



Oversight and Governance

Chief Executive's Department
Plymouth City Council
Ballard House
Plymouth PL1 3BJ

Please ask for Helen Rickman
T 01752 305155
E democraticsupport@plymouth.gov.uk
www.plymouth.gov.uk
Published 12 March 2019

Education and Children's Social Care Overview and Scrutiny Committee

Supplement Pack

Wednesday 13 March 2019
2.00 pm
Warspite Room, Council House

Members:

Councillor Mrs Beer, Chair
Councillor Murphy, Vice Chair
Councillors Buchan, Goslin, Mrs Johnson, Samantha Leaves, R Smith, Tuohy and Winter.

Parent Governor Representative:

Mrs Nicky Williams

Please find enclosed additional information for your consideration under agenda item numbers 6 and 7.

Tracey Lee
Chief Executive

Education and Children's Social Care Overview and Scrutiny Committee

- 6.** OFSTED Inspection of Children, Young People and Families Service: **(Pages 1 - 4)**
- 7.** Together for Childhood Update: **(Pages 5 - 16)**

PLYMOUTH CITY COUNCIL

Subject: OFSTED Inspection of Children, Young People and Families service

Committee: Education and Children's Social Care Overview and Scrutiny Committee

Date: 13 March 2019

Cabinet Member: Councillor Sue McDonald (Cabinet Member for Children and Young People)
Councillor Jon Taylor (Cabinet Member for Education, Skills and Transformation)

CMT Member: Alison Botham (Director of Children's Services)

Author: Sandy Magee, Head of Service, CYPFS

Contact details: Tel: 01752 308768
Email: Sandy.magee@plymouth.gov.uk

Ref:

Key Decision: No

Part: I

Purpose of the report:

This report provides details of the outcome of the single inspection by OFSTED under its ILACS (inspection of the Local Authority Children Services) Framework, of children's social care services, including education and inclusion for children in care and the CYPFS Improvement plan currently in draft.

It is provided for information and scrutiny purposes.

Corporate Plan:

This report relates to the provision of services for children and young people, with particular emphasis on the overall effectiveness of prevention and early interventions, children in need of help and protection, children in care and care leavers, and has a focus on the impact of leaders on social work practice with children and families. It relates to our priorities as a caring council and the protection of children and young adults.

**Implications for Medium Term Financial Plan and Resource Implications:
Including finance, human, IT and land:**

Financial implications as we seek to implement an improvement care leaver offer under pledge 48.

No other relevant implication other than demand management for CYPFS by maintaining appropriate thresholds for entry into the service and ensuring those areas identified as requiring improvement

are supported to improve in order to ensure that children and families have the right service at the right time.

Other Implications: e.g. Child Poverty, Community Safety, Health and Safety and Risk Management:

The inspection report provided judgement on the quality of the work undertaken by CYPFS staff, with a particular focus on outcomes for children and young people.

The inspection report identified a number of areas of strength as well as improvement which has relevance to Plymouth City Council's approach to child poverty, community safety and risk management.

Equality and Diversity:

Has an Equality Impact Assessment been undertaken? No

Recommendations and Reasons for recommended action:

CYPFS OFSTED improvement plan is currently in draft format and needs to be submitted no later than by 7th April 2019. This will form the core elements of the CYPFS Safeguarding Improvement Plan for 2019/20. The progress and delivery of the improvement plan will be overseen by an Improvement Board (chaired by the Service Director of Children, Young people and Families Service). The improvement Board will meet monthly as part of the monitoring framework.

The impact of this plan will be reported quarterly to the Corporate Safeguarding Assurance Meeting, the Plymouth Education and Children's Social care Overview and Scrutiny Committee and the Plymouth Safeguarding Children's Board.

Alternative options considered and rejected:

Not applicable

Published work / information:

Inspection of Children's Social care services <https://reports.ofsted.gov.uk/provider/44/879>

Background papers:

Not applicable.

Sign off:

Fin	Djn.18.19.248	Leg	Lt/32242/1103
Originating SMT Member: Neelam Bhardwaja			
Has the Cabinet Member(s) agreed the content of the report? Yes			

1. Introduction

Between 29 October and 9 November 2018, Plymouth CYPFS was inspected by Ofsted under its ILACS framework of children's social care services, including education and inclusion for children in care.

