

Q.2 Identified Interdependencies:

	Outcomes:	Markers of Success:	Interdependencies:
<b>ECONOMIC</b> - Growth for all people, communities and business	1. Creating an environment where businesses invest and everyone who wants a job can access one	1. Businesses accessible to staff, suppliers and customers. Transport networks free from defects and congestion	SPRINT Phase 1: interdependency with Council's planned carriageway resurfacing programme Q1 2022/23; also with SPRINT Phase 2 design development works and P&R proposals.
		2. A combination of low unemployment figures and high vacancy figures	Mobilising our delivery on the Restart scheme and having to rely on work coaches to refer the right type of claimants to our Restart delivery model. Continuing to work with training providers, partners and employers to bring forward local vacancies and support our clients enrolled onto Walsall Works to apply for these vacant positions.
	2. Education, training and skills enable people to fulfil their personal development	3. Partnership working with businesses to offer apprenticeships, graduate programmes and training programmes for those wishing to re-enter the workforce	<p><u>Apprenticeships</u> Our service depends on and relies on a healthy working relationship and collaborative working with all Apprenticeship providers, employers and our internal service areas to create and growth new Apprenticeship vacancies. There is a level of dependency on the availability of grants and incentives for employers to create apprenticeships, and these have now been extended to March 2022.</p> <p><u>Kickstart</u> The success of the Kickstart programme is dependent on DWP work coaches referring young claimants to our placement vacancies and supported them to convert their initial interest into job applications. To resolve the issue of low conversion rates, we have hosted a series of Kickstart Jobs Fairs, which have been hosted by ourselves but attended by employers who are looking to recruit young people into Kickstart roles.</p>
		4. Increase in local supported employment and educational opportunities for residents who have additional needs. Numbers of folk from hard to reach groups helped into training	We are reliant on partner organisations to continue to referral clients from vulnerable target groups, as set out above.
<b>PEOPLE</b> have increased independences, improved health and can positively contribute to their communities	3. People live a good quality of life and feel that they belong	5. Increase in people accessing reablement opportunities. Less number of vulnerable residents who are in statutory services or having out of area placements	Walsall Together, providers, procurement, commissioning
		6. Increase numbers of residents not requiring ongoing services and living independently in the community. Information and advice is accessible and signposting at the front door of community services	CAM work stream and the work with Agilest
	4. People know what makes them healthy and they are encouraged to get support when they need it	7. Reduced numbers of residents having formal ASC assessments who are empowered to take control and informed choices with the correct information	CAM work stream and the work with Agilest
		8. More people using active travel modes. Safe and convenient cycleways and footways	<i>None identified</i>
<b>INTERNAL</b> Focus – All Council services are efficient and effective	5. Internal services deliver quality and adapt to meet the needs of customer facing services	9. Smarter commissioning of service resulting in required outputs being delivered to realise quality outcomes	<i>No submission</i>
		10. Internal Services are regularly reviewed and delivered within budget.	Ensuring the workforce has the right skills, knowledge and behaviours to deliver our transformation ambitions. A lot of the same staff are involved in multiple workstreams due to their expertise and skills and this is being mapped to ensure timescales are not impacted by the reliance on certain individuals.

