



Children and Young People's Plan

2007 - 2010

Executive Summary



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What is the Executive Summary?

This Executive Summary summarises the “Children and Young People's Plan 2007 – 2010”.

What is the Plan about?

The Children and Young People's Plan 2007-2010, sometimes called the Single Plan, is a three year plan which details how all agencies in Rotherham are going to work together to put children, young people and their families first. Our first single plan was published in 2006, and the priorities from this plan have been revisited and revised in consultation with young people, parents, carers and staff. Also, OFSTED have issued additional guidance about what to include. There are now headline priorities with a much clearer focus on how they will be achieved. In addition, links to new legislation has been included, such as the Education and Inspections Act 2006, the Childcare Act 2006 and the Youth Matters and Inspections Act 2006. Finally, the outcomes from a number of inspections have been included and these can be found in the full version of the Plan.

Who does it cover?

The Plan covers services for children and young people aged 0-19 years, those aged 20 or over who are leaving care and those up to 25 who have learning difficulties.

When will it be reviewed?

We will report progress each year through our Annual Performance Assessment. This is reviewed by Ofsted and grades are issued in the autumn of each year.

The Rotherham Context

Rotherham is a diverse borough consisting of 110.3 square miles of rural and urban areas and has an overall population of 252,300. There is a history of heavy industry including coal mining and steel works, and this has left Rotherham with a legacy of long-term limiting illness, particularly affecting the adult population. As this heavy industry fell into decline, there was an increase in unemployment and as a result there are some pockets of high deprivation. There are also cycles of deprivation with many children in workless households and an increase in the number of children who have complex needs.

There are 78,245 children and young people under the age of 25 in Rotherham, which makes up 31% of the Borough's total population.

91% of Rotherham's children and young people are from a White British background and 8.2% from a Black or Minority Ethnic background (data taken from the 2005 Annual School Census) of whom the majority of children and young people are Pakistani.

The Vision

The overarching vision statement of the Children and Young People's Service continues to be:

Changing lives – working together to build a brighter future for all children and young people in Rotherham.

Core Principles

We have developed and adopted a number of core principles which provide the basis for our work across the full range of our services.

Children and Young People's Services is committed to working in true partnership and being bold and challenging in its commitment to:

- ensuring the child and young person's well-being is paramount
- creating a service that ensures fair access and the best possible outcomes for all children and families
- championing children and young people's rights and responsibilities
- ensuring that the thoughts, views and experiences of children and families inform the development of our services
- being innovative, flexible and adaptable to create services which are good enough for all children and young people
- recognizing and celebrating equality and diversity
- providing the highest standard of accessible learning and support for 0-19 year olds

We will continually check the quality of our work by asking ourselves the question:

- If this were my child, would it be good enough for them?

And we will challenge the focus of our work by asking ourselves:

- Will it really make a difference for children and young people?

We place trust in each other because through working together we will make the greatest difference:

- We will listen, learn and improve
- We will value and respect children, young people, families and each other
- In order to achieve the best for all children and young people, we will recognise that we need to look after ourselves and care for each other.

Strategy for the Well-Being of Children and Young People

We are committed to enabling the well-being of Rotherham's communities and individuals and specifically, children and young people. There are a number of local and national agendas which are currently driving forward the work of the Children and Young People's Service and consequently the contents of this Plan.

‘Every Child Matters’ highlights the need for services to work more closely together in supporting all children. It aims to give every child the opportunity to achieve their full potential regardless of their background or circumstances.

The National Service Framework (NSF) is a ten-year plan that has clear links with the Every Child Matters outcomes. Key messages in the NSF set national standards for the first time for children’s health and social care, which promotes high quality personalised care for women, children and young people. We have a number of NSF planning groups, with multi-agency membership.

The Council has launched its revised **Community Strategy and Corporate Plan**. The Community Strategy describes the future vision for the borough and the key targets and actions partner agencies across Rotherham have committed to achieving. The changes are being delivered through the Rotherham Partnership.

