



**Oversight and Governance**

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## **Education and Children's Social Care Overview and Scrutiny Committee**

### **To Follow**

Wednesday 4 March 2020  
2.00 pm  
Warspite Room, Council House

**Members:**

Councillor Mrs Johnson, Chair  
Councillor Murphy, Vice Chair  
Councillors Allen, Buchan, Downie, Goslin, James, Loveridge and McDonald.

Please find enclosed additional information for your consideration under agenda item number 8 'Pledges Update'.

**Tracey Lee**  
Chief Executive

# **Education and Children's Social Care Overview and Scrutiny Committee**

**8. Pledges Update**

**(Pages 1 - 8)**

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



Date of meeting:	04 March 2020
Title of Report:	<b>Children's Services Pledges</b>
Lead Member:	Councillor Jemima Laing (Cabinet Member for Children and Young People)
Lead Strategic Director:	Alison Botham (Director for Children's Services)
Author:	Andrew Loton (Senior Performance Advisor)
Contact Email:	Andrew.loton@Plymouth.gov.uk
Your Reference:	PledCS20200225
Key Decision:	No
Confidentiality:	Part I - Official

## Purpose of Report

To provide Education and Children's Social Care Overview and Scrutiny Committee with a list of the pledges that are being led by Service Directors within Children's Services and Cabinet members for Children and Young People and Education, Skills and Transformation.

## Recommendations and Reasons

For Scrutiny to note the pledges in the report and consider further questions.

## Alternative options considered and rejected

N/A

## Relevance to the Corporate Plan and/or the Plymouth Plan

The 100 Pledges and manifesto priorities continue to inform development and delivery of the Corporate Plan and therefore have been adopted by the Council as part of delivery of the Corporate Plan.

## Implications for the Medium Term Financial Plan and Resource Implications:

All resource implications have been considered and incorporated within the MTFs and Business Plans.

## Carbon Footprint (Environmental) Implications:

N/A

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

\* When considering these proposals members have a responsibility to ensure they give due regard to the Council’s duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act and those who do not.

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**Appendices**

\*Add rows as required to box below

Ref.	Title of Appendix	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
		1	2	3	4	5	6	7
A	Children’s Service Pledges							

**Background papers:**

\*Add rows as required to box below

Please list all unpublished, background papers relevant to the decision in the table below. Background papers are unpublished works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based.

Title of any background paper(s)	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
	1	2	3	4	5	6	7

**Sign off:**

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Originating Senior Leadership Team member: Alison Botham (Director of Children’s Services).											

Please confirm the Strategic Director(s) has agreed the report? Yes

Date agreed 26/02/2020

Cabinet Member approval: *Jemima Laing (Cabinet member for Children and Young People)*

Date approved: 27/02/2020 (approved by email)

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# CHILDREN'S SERVICES PLEDGES, FEBRUARY 2020

Performance and Risk Team



## CHILDREN, YOUNG PEOPLE AND FAMILIES PLEDGES

Pledge	Portfolio Holder	Lead Director	Status – End State
<p><b>Pledge 41</b> - We will continue to reduce the use of institutional placements for children and adults with complicated needs or challenging behaviour. We will support more people to remain living in their own communities, close to their friends and family, to enjoy their rights as full citizens.</p>	Jemima Laing	Jean Kelly	<p><b>In Progress:</b> Reduction in the proportion of children in institutional placements.</p> <p>A number of initiatives have been undertaken to find solutions to this issue:</p> <ol style="list-style-type: none"> <li>1. Placement Review Panels take place fortnightly to monitor every child and young person in residential care to ensure that these placements continue to meet their needs oversee plans to progress a move to a foster care setting.</li> <li>2. The fostering service has been restructured as planned and the new service will go live in March 2020. A dedicated Service Manager post for fostering has been advertised and interviews scheduled. This dedicated role will help progress our work to ensure in-house fostering is prioritised and that we increase this provision significantly over the course of the next two years. We have commissioned local marketing company, with a track record in this area of work, to support the recruitment of foster carers in Plymouth. This work is due to commence in March 2020, which preparations for the initial campaign already commenced.</li> </ol>
<p><b>Pledge 47</b> - Every Plymouth child deserves a safe and loving home. That is why we will promote fostering and adoption in Plymouth with a renewed public campaign.</p>	Jemima Laing	Jean Kelly	<p><b>Completed:</b> A campaign to promote fostering and adoption in Plymouth.</p> <p>This is being supported via an updated Recruitment and Marketing Strategy outlined above.</p> <p>We have develop initiatives such as 'Fostering Friendly Plymouth' with Human Resources, which went live during February 2020. This is aimed at supporting Plymouth City Council employees who are foster carers and those who want to. This has already led to enquiries</p>