	6. Services are efficient and deliver value for money	11. Internal Services have staff and processes able to adapt to meet the emerging needs of customers	Overlap of process improvements across workstreams being managed to ensure an overall timetable for delivery can be achieved in the most optimum way for impact to enable staff effectively. A lot of the same staff are involved in multiple workstreams due to their expertise and skills and this is being mapped to ensure timescales are not impacted by the reliance on certain individuals.
		12. Online portals that allow self-service, payments and order tracking are in place for ease of use for all.	Interdependencies with Hub, Culture and Behaviour and ET.
CHILDREN have the best possible start, are safe from harm, happy, healthy and learning well	7. Children thrive emotionally, physically, mentally and feel they are achieving their potential	13. Children have access to high quality education and training opportunities and schools are more inclusive. Children and young people engage with education, fewer children are excluded and educational outcomes improve.	Schools are largely responsible for improvements required to achieve this marker of success. We continued to work closely with them to improve the quality of education for children and young people in Walsall.  Data from last year and this year is somewhat of an anomaly due to Covid-19 and the amount of time schools have been closed or children have been out of school due to self-isolation. As we move out of Covid, both schools and children and young people will need additional support to deal with the fallout and long term impacts of Covid-19.
		14. Children with special educational needs and disabilities are identified and supported effectively. Children in care and care leavers are supported physically and emotionally through access to health checks and health histories and are able to achieve their potential through high quality education, employment and training opportunities.	The percentage of children in care with up to date health assessments is reliant on Health Colleagues being available to complete the assessments and submitting the paperwork back to the LA so that the child's record can be updated. There have been some issues with the timely submission of paperwork in particular, however, we continue to work with health colleagues to address this, and are assured that performance is likely better than reported as the assessments have actually taken place. Health provide assurance of their capacity to deliver health assessments via the Corporate Parenting Board.  The ability for Care Leavers to access Education, Employment and Training is linked to the overall jobs market and availability of opportunities. There is a risk that any further disruption to employment as a result of further Covid restrictions could impact on this indicator, although support will be provided to care leavers to mitigate this as much as possible.
CHILDREN have the best possible start, are safe from harm, happy, healthy and learning well	8. Children grow up in connected communities and feel safe everywhere	15. Children, young people and families are involved in service design and development and the needs of children and families are well understood in each locality. Services and support is responsive to needs of different communities, partners are proactive in responding to these needs and children and families have easier and timelier access to services.	The number and timeliness of contacts and the proportion leading to a referral is highly dependent on partners making contact. Police conversion rates are suppressed by the DA triage process and reporting is being refined to account for this. Prior to the changes at the front door, a weekly report was implemented to partners which identified how many contacts were being made but their agencies and how many were converting to referrals. This was well received and will be re-instated as soon as the reporting systems have been updated.  NFA rates remain high and work is being undertaken to look at the quality of MARFs with partners. Consent remains an issue - where there are no CP concerns we are pushing back to referrers in some cases to get consent before progressing. In other cases, where consent has not been gained by the referrer, the contact is NFA due to parents refusing consent on contact. We are considering alternative options in the management of the consent issue with partners.
		16. Children and families are better connected with community resources to enable them to build resilience, are involved in developing their plans and can provide regular feedback. More children and young people are supported in their family home, the response in meeting the needs of vulnerable adolescents is local and proactive with risks	We will continue to work with partners in order that a more rounded data analysis can be provided that supports the family safeguarding model and its impact on children being maintained in school, call outs from the police and presentation at A and E in order to support the development of a sustainable model.

		around exploitation reduced and fewer young people enter the Criminal Justice system.	The exploitation pathway is dependent upon partnership commitment to resource and continued support to ensure the exploitation panel functions as a mechanism to identify and respond to risk, threat and harm. Continued collaboration with the violence reduction unit and support to enable the inclusion of children/young people in education where criminal exploitation is a known vulnerability.
<b>COMMUNITIES</b> are prospering and resilient with all housing needs met in safe and healthy places that build a strong sense of belonging and cohesion	9. Housing meeting all people's needs - is affordable, safe and warm	17. Less residents in statutory building based services	We await the further development of community resilience corporately linked to our developing strength based approach utilising individual and community assets  Due to lack of capacity with community providers, there have been a number of emergency stays in residential care and/ or extended stays in residential care This has been exacerbated by Covid and impact on capacity and workforce
		18. Increase in residents who are accessing community voluntary sector opportunities	We await the further development of community resilience corporately linked to our developing strength based approach utilising individual and community assets
	10. People are proud of their vibrant town, districts and communities	19. Council and partners maintain open communication with all communities and engage in cultural awareness resulting in wide range and high quality cultural offers	Our work with the CAM programme is positive with opportunities to positively influence a wider audience in relation to our communications with residents in Walsall, a key part of this MoS
		20. High quality, well maintained public realm and safe community spaces	<i>None Identified</i>