



Oversight and Governance

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EDUCATION AND CHILDREN'S SOCIAL CARE OVERVIEW AND SCRUTINY COMMITTEE

Wednesday 14 September 2022

1.30 pm

Warspite Room, Council House

Members:

Councillor Laing, Chair

Councillor Mrs Pengelly, Vice Chair

Councillors Allen, Briars-Delve, Dr Cree, Cresswell, Deacon, Harrison, Hulme, Loveridge,
Partridge, Poyser and Tofan.

Members are invited to attend the above meeting to consider the items of business overleaf.
For further information on attending Council meetings and how to engage in the democratic
process please follow this link - [Get Involved](#)

Tracey Lee

Chief Executive

Education and Children's Social Care Overview and Scrutiny Committee

1. Apologies

To receive apologies for non-attendance submitted by Councillors.

2. Declarations of Interest

Councillors will be asked to make any declarations of interest in respect to items on the agenda.

3. Minutes **(Pages 1 - 8)**

To confirm the minutes of the previous meeting held on 15 June 2022.

4. Chair's Urgent Business

To receive reports on business which in the opinion of the Chair, should be brought forward for urgent consideration.

5. Tracking Decisions: **(Pages 9 - 10)**

6. Education and Children's Social Care Policy Brief: **(Pages 11 - 18)**

7. Josh MacAlister's Independent Review of Children's Social Care - Briefing: **(Pages 19 - 56)**

8. Risk Monitoring Report: **(Pages 57 - 62)**

9. Financial Monitoring Report - Month 4: **(To Follow)**

10. Performance Scorecard: **(Pages 63 - 72)**

11. Plymouth Safeguarding Partnership: **(Pages 73 - 84)**

12. National Review into the murders of Arthur Labinjo-Hughes and Star Hobson, National Panel: **(Pages 85 - 94)**

13. Work Programme: **(Pages 95 - 98)**

Education and Children's Social Care Overview and Scrutiny Committee

Wednesday 15 June 2022

PRESENT:

Councillor Laing, in the Chair.

Councillor Mrs Pengelly, Vice Chair.

Councillors Briars-Delve, Cree, Cresswell, Harrison, Hulme, Loveridge, Partridge, Poyser and Tippetts (Substituting for Councillor Allen).

Also in attendance: Sharon Muldoon (Director for Children's Services) Jean Kelly (Service Director for Children, Young People and Families), Ming Zhang (Service Director for Education, Participation and Skills), Caroline Marr (Senior Policy Advisor), Paul Stephens (Performance Advisor) and Jake Metcalfe (Democratic Advisor).

The meeting started at 1.30 pm and finished at 4.40 pm.

Note: At a future meeting, the Panel will consider the accuracy of these draft minutes, so they may be subject to change. Please check the minutes of that meeting to confirm whether these minutes have been amended.

86. **To note the appointments of the Chair and Vice-Chair for the Municipal Year 2022 - 2023**

The Committee noted the appointments of Councillor Laing as Chair and Councillor Mrs Pengelly as Vice-Chair of the Education and Children's Social Care Overview and Scrutiny Committee for the municipal year 2022 – 2023.

87. **Declarations of Interest**

Name	Minute Number	Reason
Councillor Laing	93 – Overview of Children's Social Care and Education, Participation and Skills	Governor for Horizon Multi-academy Trust
Councillor Poyser	93 – Overview of Children's Social Care and Education, Participation and Skills	Employed by City College Plymouth

Councillor Harrison	95 – Kickstart Update	Works for an organisation that had provided courses for Kickstart
Councillor Tippetts	93 – Overview of Children’s Social Care and Education, Participation and Skills	Student at the University of Plymouth
Councillor Hulme	93 – Overview of Children’s Social Care and Education, Participation and Skills	Governor at All Saints Academy Plymouth
Councillor Partridge	93 – Overview of Children’s Social Care and Education, Participation and Skills	Governor at Knowle Primary School

88. **Minutes**

The minutes of 16 February 2022 were **agreed** as a true and accurate record.

89. **Chair's Urgent Business**

There were no items of urgent business.

90. **Education and Children's Social Care OSC Terms of Reference**

The Committee noted the terms of reference for the Committee.

91. **Education and Children's Social Care Policy Brief**

Caroline Marr, Senior Policy Advisor presented this item to members of the Committee.

Members discussed:

- a) Caroline Marr to produce a briefing/summary for Councillors on the Schools white paper. Caroline to also include a briefing/Summary on the SEND and AP green paper. Members required a focus on the ‘strengthened role for local authorities within the white paper’. Following a briefing/summary, members would advise the Chair which items should be put onto the work programme for future meetings;

- b) Ming Zhang would respond to Members of the Education and Children's Social Care Committee in relation to the questions: How much money had been outsourced on private therapy to meet EHCP requirements? What portion of the budget had been going to Early Years Provision in the SEND review;
- c) Ming Zhang would issue a request on behalf of the Committee to Multi-Academy Trusts in Plymouth to request data in relation to the National Tutoring Programme in order for the Committee to understand the impact on Plymouth and its children;
- d) The Education, Participation and Skills service had been driving an inclusion programme with Plymouth City Council collecting live data. It had been hoped that all schools in the City would sign up to a data sharing agreement to develop an inclusion scorecard;
- e) Families would not be fined if children and young people did not have 100% attendance and this would be reviewed on a case by case basis;
- f) Members were concerned at the impacts of long COVID on children and young people in Plymouth and this would be added to the work programme for future review;
- g) Plymouth had been welcoming to Ukrainian refugees and had been included within their school settings;

92. **Overview of Children's Social Care & Education, Participation and Skills Service**

Councillor Carlyle, Cabinet Member for Education, Skills and Children and Young People introduced this item to the Committee.

Jean Kelly, Service Director for Children, Young People and Families provided an overview of the Children's Social Care Service to members of the Committee.

Ming Zhang, Service Director for Education, Participation and Skills provided an overview of the service to members of the Committee.

Members discussed:

- a) It was acknowledged that Plymouth had been consistently below the national average for outcomes in the KS4 cohorts and the potential reason for the increase in outcomes may have been due to a differing way in which the data had been collected. Normal data collection for this KPI would resume this year and would be reported back to the Committee at the earliest opportunity;
- b) Plymouth City Council had been in regular conversations with OFSTED and the Department for Education in relation to the planned consultation on increasing the ratios of staff to two year olds in Early Years settings.

The proposed increase would take the current ratio of 1:4 to 1:5.

- c) The Plymouth Safeguarding Partnership met to consider the national review into the murders of Arthur Labinjo-Hughes and Star Hobson and would provide an update in the next Committee. Members requested that this item would be put onto the work programme for review;
- d) Plymouth City Council did not have a high vacancy rate during the pandemic, however it had been acknowledged that the service had a high turnover of experienced staff which had been reflected regionally and nationally. The service continued to have a good pipeline of Newly Qualified Social Workers and would look to recruit social workers from overseas to add diversity and experience to the workforce. Plymouth City Council required the use of project teams and agency staff throughout the pandemic due to the increase in caseloads; Innovate, a project team used by Plymouth City Council would be leaving in August 2022 and work had commenced on the exit plan;

93. **Children's Services Provisional Financial Outturn Report 2021/22**

David Northey, Head of Integrated Finance presented the Children's Services Provisional Outturn report 2021 – 2022 to members of the Committee and highlighted the following key points:

- a) There had been an overspend of £296,000 on a budget of £53 mil;
- b) There had been £9.44 mil spent on COVID costs which had been allocated to additional placement costs; additional social workers; increased legal costs; additional Adoption Transition Costs and lost income within the schools service.

Members discussed:

- a) COVID grants from national government had ceased. Members were concerned that there continued to be additional costs incurred to the Local Authority as a result of the pandemic through continued placement costs and delays in the Court process.

94. **Children's Services Scrutiny Performance Report (Q4 2021-22)**

Councillor Charlotte Carlyle, Cabinet Member for Education, Skills and Children and Young People introduced this item to members of the Committee.

Jean Kelly, Service Director for Children, Young People and Families and Ming Zhang, Service Director for Education, Participation and Skills presented the Performance report to members.

Members discussed:

- a) Plymouth City Council's Children, Young People and Families service

received funding linked to the prevention of rough sleeping for young people aged 18 – 25 years. Members heard that there had been no Care Leavers between 18 – 25 years rough sleeping, however it had been acknowledged that some young people had chosen not to stay in contact with the Care Leavers service. Jean Kelly advised that should any Care Leavers come forward that had been rough sleeping, the service would provide information, support, advice and intervention if required;

- b) The service had been piloting a Child in Need prevention team where the service would offer short but impactful interventions. Child in Need 'cases' had been a consent based intervention, families could withdraw their consent for the service at any time;
- c) The definition of suitable accommodation had been provided by the Department for Education, however it had been acknowledged that this would be much more complex and depended on an individual basis. The service would ascertain whether the situation would be sustainable and that there had been alternatives accommodation options available;
- d) Jean Kelly would provide an update to members on how many children had stepped up from a Child in Need plan to a Child Protection Plan and would also provide data as to how many children successfully stepped down from a Child in Need plan;
- e) Schools in the city of Plymouth had been working in partnership and all had agreed to a self-evaluation and peer support model in order to identify areas that required improvement within their schools. In the previous two months there had been three secondary schools that had changed from 'required improvement' to 'good' and it had been the opinion of the service director that the model had led to this change. Common themes for improvement had been leadership and curriculum design, delivery and impact. Plymouth had been operating a 'school causing concern' system where the service would gather information from different agencies. If a school had been escalated to 'at risk' for maintained schools the Local Authority would intervene. Alternatively for Academies, information would be provided to the Department for Education in order for them to intervene.

95. **Kickstart Update**

Councillor Charlotte Carlyle, Cabinet Member for Education, Skills and Children and Young People introduced the item to members of the Committee.

Tina Brinkworth, Head of Skills and Post-16 presented the item to members of the Committee and highlighted the following key points:

- a) 60% of young people that had taken part in the Kickstart programme had gone on full time employment;
- b) There had been two key gateway organisations that supported 400

placements with a 60% transition rate, full detailed figures would be released in September 2022 following the conclusion of the scheme;

- c) Between March 2021 and March 2022, Universal Claimants between the ages of 18 and 25 had seen a 20% reduction, the figure had been 4,900 and this had reduced to 3900.

Members discussed:

- a) Of the 40% that had not progressed into full time employment, young people were being engaged by the Skills Launchpad through action plans to get them into employment or training; Some young people had made the decision not to engage however where young people wanted engagement Skills Launchpad had been working closely with local employers and key partners to transition into work;
- b) Following the Kickstart programmes conclusion in December 2022, young people and the programme itself would operate under the Skills Launchpad. It was recognised that Kickstart in Plymouth had been more successful when compared nationally and the Launchpad would be looking to work with employers in the City to develop paid placements. Plymouth had 3,000 vacancies and there had been recruitment issues, to combat this the city required a different way to recruit people and it is hoped that the Launchpad could provide a system for the benefit of young people and the City;
- c) The Committee requested this item to be brought to the Committee in February 2023 with a final and detailed breakdown of the scheme.

96. **City Wide Youth Service Provision**

Councillor Charlotte Carlyle, Cabinet Member for Education, Skills and Children and Young People introduced this item to the Committee.

Dave Ryland, Community Connections Strategic Manager and Martine Aquilina, Acting Head of Service Youth Justice and Targeted Support Service presented the report to the Committee.

Members discussed:

- a) Family breakdowns had been an issue for families in Plymouth and the 'cost of living crisis' would affect families in the coming months. The COVID pandemic had been a huge impact and the increase of teenagers coming into care could be linked to families being in close proximity with one another over an extended period of time. Services had also decreased support during the time of the pandemic which had been required by families. Finally the impact of the pandemic on young peoples mental health increased conflict within the home, the service had been seeing the impact of this in recent months;

- b) Residents of Plymouth could find out what youth resource is in the city through the Plymouth Online Directory (POD). The service continued to engage partners across the city to build resilience in the Early Help system. The Targeted Support Service had worked hard to develop a bespoke directory of services and had been planning how to circulate this to partners;
- c) The Community Connections service continued to try and engage young people through social media programmes. Funding had been secured to improve the way in which young people are targeted by the service;
- d) A youth cohort in Keyham had been sourced and programmes would be funded for them;
- e) Community Connections had a digital offer to young people in order to engage with professional youth workers but there had also been detached workers on the street;
- f) The Family hub development had been in a planning phase, Early Help Partnership had been in consultation to plan the scope and location of key family hubs. An Early Help executive had been considered as part of that mapping and scoping would come out over time;
- g) Following recruitment to a position within Plymouth City Council, there would be greater engagement with schools and the package of support would be presented to every school in Plymouth;
- h) The Out Youth Group provided a safe, friendly and welcoming environment for the LGBTQ+ community in Plymouth and the surrounding area. Youth workers would work closely in supporting young people to attend with them and could transport them to and from the venue. 1:1 sessions prior to attending could also take place to ensure they are confident in attending;

The Committee made a recommendation to Scrutiny Management Board:

The Committee agreed to:- Dave Ryland (Community Connections Strategic Manager) and Martine Aquilina (Acting Head of Service for Youth Justice and Targeted Support Service) to endeavour to produce an app for the Young People in the city of Plymouth to access which would advise them of youth services they could access.

