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Date: 31 August 2011

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CHILDREN AND YOUNG PEOPLE OVERVIEW AND SCRUTINY PANEL

Date: Thursday 8 September 2011
Time: 10am
Venue: Council House (Next to Civic Centre)

Members:

Councillor Wildy, Chair

Councillor Stark, Vice Chair

Councillors Mrs Beer, Bowie, Mrs Bowyer, Mrs Bragg, Browne, Delbridge, Mrs Dolan, Haydon, Singh and Tuohy.

Statutory Co-opted Representatives:

Kevin Willis – Parent Governor Representative.

Co-opted Representatives:

Alderman Purnell – Co-opted Representative

Kerry Whittlesea – Young Person Representative

Jenny Evans – Young Person Representative

Members are invited to attend the above meeting to consider the items of business overleaf.

Members and officers are requested to sign the attendance list at the meeting.

Please note that unless the chair of the meeting agrees, mobile phones should be switched off and speech, video and photographic equipment should not be used in meetings.

Barry Keel
Chief Executive

CHILDREN AND YOUNG PEOPLE OVERVIEW AND SCRUTINY PANEL

AGENDA

PART I – PUBLIC MEETING

1. APOLOGIES

To receive apologies for non-attendance submitted by panel members.

2. DECLARATIONS OF INTEREST

Members will be asked to make any declarations of interest in respect of items on this agenda.

3. MINUTES (Pages 1 - 6)

The panel will be asked to confirm the minutes of the meeting on 14 July 2011.

4. CHAIR'S URGENT BUSINESS

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

5. TRACKING RESOLUTIONS AND FEEDBACK FROM MANAGEMENT BOARD (Pages 7 - 16)

The panel will monitor progress on previous resolutions and receive feedback from the management board.

6. ANNUAL OVERVIEW AND SCRUTINY REPORT 2010/11 (Pages 17 - 26)

The panel will be provided with the Annual Overview and Scrutiny Report 2010/11.

7. PRIORITIES AND CHALLENGES (Pages 27 - 30)

The panel to receive an update on the priorities and challenges for Children Services.

8. BUDGET AND PERFORMANCE REPORT (Pages 31 - 34)

The panel to receive the budget and performance report.

9. ADOPTION INSPECTION RESULT (Pages 35 - 46)

The panel will be provided with the Adoption Inspection Result.

10. TASK AND FINISH GROUPS

- a. Children's Emotional Wellbeing and Mental Health **(Pages 47 - 48)**

The Panel will be asked to consider the PID and approve the membership of the Task and Finish Group.

(Overview and Scrutiny Management Board minute (81 (6) refers).

- b. Apprenticeships **(Pages 49 - 50)**

The Panel will be asked to consider the PID and approve the membership of the Task and Finish Group.

(Overview and Scrutiny Management Board minute (81 (4)) refers, the Children and Young People Overview and Scrutiny Panel to be joint with Growth and Prosperity Overview and Scrutiny Panel).

- c. Young Carers **(Pages 51 - 58)**

The panel to review the recommendations contained in the Young Carer's Task and Finish Group report.

11. HOSPITAL SCHOOL **(Pages 59 - 60)**

The panel to receive an update on the Hospital School.

12. COMMISSION ON SCHOOL LIBRARIES **(Pages 61 - 62)**

The panel to receive an update on the commission on school libraries.

13. UPDATES FROM PARTNER ORGANISATIONS

The panel to note updates received from:

- a. Children and Young People's Trust **(Pages 63 - 64)**
b. Local Safeguarding Children Board **(Pages 65 - 68)**

14. WORK PROGRAMME **(Pages 69 - 70)**

The panel will consider its work programme for 2011/12.

15. EXEMPT BUSINESS

To consider passing a resolution under Section 100A(4) of the Local Government Act 1972 to exclude the press and public from the meeting for the following item(s) of business on the grounds that it (they) involve the likely disclosure of exempt information as defined in paragraph(s) of Part I of Schedule 12A of the Act, as amended by the Freedom of Information Act 2000.

PART II (PRIVATE MEETING)

AGENDA

MEMBERS OF THE PUBLIC TO NOTE

that under the law, the Panel is entitled to consider certain items in private. Members of the public will be asked to leave the meeting when such items are discussed.

NIL.

Children and Young People Overview and Scrutiny Panel

Thursday 14 July 2011

PRESENT:

Councillor Wildy, in the Chair.

Councillor Stark, Vice Chair.

Councillors Mrs Beer, Berrow, Bowie, Mrs Bragg, Browne, Delbridge, Haydon, Singh and Tuohy.

Co-opted Representatives: Mr Kevin Willis and Alderman Purnell.

Apologies for absence: Councillors Mrs Bowyer and Mrs Nicholson, Jenny Evans and Kerry Whittlesea

Also in attendance: Councillor Sam Leaves – Cabinet Member for Children and Young People, Bronwen Lacey – Director of Services for Children and Young People, Ian Gallin – Assistant Chief Executive, Colin Moore – Assistant Director (Lifelong Learning), Maggie Carter – Assistant Director (Learner and Family Support), Jayne Gorton – School Organisation and Pupil Access Manager, Councillor Mrs Aspinall, Claire Oatway – Lead Officer and Amelia Boulter – Democratic Support Officer.

The meeting started at 10.00 am and finished at 12.45 pm.

Note: At a future meeting, the committee 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.

13. **DECLARATIONS OF INTEREST**

In accordance with the Code of Conduct, the following declarations of interest were made, as follows –

Name	Minute	Reason	Interest
Councillor Stark	Minute 18 and 20 – Priorities and Challenges and In-year Admissions	Governor of All Saints and Stoke Damerel.	Personal
Councillor Wildy	Minute 18 and 20 – Priorities and Challenges and In-year Admissions	Partner is a Governor of Lipson Community College.	Personal
Councillor Mrs Bragg	Minute 18 and 20 – Priorities and Challenges and In-year Admissions	Director of Marine Academy Plymouth.	Personal

Councillor Beer	Mrs	Minute 18 and 20 – Priorities and Challenges and In-year Admissions	Governor St Maurice School Primary.	Personal
Councillor Singh	Chaz	Minute 20 – In-year Admissions	Member of School Admissions Forum.	Personal
Kevin Willis		Minute 19 and 20 – Budget and Performance and In-year Admissions	Governor at Ridgeway School and a member of the School Admissions Forum.	Personal

14. **MINUTES**

Agreed that the minutes of the 16 June 2011 were approved as a correct record.

