

## People Scrutiny Commission

Meeting date: 7 December 2015

Heading: 'Getting to Good' ... 1 Year on Bristol Children's Services Improvement Plan 2015-2016	
Ward: Citywide	
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Purpose of briefing, summary of issue / proposal and key background information:

### The Context:

1. **Services for children in need of help and protection, children looked after and care leavers in Bristol were inspected by Ofsted between 30 September and 22 October 2014.** A review of the effectiveness of the Bristol Safeguarding Children Board was also undertaken. A report setting out the findings and judgements was published by Ofsted in December 2014.
2. The Ofsted Inspection Framework judges Local Authorities and the Local Safeguarding Children Board against the framework as: Outstanding, Good, Requires Improvement or Inadequate. **The overall judgement was that services for these children in Bristol "Required Improvement"**.
3. "Requiring improvement" services are considered to be adequate; protecting children from the risk of harm, and safeguarding and promoting the welfare of children in care. Minimum requirements are in place but are not consistently delivering good protection, help and care for children, young people and families.
4. The Ofsted report stated that we had a **good understanding of the main issues** for children and their families, **and of the strengths and weaknesses of the services** we provide. **Strengths include:**
  - well targeted and coordinated early help services for children and families
  - speed of response to child protection concerns
  - the relationships between children in care and their social workers
  - a stable, committed and skilled workforce
  - multi-agency working for vulnerable children and families, in particular in response to child sexual exploitation
5. **Adoption services were judged to be 'Good'**. In particular, adoption arrangements are prompt, with children moved to a permanent home as soon as possible. Adopters and their children benefit from a stable and experienced team of adoption social workers.
6. There are **four key priorities for improvement:**
  - the **outcomes for Care Leavers** – to maintain regular contact with social

workers, undertake effective Pathway Planning and increase the number of care leavers engaged in education, employment and training

- the **educational outcomes for children in care** – to ensure the attainment gap with their peers continues to close and complete all Personal Education Plans to a high standard
- the delivery of **consistently good social work practice** for children and families
- Effective **leadership, management, and governance**

7. **‘Getting to Good’ Bristol Children’s Services Improvement Plan 2015-2016 (“the Plan”)** draws together the Council’s response to the recommendations arising from the Ofsted inspection, and incorporates relevant ongoing activity, along with additional co-ordinated action across services.
8. The Plan consists of **4 priority areas, 98 actions**, and 20 named ‘leads’ for delivery. The Plan sets out the actions to be undertaken, expected outcomes, improvement measures, lead officer and due date. The overarching outcome to which all actions in the Plan contribute is that children in Bristol are safe. **Ofsted endorsed the plan** in a letter to Bristol City Council on 26 Feb, with praise for **“ambitious targets, clear lines of accountability, and strong monitoring arrangements.”**
9. One-off funding of £600k was secured for additional capacity and targeted short-term investment to ensure the successful delivery of the Plan and the achievement of ambitious targets.
10. The Plan is being overseen by an Improvement Board, chaired by the Strategic Director for People, John Readman. The Board meets monthly to ensure the timely implementation of the Improvement Plan and monitor the delivery of performance outcomes.
11. The **purpose of this briefing** is to update Scrutiny members on our progress in relation to the delivery of the Plan.

## **Progress in Delivering the Plan**

12. A ‘dashboard’ summary of progress against actions is available at Appendix A. This is rated according to tasks completed, actions in progress and on track, and actions in progress but not on track
13. Twelve key performance indicators were identified for the Plan - these twelve “herd indicators” are ones of such significance that they give an insight into a larger number of associated “follower indicators” and give an indication of how large sections of the system are performing. There are 35 follower indicators in the Plan.
14. The latest KPI figures are shown in the table below:

Theme	Indicator	October 2015 (or latest) figure	Target
Outcomes for care leavers	Care leavers in contact with services	93%	90%
	Care leavers with a Pathway Plan	90%	90%
	16-19 year old looked after children/care leavers in education, employment and training	62%	90%
	19,20,21 year old care leavers in education, employment and training	50%	58%
Educational outcomes for looked after children	Looked after children in good or outstanding education provision	84%	75%
	Personal Education Plans completed within statutory timelines	72%	90%
	Personal Education Plans achieving 'good' or better according to grade descriptors	83%	60%
	Persistent absence for looked after children	6.90%	8%
Quality of social work practice	Social work case planning achieving 'good' according to grade descriptors	34%	60%
	Children in Need with a plan	86%	100%
	Children in Need plans reviewed within six months	49%	80%
	Children missing from home or care offered a return interview	100%	100%

15. Progress and challenges around each theme will be provided in a presentation to accompany this report. This provides a reflection on progress over the last twelve months and where we need to focus our efforts to ensure outcomes are achieved and the plan is delivered.

#### **Recommendation(s) / steer sought:**

1. Scrutiny to note progress on the Children's Services Improvement Plan

#### **Next steps:**

This briefing is being presented to Scrutiny for information, Scrutiny members will be updated as progress against the plan is advanced.