“Pride in Performance 2005-2010” is Rotherham’s Corporate Plan which describes the priorities that will be delivered to support the local economy, promote the health and well-being of local people, provide an environment where they can enjoy their lives to the full and provide them with easier access to even better services.

The main purpose of our **Local Area Agreement (LAA)** was to accelerate progress and delivery on the key priorities in our Community Strategy. It has built upon and supports the delivery and achievement of our vision for Rotherham and is integral to Rotherham’s partnership work as a whole. The LAA has been revised in 2007 and is now even more closely aligned to our Children and Young People’s Plan.

We can demonstrate clear links between these agendas as summarised in the table below.

Every Child Matters	National Service Framework	Community Strategy Themes	Local Area Agreement
<p>BEING HEALTHY</p>	<p>Introduce the new Child Health Promotion Programme</p> <p>Promote physical health, mental health and emotional well-being through healthy lifestyles</p> <p>Improve access to services particularly by co-locating services and developing Local Clinical Networks</p> <p>Tackle health inequalities</p> <p>Ensure that pregnant women receive the highest quality care throughout their pregnancy and childbirth</p>	<p>ROTHERHAM ALIVE As a society, we will invest in the next generation by focusing on children and young people</p>	<p>To improve emotional and mental health for all children and young people</p> <p>To improve sexual health awareness of children and young people</p> <p>To improve physical health initiatives for all children and young people in school</p>
<p>STAYING SAFE</p>	<p>Focus on early intervention, based on timely and comprehensive assessment of needs</p> <p>Promote and safeguard the welfare of children and young people, and ensure all staff are suitably trained and aware of action to take if they have concerns about a child or young person's welfare</p>	<p>ROTHERHAM SAFE Children will be safe from harm and neglect</p>	<p>Reducing bullying and harassment of children and young people by implementing protocols, systems and through sharing best practice</p> <p>Improve the safeguarding of children and young people deemed at risk of sexual exploitation</p>
<p>ENJOYING AND ACHIEVING</p>		<p>ROTHERHAM LEARNING Learning and development</p>	<p>Ensure all children and young people achieve</p> <p>Improve attainment of:</p> <ul style="list-style-type: none"> • boys

Every Child Matters	National Service Framework	Community Strategy Themes	Local Area Agreement
		opportunities will be available and accessible to all	<ul style="list-style-type: none"> • BME children and young people • Looked After Children <p>Raise standards in English, maths, and science in secondary education</p> <p>Improving School attendance levels in all year groups including the particular needs of Looked After Children</p>
MAKING A POSITIVE CONTRIBUTION	Give children, young people and their parents increased information, power and choice over the support and treatment they receive, and involve them in planning their care and services	ROTHERHAM PROUD Rotherham will be a caring place, where the most vulnerable are supported	Increase youth engagement in positive opportunities Increasing the number of young people with enterprise skills
ACHIEVING ECONOMIC WELLBEING		ROTHERHAM ACHIEVING Inequalities between parts of the borough and social groups will be minimised	Increasing the number of young people in Education, Employment and Training Raising the aspirations and achievement of children and young people by improving the basic skills of parents, carers and family members Ensure that services and information for children and families are co-ordinated and accessible by all

The four agendas detailed above provide the background for much of the work contained in the Children and Young People’s Plan. However, there are a number of

other national and local agendas and initiatives that have also influenced the development of this Plan and our priorities.

Following the success of Every Child Matters, the publication of **Every Parent Matters** stresses how “parents and the home environment they create are the single most important factor in shaping their children’s well-being, achievements and prospects”. In Rotherham, a draft Multi-Agency Parenting Strategy has been completed which ensures that services to parents are seamless and delivered according to need and subject to assessment. We are now engaged in the delivery of this strategy and will ensure that each Locality Team has work with parents as a core offer and standard part of the skills and training of all front-line staff from April 2008. Services to support parents will include comprehensive and universal adult learning services, early years and extended schools provision as well as in-depth intensive programmes for those in high need. We will also ensure that the Children and Young People’s Service agenda is consistent with and complements the Respect Action Plan requirements to tackle the most challenging families.