15. **CHAIR'S URGENT BUSINESS**

The Chair informed the panel that agenda item 9, 'Update from Partner Organisations', and agenda item 6 'Priorities and Challenges', would be discussed together.

16. **TRACKING RESOLUTIONS AND FEEDBACK FROM MANAGEMENT BOARD**

The Chair updated the panel on their tracking resolutions and gave feedback from the Overview and Scrutiny Management Board.

With regards to tracking resolutions, the panel was informed that –

- (a) the Vice-chair had spoken to the Diocese but was awaiting a response. Colin Moore, Assistant Director further added he had written directly to the Diocese and was also awaiting a response;
- (b) the CYP OSP Terms of Reference were agreed by the Overview and Scrutiny Management Board.

The Chair gave feedback from the Overview and Scrutiny Management Board (OSMB) to the panel. It was reported from OSMB that scrutiny panels may not be able to undertake as many task and finish groups. The CYP OSP would therefore need to re-consider task and finish groups put forward.

17. **UPDATE FROM PARTNER ORGANISATIONS**

The Chair welcomed Councillor Sam Leaves, the new Cabinet member for Children and Young People to the meeting. Councillor Sam Leaves informed the panel of her role and stated she was impressed with the dedication of staff within Children Services. The statementing of children was high on her agenda and she recently attended her first Children's Trust meeting as Chair where child poverty is an important issue.

Ian Gallin, Assistant Chief Executive explained to the panel the role of the Local Strategic Partnership (LSP), it was reported that –

- (a) a lot of changes had taken place nationally and there is no longer a requirement to have an LSP;
- (b) there were significant benefits from working in a partnership environment. The LSP Executive had looked at the benefits of partners coming together and assessed that some topics could only be addressed through wider partnership working;
- (c) emerging issues for the partnership:
 - child poverty;
 - alcohol abuse;
 - worklessness.

In response to questions raised, it was reported that -

- (d) the partnership needs to understand what partners can support and commit to. The child poverty work plan is a good example of partners working together;
- (e) the LSP Wise Theme Group address the wider issues on behalf of the city.

Agreed that –

1. plans for each of the five themes listed in the LSP Wise Theme Group report to come back to the panel on a regular basis;
2. the panel to receive an overview on the different theme groups and how they fit together and contribute to the delivery of the Children and Young People's Plan 2011 – 14.

18. **PRIORITIES AND CHALLENGES**

Colin Moore, Assistant Director (Lifelong Learning) gave an update to the panel, it was reported that –

- (a) GCSE results have never been better, however, cannot be complacent as under half of youngsters were still leaving school under the national average in terms of their skills set;
- (b) raising aspirations is one of the four priorities for the city. This is also crucial for young people and to fit this into the growth agenda for the city;

In response to questions raised, it was reported that -

- (c) priorities are monitored by the Corporate Management Team, Department of Education, Cabinet, Children's Trust and inspected by Ofsted;

- (d) The three main priorities for Lifelong Learning:
 - Children and Young People's Plan;
 - work with the Department of Education on revising the Participation Age;
 - restructure of Lifelong Learning division.
- (e) Careers South West are specialists for ensuring young people have access to the right opportunities;

Maggie Carter, Assistant Director (Learner and Family Support) gave an update to the panel. It was reported that there is a very clear requirement to champion the needs of young and vulnerable people and their families, working closely with Lifelong Learning and Children's Social Care making sure all children's needs are not lost.

In response to questions raised, it was reported that -

- (f) there is likely to be changes to the statutory responsibilities with the new government proposals on Special Educational Needs (SEN) and services would have to adapt to the changes;
- (g) efficiency savings made with streamlining the number of managers and bringing some services together and protecting the frontline services;
- (h) the primary schools to be expanded to meet the growth in birth rate:
 - Prince Rock
 - Mount Wise
 - Riverside
 - Weston Mill
 - Ernesettle
- (i) children's school meals are healthy and locally sourced;
- (j) there had been a significant increase with children being diagnosed with autism and every school needs to be equipped to deal with Autism Spectrum Disorder (ASD);

Agreed that -

1. Adult Learning to be added to the CYP OSP Work Programme;
2. information to be provided on the work undertaken by the Employment and Skills Group;
3. the panel to receive information on the children's workforce induction programme undertaken by all staff working with children and young people;
4. the panel receive a report on the uptake of free school meals;

5. the panel to receive information on whether the build and recreation of full production kitchens in remaining primary schools and PRU to end transported meals was on track for completion by August 2011;
6. further information be provided on Special Educational Needs (SEN) funding for 2012/13 to the panel in January 2012.

19. **BUDGET AND PERFORMANCE REPORT**

The Chair informed the panel that the budget and performance report (position as at 31 March 2011) was the most up to date report. The panel raised concerns with the format of the report and receiving information that was not up to date.

In response to questions raised, it was reported that -

- (a) sickness levels were improving and monitored;
- (b) historically it was a statutory requirement for the local authority to provide school transport for SEN pupils and this can be costly. In the past we had consistently overspent in this area and set a more realistic budget for this year;
- (c) agency spend had reduced. The current spend was in school admissions, catering and passenger assistance to cover for sickness absence.

Agreed that –

1. the Overview and Scrutiny Management Board be made aware that for scrutiny panels to be able to monitor Budget and Performance effectively, corporate reporting cycles need to facilitate panels receiving timely reports containing up to date information;
2. the Corporate Parenting Group to provide the panel with an update on children in care to include-
 - age profile of children in care;
 - time spent in care;
 - number of children returning back into care.
3. further information be provided to the panel on the 2011/12 budget for SEN transport.