2. Outcome

Inspectors found that since the single inspection framework (SIF) inspection in 2014 and the focused visit in May 2018, senior leaders have taken clear actions to improve the quality of social work practice and the vast majority of children, young people and families in Plymouth get the right help at the right time.

Unfortunately despite highlighting a number of strengths and areas of improvement we have again been judged as 'Requires improvement to be good'.

Headline feedback included-

The inspection found there has been significant progress in establishing an environment in which good social work can flourish by significantly reducing social workers' workloads, increasing management capacity and providing a wide range of learning and development opportunities.

Significant practice improvements are evident in a number of areas previously identified as weak. The quality of assessments of children's needs has improved substantially and the quality assurance practice by independent reviewing officers (IROs) and child protection conference chairs is well established and effective.

Inspectors however recognised and highlighted a number of areas of good work right across the services we provide including:

- Social workers know their children well, see them regularly and build effective relationships with both children and families to support effective interventions and positive outcomes.
- Children in care are visited regularly and their voices and experiences are captured effectively in order to inform planning.
- Virtual school leaders provide strong strategic leadership and are effective in ensuring that children in care have every opportunity to make good progress and reach their potential.
- As part of child protection enquiries, children are routinely seen and spoken to by social workers, who carefully consider the risks and needs of individual children and correctly apply thresholds
- Assessments are comprehensive and include good analysis; children's experiences are clearly captured, and assessments clearly identify next steps to improve children's experiences
- Numerous examples of purposeful and creative direct work, as well as the use of a variety of tools and techniques to sensitively explore the feelings of children and young people.

In terms of areas for improvement -

Inspectors noted that we are already tackling the areas that need to improve which are:

- quality of strategy discussions, including records of decision-making and action plans
- quality of written plans
- Sufficiency of local placements to meet the needs of older children
- quality of recording of supervision and management oversight
- quality of services to care leavers, including educational, employment and training opportunities
- quality of and learning from auditing of casework

This page is intentionally left blank

PLYMOUTH CITY COUNCIL

Subject:	Together For Childhood Update
Committee:	Education and CSC Overview Scrutiny
Date:	13 March 2019
Cabinet Member:	Councillor Sue McDonald (Cabinet Member for Children & Young People)
CMT Member:	Alison Botham (Director of Children's Services)
Author:	Siobhan Wallace, Head of Service CYPFS
Contact details	Tel: 01752 306351 email: Siobhan.wallace@plymouth.gov.uk
Ref:	
Key Decision:	No- Update only
Part:	I

Purpose of the report:

Update providing information on the progress of Together for Childhood; the 10 year multi-agency project aimed prevention of child sexual abuse.

Corporate Plan

Our values- Demonstrates working together with partners to service the best interests of communities.

Our Priorities- A caring Council- this project is aimed at keeping children protected, focussing on prevention and building a city where people feel safe.

**Implications for Medium Term Financial Plan and Resource Implications:
Including finance, human, IT and land**

No financial implications. Senior leadership and officer time invested in governance and delivery of the project alongside other agencies.

Successful delivery of the project has potential to impact on demand for early help, assessment, safeguarding and therapeutic services in the longer term.

Other Implications: e.g. Child Poverty, Community Safety, Health and Safety and Risk Management:

Community Safety. The project is community based and strength focussed, aimed at supporting resilience and preventing sexual offending and harmful sexual behaviour. It links to the trauma informed city work.

Risk Management. The project aims to reduce the risk of abuse to individual children and young people through awareness raising and public health messaging, and encouraging open discussion of healthy relationships and early reporting of concerns. It aims to equip families, community leaders and professionals with the knowledge and skills to handle any disclosures of abuse.

Equality and Diversity

Has an Equality Impact Assessment been undertaken? No- but each building block within the project is developing an EIA in order to inform an overall assessment

Recommendations and Reasons for recommended action:

No recommendation- information only

Alternative options considered and rejected:

N/A

Fin	Djn.18.19.247	Leg	Lt/32242/1103
Originating SMT Member: Alison Botham			
Has the Cabinet Member(s) agreed the content of the report? Yes			

1.0 Introduction

Together for Childhood is an innovative, 10 year, place-based project, that was launched in Plymouth in January 2018 at a stake-holder event. It is co-led by PCC and the NSPCC with the support of the PSCB, and aims to target the prevention of Child Sexual Abuse.