			to the fostering service by Plymouth employees, which are being followed up.
<p><b>Pledge 48</b> - We will look to provide support for care leavers up to the age of 25, ensuring that the City Council plays its part in supporting young people leaving care, including guaranteeing a work placement with the City Council to help them start their working lives.</p>	Jemima Laing	Jean Kelly	<p><b>In Progress:</b> Create a number of work experience placements within Plymouth City Council for young people leaving care.</p> <p>There are now two strands to our work to ensure that all care leavers are offered work experience opportunities:</p> <ol style="list-style-type: none"> <li>1. Ongoing work to ensure all 18-21 year olds have work experience opportunities to support them to achieve employment opportunities. This is overseen by the Virtual School and Education colleagues.</li> <li>2. Following contact with Cabinet Members and the Corporate Leadership Team we are building a database of employers in the city, including Plymouth City Council. We are undertaking checks in order to establish work experience opportunities and will be linking young people from March 2020.</li> </ol> <p>Following one of these contacts, we are working to put on a work experience event for key interested businesses in the city. This is being organised via Improving Lives. Young people and their carers/workers will be invited to attend so that they can explore volunteering, work experience and apprenticeship opportunities.</p> <p>Positive Destinations, the 7 year partnership with Barnardos set up to transform the lives of care experienced young people in Plymouth was formally launched in February 2020. This partnership supports young people in a range of ways including the realisation of their aspirations in respect of their careers and we are working together to ensure all young people in care are supported in a range of work experience settings.</p>

## EDUCATION, PARTICIPATION AND SKILLS PLEDGES

Pledge	Portfolio Holder	Lead Director	Status – End State
<p><b>Pledge 7</b> - We set up Building Plymouth to encourage jobs in the construction industry. We will continue to support its work and will be encouraging</p>	Jon Taylor	Judith Harwood	<p><b>Completed:</b> Development of a strategic plan which continues to support current activities within the delivery plan. Sign up to Unite the Union's Construction Charter and commit to actions.</p>



opportunities for older workers, whether they are looking for a change of job or are out of work. We will sign up to Unite the Union's Construction Charter.			
<b>Pledge 40</b> - Parents tell us of their unhappiness as school standards continue to drop. Plymouth has embraced free schools, academies and UTCs, but despite getting a good start from primary schools, we are not producing the high qualifications needed for our children to get on in the modern world. Although the Government has removed the powers Councils had to intervene, we will find ways of encouraging schools to raise standards across the city - particularly in secondary schools.	Jon Taylor	Judith Harwood	<p><b>In Progress:</b> we have established the Plymouth Standards Partnership and also are working with the RSC and Teaching School Council to commission additional support for the city system.</p> <p>We have also arranged for some CPD sessions with SENCOs and middle leaders to be delivered by Ofsted.</p> <p>Increase in the percentage of children attending.</p>
<b>Pledge 42</b> - We think the current system of fining parents for taking their children on holiday in term time can hurt families on a budget. We will work with schools and parents to introduce a fair system so families can take an annual holiday without penalty. <b>PRIORITY PLEDGE (TOP 5)</b>	Jon Taylor	Judith Harwood	<p><b>Complete:</b> Following consultation on options we have designed a system that enables families to take a holiday without falling foul of legal implications.</p>
<b>Pledge 43</b> - Plymouth needs more engineers, mathematicians and scientists. We have world-class STEM employers. The city council will look to work with the Plymouth Manufacturers Group and Women in STEM to increase the number of young people taking STEM subjects at school, college and university. We will work with major manufacturers and large businesses to give school children an insight into how factories, manufacturing, digital and creative industries, STEM roles and other major Plymouth employers work. We will also support people to	Jon Taylor	Judith Harwood	<p><b>Completed:</b> Through the STEM plan, support will be provided for teachers through STEM subject learning hubs and networks linked into national strategies, pilots and regional industrial requirements mapped to the curriculum.</p>

improve their STEM skills throughout their career.			
<b>Pledge 44</b> - Plymouth has an international reputation for marine science and technology. We need more children and parents to seize these opportunities and so we will offer schools the chance to showcase the best of Plymouth's commercial and research experience in the classroom.	Jon Taylor	Judith Harwood	<b>Completed:</b> Delivery through the STEM Plan and Mayflower 400 Planned activities.
<b>Pledge 45</b> - A growing number of children in Plymouth are caring for a family member. We will appoint a Young Carers' Champion to be their voice in the city and we will hold a conference to showcase the fantastic work being done in some of our city's schools to support young carers and develop good practice for schools across the city.	Jon Taylor	Judith Harwood	<b>Completed:</b> Appointment of a Young Carers' Champion and delivery of a Young Carers Conference.
<b>Pledge 49</b> - We welcome Devon and Cornwall Police's commitment to Operation Encompass and we will encourage Plymouth's schools to play their full and active part to keep children safe.	Jon Taylor	Judith Harwood	<b>Completed:</b> Continued promotion and support publically for programme.