97. **Work Programme**

Members discussed the work programme and added:

- Josh MacAlisters Independent Children's Social Care Review
- National review into the murders of Arthur Labinjo-Hughes and Star Hobson

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Education and Children's Social Care Overview and Scrutiny Committee – Tracking Decisions 2022/23

Minute No.	Resolution	Target Date, Officer Responsible and Progress
92 – Policy Brief	<p>Caroline Marr to produce a briefing/summary for Councillors on the Schools white paper. Caroline to also include a briefing/Summary on the SEND and AP green paper. Members required a focus on the 'strengthened role for local authorities within the white paper'.</p> <p>Following a briefing/summary members will advise the Chair which items should be put onto the work programme for a future meeting.</p>	<p>Date: 16 June 2022</p> <p>Progress: Complete – sent to Committee members on 01/08/2022</p>
92 – Policy Brief	<p>Ming Zhang to respond to Members of the Education and Children's Social Care Committee in relation to Councillor Tippetts question: How much money is being outsourced on private therapy to meet EHCP requirements? What portion of the budget is going to Early Years Provision in the SEND Review?</p>	<p>Date: 16 June 2022</p> <p>Progress: Complete – sent to Committee members on 02/08/2022</p>
92 – Policy Brief	<p>Ming Zhang to issue a request on behalf of the committee to Multi-Academy Trusts requesting data in relation to the National Tutoring Programme in order for the Committee to understand the impact on Plymouth and its children.</p>	<p>Date: 16 June 2022</p> <p>Progress: Action sent to Ming for progression.</p>
93 – Overview of Education and Children's Services	<p>Jean Kelly to circulate a copy of the Bright Futures document to all Members of the Education and Children's Social Care OSC.</p>	<p>Date: 16 June 2022</p> <p>Progress: Action sent to Jean for Progression</p>
95 – Performance report	<p>Jean Kelly to provide data to the Education and Children's Social Care OSC in response to Councillor Harrison's query on the following:</p> <ol style="list-style-type: none"> I. How many children have 'stepped up' from a Child in Need plan to a Child Protection plan? 	<p>Date: 16 June 2022</p> <p>Progress: Action sent to Jean for progression.</p>

Education and Children's Social Care Overview and Scrutiny Committee – Tracking Decisions 2022/23

	<p>2. How many children and young people have successfully 'stepped down' from a Child in Need plan to Universal services and have no longer required the services of Plymouth City Council's Children's Social Work Service (CSW).</p> <p>This data is to be provided to Councillors before the next Scrutiny meeting and should also be reported within the next Performance report.</p>	
96 – Kickstart Update	<p>Tina Brinkworth to provide data to the Education and Children's Social Care OSC on the following:</p> <ol style="list-style-type: none"> 1. Data of placements over different sectors 2. How many of the Universal Credit claimants between the ages of 16 and 24 are in full time education? <p>A detailed report following the conclusion of the Kickstart programme to be put on the agenda for February 2023's agenda</p>	<p>Date: 16 June 2022</p> <p>Progress: Action sent to Tina for progression.</p>
97 – City Wide Youth Services Provision	<p>Recommendation to Scrutiny Management Board – The Committee agreed to:-</p> <p>For Dave Ryland (Community Connections Strategic Manager) and Martine Aquilina (Service Manager for Targeted Support) to endeavour to produce an app for the Young People in the city of Plymouth to access which would advise them of youth services they could access.</p>	<p>Date: 16 June 2022</p> <p>Progress: Recommendation sent to Ross Jago to be heard at Scrutiny Management Board</p>
98 – Work Programme	<p>Sharon Muldoon/Ming Zhang to provide data to the Committee on children's results and inclusion prior to the Scrutiny meeting in November to allow for a focussed session.</p>	<p>Date: 16 June 2022</p> <p>Progress: Action sent to Sharon and Ming for progression.</p>

Education and Children's Social Care Overview and Scrutiny Committee



Date of meeting:	14 September 2022
Title of Report:	ECSC Policy Brief
Lead Member:	Councillor Charlotte Carlyle (Cabinet Member for Education, Skills and Children and Young People)
Lead Strategic Director:	Sharon Muldoon (Director for Childrens Services)
Author:	Sarah Gooding (Policy and Intelligence Advisor)
Contact Email:	Sarah.gooding@plymouth.gov.uk
Your Reference:	ECSC PB 14092022
Key Decision:	No
Confidentiality:	Part I - Official

Purpose of Report

To provide Education and Children's Social Care Overview and Scrutiny Committee with the latest national picture in respect of policy announcements and legislation affecting children and young people.

Recommendations and Reasons

For Scrutiny to consider the information provided in regard to their role and future agenda items.

Alternative options considered and rejected

N/A

Relevance to the Corporate Plan and/or the Plymouth Plan

Delivery of the Corporate Plan and Plymouth Plan needs to take account of emerging policy and the legislative picture.

Implications for the Medium Term Financial Plan and Resource Implications:

N/A

Financial Risks

N/A

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.*

N/A

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	ECSC Policy Brief – 14 September 2022							
B								

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:

Fin	N/A	Leg	N/A	Mon Off	N/A	HR	N/A	Asset s	N/A	Strat Proc	N/A
Approved by: Giles Perritt, Assistant Chief Executive											
Date approved: Monday 05 September 2022											

POLICY BRIEF

Education and Children's Social Care Overview and Scrutiny

14 September 2022



The information within this Brief is correct at the time of approval for publication and contains relevant policy announcements made by Government and its departments and regulators.

Consultations and Calls for Evidence

[A new approach to area SEND inspections](#)

Closed consultation

This consultation sought views on proposed changes to the way Ofsted and the Care Quality Commission (CQC) jointly inspect local area partnerships to assess how they work together to improve the experiences and outcomes of children and young people who have special educational needs and/or disabilities (SEND).

(Closed 11 September 2022).

Plymouth City Council has responded to this consultation.

[Understanding the use of unregistered alternative provision](#)

Open consultation

The Department for Education (DfE) are seeking views to better understand how unregistered alternative provision is commissioned and delivered. The findings from this consultation will be considered when designing the new national vision and delivery model for the SEND and alternative provision system outlined in the [green paper](#). (Closes 30 September 2022)

The Council will be responding to this consultation.

[Early years funding formulae](#)

Open consultation

The Department for Education (DfE) are seeking views on proposed updates to the early years funding formulae, and maintained nursery school supplementary funding. (Closes 16 September 2022).

A response to this consultation is being prepared.

[Supporting schools that are not making necessary improvements](#)

Consultation response

In order to support schools that are not making necessary improvements, government proposed to make all schools with two consecutive Ofsted judgments of below 'Good' eligible for intervention.

Following the consultation, the Secretary of State has chosen to update existing coasting schools regulations so that schools judged less than Good in their two most recent Ofsted inspections schools will now be covered by the coasting definition. Schools that meet this definition are referred to as 'schools that are not making necessary improvements' and they will now be eligible for intervention action to support them to improve. Once eligible, the relevant Regional Director (RDs, formally known as regional schools commissioners) will assess each school on a case by case basis and take into account any representations the school (and other interested stakeholders) wish to make, before deciding whether intervention and further support are necessary. The Secretary of State's

policy is that this support can generally best be provided by ensuring that all schools with consecutive less than Good judgements are part of a strong multi-academy trust.

As a result, the [statutory guidance](#) on local authorities' and regional schools commissioners' responsibilities relating to schools and PRUs causing concern has been updated to reflect the new measures and these changes came into effect on 01 September 2022.

[Changes to Social Work England's regulatory framework](#)

Consultation Response

This consultation sought views on proposed technical changes to the Social Workers Regulations 2018. As a result, a small number of technical changes will be made and these are detailed in the consultation response.

Date of announcement /publication	Education and Children's Social Care Overview and Scrutiny Committee
Government Policy / Legislative Announcements:	
04 July 2022	<p>Drive to reduce the cost of childcare for parents</p> <p>The government has announced a package of measures to increase childcare support for parents, boost the number of childminders and drive take up of childcare offers, to address rising costs. To drive down costs for providers and parents, a new childcare regulatory changes consultation (closes 16 September 2022) will look at increasing the number of children that can be looked after by each staff member in early years settings. It will propose changing staff-to-child ratios from 1:4 to 1:5 for 2-year-olds, giving providers more flexibility in how they run their businesses while maintaining safety and quality of care. The government will also increase choice and affordability for parents by taking action to open up the childminder market.</p>
19 July 2022	<p>National funding formula for schools and high needs</p> <p>The Department for Education (DfE) has published details of the funding system for schools and high needs for the year 2023 to 2024. This is the second year of the three-year funding settlement.</p> <p>Final allocations of schools, high needs and central schools services funding for 2023-24 will be calculated in December, based on the latest pupil data at that point, when government will announce local authorities' Dedicated Schools Grant (DSG) allocations. Local authorities will continue to use that funding to determine final allocations for all local mainstream schools.</p> <p>Following last year's consultation on Completing our Reforms to the National Funding Formula (NFF), the DfE has confirmed that it will move forward with its plans to implement a direct NFF, whereby funding will be allocated directly to schools based on a single, national formula. As set out in the consultation response, there will be a gradual approach to transition to avoid any unnecessary or unexpected disruption to schools. Local authorities will be required to start bringing their own formulae closer to the schools NFF from 2023-24.</p> <p>A consultation on implementing the direct national funding formula closed on 09 September 2022.</p>

	<p>Plymouth City Council responded to last year’s consultation and have also responded to the most recent consultation. The Council supports the majority of the proposals with the exception of updating the growth fund methodology to include falling pupil numbers as local authorities are likely to receive less growth funding under this approach. The timing of the change is also disadvantageous as it is proposed to happen at a time when further restrictions will be placed on growth funds and local authorities have not been provided with enough detail at this stage to determine whether the proposals are affordable within current growth allocations.</p> <p>The Council has also questioned the proposal to remove the publication of Primary and Secondary units of funding along with the December DSG allocations for the schools block. This information should continue to be published at local authority level to aid benchmarking work and help authorities understand their total DSG allocation. Without this information, local authorities are unable to account for the schools block DSG within their statement of accounts, which is a statutory accounting requirement.</p>
02 August 2022	<p><u>£368 million fund to improve youth services in underserved areas opens for bids</u></p> <p>The Youth Investment Fund, designed to create, improve and expand local youth facilities and services has opened for bids from 45 local authorities and more than 600 district wards in some of the most deprived areas in England. It will provide funding to build or refurbish up to 300 youth facilities over the next 3 years, providing safe spaces in which young people can socialise and participate in a wide range of activities, including those designed to help support them into employment. All Plymouth Wards are within scope for the scheme.</p> <p>We have submitted an Expression of Interest to the Social Investment Business, who are managing this Government grant on behalf of DCMS and are currently waiting for a response. This is really the first formal step in the process. If we are successful, we are proposing to start on identified sites in the next financial year.</p>
08 August 2022	<p><u>Family hubs and start for life programme: local authority guide</u></p> <p>Information and guidance has been published for the local authorities pre-selected to take part in the family hubs and start for life programme which includes Plymouth City Council. <u>Selection and funding methodologies</u> are also available.</p> <p>Plymouth is one of 75 LA’s eligible for automatic funding to set up and deliver family hubs from April 2023. We are working with the dedicated Regional Delivery Team at DfES to progress this. We need to submit our application by the end of October 2022 and our detailed action plan by December 2022. The programme focuses on improving the Start for Life for expectant parents and parents of children aged 0-2, as well as supporting the delivery of 0-19 Family Hubs, so that all families will benefit from more joined up services. The funding includes specific requirements around improving the</p>

	home learning environment for families, to support children to be better able to communicate and engage with education as they grow up. It also includes funding to support parent relationships and parental emotional and mental health.
Ofsted Announcements:	
08 July 2022	<p>What types of needs do children's homes offer care for?</p> <p>A new report from Ofsted suggests that children in the care system are often placed in homes far away from their families because of a lack of suitable places near to where they live. Children with mental health problems, or experience of abuse and neglect, are likely to be living the furthest away from their home prior to coming into care, and above the average distance of 36 miles.</p>
11 July 2022	<p>Changes to inspection handbooks for September 2022</p> <p>Ofsted have published updated early years, schools and further education and skills inspection handbooks which is standard practice to ensure they are up to date. The changes will take effect from the start of the new academic year. The main changes to be aware of include:</p> <ul style="list-style-type: none"> • Impact of COVID-19 • Transitional arrangements • Graded and ungraded inspections • Enhanced inspection of colleges
27 July 2022	<p>Ofsted: Concerns over damaging impact of staff shortages on children's social care</p> <p>Ofsted has published a report on the ongoing impact of the Covid-19 pandemic on children's social care. The report finds that the pandemic has exacerbated long-standing staffing challenges in children's social care, which has serious consequences on the number of suitable children's home places available and the different needs staff are able to support. As a result, some children are living in places where their needs are not being met, and in some cases are being placed in unregistered homes, without regulatory oversight. High numbers of agency social workers and high caseloads are also preventing purposeful work with children and families. Pre-existing gaps in in-patient and community-based provision for children with mental health needs have grown, and children's needs have become more complex.</p> <p>The report also raises concern over the escalating cost of living for families, which is already having an impact on children's services. Local authorities suggest that that greater financial strain on families may lead to higher numbers of children in need and child protection cases, which would further exacerbate existing sufficiency and workforce issues.</p>
For information:	
	<p>Cost of school uniforms</p> <p>New statutory guidance on the cost of school uniforms was published in November 2021. This means that schools and their governing boards must have regard to it when developing and implementing their school and trust uniform policies. It should be read alongside the non-statutory guidance on school uniforms.</p>