20. **IN-YEAR ADMISSIONS**

Councillor Mary Aspinall put forward a case relating to in-year admissions. It was reported that -

- (a) this is not an isolated piece of casework and affects other wards in the city;

- (b) a young family moved into the area and applied for school places for their two children, one primary place and one secondary place. A primary school place was offered to the youngest child but the school was some distance from the family home. A secondary school place had recently been resolved after intervention from Councillor Mrs Aspinall;

Jayne Gorton, School Organisation and Pupil Access Manager responded to Councillor Mrs Aspinall's case and updated the panel on the in-year admission process. It was reported that -

- (c) many transfers take place within the city with new families moving into the area and families moving within the city;
- (d) heads of the School Admissions team have a two week backlog and receive in excess of 20 applications a day for in year admissions;

In response to questions raised, it was reported that -

- (e) there is no relocation plan in place for the family to move them closer to the allocated school;
- (f) schools with their own admission authority arrangements would have to comply with the Admissions Code. If a school does not comply, the Secretary of State or the Schools Adjudicator would be contacted to intervene;
- (g) since September 2010, 2500 in-year admissions were received by the School Admissions Team.

Agreed that the issues with in-year admissions to be highlighted to the School Admissions Forum. A further report on findings to come back to the panel and Councillor Mrs Aspinall at a later date.

21. **WORK PROGRAMME**

The Panel considered its work programme for 2011/12.

Agreed that the Chair, Vice Chair, Lead Officer and Democratic Support Officer to meet and populate the work programme. The completed work programme to be circulated to panel members.

22. **EXEMPT BUSINESS**

There were no items of exempt business.

TRACKING RESOLUTIONS
Children and Young People Overview and Scrutiny Panel

Date/min number	Resolution	Explanation / Minute	Officer	Progress	Target Date
16.06.11 / Min 3	<u>Agreed</u> that – (1) Jenny Evans and Kerry Whittlesea, Young Persons Representatives to complete a full year on the Panel with a review to take place at the October meeting;	The panel considered the appointment of co-opted representatives.	Claire Oatway	On-going	October 2011
	(2) Kevin Willis, Parent Governor Representative to continue as a statutory co-opted representative until the end of his term;			On-going	May 2012
	(3) elections to take place shortly to recruit new Parent Governor Representatives onto the panel;			Lead Officer and DSO to meet with the elections teams and school governor team on the election of new Parent Governors.	September 2011
	(4) the Vice-Chair to make contact with the Diocese on faith representation on the panel.			The Vice-chair had spoken to the Diocese but was awaiting a response.	July 2011

Date/min number	Resolution	Explanation / Minute	Officer	Progress	Target Date
16.06.11/ Min 5	<u>Agreed</u> that a further report on University Technology College to include a detailed breakdown of numbers be submitted to the panel in September.	This item was raised under Chair's Urgent Business	Claire Oatway	Announcement on whether Plymouth's bid is successful not expected until the end of September. Report to comeback to the Panel in October.	13.10.11
14 July 2011/ 17	Agreed that – 1. plans for each of the five themes listed in the LSP Wise Theme Group report to come back to the panel on a regular basis; 2. the panel to receive an overview on the different theme groups and how they fit together and contribute to the delivery of the Children and Young People's Plan 2011 – 14;	The panel received an update from the LSP Wise Theme Group.		Report to comeback to the panel in October.	13.10.11
14 July 2011/ 18	Agreed that - 1. Adult Learning to be added to the CYP OSP Work Programme; 2. information to be provided on the work undertaken by the Employment and Skills Group; 3. the panel to receive information on the children's workforce induction programme undertaken by all staff working with children and young people;	The panel received an update from the Assistant Director for Lifelong Learning and the Assistant Director for Learner and Family Support on the priorities and challenges.		Adult Learning added to the work programme. Further information on the work undertaken by the Employment and Skills group to follow. A further report on children's workforce induction programme is attached to the tracking resolutions.	08.09.11 13.10.11 08.09.11

Date/min number	Resolution	Explanation / Minute	Officer	Progress	Target Date
	4. the panel receive a report on the uptake of free school meals;			A further report on uptake on free school meals is attached to the tracking resolutions.	08.09.11
	5. the panel to receive information on whether the build and recreation of full production kitchens in remaining primary schools and PRU to end transported meals was on track for completion by August 2011;			A further report on production of kitchens in remaining schools is attached to the tracking resolutions.	08.09.11
	6. further information be provided on SEN funding for 2012/13 to the panel in January 2012.				05.01.12
14 July 2011/19	Agreed that – 1. the Overview and Scrutiny Management Board be made aware that for scrutiny panels to be able to monitor Budget and Performance effectively, corporate reporting cycles need to facilitate panels receiving timely reports containing up to date information;	The panel reviewed the budget and performance report.		The Overview and Scrutiny Management Board recommended to Cabinet to arrange provision of monthly budget updates to the Overview and Scrutiny Management Board at its meeting of 27.07.11. Recommendation will go to 13.09.11 Cabinet meeting.	13.09.11

Date/min number	Resolution	Explanation / Minute	Officer	Progress	Target Date
	2. the Corporate Parenting Group to provide the panel with an update on children in care to include- <ul style="list-style-type: none"> - age profile of children in care; - time spent in care; - number of children returning back into care. 			Report to comeback to the panel in November.	10.11.11
	3. further information be provided to the panel on the 2011/12 budget for SEN transport.			Information is being pulled together and final figures will not be ready until the end of September.	13.10.11
14 July 2011/20	<u>Agreed</u> that the issues with in-year admissions to be highlighted to the School Admissions Forum. A further report on findings to come back to the panel and Councillor Mrs Aspinall at a later date.	The panel were given an update on the current in-year primary school admission process.		Report to comeback to the panel in November.	10.11.11
14 July 2011/21	<u>Agreed</u> that the Chair, Vice Chair, Lead Officer and Democratic Support Officer to meet and populate the work programme. The completed work programme to be circulated to panel members.	Children and Young People Overview and Scrutiny Work Programme		Work programme updated. Work programme to be agreed by the panel at 08.09.11 meeting.	08.09.11

CHILDREN AND YOUNG PEOPLE OVERVIEW & SCRUTINY PANEL

8 September 2011



PLYMOUTH
CITY COUNCIL

Children's Workforce Induction Programme

The Children's Workforce Network (disbanded in September 2009), together with the Children's Workforce Development Council (CWDC), developed a set of visions and principles for induction for all those who work with children, young people and families in England. The vision and principles for induction to the children and young people's workforce are the first step towards a common understanding and direction on induction for the children and young people's workforce. They establish an expectation that everyone in the workforce should have an induction based on the common core of skills and knowledge for the children's workforce (known as the Common Core), tailored appropriately to their role and setting.