Support for parents is a theme of the **Childcare Act 2006**. It provides the legal framework for the implementation of a number of proposals regarding early years provision. In Rotherham we place great importance in our investment into early years provision in order to address the communication, language and literacy needs of children in their formative years.

The importance of wider provision for children and young people can be seen in the **Positive Activities for Young People (PAYP)** programme which aims to provide developmental and diversionary activities for 9 – 19 year olds. The programme is aimed at diverting and developing young people at risk of social exclusion and committing crime, so that they are able to participate in positive activities during the school holidays. By April 2008 we will have published our Youth Offer on the web. This will set out the wealth of opportunities available in Rotherham across the public, voluntary and private sectors.

The Government’s **Youth Matters: Next Steps**, set out a vision for empowering young people, giving them “somewhere to go, something to do and someone to talk to”. The reforms aim to provide all young people with an opportunity to follow a curriculum which motivates and engages them, preparing them for life and work. It also aims to deliver a radical reshaping of services for all teenagers, with more intensive support for those who need it, shifting from intervention to prevention. In Rotherham we are developing our Targeted Youth Support and Social Care Service that will offer enhanced support to those young people and their families who need it. We have brought together statutory youth provision and Connexions to provide both universal and targeted support.

The importance of motivating young people both in education and employment is at the heart of the **14-19 Education and Skills White Paper** published in 2005. In Rotherham we are reviewing our 14-19 Strategy in light of this. We have also developed our ‘widening participation’ strategy that focuses on increasing the numbers of young people going into education and employment with training post-16 and have partner commitment to deliver on the ‘September Guarantee’ whereby every young person leaving school at 16 is guaranteed a place in further education

or work based learning. We successfully secured the go ahead to deliver on one diploma from 2008 and two in 2009.

Cutting across all of the changes outlined above is the Government's **Respect** agenda. The Rotherham Respect Action Plan includes the six key areas which are highlighted in the National Strategy, four of which focus on children and young people. Specific targets included in the Rotherham plan are detailed below and clearly relate to our single plan priorities:

- Early identification and provision of support for families with problems
- Provision of Parenting Programmes
- Reducing bullying and harassment of children and young people
- Focusing on early intervention for school attendance problems and introducing School Attendance Panels
- Carrying out regular truancy patrols and using Fixed Penalty Notices for non-school attendance where appropriate
- Deliver a Rotherham Play Strategy
- Plan and provide activities for children and young people
- Ensure the needs, wishes and contributions of children and young people are recognised as an important factor in our communities.

Delivering this Plan - High Impact Priorities

We have used information from our analysis of need, results from consultation and surveys including the visioning exercise, and local intelligence, to inform our priority setting. We have also taken into account those areas which we need to improve as identified in our Joint Area Review and other inspections. Below are the details of each priority and how we will achieve them.

Being healthy

1. To halt the rise in infant mortalities

We will achieve this by:

- Implementing the Infant Mortality Action Plan
- Reducing the rate of women that smoke in pregnancy
- Providing training and support to increase breastfeeding initiation and maintenance rates
- Providing information and education on the importance of eating a healthy diet, both preconceptually and in pregnancy
- Ensuring full uptake of immunisation programmes available to women in the preconceptual period and to babies, children and young people.

2. To improve the sexual health of all children and young people

We will achieve this by:

- Increasing the awareness of common sexually transmitted infections amongst 11-18 year olds, in particular, ensuring that sexually transmitted infections feature in Sex and Relationship Education lessons
- Reducing the rate of under-18 conceptions by implementing the Teenage Pregnancy Strategy.

3. To ensure that all children and young people have the opportunity to live healthy lifestyles

We will achieve this by:

- Halting the rise in obesity and improving advice on nutrition
- Reducing the misuse of alcohol and drugs and supporting children and young people who want to give up smoking
- Providing timely and accessible mental health support to children and young people, particularly in young people's settings.