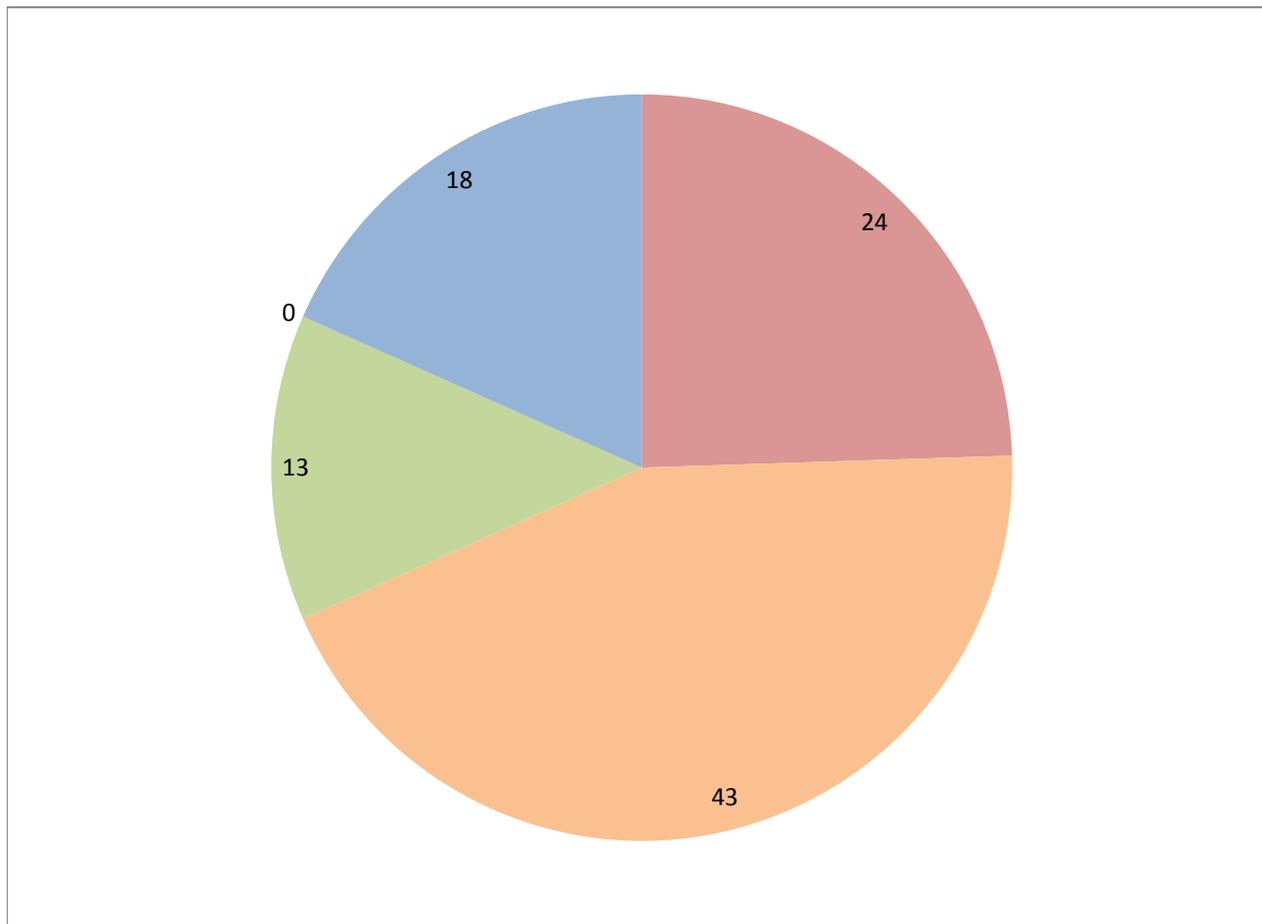
#### **Timescale / deadline:**

The plan is due to be fully implemented by July 2016

#### **Appendices:**

#### **Appendix A Dashboard of progress against action in the Plan**

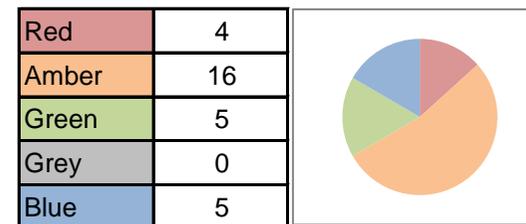
# Children's Services Improvement Plan Dashboard



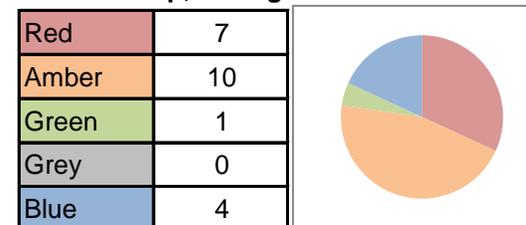
**All**

Red	24	Tasks and or outcomes have not been met or timescale slipped
Amber	43	Tasks and outcomes on track, milestones met but full action(s) not completed
Green	13	Tasks and outcomes are completed or performance is on target
Grey	0	Not yet started
Blue	18	Completed

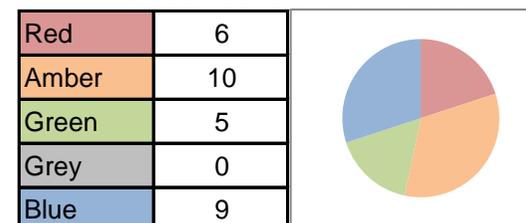
## Educational Outcomes for LAC



## Leadership, Management & Governance



## Outcomes for Care Leavers



## Quality of Social Work Practice