This is an exciting opportunity for Plymouth. We will be one of only 4 sites nationwide chosen to work in this way. Plymouth was identified on the strength of our existing partnership arrangements and the multi-agency partnership are very much engaged in the project development.

There are 4 outcomes being sought

- More support is available to prevent harmful sexual behaviors and sexual offending.
- Increased confidence in preventing child sexual abuse, among people who work with children.
- Increased evidence base on 'what works' in preventing child sexual abuse.
- Increased public belief that child sexual abuse can be prevented.

Together for Childhood follows a strengths based, community led model. There is a high level theory of change which governs the programme development-

High Level Theory of Change for Together for Childhood

Together for childhood seeks to prevent all forms of child sexual abuse including intra-familial abuse, harmful sexual behaviour, child sexual exploitation and online abuse by working in partnership with children and families, communities, professionals and systems.

It is a long-term programme working in a specific core location to develop an inclusive, strength based, sustainable and evidence based approach to preventing sexual abuse. The approach will also be informed by an understanding of trauma and its impact.

Together for Childhood is based on a public health approach that will drive a focus on prevention and early intervention across the local system, engaging communities, families, professionals and services. Through local partnerships between statutory agencies, local communities, the voluntary sector and the NSPCC, it will design and deliver a range of services and activities that tackle abuse and neglect at the earliest stage and, where possible, stop harm to children before it starts.

This document describes the Together for Childhood Plymouth partnership and provides an update on the progress of the project so far.

2.0 Together for Childhood principles

Our core values which will underpin the Together for Childhood programme are:

Co-creation through relationships with children and families, local partners and community members. Ensuring a strong community voice and children and young people's engagement in the development process remains both a priority and a challenge for all partner agencies.

Continuous learning and use of evidence to be the best we can. Together for Childhood is utilising the Research In Practice evidence informed practice methodology to bring together academic research, practice wisdom, community voice.



There is a commitment to ongoing evaluation where resource permits to understanding how the building blocks evolve over the Together for Childhood programme.

Strengths-based, building from individual, community and service strengths, respecting and honouring what is good.

Inclusivity and accessibility ensuring diverse representation of community members during creation, consultation and delivery. Our work to ensure that we reach all members of the community is one that we need to work to develop over time; partnering and working with partners who have experience and trust within communities we have traditionally not reached.

In partnership, sustaining effective partnerships at all levels.

Sustainability by embedding local ownership, value and capacity. Community engagement is required to enable a cultural shift for the community to take ownership of keeping children safe. This will include community members being resilient and will mean that to talk about, share, and find support locally becomes normal practice and a part of everyday discourse.

3.0 Local context

Together for Childhood works through creating a pilot site to test and evaluate interventions and projects. These are carefully evaluated and where there is a positive impact the projects will be rolled out across wider areas of Plymouth.

A rigorous selection process has taken place, using assessment criteria drawn up by multi-agency stakeholders in Plymouth. Ernesettle has been chosen for the pilot site because

- it is a community that recognises that everyone has a part to play to prevent abuse from happening;
- it has a passion for keeping children safe and preventing child sexual abuse;
- and there is already prevention work being carried out there, with a thriving network of community groups carrying out vital work for children and families in the area.

Through the neighbourhood selection process within Ernesettle, the community's initial self-identified key priorities are:

- education around healthy relationships;
- support for parents in dealing with a disclosure from a child;
- and increasing professional awareness of how to prevent child sexual abuse.

There has been a full community launch of Together for Childhood in Ernesettle. Elected members, senior council officers, all partnership agencies, frontline staff, community members and children and young people all attended and actively participated.

