

Annual Performance Assessment Areas for Development – Update Table

| | Area for improvement | Current performance December 2008 | Actions to improve |
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| 1. | Rates of teenage conceptions have increased and the overall baseline reduction is less than similar councils. | Reduction in Under 18 conception rate per 1,000 (baseline 1998 32.1) 2006 rate 30.7 2007 local PCT data 310, rate 33.8 est Jan to Aug 08 data 203 | Review and update TP Strategy document. Implementation of action plan. Teenage pregnancy co-ordinator post increased from 0.6fte to full time. Review effectiveness of Teenage Pregnancy Board and arrangements for agencies to work together. |
| 2. | Accessibility and the provision of suitable child and adolescent mental health services for 16- and 17-year-olds are less well established than similar councils | Work is continuing with the PCT to ensure all current providers are proving services to 16 and 17 yr olds and agreements have been reached. | Single tender process is clear re specification for this aspect of service delivery. |
| 3. | Rates of children with disabilities who have a transition plan in place have fallen to below rates in similar councils. | % children with disabilities aged 14+ with a transition plan to support their move to adult services. 2007/08 up to 75% Current performance 2008/09 – 86% | All yr 10, 11, 12 and 13 known to disability teams are tracked through transition planning Target of 90% will be completed by end of Jan 2009. |
| 4. | Adoption rates for looked after children have fallen and are significantly below rates in similar councils. | PAF CF/C23: Number of looked after children adopted during the year as a percentage of the number of looked after children at 31 March 2007/08 4.1% (8 adoptions) Current performance 08/09 – 5.2% (15 adoptions / 288 LAC 6mths+) | Legal services ensuring that placement orders are tied in with Care Proceedings to avoid delay Increase number of adopters able to meet needs of children placed from care system |
| 5. | The numbers of initial assessments completed within 7 working days have fallen and are now below rates in similar councils. | 2007/08 70.7% Current performance 08/09 – 69.88% (1188 out of 1700) | Resolution of technical problems associated with Care First / ICT to enable accurate and consistent data to be retrieved. Monthly management information to ensure overview of performance at team level. |
| 6. | The numbers of looked after children fostered by family or friends have fallen to below rates in similar councils. There are high numbers of children in residential accommodation and high numbers placed more than 20 miles away from home. | 2007/08 9.4% fostered by family and friends Current performance 08/09 - 10.67% (35 out of 328) 2007/08 19.7% in residential accommodation Current performance 08/09 - 16.16% (53 out of 328) 2007/08 21.6% newly placed 20+ miles away from home Current performance 2008/09 – not currently available | Implement Commissioning strategy for placements for Looked after children specifically by: (a) Develop therapeutic fostering scheme to reduce numbers in residential care (b) Contract with Quarriers (Jan 2009) to deliver 12 placements in county and monitor delivery of contract (c) Reduce number in external fostering placements by increasing pool of in-house foster carers |

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| 7. | A low rate of common assessment framework completion has meant that formal referral rates to social services of children in need have increased. | 76 registered at time of JAR Current position – 167 | | | | Increase in the number of CAFs completed by: (a) Review definition and re-state expectations of use of the CAF based on national guidance. (b) Review role of Information Sharing Co-ordinator to incorporate improved support for stakeholders and the chairing of multi-agency meetings. (c) Re-launch/re-state the importance of CAF with an emphasis on benefits and expectations on key stakeholders, and in particular schools. (d) Provide clear information relating to the structure and processes which support the CAF and Lead Professional, including the development of a protocol for managing CAF meetings. |
| 8. | While improving, standards are consistently below that of statistical neighbours at Key Stage 1 and 2. Attainment gaps between boys and girls remain significant. | KS1 | reading | writing | Maths | The LA continues to ensure early intervention and support coupled with robust challenge for schools to improve standards: Continue the focus on improving outcomes for English and Maths by targeted work of the secondary team using National Strategies support. Further develop support for schools causing concern. Ensure SIPs effectively support and challenge schools to secure improvement. |
| | | 2007 | 85 | 81 | 90 | |
| | | 2008 | 85 | 80 | 89 | |
| | | KS2 | English | Maths | Science | |
| | | 2007 | 81 | 76 | 89 | |
| | | 2008 | 82 | 78 | 88 | |
| | | The APA report was based on 2007 data. In 2008, the LA has seen further improvement in KS2 standards with English up 1% and Maths up 2% (double national improvement). The combined 'English and Maths L4+' (which is becoming the standard KS2 measure) was up by 2% (double national improvement) and is above the statistical neighbours' average. The other 'standard' statistic is 2 levels progress in English and in Maths. In both these statistics the LA is above the statistical neighbours' average. | | | | |
| 9. | Despite increases in 2007 at Key Stage 4 gains in performance over the last three years have been below the improvements nationally and that of statistical neighbours. | KS4 | 5+ A*-C | 5+ A*-C incl Eng and maths | Continue the focus on improving outcomes for English and Maths by targeted work of the secondary team using National Strategies support. Further develop support for National Challenge and Gaining Ground schools. Ensure SIPs effectively support and challenge schools to secure improvement. Deliver the 14-19 reform agenda. | |
| | | 2007 | 59.6 | 49.6 | | |
| | | 2008 | 64.7 | 53.0 | | |
| | | Increases in both indicators above national increases. | | | | |