The CWDC induction standards set out what new workers should know, understand and be able to do within six months of starting work. They are now mandatory for the children's social care workforce and can be used successfully for other roles too :

- Standard 1: understand the principles and values essential for working with children and young people.
- Standard 2: understand your role as a worker (employed / self employed)
- Standard 3: understand health and safety requirements
- Standard 4: know how to communicate effectively
- Standard 5: understand the development of children and young people
- Standard 6: safeguard children (keep them safe from harm)
- Standard 7: develop yourself

The Children's Workforce Induction Programme has been developed and delivered by a core team from Lifelong Learning within Plymouth City Council with the objective of supporting the Common Core for new or returning staff who work with children or young people in Plymouth during their induction period. A DVD has been developed to support the training – 'Someone Who Listens' – in conjunction with Routeways, Plymouth College of Art and young people in Plymouth – an award winner at the Media Innovation Awards 2010.

The induction programme we are offering to the children and young people's workforce in Plymouth makes full use of the Children's Workforce Development Council induction materials and provides a structured process to help meet the needs of the workforce. The Induction Programme is on offer to all new employees or those returning to work in the children and young people's workforce. Since its inception in 2008, over 300 workers have successfully undertaken the training. Additionally, support for managers from all sectors who will be supporting staff through the induction process has been provided via half day workshops. Guidance has been provided for them on the following :

- who should complete the induction;
- the delivery of induction and an overview of the programme;
- assessing workers' learning and signing off the assessment process;
- links with Corporate Induction and Children's Services Supervision Policy;
- links between the induction process and the Common Core of Skills and Knowledge, the GSCC Code of Practice and National Occupational Standards / NVQ pathways.

Effective induction is central to good human resources practice and is the foundation of continuing professional development. It applies to staff who are newly recruited, to those who have been promoted, or to those whose existing role is changing. It applies to people working in full-time, part-time, sessional and volunteer roles. It applies to those who work with children and young people as the main part of their job, and those who come into contact with children and young people for some of the time.

Developed to support new workers engage with the principles of the common core during their induction period, our newly revised 3 day programme uses a variety of activities and resources, including inter- sessional tasks, to explore the key elements of the common core and how they relate to the workplace.

Delegates will be helped to develop :

- an outline of essential skills and knowledge for safe practice;
- practice in understanding young people’s views of “good” workers;
- an outline of the key processes for integrated working;
- a clearer understanding of a variety work roles and responsibilities;
- a personal induction plan to work to with their manager;
- their reflection skills and their understanding of their personal learning style.

Course Overview

Pre- course reading

DAY 1 : Theme 1: Working in a principled way: Every child matters
 Theme 2: Equality, diversity and inclusion
 Theme 3: Human need, learning and development
 Inter-sessional task

DAY 2 ; Theme 4: Understanding behaviour
 Theme 5: Building relationships
 Theme 6: A structured approach to work with children
 Inter-sessional task

DAY 3 : Theme 7: Safeguarding and protecting children
 Theme 8: Health and safety
 Theme 9: Working together; working with others

CWDC Induction Training September 2011 onwards

Group	Day 1	Day 2	Day 3
Group 1	Sat 10 Sept 2011 : 9 - 4	Sat 24 Sept 2011 : 9 - 4	Sat 8 Oct 2011 : 9 - 4
Group 2	Mon 10 Oct 2011 : 9.30 – 4.30	Thurs 20 th Oct 2011 : 9.30 – 4.30	Weds 9 Nov 2011 : 9.30 – 4.30
Group 3	Sat 14 Jan 2012 : 9 – 4	Thurs 26 Jan 2012 : 1 – 6	Tues 7 Feb 2012 : 1 – 6
Group 4	Fri 24 Feb 2012 : 9.30 – 4.30	Fri 9 March 2012 : 9.30 – 4.30	Fri 30 March 2012 : 9.30 – 4.30

The lead trainers from September 2011 include an Early Years and Literacy Specialist and a 14 – 19 specialist and Ofsted Inspector.

Name of authors : Wendy Roderick & Maria Anderson
 Job Title & Dept : Acting Principal Adviser & Leadership Associate
 Date paper written : 16 August, 2011

CHILDREN AND YOUNG PEOPLE OVERVIEW & SCRUTINY PANEL

8 September 2011



PLYMOUTH
CITY COUNCIL

Uptake of free school meals

The Education Catering Service provides school meals in: -

- * All but two of the infant, junior and primary schools (not Riverside and Whiteleigh Primary School)
- * Five of the City's seven special schools (not Mount Tamar and Woodlands)
- * Three academies (Stoke Damerel CC, Ridgeway School and Heles School)

The service is able to report that for the schools where the school lunch service is provided the number of free schools meals served have been increasing since the financial year ending 31 March 2009: -

01 April 2008 – 31 March 2009	01 April 2009 – 31 March 2010	01 April 2010 – 31 March 2011
518,209 FSM served	566,950 FSM served	611,224 FSM served

In the period April to July 2010 a total of 194,901 free school meals were served over 62 term days.

This equates to an average of 3,144 FSM per day being served.

In the same period April to July 2011 a total of 193,219 free school meals were served over 61 term days.

This equates to an average of 3,168 FSM per day being served (a slight increase).

Note: the number of term days is one day less due to the additional bank holiday for the royal wedding and in addition, there were a number of schools closed for one day during the recent strike action. This will have affected the total number of meals served in the period.

Locally we report percentage take-up of FSM in all schools where the Education Catering Service provides the school lunch and this is in line with national figures which hover around the 80% mark: -

Apr 2010	May	Jun	Jul	Sept	Oct	Nov	Dec	Jan 2011	Feb	Mar	Apr	May	Jun	Jul
80.8	79.5	76.7	78.4	73.0	77.9	80.4	80.6	76.7	80.4	77.5	81.0	81.5	78.9	80.0

Work is ongoing with the Financial Inclusion Team to maximise registration for eligibility and take-up of the entitlement to free school meals and also within the Health Inequalities Action Plan. Information in the form of a leaflet is also provided for the Department of Work and Pensions (DWP) to give to all new benefits claimants and explain the entitlement for families as appropriate.