4. To support children and young people with complex needs and continuing health and care needs

We will achieve this by:

- Establishing an integrated SEN and Disability Team bringing professionals together to provide a more co-ordinated and holistic service
- Developing co-ordinated planning through the use of Early Support and the Common Assessment Framework and providing a lead worker and a flexible 'team around the child'
- Providing support in the community with equipment, palliative care, counselling, short breaks and respite care.

Staying safe

1. To improve the safety and security of vulnerable children and young people

We will achieve this by:

- Agreeing and implementing new common standards in all agencies around safe recruitment practices and allegations management
- Increasing the number of file audits using the quality and performance framework by 25% and using the results to inform staff mentoring and training needs
- Increase the number and range of foster carers
- Integrating the learning from recent serious case reviews into training and development strategies
- By further embedding safeguarding procedures and further developing flexible planning to meet educational and health needs
- By enhancing agency activity to discourage adults identified as potential risks to children.

2. To reduce bullying by implementing robust protocols, systems and through sharing good practice

We will achieve this by:

- Ensuring that clear pathways for addressing bullying are developed, understood and communicated to children, parents, teachers and other relevant agencies across the borough
- Ensuring that School Councils and other student bodies are fully involved in the development and monitoring of school policies and 'whole school approaches' to tackling bullying. School councils should be encouraged to report annually to governing bodies on the effectiveness of their school policy
- Ensuring that schools governing bodies are encouraged to nominate a 'designated governor' for bullying
- Promoting the 'Anti Bullying Standard', whereby schools can be awarded on their progress towards developing an effective anti bullying strategy
- Ensuring that links are made with neighbourhood champions (where appropriate) to ensure that a co-ordinated approach is taken to bullying both inside and outside schools

3. Reduce the impact of Domestic Violence

We will achieve this by:

- Reviewing the impact of the new inter-agency guidance and arrangements in respect of domestic violence
- Reducing repeat incidents of domestic violence
- Reducing homicides relating to domestic violence
- Increasing level of awareness around domestic violence
- Monitoring the reporting of domestic violence to ensure targeted intervention on a quarterly basis
- Increasing the level of awareness around Domestic Violence – its impact on children and their families. To identify signs of domestic violence with the aim of ensuring safeguarding of the child and reporting of concerns.
- Monitoring the reporting of domestic violence to ensure the early and targeted intervention of local services to prevent domestic violence.

- Working within Locality Teams with schools, the Police, neighbourhood and voluntary sector services to ensure consistent and effective action in support of children and their families suffering from Domestic Violence.

Enjoying and achieving

1. To raise attainment across the borough for all children and young people

We will achieve this by:

- Targeting attainment at Key Stage 1 and 2
- Targeting attainment of boys (0-19)
- Targeting the development of Communication, Language and Literacy (English) 0-19
- Raising levels of attendance and reducing exclusions
- Increasing Level 2 achievement at 16
- Increasing Level 2 achievement at 19
- Increasing Level 3 achievement at 19.

2. To improve children and young people's chances of taking part in sporting and cultural activities

We will achieve this by:

- Increasing the percentage of schools/pupils experiencing two hours of high quality PE/Sport activity
- Develop a wide range of additional sporting and cultural activities through the Extended Services Offer
- Increase the number of schools achieving external accreditation through Sportsmark and Artsmark and the Healthy Schools Award
- Ensure the Town Centre Renaissance projects, including the cultural centres, are family friendly.

3. Ensuring higher quality education/learning for all children and young people (0-19 year olds)

We will achieve this by:

- Restructuring the School Effectiveness Service to address the changing agenda and improve the leadership and management capacity, at all levels, within schools
- Targeting good and outstanding schools to share their good practice with other schools
- Reviewing the primary and secondary curriculum to create greater opportunities and improve the quality of learning for each child
- Working with partners to provide progression routes into post-16 learning and employment with training opportunities.
- Working with partners to ensure that post-16 provision achievement levels are at least at national averages across the curriculum.