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| 10. | The performance of looked after children is weak at Key Stage 4. Numbers are small but the target of 10% achieving a GCSE grade A* to C has not been met. | 2007 0% 5+ A*-C (27 in cohort) 2008 10% 5+ A*-C (29 in cohort) | Introduce Academic Mentoring programme to incorporate individual target setting, rewards, aspirational goal setting Provide intensive support, particularly in English and maths Focus on improving attendance Develop the range of personalised learning programmes, leading to equivalent qualifications |
| 11. | The achievement of pupils from minority ethnic groups, while improving, is inadequate and there is much to do to meet the council's targets. | Black minority ethnic pupils performance has been of concern. Cohort sizes remain less than 30 per age group. Between 2007 and 2008 performance slipped at KS1, improved for KS2 English and maths and improved significantly at KS4. | A range of strategies are being deployed to support the identified groups of learners they include: - improve tracking and targeting of support to individual young people and schools both by the school and LA teams. - increasing the engagement of the young people and their families to increase their aspirations and skills through programmes such as the VIBES project. - increase the capacity of the schools to respond to the needs of the different groups and individuals. |
| 12. | A higher than national proportion of primary schools is in the category Notice to Improve or Special Measures. Wiltshire is in the lower quartile for schools judged on inspection to be good or outstanding. Seven primary schools were below floor targets in 2007 | There are currently 2 primary schools in notice to improve and 3 primary schools in special measures, which will reduce to 2 next month when 1 school closes. There are fewer schools in an Ofsted category than ever before. Two of the schools currently in an Ofsted category are due to come out of this category by Easter 2009 leaving 2 schools in this category. This will place us lower than the national proportion of primary schools. The number of schools moving from 'satisfactory' to good and outstanding reduced our satisfactory schools by 25% in the last year placing us just below the national average for good and outstanding schools | The LA continues to drive and support effective school self evaluation, with School Improvement Partners (SIPs) playing a key role, enabling early intervention for schools of concern |
| 13. | The number of supervised juveniles in full time education, training or employment is low compared with similar councils. | 63.8% April to September 2008 up from 58.1% in same period for 2007 but below similar YOT average of 71.2% | Wilts YOS to contribute to the increased focus on NEET brought about by the LAA target. Recruit Personal Advisor to Melksham YOS Team |
| 14. | The opportunities for young people with learning difficulties and/or disabilities at post-16 are too limited because work-based learning opportunities are insufficient and specialist support is not available to meet the level of need. | 2007 31% female (comp 38% national) 13% LDD (comp 15% national) 2008 37.2% female Wiltshire cf 36.8% South West Region – 16- | Discussions currently in progress with post 16 providers to broaden the range of provision below level 2 for learners with LDD, both FE and work based learning (wbl). Through NEET Reduction Strategy, implement actions identified in JAR Action Plan to enhance provision of wbl |

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| | There is a low proportion of females and young people with learning difficulties and disabilities in work-based learning. | 18 yos National figure (all ages) = 39.2% LDD WBL data not currently available. | opportunities for those with LDD – Foundation Learning tier progression pathways, including supported employment or independent living for LDD Develop initiatives to promote equal access to work-based-learning including both traditional and non-traditional occupational areas, through Skills Festival events, CEG/PSHE support and impartial, client centred information, advice and guidance. |
| 15. | Management at all levels is not sufficiently robust to achieve ambitions. | Department reorganisation consultation underway | Implement the DCE re-structure Through supervision and appraisal provide support and challenge to ensure that management action is focused on achieving agreed priorities and ensure follow-up action where it is not. |
| 16. | Delivery plans need to be smarter and applied more consistently at service level. | Consistent approach to delivery plans agreed and being implemented. | Secure agreed understanding and expectations across the Council's extended leadership team and the Children's Trust Executive of the key components of effective planning Provide support and challenge to ensure that the DCE plan meets agreed expectations, and that indicators are SMART Provide support and challenge to ensure that indicators within the CYPP, including Level 2 plans are SMART Regular monitoring events for JAR action plan, DCE plan and CYPP and ensure that plans are in place to remediate any unsatisfactory progress |
| 17. | There is slow progress in providing value for money in aspects of social care such as the unsustainable spend on fostering placements and special educational needs. | PAF CF/B8 Weekly cost of LAC 2007/08 £1084, current year is expected to result in a similar figure. Independent school placement numbers have been stable for the last two years with an overall decline in numbers compared to the previous four years. Wiltshire is part of the SW Consortium for the negotiation of contract and fees in the independent sector. | Fostering placements costs will be impacted by the implementation of the commissioning strategy as outlined in 6. above. A range of activities have now been identified to determine value for money around a range of SEN service and provision which forms part of the SEN 09/10 strategy: <ul style="list-style-type: none"> Confirm current costs and activity of Wiltshire SEN services and reviewed in light of benchmarking and evaluation information |

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| | | | <ul style="list-style-type: none"> • Review of Wiltshire special schools and Specialist Learning Centres leading to confirmed action plan. Consultation spring 09. • Review funding formula for special schools and SLCs • Introduce Audit Commission's Value for Money SEN Tool across Wiltshire schools to inform activity of schools and services • Review internal decision making process for independent placements. To include consideration of pooled budgets. |