Brad Pearce
 Education Catering Manager
 Learner and Family Support
 Services for Children & Young people

25 August 2011

CHILDREN AND YOUNG PEOPLE OVERVIEW & SCRUTINY PANEL

8 September 2011



PLYMOUTH
CITY COUNCIL

Update on the build of full production kitchens in remaining primary schools and PRU to end transported meals

The Education Catering Service successfully bid for and was awarded Exceptional Capital Grant funding from the DfE (formerly DCSF) in 2008 to install full production kitchens in all primary schools and the PRU. The project was required to be completed by no later than 31 August 2011 with the majority being completed in years 209/10.

The following schools were having the builds and installations undertaken this year with the bulk of the work taking place during the Summer break and will be operational at the commencement of the Term One (05 September 2011): -

School	Nature of works	Previous service	Completion date
Drake Primary School	Full production kitchen	Regen Unit	26/08/11
Plaistow Hill Infants School	Full production kitchen	Transported Meals	02/09/11
Prince Rock Primary School	Full production kitchen & dining hall	Regen Unit	02/09/11
Stuart Road Primary School	Full production kitchen	Regen Unit	26/08/11
Weston Mill Primary School	Full production kitchen & dining hall	Regen Unit	19/08/11

There will be a need to continue to transport food from St Budeaux Foundation School to Plaistow Hill for a short period during September due to a delay in the appointment of a kitchen manager. This has been fully consulted and agreed with the school and the full service will be operational by no later than Monday 03 October 2011.

From this point, there will be no infant, junior, primary or special schools in receipt of or requiring transported meals. All schools will be preparing and cooking hot food, freshly prepared on site using local and seasonal ingredients on a daily basis.

The provision of the kitchen at the PRU in Martins Gate was removed from the original project and included as part of the overall scheme of works in Martins Gate. To accommodate the full range of works involved, the kitchen will be complete and operational by the end of October 2011.

In the interim, a small number of meals will need to continue to be provided and transported to the remaining PRU's.

Brad Pearce
Education Catering Manager,
Learner and Family Support
Services for Children & Young People

25 August 2011

**Overview and Scrutiny
Management Board**

Annual Report

June 2011



Annual Overview and Scrutiny Report 2010-11

Plymouth City Council

DRAFT

Contents

Foreword	3
Scrutiny Members 2010/11	5
Delivering Growth	6
Raising Aspiration	7
Reducing Inequalities	8
Providing value for communities	9

DRAFT

Foreword

Our Constitution summarises the purpose of the Council's scrutiny function as follows:

- To add value to Council business and decision-making.
- To hold the Cabinet to account.
- To monitor the budget and performance of services.
- To assist the Council in the development of policy and review the effectiveness of the implementation of Council policy.
- Work to outcomes, which can be measured and have a positive impact on the community.

The last year has presented a number of challenges to the Council's five scrutiny panels and the Scrutiny Management Board in delivering against their objectives. There has been a change of government, bringing with it a number of significant pieces of new legislation affecting both local government and our strategic partners in the city. A period of financial restraint has meant that difficult decisions have had to be made about resourcing priorities. The regulatory regime has also changed, so that external oversight of the way that the Council works has reduced.

We feel that the Members and officers engaged in the scrutiny function have risen to these challenges well. In October 2010, the Council reaffirmed its vision, to become one of Europe's finest, most vibrant waterfront cities, where an outstanding quality of life is enjoyed by everyone. We also adopted four priorities for the city, which we share with all our key partners:

- **Deliver growth:** Develop Plymouth as a thriving growth centre by creating the conditions for investment in quality new homes, jobs and infrastructure
- **Raise aspirations:** Promote Plymouth and encourage people to aim higher and take pride in the city
- **Reduce inequality:** Narrow the inequality gap, particularly in health, between communities
- **Provide value for communities:** Work together to maximise resources to benefit customers and make internal efficiencies

This report summarises the achievements of the panels and the management board against these priorities over the last year.

We want to take this opportunity to thank those who have contributed to the achievements that we have made this year. The Chairs and Vice-Chairs of the overview and scrutiny panels, with their Lead and Democratic support officers have delivered a large and varied scrutiny programme over the last year. We know that, behind the published results of their work, many hours of discussion, research and debate have taken place. The members of the panels have had to balance their contribution to the scrutiny process with their other commitments as Councillors, and their high attendance rate, as well as the quality of the work of their panels is testament to their success at this. A number of Co-opted members have given freely of their time and

expertise to support the panels and we would especially like to extend our thanks to them. All members of the Cabinet have been before scrutiny and we thank them for their attendance, which has not always been comfortable for them! Finally, our thanks go to the large number of officers, both senior and junior from the Council and its partners who have attended panels as witnesses and contributors and without whom our work would not be possible.



Councillor James, Chair



Councillor Ball, Vice-Chair 2010-11

DRAFT

Plymouth City Council Scrutiny Arrangements 2010-11

Overview and Scrutiny Management Board

Chair: Cllr James
 Vice-Chair: Cllr Ball

Cllr Browne, Cllr McDonald (part), Cllr Nicholson, Cllr Ricketts,
 Cllr Stevens, Cllr Thompson, Cllr Wildy and Cllr Williams (part),
 Co-optees: Doug Flether and Jake Paget

Overview and Scrutiny Panels

Children and Young People

Chair: Cllr Wildy
 Vice-Chair: Cllr Stephens
 Cllr Delbridge
 Cllr Foster
 Cllr Haydon
 Cllr Mrs Nicholson
 Cllr Roberts
 Cllr Stark
 Cllr Tuohy
 Co-optees:
 Kevin Willis
 Pauline Purnell (part)
 Jenny Evans (part)
 Kerry Whittlesea (part)

Growth and Prosperity

Chair: Cllr Nicholson
 Vice-Chair: Cllr Nelder
 Cllr Roberts
 Cllr K Foster
 Cllr M Leaves
 Cllr S Stephens
 Cllr Berrow
 Cllr Wright
 Cllr Wheeler

Customers and Communities

Chair: Cllr Ball
 Vice-Chair: Cllrs Coker (part) and McDonald (part)
 Cllr Mrs Nicholson
 Cllr Smith
 Cllr Mrs Beer
 Cllr Mrs Bragg
 Cllr Martin Leaves
 Cllr Vincent
 Cllr Delbridge
 Co-optees:
 Chaz Singh
 Dr Anita Jellings