	<p>The aim of the guidance is to ensure that school uniform is affordable and a set of actions for schools is outlined including publishing a uniform policy, keeping branded items to a minimum and making second-hand uniforms available for parents to acquire.</p> <p>Following the publication of this guidance, all schools were expected to review their current uniform policy to determine if any changes are required.</p> <p>Governing boards are expected to be compliant with much of this guidance by September 2022. The exceptions to this would be where:</p> <ul style="list-style-type: none"> • this would breach a pre-existing contract or informal agreement with a uniform supplier (particularly when the supplier may already have stock) • a school will need to run a competitive tender to set up a new contract for their uniform <p>The following actions should have taken place before parents purchased or acquired uniform items in summer 2022:</p> <ul style="list-style-type: none"> • changes to the uniform policy which do not fit with these exceptions, such as removing an unnecessary branded item • publishing the uniform policy on the school's website and ensuring it is easily understood • making sure that second-hand uniforms are available to acquire (either from the school directly or from an established scheme)
	<p><u>Early years stronger practice hubs</u></p> <p>New guidance has been published for early years practitioners applying to become a stronger practice hub. Early years stronger practice hubs will launch in November 2022. They will provide advice, share good practice, and offer evidence-based professional development for early years practitioners.</p>
01 August 2022	<p><u>Local skills improvement plans</u></p> <p>The DfE has published statutory guidance for the development and review of local skills improvement plans (LSIPs). It sets out:</p> <ul style="list-style-type: none"> • the process for developing and reviewing an LSIP, which is led by the designated Employer Representative Bodies (ERB) and in which relevant providers must co-operate • the duties placed upon relevant providers once there is an approved LSIP in place

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Education and Children's Social Care Overview and Scrutiny Committee



Date of meeting:	14 September 2022
Title of Report:	Briefing – The independent review of children’s social care – Josh MacAlister
Lead Member:	Councillor Charlotte Carlyle (Cabinet Member for Education, Skills and Children and Young People)
Lead Strategic Director:	Sharon Muldoon (Director for Childrens Services)
Author:	Jean Kelly
Contact Email:	Jean.kelly@plymouth.gov.uk
Your Reference:	Click here to enter text.
Key Decision:	No
Confidentiality:	Part I - Official

Purpose of Report

To provide a summary of key issues identified in Josh MacAlister’s Independent review of children’s social care published at the end of May 2022 following a 14 month review period. Alongside providing an overview in this briefing document, the service has been asked to report on three key areas for this Scrutiny Committee:

- Placement Sufficiency and Commissioning,
- Recruitment and Retention and
- Care Leavers.

It is anticipated that other key areas of focus will be considered at future Scrutiny Committees.

Recommendations and Reasons

This is for information.

Alternative options considered and rejected

not applicable

Relevance to the Corporate Plan and/or the Plymouth Plan

Caring for people and communities and our work to support Children and Families to feel safe in the city.

Implications for the Medium Term Financial Plan and Resource Implications:

A response from central Government is awaited at the end of 2022 in respect of legislative and financial implications of this review. A date is not yet confirmed when a response will be released.

Financial Risks

As above, we await a response from central Government

Carbon Footprint (Environmental) Implications:

No immediate issues for consideration at this committee.

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.*

No immediate issues for consideration at this Scrutiny Committee

Background/Introduction

“There have been many attempts at reform of children’s social care since the landmark 1989 Children Act and though each has brought about incremental progress, we are left with a high stack of legislation, systems, structure, and services that make it hard to imagine something fundamentally different and better. Rather than add to this stack, we must now build stronger foundations.” (Josh MacAlister, May 2022)

Josh McAlister’s Independent Review of Children’s Social Care findings provides a significant opportunity to transform the way children’s social care is delivered and practice. He recommends a 5 year strategic plan. In total there are more than 70 key recommendations arising from this report, two thirds of these include recommendations for central government, requiring various legislative changes and significant funding. The report recommends the publication of a White Paper, setting out this response, which is expected by the end of 2022.

The review focuses on advocating a social care approach that is focused on relationships, keeping more families safe at home, is multi-disciplinary in nature and uses social work skills in a more targeted way.

The review recommends significant financial investment to realise the reforms recommended, in total £2.6 billion over the next four years.

This briefing sets out the seven themes in the review and its key recommendations. While we await a central government response, Plymouth City Council has been considering what can be progressed and three key issues will be considered by committee on 14th September 2022 (placement sufficiency, recruitment and retention and care leavers).

The review recommends a National Children’s Social Care Framework, designed to provide
Overall there are seven key areas the review focused on following significant national consultation and research. This briefing will look at each of these areas in turn.

*This briefing cannot do justice to all of the recommendations in the report, rather it gives an overview with reflections about the significance and impact in Plymouth.

I. A revolution in Family Help

The review recommends the development of a new umbrella of ‘Family Help’, a term given to the proposal to combine work currently undertaken at targeted early help and children in need provision (section 17, Children’s Act 1989). This proposal is aimed at maximising help for families at the earliest point, by joining up services and minimising complication and duplication. This will require legislative

change before it can be fully implemented given the statutory expectations for social workers providing child in need services.

The aim of this change would be to reduce the number of handovers between professionals supporting families and offering a non-stigmatising approach at early help to a wider group of families. Eligibility should be set out in sufficient detail nationally to support a more consistent understanding of who should receive Family Help. Whilst giving enough flexibility to allow professional judgement to determine local needs. It is recommended that this support should be delivered by multi-disciplinary, embedded in neighbourhoods, drawing on community based assets, where professionals from domestic abuse, mental health and social work services would work together. It is recommended that 'Family Help Teams' should be designed in a way that enables families and practitioners to have a conversation about their concerns rather than relying on mechanical referrals. Children, Young People and Families Services have been making changes to the way our points of first contact have been operating in order to ensure that opportunities for conversations are maximised. We have been reviewing our 'front door' services where families and professionals have their first contact with a statutory service to ensure this approach is fully embedded.

In Plymouth, we have commenced work to develop Family Hubs in the city; due in April 2023. We are one of the 75 local authorities (nationally) being allocated funding to support this development. We are looking implement changes that support opportunities to co-locate professionals in Family Hubs in key locations in the city.

Scrutiny Committee may want a fuller report on our work towards implementation of Family Hubs.

2. A just and decisive child protection system

Some key recommendations are proposed for improving child protection practices, tackling extra familial harms and family engagement at child protection and family support.

The review introduces the concept of an expert child protection practitioner who will provide co-working opportunities where there are safeguarding concerns for children. These experts would chair Child Protection Conferences. This expert role is being linked with the proposed 5 year Early Career Framework also set out in the review and we await the government response to this. In Plymouth, we are currently exploring ways to effectively transform our service over the next 18 months and will consider this role as part of these developments. We expect to increase the level of preventative work undertaken by all agencies as well as ensuring that all safeguarding concerns receive a prompt, expert response. Our practice will be focused on offering risk support to effect sustainable and positive change that keeps children with their families wherever it is possible and safe to do so.

Amendments to the Working Together to Safeguard Children (2018), the statutory guidance governing safeguarding practice, are recommended in the review and requires government action. These amendments include, making Education a statutory partner (to join Children's Social Care, Police and Health agencies), providing developed guidance about information sharing for safeguarding purposes. It is also recommended that a Child Community Safety Plan is introduced (and set out in Working Together) in order to respond to extra-familial harm (exploitation) as well as expectations of agencies where extra-familial harm is a concern.

In Plymouth the introduction of an Adolescent Safety Framework to ensure a partnership wide response to extra-familial harm is still being embedded. Key changes to this statutory guidance which governs us all is both timely and welcomed to support continued development within the city.

The review also recommends parental representation and support should be available to all families in child protection. This mirrors advocacy services provided for children.

3. Unlocking the potential of family networks

The review considers the ways in which the care system is unable to respond effectively to the increasing number of children requiring care and ways to draw on family strengths and assets to support children to remain in their own family or their wider network. This is an issue we are keen to develop in Plymouth to support more children to remain within their immediate and/or extended families wherever possible.

The introduction of legislation to provide a new legal definition of Kinship Care is recommended. Alongside this, it is recommended that the use of family group decision-making becomes mandatory before the local authority reaches the point where legal proceedings need to be considered to consider whether a child should continue to live with their family.

A Family Network Plan should be introduced and enabled in law to support and give oversight (by social work) to family led alternatives to care.

The review recommends national requirements for Special Guardianship and Kinship Care arrangements. This includes a legal definition of kinship care that would ensure a consistent approach.

All local authorities should be make a financial allowance available (consistent with fostering rates), to special guardians and kinship carers with a Child Arrangement Order looking after a child who would otherwise be in care. Consideration should be given to kinship leave (which mirrors adoption leave). This would simplify a complex array of arrangements, but has financial implications for each local authority.

4. Transforming Care

The review expressed considerable concern about the current way care is provided and makes a series of recommendations to transform this. The review sets out a series of recommendations to improve this, including the need for a universal set of care standards

A network of up to 20 Regional Care Cooperatives should be set up across England, which will have a regional sufficiency duty for their areas. This is similar in ethos to the Regional Adoption Agency approach. However, these Regional Care Co-operatives would create and run fostering and residential provision on a not for profit basis. This sufficiency duty would replace the local authority sufficiency duty which currently exists. The South West Sufficiency Project, currently led by South Gloucestershire has been undertaking work to scope sufficiency needs and issues for more than a year now and this work will support any transformation of this nature.

The review recommends a windfall tax on the profits of key providers of independent foster care and residential care.

A national campaign to recruit 9,000 new foster carers over the next three years on the basis that this would transform the care provider market, reducing the need for residential care, which is both expensive and often not sufficiently locally delivered. Alongside increased recruitment, a new support structure for foster carers is recommended and increasing delegation (by default) to enable them to make day to day decisions about the children they are caring for.

Transformation of the representation of children's voices. Replacing the existing arrangements (such as Independent Reviewing Officers and Independent Visitors roles) with high quality child advocacy services commissioned by the Children's Commissioner, who should be given powers to refer children's complaints and concerns to court.

**please see the separate slide pack which sets out work being undertaken in Plymouth to address placement sufficiency planning, issues and concerns.*

5. The Care Experience

The review recommends a broadening of Corporate Parenting responsibilities across a wider range of public sector bodies. It also recommends creating care experience as a protected characteristic. The review also recommends 5 key missions for care experienced young people setting out significant ambitions to support increasing life chances and outcomes significantly. These missions are:

1. No young person should leave care without at least 2 loving relationships. In Plymouth, the local authority is developing and extending Lifelong Links work in the city as part of the ongoing partnership Barnardos Care Journey's. The Lifelong links work is being recommended in the review to form part of the National Children's Social Care Framework. A lifelong guardianship order is also recommended, allowing care experienced young people to form a lifelong bond with an adult who cares for them.
2. Double the proportion of care leavers attending university (particularly high tariff universities) by 2026. This mission includes a call for Virtual School Heads to be held accountable for the educational achievement of children in care and care leavers up to the age of 25 years. It is recommended that this form part of Ofsted's ILACS inspection framework. Pupil Premium funding should be focused on evidence led tutoring and mentoring schemes for children in care and care leavers. The review also recommends a mandatory kitemark scheme for higher education to drive improvements in admissions access and support for those with care experience.
3. Create 3,500 new well-paid jobs for care leavers by 2026. The review recommends that employers should be able to apply for a new government led accreditation scheme which recognises commitment to supporting care leavers into well paid jobs.

In Plymouth, the joint work with Skills for Plymouth, the Care Leaver Covenant signed by the corporate Management Team and the work of elected members is aimed at achieving this mission. Each directorate has committed to supporting with jobs and apprenticeships for care experienced young people each year, as well as guaranteeing a national living wage if this is an apprenticeship.

4. Reduce care leaver homelessness now, before ending it entirely. There should be a range of priority housing options open to young people (independent housing, Staying Put, Staying Close and supported lodgings). Staying Put and Staying Close should be a legal entitlement to the age of 23 (with an opt-out option for young people).
A stronger safety net is needed to prevent homelessness. It is recommended that intentional homelessness is removed for care leavers as well as the local connection test for housing eligibility. It is also recommended that a rent guarantor scheme is in place and that the leaving care grant is increased to £2,438 for all young people leaving care. In Plymouth we continue to work closely with housing colleagues and supported lodging providers to ensure maximum resource availability. Availability has been a challenge and the Joint Housing Protocol in place supported by the local authorities Complex Alliance is aimed at supporting effective provision and transition in this key area of work together.
5. Increase life expectancy of care experienced young people, by narrowing health inequalities with the wider population. This mission includes the need to ensure all professionals are appropriately trained in identifying and supporting mental health issues. All local authorities must provide mental and physical health support. The proposed National Children's Social Care Framework should promote the most effective multidisciplinary models of doing this.