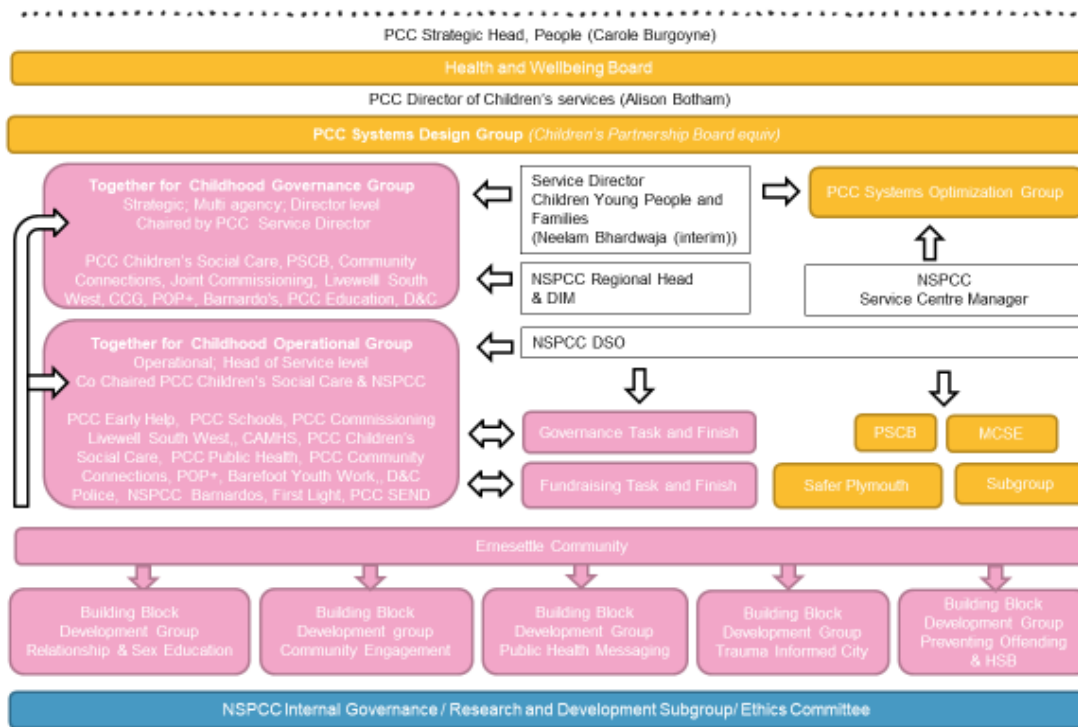
4.0 Governance

Together for Childhood is co-led by PCC and the NSPCC and reports into the System Optimisation Group.

An Operational and Governance group have been set up to overview the developments in Together for Childhood Plymouth and

- scrutinise the rationale and integrity of Plymouth Together for Childhood development plans.
- facilitate programme understanding and engagement
- support cross-agency working and facilitate integrated delivery and monitor resource implications and benefits.

Together for Childhood Plymouth Governance



5.0 Together for Childhood Building Blocks for Service Delivery

We have worked with our partners, using literature reviews of academic research and intelligence gathered from local events with professionals and communities, to identify and agree five 'building blocks' that will help structure and govern the core delivery that needs to take place over the first three years of development. The building blocks are intended to engage the community and wider partners in working together to create a safe and sufficient platform for further, more detailed prevention activity in later years.

The five Plymouth Building Blocks are:

- **Relationship and sex education** - ensuring that universal education settings working with children 0-18yrs have the right resources and support to engage children, young people and their parents in talking about healthy relationships.
- **Community engagement** - supporting Ernesettle residents to develop the collective resilience, wellbeing and relationships needed to partner with professionals and young people to shape child sexual abuse prevention services and activities.
- **Trauma informed system** - working primarily with professionals to reshape assessment, services, referral pathways and continuing professional development for sexual abuse based on a robust understanding of the impact of trauma and its links to prevention work

- **Public health messaging** - engaging children, parents, communities and professionals in conversations about the steps and actions needed locally to enable healthy relationships and prevent child sexual abuse.
- **Preventing offending and harmful sexual behaviour** - shifting the focus from supporting victims to more actively preventing offending and supporting change in individuals with concerning behaviour.

Multi-agency development leads have been established for each building block, responsible for establishing multi-agency co-development groups, engaging community members and young people, as well as front line practitioners and for identifying strengths and gaps. They are also responsible for developing approaches to collaborative working locally.

A partner resource mapping exercise commenced in January 2019 which should establish all resources that are supporting the development and delivery of the Building Blocks.