Health and Adult Social Care

Chair: Cllr Ricketts
 Vice-Chair: Cllrs McDonald (part) and Coker (part)
 Cllr Bowie
 Cllr Delbridge
 Cllr Gordon
 Cllr Dr Mahony
 Cllr Mrs Nicholson
 Cllr Dr Salter
 Cllr Viney (part)

Support Services

Chair: Cllr James
 Vice-Chair: Cllr Lowry
 Cllr Berrow
 Cllr Browne
 Cllr Dann
 Cllr Murphy
 Cllr Stark
 Cllr Lock
 Cllr Thompson
 Co-optee:
 Janet Isaac

Deliver growth: Develop Plymouth as a thriving growth centre by creating the conditions for investment in quality new homes, jobs and infrastructure

The Growth and Prosperity Overview and Scrutiny Panel has taken the lead in support of this priority, although the work of other panels, and the Management Board has supported this priority. Over the past year, the panel has focused on Growth and Regeneration challenges in delivering the Local Economic Strategy, the Local Transport Plan and developing a fit for purpose strategic housing service. The panel has worked closely with the Wealthy Theme Group as it has become the Growth Board for Plymouth, and has delivered the following specific work items:

- Hoe and Foreshore Maintenance, ensuring that measures were taken to reduce the health and safety risk assessment for this key part of the city reduced from 'red' to 'amber'.
- The Port of Plymouth study, supporting the development of a 'port master plan' to deliver a major step change in the use and planning for this vital city asset
- Private Sector Housing peer challenge, supporting the implementation of the improvement plan completed following the review
- Review of the delivery of the commitments made to tenants of Plymouth Community Homes
- The development of a policy for road closure for community events, including an annual list of events for which the council will provide the temporary traffic regulation orders free of charge
- Ensuring that public consultation arrangements for the 'Local Transport Plan 3' are robust and inclusive
- Ensuring the delivery of development schemes funded through 'Section 106' monies due to the Council
- Improvements to the Council's approach to Highways Maintenance arrangements, ensuring better targeting of resources and a more proactive approach to the type of repairs carried out, and recommendations for stronger emphasis on this area of activity in budget setting.

Raise aspirations: Promote Plymouth and encourage people to aim higher and take pride in the city

This priority is supported across the scrutiny function.

- Input into the Place Management Strategy, aiming to create 7500 jobs in the tourism sector in the city over the next 15 years, and support for the new city branding Positively Plymouth, developing and delivering a new, coherent Visitor Strategy for the city
- Focused on the lessons to be learned from the policing and stewardship of major football matches at Home Park to safeguard the city's reputation for effective management of major sporting events
- Review of the Licensing Act 2003 Statement of Licensing Policy, including the Cumulative Impact Policy, supporting effective management of licensed premises to ensure the city's Night-time Economy is in keeping with the overall vision for the city
- Recommended the production and adoption of a Volunteering Plan for the city, and ensured the continued provision of resources to fund the Volunteer Centre and for infrastructure support to community and voluntary groups
- Championed the establishment of a 'small grants scheme' for community and voluntary groups, funded from partnership resources
- Heard from a range of media professionals about ways in which the Council could better promote its scrutiny activities through more effective use of a range of media channels
- Championed school attainment, with focus this year of Primary School educational outcomes

Reduce inequality: Narrow the inequality gap, particularly in health, between communities

- Raising the profile of the issue of Teenage Conception within the city, ensuring better understanding of the issues, more focus on achieving reductions in rates and improved championing and resourcing arrangements
- Renewing focus on the role of Young Carers in the city, and delivering improvements in identification and support arrangements
- Highlighting the issues facing young, unaccompanied Asylum Seekers in Plymouth
- Focus on the findings of Ofsted inspections into children's social care, and overview of the implementation of planned improvements
- Reviewed the strategic plans of NHS Plymouth agencies, ensuring a greater focus on the city's shared priorities amongst partner health organisations
- Input into the creation of the new Plymouth Provider Services health delivery organisation, with particular input into its governance and community benefit arrangements
- Providing a platform for users of specialist gynaecological cancer services to voice their concerns about a possible move of services from the city
- A review of consultation arrangements concerned with substantial changes to residential care arrangements in the city
- Responses to government consultation on the Health and Social Care White paper, resulting in changes in the proposed legislation around the role of scrutiny panels

DRAFT

Provide value for communities: Work together to maximise resources to benefit customers and make internal efficiencies

- Supported a more integrated approach to the Council's Accommodation, People's and ICT strategies, ensuring that rationalisation of the way that staff occupy buildings is supported by the appropriate technology, training and people management arrangements
- A review of the Council's appraisal system, ensuring best practise is better reflected and delivery rates improved
- Oversight of the Council's 'Invest to Save' proposals, recommending improved governance arrangements, and improved alignment with city priorities
- Championed the use of Value for Money benchmarking with other authorities to ensure the Council is aware of its progress relative to others
- Highlighted the need for greater emphasis on 'shared service' arrangements with other Local Authorities and agencies to achieve greater efficiencies in the provision of 'back office' functions
- Delivered high quality scrutiny of the Council's budget and corporate plan, resulting in a number of recommendations to the Council, the vast majority of which were accepted
- Provided for Partner scrutiny of the Council's budget, with feedback from Health, Police and Community and Voluntary Sector colleagues taken into account in budget recommendations
- Championed the first 'on-line' budget consultation exercise across the city, so that the public's views could be considered during scrutiny of the budget

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CHILDREN AND YOUNG PEOPLE OVERVIEW & SCRUTINY PANEL

8 September 2011



Overview of legislation and opportunities

Priorities and Challenges – Overview of legislation and opportunities

The Children and Young People's Trust is addressing a significant number of key national legislative and policy agendas, all of which will have local implications. This section provides a brief summary of some of these issues:

○ **Munro Review Final Report (May 2011)**

The final report sets out proposals for reform and signifies a shift from a system that has become over-bureaucratised and focused on compliance to one that values and develops professional expertise and is focused on the safety and welfare of children and young people. Munro makes a total of **15** recommendations, with some of the key points that will require continued cooperation between the Trust and PSCB, as follows:

A system that values professional expertise

- Inspections to be conducted on an unannounced basis to reduce the bureaucratic burden.
- Performance data to be interrogated to understand reasons why outcomes happen, and not used as a simple measure of good or poor performance.