The review recommends that Integrated Care Boards (ICB) should publish their plans for improving the mental and physical health of those in care and leaving care and routinely publish progress. There is a call for care leavers to be exempt from NHS prescription charges up to the age of 25. In Plymouth, we have asked the ICB to consider this now.

**please see the separate slide pack which sets out work being undertaken in Plymouth to address care experienced young people's planning.*

6. Realising the potential of the workforce

The review acknowledges the recruitment and retention issues impacting on local authorities across the country. The recommendations in this part of the review are focused on long term sustainable change. These include:

A 5 year Early Career Framework for social workers to be in place by 2024. This includes a national approach to support practitioners work directly with families. This framework will set practice guidance and best evidence to support best outcomes for children, young people and families.

The review recommends the introduction of national pay scales that would increase social workers pay as they progress through and beyond the Early Career Framework, serving to equalise issues across local authorities. In Plymouth, we have been progressing our Recruitment and Retention Strategy. While there are financial implications to some of the needed to establish the best mechanism to recruit high quality staffing to this local authority, we are working to introduce measures to retain existing staff (caseload management, supportive ways of working).

There is a need to develop a knowledge and skills statement for family support workers and residential staff, to support minimum professional standards and training/support arrangements required.

There is a call for all social work qualified staff to spend 100 hours in practice

The review calls for the need to 'tackle' social work agencies at a national level, including national rules on agency usage, the need for regional agreements, commercial frameworks (including regional staff banks) and minimum experience required. Increasing numbers of social workers move from the local authority to, leading to increasing instability for families and teams as well as rising staffing costs, impacting on overall budgets to provide children's social care services.

**please see the separate slide pack which sets out work being undertaken in Plymouth to address recruitment and retention issues.*

7. A system that is relentlessly focused on children and families

This part of the review focuses on what it would take to re-imagine a children's social care service that is relentlessly focused on children and families.

Central to this is the development of a Children's Social Care Framework by 2024, which would set the objectives and outcomes for children's social care. This national framework should have an agreed scorecard of key and meaningful indicators that would support learning and improvement. There need to be improvements to existing data collection methods. This would ensure the development of a consistent set of metrics with more regular data collection is developed. This will serve to drive transparency and learning in the system. To support this, a National Data and Technology Taskforce is recommended. This Taskforce would support what the review refers to as 'frictionless' data sharing between agencies to support best practice.

At a national level, the National Practice Group and National Reform Board should oversee learning and feedback to support developments in the system.

It is recommended that Ofsted intervene more decisively in inadequate or drifting authorities, along with more transparency about how inspection judgements are made to ensure rigour.

The review calls for the extension of the Director of Children's Services role, including being in charge of overseeing and co-ordination of multi-agency working. This would require amendment to statutory guidance, Working Together to Safeguard Children (2018)

Appendices

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	Briefing report title							
B	Placement Sufficiency slides							
C	Recruitment and Retention slides							
D	Care Leaver slides							

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
The independent review of children's social care, Final Report Josh MacAlister (May 2022)							

Sign off:

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Originating Senior Leadership Team member: Jean Kelly

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

Date agreed: 05/09/2022

Cabinet Member approval: *Councillor Charlotte Carlyle*

Date approved: 05/09/2022

Sufficiency & Commissioning Placements



- Strategic links
- The challenges – locally and nationally
- Our needs and demand
- Our sufficiency work – locally, sub-regionally and regionally
- What else do we need to do

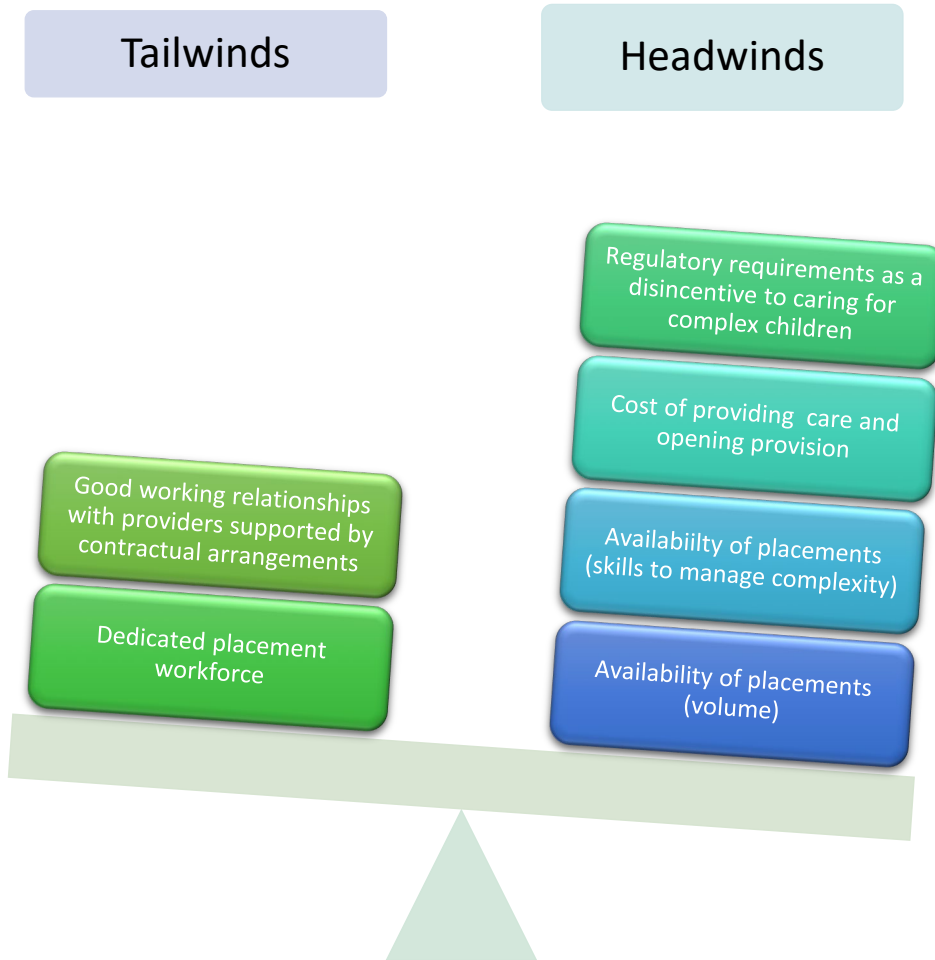
Strategic links



Bright Future priorities and aspirations:

- Reduce the number of adolescents coming in to care
- Actively grow the number of foster placements available in the city, and the range and number of other types of provision locally, including children's homes and semi-independent support and accommodation
- Fewer children and young people are placed at distance from the city

The challenges



A strained system



Placement trends



Lower number of children placed in in-house foster placements:

- April 2014: 222
- April 2022: 125

Rising use of independent fostering agency placements (IFAs):

- April 2014: 60 IFA placements
- April 2022: 156 IFA placements

Rising number of children's home placements:

- April 2014: 26
- April 2022: 52

Placement Demand – commissioned placements



Residential children's homes:

- 10.6% of children in care
- 34% of children in residential care are placed in-city or within 20 miles
- Children with more complex needs, 24 hour staffing in small homes, £1m investment to set up a new home

Independent fostering placements:

- 32% of children in care
- Average of 100 referrals for every vacant foster placement
- Agencies seeing an increase in younger children with complex trauma and behaviours

16+ placements:

- 6.3% of children in care
- Young people with support rather than care needs, due to be regulated by Ofsted

Unregistered arrangements



PLYMOUTH
CITY COUNCIL

- September 2021 – change to legislation: *The Care Planning, Placement and Case Review (England) (Amendment) Regulations 2021* outlawed the use of unregistered provision for under 16's.
- Small number of children and young people with complex needs in these unregistered arrangements.
- Plymouth notifies Ofsted when children are in unregistered arrangements and the steps to address this.
- Wider issues:
 - Lack of welfare secure children's homes beds (60 referrals for 1 bed)
 - Lack of Tier 4 mental health beds (or safe alternatives for those with complex mental health issues)
 - Use of Deprivation of Liberty Safeguards
 - Provider reluctance to manage this level of risk including fear of Ofsted
- Provider framework for agencies providing care and support for families, including in unregulated arrangements.

Sufficiency – regional, sub-regional and local



Regional:

- 14 LAs, Regional Market Position Statement, working on regional recommendations

Sub regional:

- Peninsula Commissioning Partnership with Devon, Somerset and Torbay, focus on fostering and residential children's homes

Local:

- Residential block contract – Caring in Partnership
- 16+ framework and block contract, Complex Lives Alliance
- Development of crisis care models
- Development of new models for fostering

Caring in Partnership – growing local residential beds for Plymouth children



2012:
2 framework
contracted beds, in
one home



2017:
12 framework
contracted beds, 3
providers



2022:
17 block contract
beds, plus 8 beds in-
city on
framework/spot

Caring in Partnership – growing local residential beds



- “Our children”
- Good outcomes: low placement breakdown, stabilisation, return to the city, step forward to fostering, 16+, independent living and return home
- Focused Caring in Partnership meetings – Providers, Camhs, Social Care, Commissioners, Virtual School
- Problem solving together and regular dialogue – relational rather than transactional
- Children’s Home Manager Forums for the city, regardless of contract/provider
- Ofsted performance: South West 64% Good or above, Plymouth block contract (Keys) 100% Good or above

What more do we need to do?



- Refresh of Plymouth Sufficiency Plan 2022
- Refocus on who is coming into care and why and what could make a difference, including redesign of the Front Door and development of Family Hubs/Early Help offer
- Caring in Partnership – recommissioning of residential block contract
- Fostering – how do we innovate rapidly, locally and as a regional and national response?
- Housing – more options, greater tolerance of complex needs and trauma
- Transitions and improved options to support complex disability
- Bespoke/unregistered placements – framework to launch autumn 2022, but reduction in use over time
- Health and Social Care Skills Partnership – support for providers as employers
- Awaiting government response to the Independent Review of Social Care – wholesale recommendations for changes to how placements are commissioned and supplied

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Recruitment and Retention Plymouth



Jane Anstis and Jean Kelly

Realising the Potential of the workforce



- The greatest strength of the children's social care system lies in its workforce.
- Many of the people working in children's social care told the review that they are constrained by the way the system operates and not supported by it.
- Social workers have told the review that rather than spending time with children and families they spend most of their working day on administration.
- For the review's recommendations to be implemented and for these to have an impact on children and families, change is needed across the children's social care workforce.

Plymouth's position

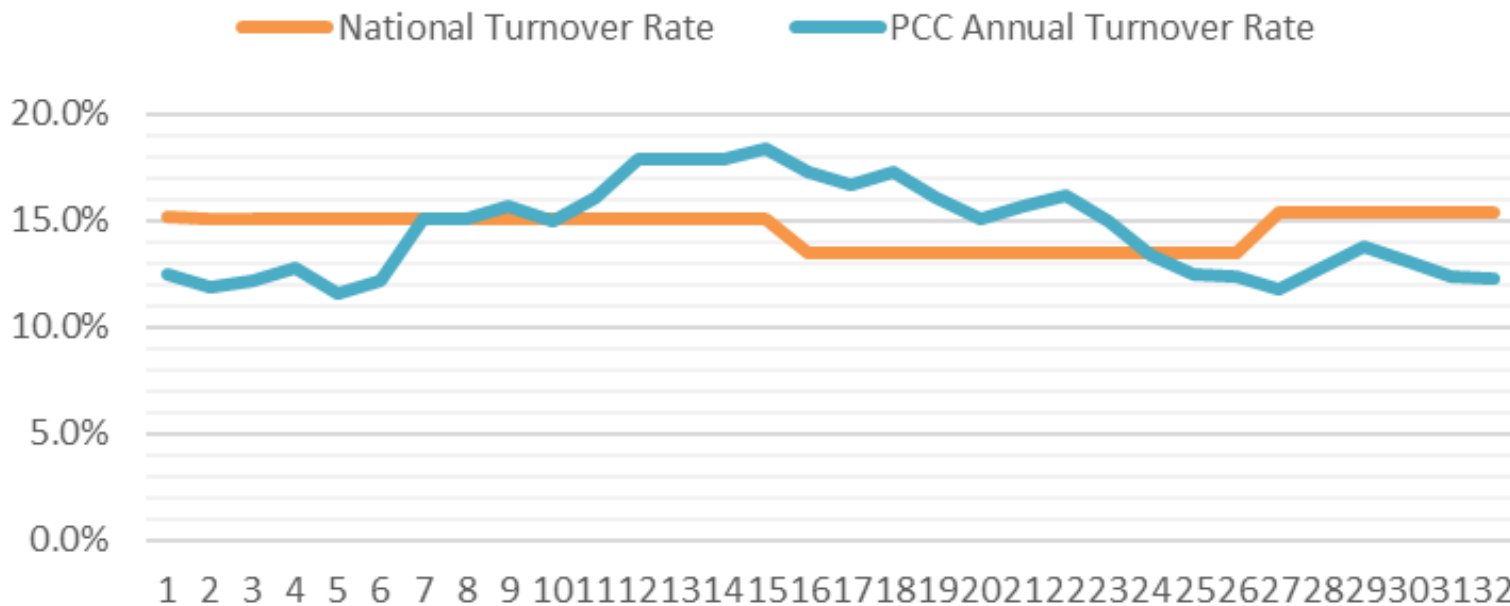


- We have 202 established posts with a requirement to hold a social work qualification.
- 43 of these posts are vacant (over half of these are covered via agency staffing).
- 14 of these vacant posts have been newly created since December 2021.
- 21% vacancy rate, national average is 16.7%
- It should be noted that the national average, reported on March 2022 is a reflection of workforce returns submitted September 30th 2021.
- 7 newly qualified social workers and 12 overseas social workers will be joining us during Q3 to fill vacancies.