4. To raise the attainment of Looked After Children, children from BME backgrounds and those with special and complex needs

We will achieve this by:

- Ensuring all Looked After Children have a Personal Education Plan
- Ensuring additional educational support is provided through the Get Real Team to all Looked After Children pupils with particular targeting of Key Stage 4
- Ensuring all Looked After Children pupils at risk of disengagement from school or through exclusion are closely monitored by the Education Welfare Service and

Behaviour Support Service and school placement is maintained at the earliest opportunity

- Ensuring all asylum and refugee children are assessed by the Welcome Centre and school placement is supported to ensure educational progress is not disrupted
- Ensuring that children with special and complex needs receive the highest quality of education. They will have access to an appropriate curriculum to maximise their level of achievement, a range of inclusive experiences to promote their social and emotional development and opportunities post-16 to enable them to make a positive contribution and enhance their economic well-being.

Making a positive contribution

1. To promote positive images of young people in their communities

We will achieve this by:

- Implementing the Respect Strategy ensuring that the positive public perception of young people is seen as a key priority for all Partners
- Promoting the use of the Praise Pod project in schools, early years centres and nurseries to recognise the positive contributions of children and young people in their everyday lives
- Involving young people in the community through the work of schools in developing community cohesion
- Regularly publicising the positive contributions made by young people to their community through local publications e.g. school bulletins and Council publications
- Ensuring that full advantage is taken of local and national award ceremonies celebrating outstanding contribution
- Increasing accredited outcomes/evaluation.

2. To reduce the number of children and young people who offend and re-offend

We will achieve this by:

- Ensuring that the Respect Strategy, which addresses issues of antisocial behaviour is delivered within a principle of prevention and early intervention, thereby reducing the number of antisocial behaviour orders issued to children and young people
- Targeting positive activities to areas of high crime and youth nuisance
- Reducing the incidence of offending by Looked After Children through monitoring protocols of behaviour intervention in Children's Units and improving the timeliness of multi-agency risk assessments
- Introducing a protocol between Children and Young People's Service, Police and schools which ensures common and consistent approaches to issues of crime and disorder within and around schools.

3. Support parents and carers and families to promote positive behaviour

We will achieve this by:

- Implementing a comprehensive Parenting Strategy, which has at its core a commitment to train staff in working with and supporting parents and to provide parenting programmes according to need
- Ensuring that the provision of parenting services is seamless at all stages of a child's life and between all elements of service provision, from early years to adolescence and universal services to the most targeted

- Ensure that parents have a genuine voice, both in terms of consultation and in ongoing development, on the integration of services and the shift to locality delivery
 - Parenting programmes, parent contracts and through the parents forum
 - Extended Services, early years settings and Sure Start centres
 - Maternity liaison services.
- 4. To support children and young people of families coming to Rotherham as economic migrants**
- We will achieve this by:
- Developing a strategy based on ensuring that children from migrant families are included in Rotherham, supported in accessing appropriate services and ensuring that statutory duties are complied with
 - Establishing a data set on which to plan future resources and support e.g. age profiles, length of stay in Rotherham, school allocation
 - Targeting services to enable the family to develop effective communication and integration into the community.

Achieving economic well-being

1. Increase the number of young people in education, employment and training

We will achieve this by:

- Continuing to increase the number of young people with enterprise skills
- Developing the quantity, quality and scope of provision for young people not in education, employment and training, including re-engagement and Entry to Employment/work-based learning, Further Education initiatives
- Developing a range of material to support parents and carers in understanding the choices available for 14-19 learners
- Whiston Grange School becoming a pilot Centre of Excellence for providing vocational and educational support for pupils at risk of disengagement from the curriculum
- Ensuring that all young people at risk of disengaging remain on the roll of their secondary school through greater personalisation of the curriculum
- All secondary schools and post 16 providers working in collaborative partnerships to provide more vocational pathways for pupils
- That secondary school partnerships working with Pupil Referral Units develop local Centres of Excellence, with the purpose of providing positive progression throughout Key Stage 3/4, so that all pupils achieve at minimum 1 grade A–G, or equivalent, at age 16.