Deliverable	Measure	Timescale	Status
Identify and engage community development partners	Identify existing work and build relationships at a City and place level	30.9.18	Complete
Establish cross-partnership Collaboration Task & Finish Group including community reps	Working group membership and lead identified	30.9.18	Complete
Establish children's participation links and relationships	Working group membership and lead identified	30.9.18	Complete
Author theory of change with partners	Governance group sign off	30.11.18	Complete
Co-produce PID	NSPCC research and development sub-group sign off (4.1.19) Presented to Operational Group on 05/03/19 and Governance Group on 14/03/19	21.12.18	Draft completed
Project plan and risk register	Governance group sign off:	30.1.18	Ongoing monitoring and scrutiny
Collaborative service and activity development with	Individual project oversight and sign off by	31.3.21	Service Activity

local partners and families, professionals and communities	operational group as outlined in overarching PID		started and will be ongoing and subject to evaluation
--	--	--	--

6.0 Monitoring and Evaluation

6.1 Process evaluation

There is ongoing evaluation of the process of developing Together for Childhood undertaken by the NSPCC. An externally-facilitated workshop for partner agencies is planned for May 2019.

6.2 Outcomes evaluation

This will explore change in the outcomes set out in the theory of change through purpose built surveys. A community knowledge, attitude and behaviours survey will be used to measure parents' outcomes. Planning is underway to develop a professional's survey and a young people's survey. Systems outcomes will be measured using the community capacity survey and network analysis. This survey is a valid and reliable way to measure *collective impact*. Measuring collective impact can also help us to understand how the system changes over time.

We have also partnered with Exeter University to evaluate the impact of the SUSTAIN model within the pilot site.

7.0 Equalities, Diversity and Inclusion

Plymouth has a relatively small minority ethnic community, but where minority families do live and work this often contributes further to their isolation. We are also aware that public health messaging can increase inequality between groups of individuals due to how the message is taken up. We are actively working to understand the impact of belonging to other protected groups, in particular issues for LGBTQ people, on individuals' and communities' vulnerability to sexual abuse and their ability to speak out and address concerns. EDI is considered as part of service development, implementation and delivery and how we can proactively try to reach diverse populations when delivering the service.

8.0 Examples of Recent Together for Childhood Activity –

- Young People from Space Shot worked together with youth workers and NSPCC staff to research, create and deliver the Keynote speech at the Ernesettle launch in October 2018

-Partnering with Barefoot youth organisation in Ernesettle, who already have an established outreach and building based programme that works with young people whose families are often resistant to engaging with support or services. In partnership, we have submitted two external funding bids to date; one looking at the links between social isolation and Child Sexual Exploitation, particularly working with boys, and the other looking at peer-peer abuse including working with young people to understand gender and power dynamics (including LGBTQI+ identities) in relationships and a focused development approach with SEND and alternative education settings, including working with children where there are concerns about either behavioural and speech and language development.

-Together for Childhood is embedding within the community and have been invited to attend the Neighbourhood Forum. In addition, regular attendance at Tea and Toast, Youth Sessions, GP surgery has taken place.

-The existing Empower advisory group for Plymouth schools Relationship and Sex Education have been meeting for 2 years. To support sustainability of their work they have agreed to expand their remit and become the Together for Childhood development group recognising that this opportunity will help develop the delivery of quality assured healthy relationships education for children and young people in Plymouth.

- The next phase of the EMPOWER project is due to run. In this activity, young people will co-facilitate a workshop with school staff to advise and 'train' them in delivering age-appropriate RSE resources. The focus will not necessarily be on the resources that staff use, but more so the way they are used and the fora for dissemination to engage young people in a meaningful and relevant way.

-As an example of co-creation, following the Ernesettle launch in October 2018 Together for Childhood were invited to support a local parent and toddler group using the NSPCC PANTS campaign materials to help parents understand the messaging and feel confident to use these with their own children.

-CSA awareness training delivered through NSPCC to groups of frontline staff in the pilot site and other locality sites who bided unsuccessfully for the pilot site.

-Engaging the provider of a new local sports provision in a range of work around safeguarding policy and messaging.

-Work on branding undertaken by local young people.

- Planned delivery of workshops at Safer Plymouth conferences on improving responses to sexual violence and trauma informed Plymouth.

-Series of articles in the Herald and other local papers raising awareness.

-Together for Childhood discussed at a meeting with local MP and a Health Select committee.