Turnover – all regulated posts



3.1 Turnover Jan 2020 - July 2022



Curve unaffected by August 2022 figures (12.19% compared with 12.39% in July)

Plymouth Recruitment and Retention local review findings



1. Impact of the Covid-19 pandemic
 - Emergence of new digital ways of working
 - Reduction in personal connection
2. Shortage of social workers
3. Availability of interim staff
4. Occupational burnout
5. Bureaucratic frustrations
6. Culture

A new Strategy - Building a happy, thriving, stable permanent workforce



- At times of heightened stress, vulnerability or risk, children and their families need to receive skilful, dependable and effective responses from Children's Services. Relationship-based and child-focused approaches are central.
- Our strategy recognises that these approaches and the good outcomes for children that they underpin, can only be delivered if staff have the necessary time, resources and skills. Those who work for and with children and families, do so motivated by the chance to change lives. We must harness that motivation and ensure that careers in Children's services in Plymouth are not only 'do-able', but attractive, sustainable and rewarding.

The overarching priority



- The culture of an organisation is what makes it unique. It permeates everything a service does and shapes the lives of employees, children and families. Culture - makes the biggest difference to whether or not social workers thrive, recommend and remain.
- Our overarching priority will be to build a culture where both individually and collectively we recognise the influence we have in creating a kind and accountable organisation driven both by values and performance.

5 Key priorities



- Priority 1 Create the right climate and conditions for a thriving workforce (IRCSC3)
- Priority 2 Realise an inclusive culture (IRCSC3)
- Priority 3 Create an enhanced career pathway and development offer that remains attractive to staff as their careers and lives develop (IRCSC1 and 4, 5, 6)
- Priority 4 Establish a competitive and intentional approach to recruitment and retention (IRCSC2)
- Priority 5 Ensure sustained focus, investment and accountability

Key activities in progress



- The action plan sets out key areas where our focus, reform and investment will have the biggest impact on improving recruitment and retention, both immediately and long-term.
- Front-loading within the first six months in order create the foundations for the next three years.
- Relevant business cases to support delivery of new key roles
Autumn 2022
- Overseas recruitment – successful bid process and contract award in progress to deliver 12 social workers by end of October with option for a second round.
- Staff forums to support key initiatives within the plan and wider service development, maximising opportunities for staff contribution and innovation will begin in Autumn 2022.

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**Response to the Independent Review of
Children's Social Care and The Five Missions
for Care Experienced Children & Young People
SEPTEMBER 2022**

The Five Missions are:



1. No young person should leave care without at least two loving relationships, by 2027
2. Double the proportion of care leavers attending university, and particularly high tariff universities, by 2026
3. Create at least 3,500 new well paid jobs and apprenticeships for care leavers each year, by 2026
4. Reduce care experience homelessness now, before ending it entirely
5. To increase the life expectancy of care experienced people, by narrowing health inequalities with the wider population

I. No young person should leave care without at least two loving relationships



The Care Journeys partnership delivers Links, an integrated co-resourced umbrella for care experienced young people which provides meaningful one-to-one relationships and group work opportunities in a holistic way to address loneliness and isolation:

- **Lifelong Links** will launch in November 2022 and will focus on reconnecting care experienced young people with trusted adults from their childhood who they have lost touch with ensuring that care experienced young people are connected with a positive support network.
- **Mentoring Positive Connectors-** 1:1 mentoring offer matching a care experienced young person with a volunteer with the aim of creating a positive and supportive long term relationship.
- **Group work co-designed by young people** – supporting group identity, reducing loneliness and isolation and promoting social action.
- Monthly social activities are arranged by the Personal Advisors, Care Journeys and Participation Team.
- We are progressing the development of a Care Leavers Centre – the ambition is for a co-designed central place of support and service access away from the corporate office

2. Double the proportion of care leavers attending university, and particularly high tariff universities,



- The Care Leavers Team financially supported 22 students attending university in 2021/2022 either at Undergraduate or Masters level. The Local Offer supports young people attending University with three bursaries each academic year totalling £3000 a year.
- In 2021/2022 the Care Leavers Team also financially supported 2 students studying at Masters level, which is additional to the Local Offer.
- In 2021/2022, the Care Leavers Team also financially supported a student who started her higher education after her 25th birthday and are providing her second year placement within the permanence service. A further student is being supported in a similar way in 2022/2023.
- The Permanence Service supported a young person care to attend a Psychology summer school at Oxford University in 2021 to support his aspiration to attend Oxford or Cambridge University in 2023.
- The Plymouth City Council Care Leaver Covenant states that we will support at least one staff member per year per Directorate to be trained as a mentor for care experienced young people. We aspire to provide a mentor to all university students who want one.

3. Create at least 3,500 new well paid jobs and apprenticeships for care leavers each year



- Plymouth City Council has adopted a 'Whole Council' approach to ensure our 'family business' offers practical, specific support and opportunities across all Directorates to improve outcomes for care experienced people. The commitments set out in the covenant document endorsed by the Chief Executive, Tracey Lee, include:
 - a commitment to all Directorates offering at least one care leaver a paid offer of apprenticeship or employment each year paid at the national living wage
 - Work experience opportunities will be offered by all Directorates.
 - Care experienced young people will be considered for any apprenticeship opportunity they are interested in
- Work is underway to ring-fence a care experienced apprentice post within the Permanence Service and the Targeted Support Service.
- Plymouth City Council has joined the Care Leaver Covenant organisation and will formally launch at the Full Council Meeting in September 2022. This will match care experienced young people with offers made by individuals and businesses.

4. Reduce care experience homelessness now, before ending it entirely



- The Joint Housing Protocol has now been signed off and is more robust in the offer to care experienced young people.
- The Plymouth City Council Care Leaver Covenant states that we will not end our homelessness duties to care experienced young people without sign off by a senior manager to be sure that all possible solutions have been pursued. This is now embedded in practice.
- Plymouth Care Leavers are now exempt from or have their council tax paid until the age of 25, whether they live in Plymouth or elsewhere in the UK.
- The Plymouth City Council Care Leaver Covenant also states that care experienced young people will be given priority when it comes to accessing social housing and we will ensure you have choices about where your home is and will work with you to find the home you want. This is our ambition for 2022/2023.
- The 2022 review of the Local Offer will include reviewing the Leaving Care Grant and consideration to a standardised housing starter pack, which should include carpets and white goods and a wi-fi data package.
- We are exploring a Guarantor Scheme to open up private rental options for young people.

5. Increase the life expectancy of care experienced people, by narrowing health inequalities with the wider population



- Since April 2022 all care experienced young people aged 18 – 25 have been entitled to a free leisure pass for swimming and gym access at all Plymouth Active Leisure facilities. To date 97 young people have taken up this offer.
- In April 2022 we launched Ask Jan (Rees Foundation) membership for any care leaver aged 18 – 25 if the young person wishes to take the offer. To date 71 young people have taken up this annual membership which includes 24 hour access to telephone counselling, a range of helplines and face to face counselling.
- The Specialist Nurses for Children in Care extend their offer to all care experienced young people up to the age of 25. They are available to meet on a drop in basis every Friday along with Care Journeys colleagues or on an individual basis at request.
- There is ongoing work with health to improve the offer in respect of dental access, free prescriptions, dental care and eye care to care leavers up to 25yrs.

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Education and Children's Social Care Overview and Scrutiny Committee



Date of meeting:	14 September 2022
Title of Report:	Risk Monitoring Report
Lead Member:	Councillor Mark Shayer (Deputy Leader and Cabinet Member for Finance and Economy)
Lead Strategic Director:	Giles Perritt (Assistant Chief Executive)
Author:	Robert Sowden
Contact Email:	Robert.Sowden@plymouth.gov.uk
Your Reference:	RS/RM
Key Decision:	No
Confidentiality:	Part I - Official

Purpose of Report

The attached report provides an update on the Strategic risk register pertinent to the committee. The register offers additional information including detail on Key Controls and Sources of Assurance and how progress against mitigation will be measured.

There is one red strategic risk detailed in this report concerns continuing demand on Children's social care. There are two amber risks concerning the school improvement partnership and the fulfilment of statutory duties. There is a single risk green risk in the strategic report for children's services concerning early intervention and prevention.

Recommendations and Reasons

The Education and Children's Social Care Overview and Scrutiny Committee is recommended to:

1. Note the current position.
2. Consider whether any risks identified should be programmed for further discussion by the Committee.

Reason: As part of the Committee's responsibility for monitoring the implementation and ongoing processes for identifying and managing key risks of the authority.

Alternative options considered and rejected

Effective risk management processes are an essential element of internal control and as such are an important element of good corporate governance. For this reason alternative options are not applicable.

Sign off:

Fin	BA22. 23.71	Leg	EJ/38 851/1 1.7.22	Mon Off		HR		Assets		Strat Proc	
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Originating Senior Leadership Team member: Giles Perritt

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

Date agreed: 14/07/2022

Cabinet Member approval: Councillor Mark Shayer (Deputy Leader and Cabinet Member for Finance and Economy)

Date approved: 13/07/2022

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APPENDIX A PLYMOUTH CITY COUNCIL STRATEGIC RISK REGISTER 2022 (As presented to Audit and Governance Committee July 2022)

ROW NO	Directorate	Service	DEPT	DESCRIPTION OF RISK (Risk description should include cause / risk event / consequence and risk category)	KEY CONTROLS / SOURCES OF ASSURANCE (aligned to three lines of defence)									RAG RATING / CHANGE IN RISK RATING	ACTION PLAN / FUTURE MITIGATION / ASSURANCE PLAN	RESPONSIBLE OFFICER(S)	DIRECTOR / ASSISTANT DIRECTOR									
					Policies and procedures Link to business plan Delegations of authority / Fraud checks Risk and control framework Performance Management Project Management reviews			PREVIOUS RISK RATING			PREVIOUS RISK RATING							CURRENT RISK RATING								
					First Line of Defence (Operational management activity)													Oct-21			Feb-22			May-22		
									P	I		P	I		P	I										
2	Children's Services	CYPFS	Children's Social Care	<p>Failure to meet statutory duties due to growing volume and complexity of demand for children's social care services</p> <p>'Hidden harm' consequences of infection control measures and safe systems of work limitations add to existing pressures on service. Risk of continued rising demand for children to come into care since the pandemic in March 2020.</p> <p>Risk Category: FINANCIAL</p>	Trend analysis informing projections about the numbers of children coming into care to monitor activity. Regular scrutiny via lead member for children and finance.																		Additional social work capacity agreed to support effectively delivery of casework. Fostering Project Delivery Plan in place. High cost placement review supported by named Service Manager Adolescent Support Team reunification and edge of care service supporting over 60 young people at anyone time. . . Ongoing rigour in decision making to manage demand via Placement Panel which takes place weekly and overseen by a dedicated service manager with responsibility for reducing costs of individual placements and ensuring timely step down. Ensuring action plan milestones are reached via monthly monitoring at Programme Board/Finance DMT. All delivery plans have been reviewed and progress is being achieved to mitigate delays caused by COVID-19 response.	Jean Kelly	Sharon Muldoon	
13	Children's Services	EPS	Education, Participation & Skills	<p>Despite the green shoots of improvement in education outcomes in 2021/22, the school improvement partnership needs to be made sustainable supported by continuous resources for next stage of work to stabilise the system and to continue improve after Place-based funding ceased in March 2022.</p>	Ofsted inspection outcome tracking. Data analysis. Plymouth Education Board Policy for Intervention, Challenge and Support for Schools makes clear the relationship with schools. Inclusion Strategy Board and Inclusion Plan, revised SEND Strategy for Plymouth									3	5	15	3	5	15	3	5	15	A	Plymouth Education Board (PEB) (and sub groups) is being reviewed to strengthen education partnership. Strengthen School Causing Concern procedure. School improvement work will create a partnership of distinct interventions to drive improvement and raise achievement. Cause for concern meetings. Inclusion Strategy Board as an added strand of PEB work. Proposed Inclusion Mark for the City to celebrate inclusion. The Plymouth Standards Partnership Recovery & Improvement Plan: A key priority is work to support disadvantaged pupils. The work of the Plymouth Commission has been extended to focus on attainment for secondary aged pupils and school improvement. This has also focussed on the impact of the COVID-19 response arrangements, and a survey of all secondary schools has been undertaken to inform priorities for re-engaging pupils in September. Schools are expected to have the capacity to offer immediate remote education for classes or groups who are required to self-isolate for a short period of time, or where there are local restrictions requiring pupils to remain at home. Schools are being offered a catch up premium of £80 per pupils for most schools, to assist with programmes of learning to support pupils who require additional support. At this time, it is intended that subject to some adjustments to content and activity, in the summer 2021 for GCSE, AS and A level are all teacher assessed.	Ming Zhang	Sharon Muldoon
15	People	SC	People (Commissioning & Children's Services)	<p>The Council is unable to fulfil its legal obligations regarding the safety of its citizens and service recipients</p> <p>Significant challenges presented by the scope of service activities, range of workforce environments, clarity of guidelines/legislation and unpredictability of epidemiology, with the added pressures of supply chain management and organisational capacity to deliver</p> <p>Risk Category: COMPLIANCE, REGULATION & SAFEGUARDING</p>	Safe Systems of Work Programme Performance Data Contract Management Weekly review of risk assessments, management oversight and audit									3	4	12	3	4	12	3	4	12	A	Statutory Post holders Commissioning and service Improvement plans Budgetary Management Revision of business plans	Sharon Muldoon / Craig McArdle	Sharon Muldoon / Craig McArdle
21	Children's Services	CYPFS	Children's Social Care	<p>Risk to vulnerable children and young people in the care system, by not delivering early intervention and prevention and responding as soon as possible to their needs and promote better long term life outcomes.</p> <p>Early intervention aims to promote better long term life outcomes for families, and in doing so, also prevent them needing more intensive and higher cost services in the future, such as children's social care or the criminal justice system.</p> <p>Risk Category: COMPLIANCE, REGULATION & SAFEGUARDING</p>	Troubled Families Programme Early Help Assessment Tool The Children and Young People's Commissioning Plan Families with a Future initiative									2	3	6	2	3	6	2	3	6	G	Continue to drive forward change across the partnership in relation to whole family working, engagement with the Early Help Assessment Tool process, data exchange and achieving the outcomes required within the Troubled Families Outcomes Plan.	Siobhan Wallace	Sharon Muldoon