2. Ensure that all children and young people live in Decent Homes

We will achieve this by:

- Working in partnership with Supporting People we will establish eight properties which provide support and preparation for a move on to greater independence for high risk/crisis cases such as young people coming out of prison and young drug misusers.
- Implementing a programme to bring all council housing up to decent standard
- Meeting the decent homes target for public sector housing
- Demolishing unsustainable private and public housing stock
- Offering targeted loans to assist homeowners and landlords to bring properties up to a decent standard.

3. Assisting economically inactive parents, carers and family members, including those on Incapacity Benefit and lone parents, back into work.

We will achieve this by:

- Continuing to improve the basic skills of parents, carers and family members
- Developing a Cluster Plan for Rotherham to create a diverse and sustainable economy and growth opportunities
- Attracting quality jobs to the borough through Inward Investment and business development
- Implementing a workforce development strategy with key partners
- Increasing the take up of working tax credits to encourage families to go back to work
- Working with Job Centre Plus to reduce the numbers of claimants on Incapacity Benefit and support clients back into sustainable work opportunities.

4. Improve processes for adaptations to housing for children and young people with specific needs

We will achieve this by:

- Joint working with Neighbourhoods and Adult Services to ensure systems and processes are as effective as possible.

Commissioning

Commissioning is a key process in the delivery of services, which are high quality, delivered at the right time, to the right services and at the right cost. The Council and PCT are supported as commissioners by a range of providers including in-house, specialist public sector, voluntary community sector and the private sector. We have jointly developed a commissioning framework, and we are also reviewing all our existing provision and developing the short, medium and longer term priorities for commissioning and de-commissioning. The Children and Young People's Service is a member of the Procurement Panel Forum whose aim is the development and implementation of the Council's Procurement Strategy. Such cooperation also extends outside our Borough as we are active participants in several regional initiatives. The Joint Commissioning Framework is a mechanism that will ensure consistency of model and approach across the wide range of services offered in Rotherham, enabling fairness, transparency and equity across all sectors.

Services that are already being commissioned jointly in Rotherham include CAMHS, Teenage Pregnancy and Substance Misuse.

The impact of this joint working is:

- under-16's conception rate reduced by 46 per cent
- 21 per cent of mothers aged under-19 applied for the Care2Learn grant in 2006 (highest rate in South Yorkshire)
- Looked After Children therapeutic input being re-commissioned to enable an holistic approach to be delivered in support of core CAMHS
- development of a Single Point of Access into CAMHS services.
- 229 young people in substance misuse treatment (266% over target)
- re-commissioned our services for young carers.

Joint and/or collaborative working will be extended following the integration of services and will support the drive for pooled and aligned budgets.

Resources

We were delighted to have received a score of four out of four for our 'Use of Resources' in our corporate Comprehensive Performance Assessment in 2006. As with the setting of the 2006/07 budget the Council has examined its priorities for 2007/08 through the setting of a Medium Term Financial Strategy. External benchmarking figures indicate that central services in Rotherham are already value for money. These figures also show that Rotherham is in the top quartile of spend for school's funding.

Sources of Funding

Sources include both Central Government and Council funding. Additionally this funding is used to lever in external resources, such as Objective 1 and Single Regeneration Budget (SRB). Objective 1, for example, is making a significant impact on the outcome of 'Achieving Economic Well-Being' by ensuring effective collaboration among institutions for the benefit of our young people. Central Government funding includes the Sure Start Grant for Early Years which has provided £2.7m to establish eight new Children's Centres from 2006. Between 2006 and 2008, £16.3m is being provided to deliver services and maintain the Centres which will be vital in our development of both childcare places and integrated working. In 2007/08, there is a Dedicated Schools Grant with a rationalised Standards Fund, and the Child and Adolescent Mental Health Services (CAMHS) grant for 2007/8 continues to be ringfenced. A Single Children's Grant is designed to give more flexibility in delivering our objectives. This will continue to benefit priority groups of vulnerable children such as Looked After Children, adopted children and those receiving the services of Behaviour Support.