Sharing of responsibility for the provision of early help

- Duty on LAs and their statutory partners to secure the sufficient provision of local early help services for families whose need does not meet the threshold for social care intervention.

Developing social work expertise

- Professional Capabilities Framework to explicitly inform all stages of social work training, development, performance appraisal and career structures

Supporting effective social work practice

- Experienced social workers to be kept on the frontline even when they become managers.
- Appointing a Principal Child and Family Social Worker who is still doing frontline work and would be responsible for taking views of social workers to those whose decisions affect their work.

Additional recommendations:

- Amendments to Working Together to Safeguard Children
- LSCBs to adopt and apply a 'systems approach' to Serious Case Reviews
- Consideration to protecting the discrete roles and responsibilities of Directors of Children's Services and Lead Members
- LSCBs to report direct to the Chief Executive and Leader of the Council, and subject to the passage of legislation to report to the Police and Crime Commissioner and the Chair of the health and wellbeing board.

○ **Allen Report: Early Intervention (January 2011)**

In July 2010 the coalition government commissioned an independent review of early intervention projects for children, led by Graham Allen, a Labour MP. His first report was published on 19 January and covers the rationale, social and economic benefits, current policy and practice, and the most effective programmes. While the report makes recommendations for a new focus on early intervention, it makes no request for legislation or immediate public spending.

The report highlights the following:

- Success as human beings depends on acquiring the necessary social and emotional foundations.
- Warm, attentive, stimulating parenting strongly supports children's social, emotional and physical development; a wide range of negative factors and behaviours can have a negative impact on children's development as they mature, with the greatest damage being done to young children whose brains are still developing (including the antenatal period).
- Early experiences, including the quality of relationships (especially with the mother), determine the architecture of the brain, which affects future emotional, intellectual and physical development.
- The growth and development of the brain up to age three make this the crucial period for intervention, but later interventions, are important – especially those leading to improvements in parenting, with benefits for the next generation of 0-3s.

"Nought to three is the really explosive bit of brain growth. If you can help at that point, it's so much more effective, so much cheaper than at any other time,"

- Adverse childhood development and experiences are associated with higher crime rates, lower educational attainment and employment levels, and mental disorders later. Intervention to address childhood problems reduces their escalation.

○ **Child Poverty**

Child Poverty Bill (2010)

The Government made a commitment in 1999 to end child poverty by 2020. The Child Poverty Bill was published in June 2010 to deliver on this and establishes targets for the reduction of child poverty. Local authorities will be required to publish a local child poverty strategy that sets out what action should be taken to meet these targets. There is now a specific duty for local partners to work more closely including the Jobcentre Plus, Youth Offending Teams, the NHS and Police in delivering solutions to tackle child poverty at a local level. Local Strategic Partnerships will be responsible for implementing the local child poverty strategy.

National child poverty strategy (April 2011)

A New Approach to Child Poverty: Tackling the Causes of Disadvantage and Transforming Families' Lives sets out the Government's approach to tackling poverty up to 2020. At its heart are strengthening families, encouraging responsibility, promoting work, guaranteeing fairness and providing support to the most vulnerable. This strategy focuses on improving the life chances of the most disadvantaged children, and sits alongside the Government's broader strategy to improve social mobility.

Plymouth's Child Poverty Strategy

The Plymouth Children and Young People's Trust is leading the development of a local child poverty strategy on behalf of the Plymouth 2020 partnership. There is a clear desire across all agencies to develop a local strategy that makes a real difference to families across Plymouth, and not a document that either duplicates other work or simply sits on a bookshelf. **The golden thread is that child poverty is and must be everyone's business.** This integrated approach will form the heart of our local strategy, but will take time to implement because it aims to change the way people behave, work together and think about families, as well as the impact that poverty has on the services provided across all sectors, now and in the future.

With respect to the coalition government's new approach and the four building blocks of poverty, much of what Plymouth will do to tackle child poverty will be delivered via other strategies as the vehicles for change. It is essential that these strategies explicitly demonstrate the role they have in reducing child poverty. In addition to the CYPP 2011-14, these include the Financial Inclusion Strategy, Worklessness Plan, Housing Strategy and Economic Development Strategy.

Regional child poverty network

The Children and Young People's Trust is currently working closely with LGID to develop a Regional Child Poverty Network. The aim of this network is to be updated with national policy and best practice, share information, link with other regional groups and take advantage of opportunities either collectively or individually to enhance child poverty efforts across the region. Current membership is from Plymouth, Cornwall, Devon, Torbay, Dorset, Bournemouth and Poole.

Big Lottery: Improving Futures Expression of Interest

The Plymouth based Better Together consortium submitted a Expression of Interest to the Big Lottery: Improving Futures programme. This proposal was developed jointly with partners across the Trust, and proposes a three year project targeting families with multiple and complex needs where the oldest child is between 5-10 years old. The bid was developed by a multi-agency task group and targets families on the fringes of statutory intervention with a specific focus on domestic violence, alcohol misuse and parental mental health. While we have not been successful with this bid, we have demonstrated our ability to develop high quality joint proposals.

○ **SEN Green Paper (March 2011)**

This Green Paper aims to improve outcomes for children and young people who are disabled or have special educational needs (SEN). It describes the problems perceived with the current system and aims to improve the coherence and simplicity of the system for families. Some of the key proposals include:

- A new approach to identifying SEN through a single Early Years setting-based category and school-based category of SEN;
- A new single assessment process and Education, Health and Care Plan by 2014;
- Local authorities and other services to set out a local offer of all services available;
- Option of a personal budget by 2014 for all families with children with a statement of SEN or a new Education, Health and Care Plan;
- Giving parents a real choice of school, either a mainstream or special school; and
- Introducing greater independence to the assessment of children's needs.

○ **Wolf Review (March 2011)**

The Government has agreed all recommendations included within this report, which includes a package of radical reforms to overhaul the current system. Changes will include; ensuring all young people study English and mathematics to age 18 until they get a good qualification in those subjects, introducing a new performance measure for both high and low achieving pupils, and considering paying businesses to take young people onto high quality apprenticeships. The Government also unveiled a £60 million package of measures designed to reduce youth unemployment.