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Education and Children's Social Care Overview and Scrutiny Committee



Date of meeting:	14 September 2022
Title of Report:	Performance Scorecard
Lead Member:	Councillor Charlotte Carlyle (Cabinet Member for Education, Skills and Children and Young People)
Lead Strategic Director:	Sharon Muldoon (Director for Childrens Services)
Author:	Paul Stephens
Contact Email:	Paul.stephens@plymouth.gov.uk
Your Reference:	PSCSS-2022/23(Q1)
Key Decision:	No
Confidentiality:	Part I - Official

Purpose of Report

To share key performance data information related to Children Services (Children, Young People and Family Services and Education, Participation and Skills)

Recommendations and Reasons

For information and discussion

Alternative options considered and rejected

Not applicable

Relevance to the Corporate Plan and/or the Plymouth Plan

Not applicable

Implications for the Medium Term Financial Plan and Resource Implications:

For information

Financial Risks

Not applicable

Carbon Footprint (Environmental) Implications:

Not applicable

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 commitment to equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share characteristics under the Equalities Act and those who do not.

[Click here to enter text.](#)

**Appendices**

*Add rows as required to box below

Ref.	Title of Appendix	Exemption Paragraph Number (if applicable)						
		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.						
		1	2	3	4	5	6	7
A	Briefing report title							
B	Equalities Impact Assessment (if applicable)							

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)						
	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.						
	1	2	3	4	5	6	7

Sign off:

Fin	djn.22 .23.20 9	Leg	EJ/38 551/2 .9.22/ 6	Mon Off	Click here to enter text.	HR	Click here to enter text.	Assets	Click here to enter text.	Strat Proc	Click here to enter text.
Originating Senior Leadership Team member: Sharon Muldoon											
Please confirm the Strategic Director(s) has agreed the report? Yes											
Date agreed: 05/09/2022											
Cabinet Member approval: Councillor Charlotte Carlyle											
Date approved: 05/09/2022											

Q1 2022/23 PERFORMANCE REPORT

Education and Children's Social Care Overview and Scrutiny
Committee



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I. CHILDREN YOUNG PEOPLE AND FAMILY SERVICES

I.1. REFERRALS & RE-REFERRALS

Ref	Indicator Name	2019/20 Actual	2020/21 Actual	Previous Year & Benchmarking			Current Period
				2021/22 Actual	England	Statistical Neighbours	Q1 2022/23
1	Number of referrals received within the last 12 months	3,164	3,616	3,285	494.1 (2020/21)	608.5 (2020/21)	2,806
	Referrals received within the last 12 months - Rate per 10,000 children	598.1	678.5	616.4			526.5
2	Number of re-referrals within 12 months (last 12 months)	772	861	743	22.7% (2020/21)	23.3% (2020/21)	631
	% of re-referrals within 12 months (last 12 months)	24.4%	23.8%	22.6%			22.5%

In the 12 months to the end of quarter one, the Plymouth Referrals and Assessment Service (PRAS) received 2,806 referrals, this is 861 less than the 12 months to June 2021 and 434 less than the 12 months to June 2020. At a rate per 10,000 children (enabling comparisons against other authorities) Plymouth is reporting at 526.5 at the end of quarter one. This is lower than Plymouth's published position for 2020/21 (678.5), lower than statistical neighbours and higher than the England average of 494.1 (2020/21 published figure as 2021/22 published figures will not be released until December 2022). With the decreases in the average monthly volume of referrals over the last six months Plymouth is now at a rate lower than at the start of the pandemic.

The proportion of re-referrals received (where a referral had been received for the same child in the 12 months prior) has seen an improvement. The end of quarter one position was reported at 22.5%, down 1.3 percentage points from Plymouth's published 2020/21 figure and 0.1 on the provisional figure for 2021/22. This improvement combined with increased re-referrals in other authorities means Plymouth is at a level lower than statistical neighbours and the England average.

I.2. CHILDREN IN NEED

Ref	Indicator Name	2019/20 Actual	2020/21 Actual	Previous Year & Benchmarking			Current Period
				2021/22 Actual	England	Statistical Neighbours	Q1 2022/23
3	Number of children subject to a Child In Need Plan (snapshot)	841	1,121	965	Not benchmarked	Not benchmarked	858
	Children subject to a Child In Need Plan - Rate per 10,000 children	159.0	210.4	181.1	Not benchmarked	Not benchmarked	161.0

As the table above shows Plymouth's 'Child in Need' caseload (which does not include children subject to Children Protection Plans or Looked after Children) has been incrementally reducing over the last six months and the net number of children subject to a Child in Need Plan has returned to similar levels as prior to the pandemic.

With the reduction in the number of children subject to a Child In Need Plan caseloads are gradually returning to more manageable levels. The service continues to review all children in need to ensure the right support at the right time for families.

I.3. CHILDREN SUBJECT TO A CHILD PROTECTION PLAN

I.3. CHILDREN SUBJECT TO A CHILD PROTECTION PLAN				Previous Year & Benchmarking			Current Period
Ref	Indicator Name	2019/20 Actual	2020/21 Actual	2021/22 Actual	England	Statistical Neighbours	Q1 2022/23
4	Number of children subject to a Child Protection Plan (Snapshot)	310	333	326	41.4 (2020/21)	57.2 (2020/21)	247
	Children subject to a Child Protection Plan - Rate per 10,000 children	58.6	62.5	61.2			46.3
5	Category of abuse for current Child Protection Plan: Neglect	53.2% (165)	50.2% (167)	51.5% (168)	Not benchmarked	Not benchmarked	46.2% (111)
	Category of abuse for current Child Protection Plan: Physical Abuse	8.7% (27)	7.8% (26)	7.7% (25)	Not benchmarked	Not benchmarked	8.1% (20)
	Category of abuse for current Child Protection Plan: Sexual Abuse	3.9% (12)	5.1% (17)	3.7% (12)	Not benchmarked	Not benchmarked	5.7% (14)
	Category of abuse for current Child Protection Plan: Emotional Abuse	34.2% (106)	36.9% (123)	37.1% (121)	Not benchmarked	Not benchmarked	40.1% (99)
6	% of children subject to multiple child protection plans - Within lifetime of the child (new plans starting in last 12 months)	28.8%	27.4%	27.5%	22.1% (2020/21)	21.3% (2020/21)	29.2%

At the end of quarter one (30 June 2022) there were 247 children who were subject to a Child Protect Plan. This is a rate of 46.3 children per 10,000 children, which is lower than the 2021/22 position due to be published in December 2022. The rate per 10,000 children is currently between the England and Statistical Neighbour averages, which represents some positive progress.

The proportion of children who became subject to a Child Protection Plan within the 12 months up to quarter one (July 2021 to June 2022), who have been on a previous Child Protection Plan in their lifetime was reported at 29.2%. This has increased by 1.7 percentage points when compared to the figure for 2021/22 and is higher than statistical neighbours and the England average. All local authorities experience repeat child protection planning processes for children. The Safeguarding Service has undertaken a review of all of the children affected by this and are working with the wider service to improve practice and performance.

I.4. LOOKED AFTER CHILDREN (ALSO REFERRED TO AS CHILDREN IN CARE)

				Previous Year & Benchmarking			Current Period
Ref	Indicator Name	2019/20 Actual	2020/21 Actual	2021/22 Actual	England	Statistical Neighbours	Q1 2022/23
7	Number of children subject to a Care Plan - Looked After Children (Snapshot)	434	485	490	67.0 (2020/21)	92.2 (2020/21)	493
	Children subject to a Care Plan - Looked After Children - Rate per 10,000 children	82.0	91.0	91.9			92.5
8	% of Looked After Children placed outside of the city of Plymouth (i.e., the placement is not within PL1 to PL7 or PL9)	34.9%	39.0%	38.0%	Not benchmarked	Not benchmarked	36.7%
9	Placement Type: Family Placement (fostering or connected carers)	326	336	325	Not benchmarked	Not benchmarked	332
	Placement Type: Children's Homes & Residential Care	36	53	56	Not benchmarked	Not benchmarked	57
	Placement Type: Hostels & other Supportive accommodation	23	31	33	Not benchmarked	Not benchmarked	36
	Placement Type: Lodgings or Independent living (16+)	18	12	16	Not benchmarked	Not benchmarked	11
	Placement Type: Other Placement	x	x	x	Not benchmarked	Not benchmarked	x
	Placement Type: Placed for Adoption	12	25	24	Not benchmarked	Not benchmarked	24
	Placement Type: Placed with Parents	13	25	28	Not benchmarked	Not benchmarked	28
	Placement Type: Other accommodation - NHS, Family Centres, Parent & Child	5	6	7	Not benchmarked	Not benchmarked	x
Placement Type: Secure Units	x	x	x	Not benchmarked	Not benchmarked	x	

On the 30 June 2022, there were 493 children/young people who are children in care. This is an increase of three children on the end of 2021/22 and only eight more children than the published figure for the end of 2020/21. Unlike the levels of children subject to a Child in Need Plan and Child Protection Plan that have seen a return to pre-pandemic levels, the net number of children in care has plateaued. A combination of increased social worker capacity (Permanence Service) and the work of the Adolescence Support Team is supporting children to return home from care where possible. This team also works to prevent children coming into care using earlier intervention and family support.

312 (63.3%) of children in care are placed within the city, the remaining 181 children (36.7%) are placed outside of the city. This measure is simply based on the postcode of the child's placement address. Those not within PL1 to PL7 or PL9 are considered outside of the city. For example, PL12 refers to Saltash in Cornwall, which could potentially be less than a mile from a child's home address, but it is outside of Plymouth.

Please note: where the number of children is below five, the actual figure is suppressed and shows 'x'.

I.5. CARE EXPERIENCED

I.5. CARE EXPERIENCED				Previous Year & Benchmarking			Current Period
Ref	Indicator Name	2019/20 Actual	2020/21 Actual	2021/22 Actual	England	Statistical Neighbours	Q1 2022/23
10	% of Care Experienced young people in Unsuitable Accommodation (Statutory Service (aged 18 to 20))	Not available	9.6%	6.1%	12.0% (2020/21)	11.5% (2020/21)	13.5%
	% of Care Experienced young people in Education, Employment and Training (Statutory Service (aged 18 to 20))	Not available	52.8%	56.4%	52.0% (2020/21)	51.3% (2020/21)	48.9%

Plymouth's quarter one figures show that the proportion of Care Experienced young people in unsuitable accommodation was at a higher level than statistical neighbour and the England averages (as published 2020/21).

Those in Education, Employment and Training were reported at a lower level than comparators.

The directorate is working closely with the Skills for Plymouth response to ensure all care experienced young people have the opportunity to engage in education, training and employment. The increase in Personal Advisors in the service is supporting this work and the plan to increase social worker capacity in the permanence service will support earlier preparation with all children in care.

2. EDUCATION, PARTICIPATION AND SKILLS

2.1. OFSTED OUTCOMES

Ref	Indicator Name	2017/18 Actual	2018/19 Actual	Previous Year & Benchmarking			Current Period
				2019/20 Actual	England	Statistical Neighbours	Q1 2022/23
1	% of pupils attending Plymouth schools judged by Ofsted as good or outstanding	74.9%	68.0%	77.1%	-	-	78.6%
2	% of all schools judged by Ofsted as good or outstanding	New	72.0%	76.0%	86% (2018/19)	-	77.6%

Graded inspections resumed at the start of the 2021/22 academic year. There are 98 state-funded schools in the city and, at the end of quarter one, 78.6% of pupils are attending a school judged as good or outstanding.

