities policy in place increase												Data Available by Nov 2015	ECS Equalities Working Group
113	The percentage of parent and carer responses to the question, "my child is treated fairly at school"			87%	91%								91% Reported annually	Schools
114	The percentage of children who report they have a say in making the way they learn in school better increases.			47%	62%								56% Reported annually	Schools
115	The number of parents/carers who participate in the parent/carer food and health in schools participation programme increases.												Data Available by Nov2015	Public Health and Wellbeing
116	The number of families of children with Additional Support needs supported by Chip+ through the service level agreement is maintained or increases			1321									1321 enquiries	Additional support Needs

117	The number of schools participating in the delivery of Resilient Kids training increases				145								Data Available by Sept 2015	Additional support Needs
118	The number of adult and children's services staff accessing the getting our priorities right training increases												Data available by Dec 2015	CAPSM
119	The number of school staff participating in equality and diversity training increases												Data available by March 2016	C&L Equalities Working Group
14. Improvement in service provision determined by participation of children young people & families														
120	The number of children participating in the Highland Lifestyle Survey increases			66.2%									75% Data from 2015 Lifestyle Survey by October 2015	Public Health and Wellbeing
121	Demonstrate involvement/engagement of service users in Improvement Group activity year on year												Baseline available Nov 2015	All
122	The number of children & Young People completing the youth action service evaluation form increases				Q3 30%								90%	Youth Justice

Appendix 2.

Permanence Planning

A number of strategies have been put in place to address delay in permanence planning highlighted during the Inspection by the Care Inspectorate in early 2015 and these have begun to show improvements.

These include permanence consultations for individual cases with senior practitioners experienced in permanence work, monthly monitoring of children in foster care, reported to the Head of Children's services and Children's Services Managers, with a focus on decision making timescales. Workshops and further training opportunities are planned for practitioners and their managers to keep up the momentum of improving the timescales of decision making for children.

During the last quarter one child was matched with prospective adopters and the timescale from decision making to the matching was reduced by 10 months, compared to the previous quarter. The number of children registered for permanency increased from 3 to 12 in the second quarter of 2015/16. Again there was a reduction in the timescales by 10 months, for submission of the Form E to the Permanence Panel. The increase in the number of children registered for permanency reflects the positive response to the drive to prevent delay in making permanence decisions for our most vulnerable children.

There were no children referred to the Permanency Panel in the last quarter where an application for a Permanence Order is the plan.

In 2014, there were 15 Permanence orders, 19 Adoption Orders and 9 Permanence orders with Authority to Adopt granted.

This year, to date there has been 9 Permanence Orders, 12 Adoption Orders and 18 Permanence orders with Authority to Adopt granted.

We are now in the second stage of the research study we are participating in with Stirling University. The aim of this study is to understand how we can best provide stability, permanence and positive outcomes for children who are permanently placed away from home.

PERMANENCE PLANNING								
LAC decision for permanency to the matching of child/young persons with permanent carers	2014/15				2015/16			
	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4
Number of children matched	1	5	5	1	9	1		
Average time in months from LAC decision to matching	12.0	12.0	12.4	15	23.3	13.0		
Number of Children waiting to be matched	18	16	15	19	10	23		
LAC decision for adoption to submission of Form E								
Number of children	3	1	7	3	3	12		
Average in weeks from LAC Decision to receipt of Form E	22.0	16.4	23.8	37.3	26.1	13.3		

Appendix 3

Commitment	New measure	Improvement Group
4. Communities Delivering Social Care	Increase the level of funding routed to childcare and early learning via community groups	Early Years
	New measures for community led care to be agreed with NHS Highland	
16. Growth in Early Years Workforce	Test new approaches to delivering early years and P1 education	Early Years
	Achieve increase in flexibility and access to early years services	Early Years
	Review management arrangements for early years services	Early Years
	Encourage young people to consider employment in child care settings	Early Years
	Work with all sectors to encourage growth in the early years workforce	Early Years
	Provide opportunities for young people in secondary schools to have experience of working in child care settings, including a focus on gender balance	Schools
30. Strengthening our Partnership with NHS Highland	New measures for community led care to be agreed with NHS Highland	
32. Region for Young People	Implement the Youth Employment Strategy through bi-annual reports to the Highland Community Planning Partnership and Highland Works	Highland Works
	Provide a wider range of courses on-line for senior students	Schools
	Implement the ICT in Learning strategy	Schools
44. Supporting Headteachers	Review management structures across our schools	Schools

	Implement the review of janitorial services	Schools
	Review business support across schools	Schools
	Implement the reducing bureaucracy action plan	Schools
45. Physical Activity and Health	Trial the 'daily mile' programme	Schools
51. Looked After Children	Increase consultation and engagement with Looked After Children	LAC
57. Alcohol Dependency	New measures to be agreed with Drug & Alcohol Partnership	Public health and wellbeing