Other major sources of funding include the Learning and Skills Council, the Single Pot, the Regional Housing Board Capital Investment Fund, the Housing Market Renewal Fund and the Neighbourhood Renewal Fund. There are also significant contributions from partners in the voluntary and community sector, such as Rotherham MIND, NSPCC and Barnados, both in terms of cash and their involvement.

Workforce Strategy

The Children and Young People's Service has a diverse workforce across a range of services and settings. A Children and Young People's Workforce Strategy is being developed through a Core Development Group. The principles of the NHS agenda for change and the Knowledge and Skills Framework will be applied to this work. The Strategy emphasises qualifications, training and safer recruitment as well as a programme of cultural change to support the agenda.

For schools this has meant the implementation of their workforce reform agenda. The introduction of planning, preparation and assessment for all teaching staff has meant a significant training programme for support staff, concentrating on learning assistants and learning mentors with the creation of an entirely new grade of staff, the Higher Level Teaching Assistant.

For Social Care the strategy on recruitment and retention has been very successful in reducing staff vacancies. It is now around 15%, reduced from 50% three years ago. This has been the result of specific investment in the payment and training of Social Workers. There has also been a significant increase in National Vocational Qualifications for residential staff during 2006/07. We are jointly developing implementation plans for delivering locally based integrated services based on our seven Area Assembly boundaries. Our Audit of Need is assisting in the planning and location of the new teams and where the Audit has indicated the greatest need, we will introduce fully integrated multi-agency teams involving schools, early years, education, social care, health, Police and voluntary and community sector. This will depend on securing accommodation for which there is significant capital investment. Within each Locality, multi-agency teams will provide preventative support via universal services, early intervention via targeted services and crisis support via specialist teams.

We feel the way forward for Rotherham is to develop the concept of a 'team around the child'. Currently services for a child or young person and their families and carers can be accessed through a range of different routes provided by a multitude of providers with their own individual referral criteria, assessment processes and sometimes restricted delivery locations. In the future we will bring a wider range of services together who can deliver in closer proximity to the child within their community. These services will have the ability to share assessment processes and coordinate interventions, thus both ensuring a better experience for the recipient and a clearer more cohesive approach from those professionals and workers involved with the family.

Performance Management

The Council's performance management arrangements are well established and have been acknowledged by both Ofsted and the Audit Commission as effective, rigorous and challenging. This category of the Comprehensive Performance Assessment gained the maximum four out of four, with scores of three for the remaining judgements.

As part of the preparation for integrated working and to address an identified streamlining need, a complete review of the Children and Young People's Services' performance management framework has been undertaken, including its analysis and reporting mechanisms. In developing the Performance Management Framework, Children and Young People's Services has worked closely with our partners including health and the voluntary and community sector. Performance is monitored and reported on a quarterly basis, with a system developed to monitor all indicators, but which allows reporting of highlights and exceptions based upon predetermined tolerances. This enables us to focus on the areas where most attention is needed to realise improvements.

The Council runs Performance Clinics on any areas where the required improvements are not evident. Also the Joint Leadership Team in Children and Young People's Services run similar clinics looking at specific indicators which are underperforming. Staff in the teams are asked to explain how improvements are to be made. A Performance Management Group meets with Officers across Children

and Young People's Services and its partners looking at performance issues around the integration agenda and how performance information will be co-ordinated and used in the new Locality Teams.

Thank you for taking the time to read the summary of the Children and Young People's Plan 2007-2010. If you would like to obtain a copy of the full Plan please contact Children and Young People's Service Communications Team at communications-team@rotherham.gov.uk or on 01709 822602. You can also see the complete Plan on the Rotherham Borough Council website at [CYPS Single Plan](#).