56 out of 69 Primary schools (81.1%) have been graded good or outstanding by Ofsted and 11 out of 18 Secondary schools (61.1%) have been grade as good or outstanding. This is an improvement on the last available report for the 2018/19 academic year when Ofsted judged that 72% of our schools were good or outstanding. Nationally, 86% were judged good our outstanding in 2018/19

2.2. ATTENDANCE

Ref	Indicator Name	2019/20 Actual	2020/21 Actual	Previous Year & Benchmarking			Current Period
				2021/22 Actual	England	Statistical Neighbours	Q1 2022/23
3	% of all pupils attending School	N/A	73.0%	86.4%	88.6% (end Q4)	-	TBC
4	% of pupils with a social worker attending School	N/A	69.4%	70.1%	82% (end Q4)	-	TBC
5	% of pupils with Special educational Needs and Disabilities attending School	N/A	65.9%	77.7%	83% (end Q4)	-	TBC

The information above is from the "Attendance in education settings during the COVID-19 pandemic" national survey. The survey was introduced at speed to obtain attendance data in response to the pandemic and replaced the school absence reporting pre-COVID. This survey is now requested fortnightly and is not mandatory, therefore the information should be used taking these caveats into account.

38.5% or 37 Plymouth school responded to the survey at the end of quarter four, with 86.4% of pupils being in attendance (versus pupils on roll). Plymouth's response rate was lower than the 43% of schools that responded nationally and the overall attendance level reported for Plymouth was 2.2 percentage points lower than the national average of 88.6%. For our vulnerable pupils Plymouth below nationally reported figures – however this will be impacted by the low response rates seen from Plymouth's secondary schools (just seven secondary schools responded).

It is worth noting that during lockdown two and three Plymouth had consistently higher attendance rates than was nationally reported.

2.3. EDUCATION, EMPLOYMENT AND TRAINING

				Previous Year & Benchmarking			Current Period
Ref	Indicator Name	2019/20 Actual	2020/21 Actual	2021/22 Actual	England	Statistical Neighbours	Q1 2022/23
6	% of 16 and 17 year olds in Education, Employment and Training	93.6%	90.7%	91.4%	93.6% (end Q3)	-	90.6%
7	% of 16 and 17 year olds with SEND in Education, Employment and Training	86.5%	84.3%	82.9%	86.5% (end Q3)	-	83.3%

At the end of quarter one the proportion of 16 and 17 year olds in Education, Employment, and/or Training (EET) is 90.6%. This is similar to the EET figures at the end of quarter one in 2021/22 (90.7%).

At the end of quarter one 83.3% of young people with Special Educational Needs and/or Disabilities are in education, training and/or employment. This is 0.1 percentage points above the EET figures reported at the end of quarter one of 2021/22 (83.2%).

2.4. KEY STAGE 4 OUTCOMES

				Previous Year & Benchmarking			Current Period
Ref	Indicator Name	2018/19 Actual	2019/20 Actual	2020/21 Actual	England	Statistical Neighbours	2021/22 Actual
8	Key Stage 4 - % of pupils achieving 5+ in English and Maths	37.6%	47.1%	51.9%	48.4% (2020/21)	50.7% (2020/21)	TBC
9	Key Stage 4 - Average Attainment 8 score	43.7 points	48.5 points	50.5 Points	48.9 points (2020/21)	50.0 points (2020/21)	TBC

Due to the COVID-19 pandemic all summer 2021 exams were cancelled. This data reflects the GCSE grades awarded to pupils in August 2021, through centre (school based) assessed grades.

The percentage of pupils achieving the 'basics', a 5+ in English and Maths now sits above the national and statistical neighbour average (although slightly below the regional average). This is a good reflection on the Secondary Improvement Strategic Partnership activity that has been undertaken.

Figures for 2022 have not been fully verified by schools. Should they be ready, a verbal update will be given.

Education and Children's Social Care Overview and Scrutiny Committee



Date of meeting:	14 September 2022
Title of Report:	Plymouth Safeguarding Partnership
Lead Member:	Councillor Charlotte Carlyle (Cabinet Member for Education, Skills and Children and Young People)
Lead Strategic Director:	Sharon Muldoon (Director for Childrens Services)
Author:	Karl Knill and Jean Kelly
Contact Email:	Karl.knill@plymouth.gov.uk
Your Reference:	Click here to enter text.
Key Decision:	No
Confidentiality:	Part I - Official

Purpose of Report

This report sets out the Plymouth Safeguarding Partnership arrangements for the city. This covers the governance, priorities and activity of the partnership

Recommendations and Reasons

For information

Alternative options considered and rejected

Not applicable

Relevance to the Corporate Plan and/or the Plymouth Plan

Not applicable

Implications for the Medium Term Financial Plan and Resource Implications:

Not applicable

Financial Risks

Not applicable

Carbon Footprint (Environmental) Implications:

Not applicable

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.

Safeguarding Children in the City

Appendices

*Add rows as required to box below

Ref.	Title of Appendix	Exemption Paragraph Number (if applicable) 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.						
		1	2	3	4	5	6	7
A	Briefing report title							
B	Equalities Impact Assessment (if applicable)							

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) 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.						
	1	2	3	4	5	6	7

Sign off:

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Originating Senior Leadership Team member: Jean Kelly											
Please confirm the Strategic Director(s) has agreed the report? Yes											
Date agreed: 03/09/2022											
Cabinet Member approval: Councillor Charlotte Carlyle											
Date approved: 05/09/2022											



Multi-agency Safeguarding Arrangements

Plymouth Safeguarding Children Partnership

pscp@plymouth.gov.uk

www.plymouthscp.gov.uk

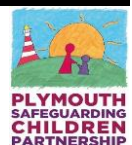




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Our vision: The right support is available and accessible, at the earliest opportunity, to ensure children and young people in Plymouth are safe and feel safe in their families and communities.



INTRODUCTION

This document sets out the updated multi-agency safeguarding arrangements in Plymouth, known locally as the Plymouth Safeguarding Children Partnership (PSCP).

As a result of the Wood Report (March 2016), the Children Act (2004) was amended to remove the statutory requirement of local authorities to have local safeguarding children boards and placed responsibility for safeguarding equally with local authorities, police and clinical commissioning groups. Working Together to Safeguard Children (2018) placed a duty upon these three agencies to work together to define the local multi-agency safeguarding arrangements.

The PSCP is responsible for delivering the statutory duties to safeguard children as outlined in Working Together to Safeguard Children (2018). The partnership arrangements first came into place in 2019, as a joint arrangement with Torbay. In 2020 we disaggregated from Torbay and became a partnership focused solely on Plymouth. Since then, we have learnt locally what works and what doesn't, as well as looking to best practice both regionally and nationally. This has led the arrangements to evolve to those set out within this document.

Since then the clinical commissioning group (CCG) has become an integrated care board (ICB) and taken on the responsibility that previously sat with the CCG.



Sharon Muldoon
Director of Children’s Services
Plymouth City Council



Chair of the Plymouth Children and Young People’s Strategic
Systems Leadership Board

Matt Longman
BCU Commander
Devon & Cornwall Police



Member of the Plymouth Children and Young People’s Strategic
Systems Leadership Board

Darryn Allcorn
Chief Nurse
NHS Devon Integrated Care Board

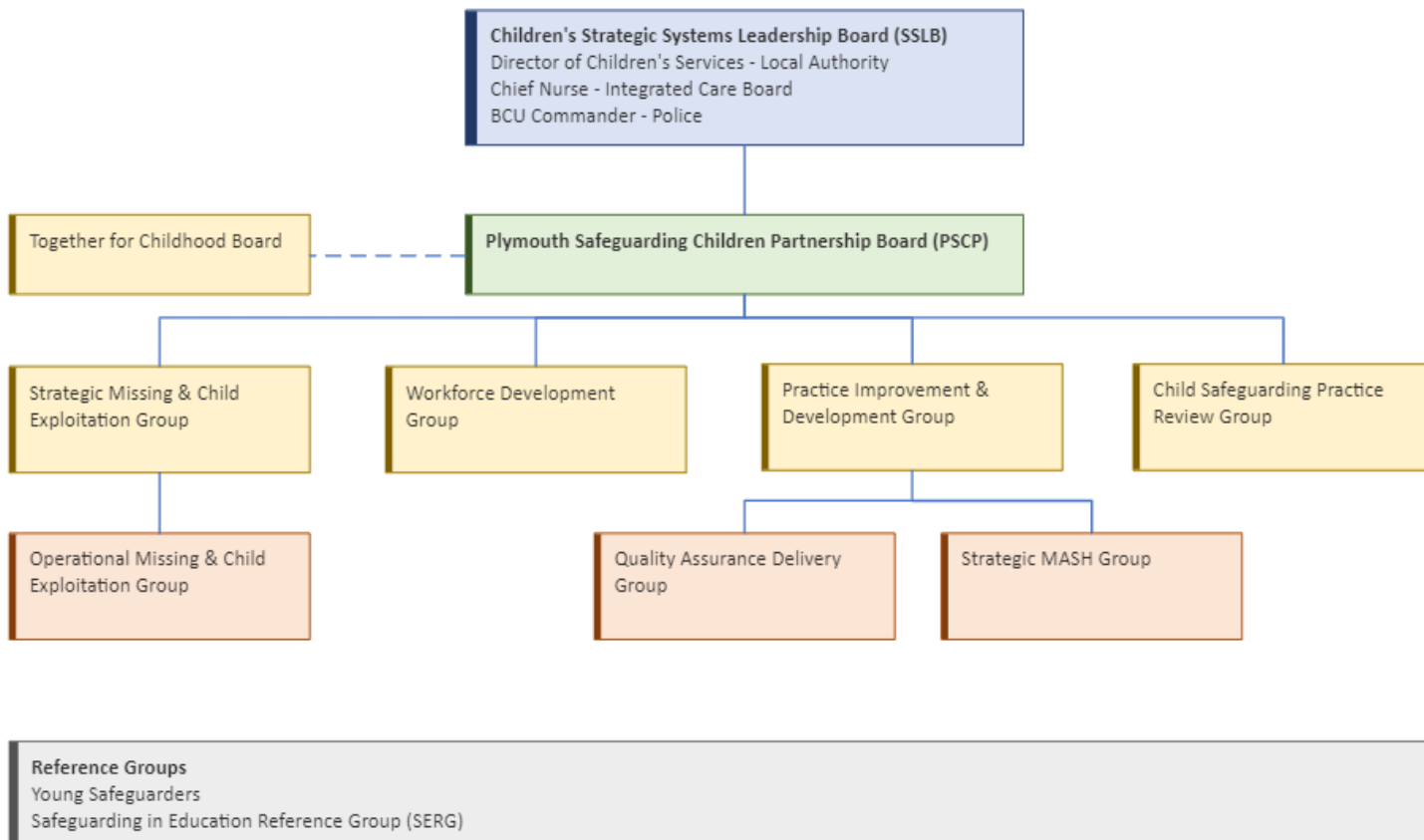


Member of the Plymouth Children and Young People’s Strategic
Systems Leadership Board



STRUCTURE AND GOVERNANCE

The updated structure of the PSCP can be seen below.



The governance arrangements changed in March 2022 with the implementation of A Bright Future. The newly formed Strategic Systems Leadership Board has taken on overall accountability for the work of the PSCP, with the PSCP Board taking a greater role in providing oversight, support and challenge to the Safeguarding Partnership as a whole.

As of September 2022 there will be a new Practice Improvement and Development Group that will focus on oversight of the revised data scorecard, governance of the MASH and providing direction and scrutiny to the Quality Assurance Delivery Group. The Quality Assurance Delivery Group will undertake much of the quality assurance activity, including multi-agency case audits.



Within the governance arrangements for A Bright Future, the PSCP is identified as 'Safe':



In June 2022, we appointed a new Independent Scrutineer - John Clements. John's role is to scrutinise what we do and what difference we make to children and families in Plymouth.



VOICE OF CHILDREN, YOUNG PEOPLE & FAMILIES

We will continue to support and encourage our Young Safeguarders - a group of young people that work with us to ensure the voice of children and young people are heard.

The Young Safeguarders have produced 'The Ten Wishes' which sets out what they need from our workforce to help them feel safe and valued.

More information about the Young Safeguarders can be found here:

www.plymouthscb.co.uk/young-safeguarders-2.

Over the coming year we will be looking at how we engage the voice and participation of families in our work, as we know this is crucial to ensuring we continue to learn and develop in order to achieve better outcomes for children and their families in Plymouth.



RELEVANT AGENCIES

As well as the three Statutory Safeguarding Partners, we have designated a number of partner organisations as relevant agencies. Although ultimate accountability rests with the three Statutory Partners, the legislation is clear that all agencies share a responsibility for safeguarding children and for working together to achieve that.