Appendix 1. High level theory of change:

The context	Unmet need	Activities: should be informed by an understanding of different local risk factors and vulnerabilities for families and communities	Proposed outcomes
<p>It is/has been estimated that 250,000 children and young people are sexually abused each year in UK.</p> <p>1 in 20 children and young people will or have experienced sexual abuse in UK.</p> <p>Most children struggle to disclose this abuse, with most disclosures coming years after the abuse, if at all.</p> <p>This leads to unresolved trauma and impacts including, severe physical</p>	<p>Children and families Children and young people may receive conflicting information around relationships, which leads them to develop unclear boundaries and expectations.</p> <p>Children and young people may not recognise that what is happening to them is abuse and / or feel unable to speak out.</p> <p>Some parents don't know how to talk to children about healthy relationships.</p> <p>Some parents don't recognise where support is needed or what to do when they have concerns about their child (ren).</p> <p>Community There may be a lack of awareness about sexual abuse and its impact in communities.</p> <p>Communities may not be sufficiently supported to understand the roles they can play in preventing sex abuse.</p> <p>Communities are not actively empowered to fulfil their role in ensuring local areas are safe places.</p> <p>Professionals Professionals' training may not adequately equip</p>	<p>Children and families A range of high quality, tailored, evidence-led, sex and relationships education, which includes parents and is integrated as a whole school/ setting approach and tailored across 0 – 18 age range</p> <p>A range of activities and services to provide children, young people and parents with access to confidential support when they need it and ensure they have someone to turn to when in distress or danger.</p> <p>Awareness raising activities to increase understanding of the importance of every day positive conversations about healthy relationships and sex within families</p> <p>Community Support to initiate and enable community-led conversations about healthy relationships and develop practical steps to prevent sexual abuse.</p> <p>CSA advice and support for community organisations to help them promote and safeguard healthy relationships</p> <p>Awareness raising to help communities agree clear expectations about challenging all forms of concerning sexual behaviour locally</p> <p>Professionals</p>	<p>Children and families Children and families know about healthy relationships and what sexual abuse is.</p> <p>Children and families know where to access support/services if they are concerned about sexual abuse.</p> <p>Children and families take action if they are concerned about sexual abuse.</p> <p>Community Community members know what sexual abuse is and recognise that sexual abuse can be prevented.</p> <p>Community members respond appropriately if they have concerns relating to sexual abuse about a child/family.</p>

<p>and mental health difficulties, low educational attainment and reduced life opportunities.</p> <p>As well as this social cost the annual cost to the UK economy of sexual abuse is calculated at £3.2 billion</p> <p>More work is needed to understand the best way to prevent sexual abuse.</p>	<p>them to identify and respond to signs of trauma in children and families.</p> <p>Professionals may lack confidence and understanding of sexual abuse and do not feel empowered to take action</p> <p>Professionals may lack confidence and understanding of how to prevent offending or work with harmful sexual behaviour and do not feel empowered to take action</p> <p>System Difficulties in coordination and partnership working between agencies which may make it hard to build and maintain an effective early intervention and prevention system for children.</p> <p>There may be a lack of support for a ‘trauma informed’ approach to preventing sexual abuse.</p> <p>There may be a lack of integrated support for children and adults with concerning sexual behaviours.</p>	<p>Trauma and therapeutic relationship training and professional development for all professionals</p> <p>Enhanced access to CSA knowledge and information to increase the confidence of professions in identifying CSA concerns early and consultancy support for complex CSA cases.</p> <p>Training and professional development to support all professionals to prevent offending and work with children across the continuum of concerning sexual behaviour.</p> <p>System Strategic support to develop an integrated approach to preventing CSA including development of multi-agency commissioning arrangements, protocols, thresholds and tools.</p> <p>Trauma informed services to support young people and parents and assist recovery.</p> <p>Influencing local partners’ commissioning decisions to fund prevention services and activity in relation to preventing offending behaviour</p>	<p>Professionals Professionals who work with children are more confident in identifying, addressing and preventing sexual abuse.</p> <p>System More sexual abuse services that are evidence based are available for families and children those with harmful sexual behaviour and offenders to prevent them reoffending.</p> <p>Health, public services and voluntary sector work together in a co-ordinated, evidenced based way to help prevent sexual abuse. Long term – The prevention of sexual abuse</p>
---	---	---	---

This page is intentionally left blank