The relevant agencies will work with the statutory partners in accordance with these published safeguarding arrangements. Wherever possible, changes to the arrangements will involve consultation with relevant agencies. The relevant agencies in Plymouth include:

- All early years settings
- All children's centres
- All primary, secondary, special, further and independent education settings
- Private training providers
- Language schools
- NHS England
- University Hospitals Plymouth NHS Trust
- Livewell South West
- South West Ambulance NHS Trust
- Adopt South West
- Registered fostering agencies
- CAFCASS
- Probation
- Office of the Police & Crime Commissioner
- British Transport Police
- Port and local border police force
- Action for Children
- NSPCC
- Barnardo's
- Children's Society
- Young Devon



- First Light
- Community and social housing providers
- Devon & Somerset Fire and Rescue Service
- Ministry of Defence
- Plymouth Argyle Football Club
- Plymouth Albion Rugby Club
- Plymouth Octopus Plus



MORE INFORMATION

Annual Report

We publish an annual report that contains up to date information on the work of the PSCP, our funding arrangements for that year and our priorities for the year ahead. This can be found on our website: www.plymouthscb.co.uk/annual-report.

Priorities

The current priorities and 'plan on a page' can be found here: www.plymouthscb.co.uk/priorities-and-plans.

PSCP Website

More information about what we do and the difference we are currently making, can be found on our website: www.plymouthscb.co.uk.

Education and Children's Social Care Overview and Scrutiny Committee



Date of meeting:	14 September 2022
Title of Report:	National Review into the murders of Arthur Labinjo-Hughes and Star Hobson, National Panel
Lead Member:	Councillor Charlotte Carlyle (Cabinet Member for Education, Skills and Children and Young People)
Lead Strategic Director:	Sharon Muldoon (Director for Childrens Services)
Author:	Karl Knill and Jean Kelly
Contact Email:	Karl.knill@plymouth.gov.uk
Your Reference:	Click here to enter text.
Key Decision:	No
Confidentiality:	Part I - Official

Purpose of Report

This briefing summarises key learning from the National Review into the murders of Arthur Labinjo-Hughes and Star Hobson and reflections on the actions taking in Plymouth to consider and implement key learning.

Recommendations and Reasons

For information and discussion

Alternative options considered and rejected

Not applicable, for information

Relevance to the Corporate Plan and/or the Plymouth Plan

For information

Implications for the Medium Term Financial Plan and Resource Implications:

Not applicable

Financial Risks

Not applicable, for information

Carbon Footprint (Environmental) Implications:

Not applicable, for information

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.

[Click here to enter text.](#)

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	Briefing report title							
B	Equalities Impact Assessment (if applicable)							

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:

Fin	djn.2 2.23. 207	Leg	EJ/3 8851 /2.9. 22/3	Mon Off	Click here to enter text.	HR	Click here to enter text.	Assets	Click here to enter text.	Strat Proc	Click here to enter text.
Originating Senior Leadership Team member: Jean Kelly											
Please confirm the Strategic Director(s) has agreed the report? Yes											
Date agreed: 03/09/2022											
Cabinet Member approval: Councillor Charlotte Carlyle											
Date approved: 05/09/2022											

Introduction

Following the high-profile deaths of Arthur Labinjo-Hughes and Star Hobson, the government requested that the National Child Safeguarding Practice Review Panel (National Panel) undertake a review of those deaths and more broadly, of the way we undertake Child Protection in England.

The full report can be found here -

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1078488/ALH_SH_National_Review_26-5-22.pdf.

Findings

The report was published in May 2022 and identified a number of issues within Solihull and Bradford as well as broader, national issues for consideration by other safeguarding children partnerships and the government. These concerns included:

- Poor information sharing within and between agencies – for example, social care and health colleagues not sharing concerns between them, meaning nobody had ‘the full picture’ of concerns for a particular child.
- Lack of robust critical thinking and challenge within and between agencies – for example, where an agency disagrees with a decision by children’s social care not to assess a child, they should be formally offering and recording that challenge, in the spirit of getting it right for children.
- A failure to trigger statutory child protection processes at the appropriate time – for example, if a child has an injury that is suspected to have been caused by a parent/carer, there is a legal framework for the processes that should be initiated, however this isn’t always happening.
- The need for specialist child protection skills and experience to support complex risk assessment and decision-making – for example, it may be that all colleagues involved in child protection decision making should be qualified for a certain period of time, such as five years.
- Challenges in working with reluctant parents – for example, are colleagues as creative as they could be around support parents to engage with services and do they take robust action where, despite best efforts, this still has not been possible.
- Not understanding the lived experience of children – for example, relying on the self-reporting of parents/carers without undertaking direct work with children themselves.
- Poor understanding and response to domestic abuse – for example, not fully understanding the nature of coercive control and therefore the impact that will have on a parent’s ability to act in the best interests of a child.
- Leaders needing to create the right organisational conditions for undertaking complex child protection work – for example, having regular, protected and reflective supervision that enables colleagues to explore what they see, hear and feel in a particular family.

The report noted that many of these are recurring themes, within national and local reviews, across the country and over an extended period.

Seeking assurance

The report noted some key messages for local safeguarding children partnerships to seek assurance on from each partner agency within the partnership:

- Are strategy meetings always being held when they should be? Strategy meetings are the forum for professionals involved with the family, to share information and make a decision about the risk of harm to a child, including the development of an immediate safety plan. These meetings are chaired by children's social care.
- Are sufficient resources in place to allow for multi-agency engagement in child protection processes (strategy meetings, section 47 enquires, child protection conferences)?
- Is there a robust information sharing arrangement in place across the Partnership?
- Are 'malicious' referrals considered fully, including making contact with the person making the referral?

Following the publication of this report, the Plymouth Safeguarding Children Partnership board meeting considered the findings and agreed that it would be a timely opportunity for the Partnership to review its arrangements and identify any changes that might be needed to ensure the most effective safeguarding arrangements are in place.

In September, the Partnership Board members will be meeting again to discuss and agree an assurance plan that has been put together and proposed by the three statutory partners (local authority, police and health). The assurance plan lists a range of potential concerns or risks and seeks to understand if it is a concern or risk for us here, in Plymouth. Any concerns or risks identified will then have actions to resolve them and provide assurance. We anticipate that a number of elements will promptly have assurance provided and need no further action. Other elements are likely to require further action to achieve that assurance. An extra-ordinary Partnership Board meeting is being proposed for late October or early November, in order to ensure rapid action is taken to make the necessary improvements.

We are undertaking this work with the assurance plan, with urgency, to provide confidence that we are all working together as effectively as possible to keep children safe and that we are able to evidence this, to ourselves and others.

Awaiting a government response

Within the report, there are some proposals for a much larger change to the way child protection is undertaken in England. These changes include:

- A new model of multi-agency child protection to investigate, assess, plan and intervene where children are at risk of significant harm. This is to include new multi-agency teams alongside a new framework for child protection and multi-agency practice standards.
- Improvements to the way MASH (multi-agency safeguarding hubs) operate to improve the quality and consistency of them across the country.
- Improvements to the way local safeguarding children partnerships are structured, including improved involvement of education colleagues and ensuring the partnership takes a leadership role in developing child protection practice in its local area.
- Ensure that national inspectorates, such as OFSTED, pay greater attention to multi-agency partnership working when undertaking inspections.
- National Panel to have a greater role in driving practice improvements across safeguarding partnerships.

- A national child protection board to be established to ensure effective cross-government working that provides stronger leadership and support to safeguarding arrangements.
- A review of how data could be better used to protect children.
- For domestic abuse to have specific attention, in terms of guidance, training and the commissioning of domestic abuse services.

These changes would require the support of national government and legislative changes. The government has said it intends to respond to these recommendations by the end of the year.

Recent changes in Plymouth

Working Together to Safeguard Children (2018) set out the changes from local safeguarding children boards to a different, partnership arrangement. The Plymouth Safeguarding Children Partnership was formed in late 2019 (originally a joint arrangement with Torbay) with the expectation that the arrangements would be regularly reviewed and adapted as we and others learnt what worked and what didn't, locally and nationally. Within a few months of the partnership forming, the Covid-19 pandemic resulted in all agencies, focusing on emergency planning to work together to provide some very immediate support to children and families. Over the past year, as we've emerged from that emergency phase and moved back to something that is closer to business as usual, we've taken the opportunity to review the arrangements in place and have already begun making changes, a number of which link to the National Panel recommendations, including:

Education – we identified in late 2021 that education colleagues needed a stronger voice within the partnership to ensure they were heard as well as ensuring appropriate support and challenge was offered to them, in their key role with children and families. This led to the establishment of the Safeguarding in Education Reference Group (SERG) and ensuring we have an education colleague on all subgroups. In recent months education colleagues have worked with other partners to think about how we better support children that are missing education or electively home educated. They have also been instrumental in developing the Adolescent Safety Framework.

We welcome the National Panel focus on how we can better involve education colleagues and ensure they are an equal partner in future safeguarding arrangements, taking into account the way much of education is now structured through multi-academy trusts.

Data – we identified in spring 2022 that that our multi-agency data set needed a refresh to be more priority focused and ensure it was enabling us to ask the right questions, at the right time. Work has recently concluded to update that scorecard and ensure partners can provide a prompt and coordinated response to identified trends. Going forward, the refreshed scorecard will be reviewed quarterly by the Practice Improvement and Development Group within the Partnership. That group will direct quality assurance activity accordingly as well as highlighting to the Partnership Board, any emerging issues or concerns that become apparent within the data.

MASH – we identified in summer 2022 that our oversight of the MASH (multi-agency safeguarding hub) could be strengthened and as a result have agreed to move the strategic governance of it into our partnership safeguarding arrangements. Children's social care colleagues have undertaken a full review

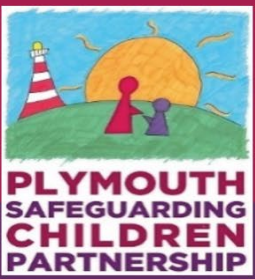
of the 'front door', keeping partners updated and appropriately involved. A change to the way the 'front door' looks and will be implemented over the coming months.

Updates

By the time of the Scrutiny committee in September, we will have held the next Plymouth Safeguarding Children Partnership Board meeting. We anticipate actions will arise from that meeting and we will update the scrutiny committee on the 14th September.

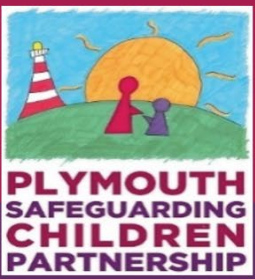
National Review of Child Protection in England

Children's Scrutiny – September 2022



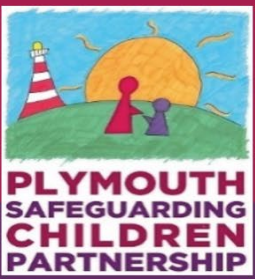
What the review said

- Information sharing
- Critical thinking and challenge
- Triggering of statutory child protection processes
- Specialist child protection skills and experience
- Reluctant parents
- Lived experience of children
- Domestic abuse
- Organisational conditions



What we've already started

- Education involvement
- Data
- MASH oversight
- Assurance plan



Government response needed

- New multi-agency child protection teams
- New framework and practice standards
- Consistency of safeguarding hubs across the country
- Structure of safeguarding partnerships
- Partnership working to be a focus of inspections
- National Panel role in driving practice improvements
- National Child Protection Board
- Use of data
- Domestic abuse

Education and Children's Social Care Overview and Scrutiny Committee

DRAFT Work Programme 2022-2023



Please note that the work programme is a 'live' document and subject to change at short notice. The information in this work programme is intended to be of strategic relevance.

For general enquiries relating to the Council's Scrutiny function, including this Committee's work programme, please contact Jake Metcalfe, Democratic Advisor on 01752 304963.

Date of meeting	Agenda item	Prioritisation Score	Reason for consideration	Responsible Cabinet Member / Officer
15 June 2022	Finance Outturn Children's and Education Scorecard Overview of Services Update on Kickstart Youth Service Update			

Date of meeting	Agenda item	Prioritisation Score	Reason for consideration	Responsible Cabinet Member / Officer
14 September 2022	<p>Policy Brief</p> <p>Josh MacAlister's Independent Review of Children's Social Care</p> <ul style="list-style-type: none"> • Sufficiency and commissioning placements • Recruitment and retention of SW • Care Journey and care Leavers <p>Strategic Risk Register – Children's</p> <p>Finance Monitoring</p> <p>Performance Scorecard</p> <p>Plymouth Safeguarding Partnership</p> <p>National review into the murders of Arthur Labinjo-Hughes and Star Hobson</p>			Sharon Muldoon & Jean Kelly

Date of meeting	Agenda item	Prioritisation Score	Reason for consideration	Responsible Cabinet Member / Officer
23 November 2022	White Paper with MATS Green Paper SEND/AP Skills/FE White Paper <ul style="list-style-type: none"> • Plymouth Education Board and Work programme • Update on Elective Home Education • Education Improvements • Changes to pupil premium • Regional Schools Commissioner • School Attainment (Annual Report) • Update on arrangements for children missing education Potential – School uniform			Sharon Muldoon & Ming Zhang
15 February 2023	Kickstart – Final Review Out of hours reshaping Afghan Resettlement Programme			
Items to be scheduled				
Review report – Adopt South West				
Finance Monitoring				
Children’s Mental Health Select Committee update				
Update on Baroness Baron’s letter				
To be scheduled				
Joint Select Committee Reviews				

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