○ **The Academies Agenda**

An academy is an independent school which, as part of the arrangements made by the Secretary of State to fund it, cannot charge fees. Academies can benefit from greater freedoms to help innovate and raise standards. The effect is to place many requirements on academies similar to those placed on local authority maintained schools, such as the law on children with Special Educational Needs (SEN), teacher qualifications, pupil admissions, and Children in Care. On 27 July 2010, the Academies Bill received Royal Assent and is now an Act of parliament.

Plymouth's Academies Position

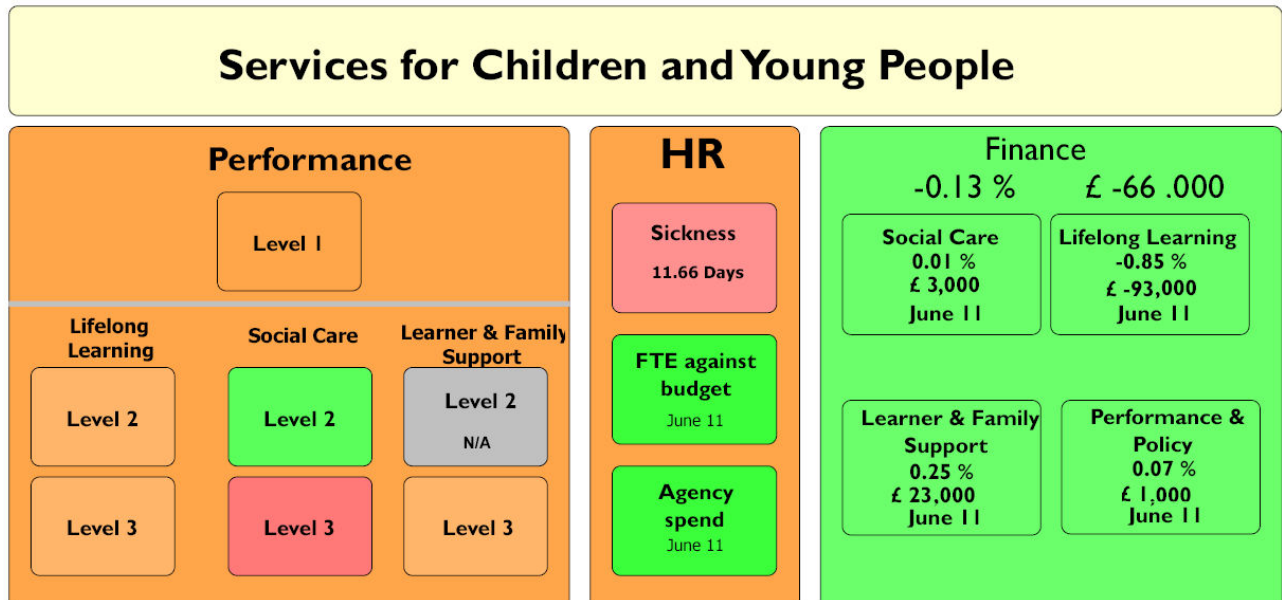
In 2008, Plymouth set in place its policy direction for all schools to develop autonomy, either through the formation of a Trust or academy status. This strategy for change, known as Investment for Children, outlines the Council's plans for maintaining the school estate. The strategy was adopted by the Full Council in December 2008 and it remains the Council's policy for all schools to develop independence through vertical networks of schools serving their localities.

Plymouth set up two academies under the "old style" academy route in September 2010; the Marine Academy Plymouth (MAP) and All Saints Academy, Plymouth (ASAP).

To date, 5% of primary schools have become Trusts and one primary school has become an academy. At secondary level 63% of schools are academies. Further schools are considering application for academy status or are waiting for funding agreements from the Secretary of State.

Children & Young People's Services

Scorecard - General Fund Revenue Forecast is an underspend (£0.066m)



Responsible Officers: Mairead MacNeil, Maggie Carter; Colin Moore & Claire Oatway.

The first 'quarterly' Finance and Performance report for the financial year 2011/12 sees a revamped scorecard which now includes the P2020 Integrated Performance Framework. The overall performance position does not at this stage report any highly critical issues. The financial position, for the first three months of the year, reports a slight favourable variation of (£0.066m). HR report the Service's absence as a concern which is explained in more detail below.

With a forecast overspend of £0.003m for the first quarter; Social Care report a reducing number of Independent Sector Foster placements - 66, against a budget of 56, and an increasing number of Residential Placements - 17 against a budget of 13. The cost of this has been offset by savings within the In-House Foster Care Service provision resulting in an overall overspend on placements of £0.060m. Overall, caseloads and budget pressures within the Service are under weekly scrutiny. Workforce and budget planning continues with the management team distributing resources accordingly. The current savings of (£ 0.055m) can be attributed to additional funding via the 'Children's Workforce Development Grant' and employee savings.

Life Long Learning is showing a favorable variation of (£0.093m). An early estimate has been made of savings (£0.260m) which will accrue from the implementation of 2012/13 delivery plans. Pressures offsetting the savings are a commitment to fund the Hoops 4 Health programme £0.067m from the now discontinued Standards Fund Allsortz and the recent HMRC re-investigation of the tax liability arising from the self-employment status of School Improvement Partners, which could result in an additional payment of £0.100m - (£0.038m was paid in 2010/11)

Early indications suggest the number of CAF's (Common Assessment) is not meeting its target. This has been recognised by both the Service's Commissioning and Finance board and Plymouth Safeguarding Board as a multi-agency issue. A 'deep dive' exercise is going to be undertaken to attempt to highlight barriers to successful achievement of this measure. The number of 16 -18 year old young people who are not in Education, Employment or Training (NEET), a level 2 indicator, is increasing.

In order to reduce NEETs, we are implementing an 'Increasing Participation' Plan partly funded by the DfE through our involvement in 'Raising the Participation Age' trial work.

Finally, whilst the Services' sickness levels are in line with the overall council figures, they are above the council target. Collaborative action is being taken to monitor and manage absences. The Council has set a target of 6 working days per FTE. Current sickness levels are 11.66 working days per FTE for the last rolling 12 months, which is a slight decrease of 0.05 days per FTE from the previous month. The council wide sickness statistics excluding schools staff are 12.59 days per FTE for the last rolling 12 months

Delivery Plan Update

Children & Young People have Delivery Plans of £3.790m for 2011/12. The table below shows the summary position by Red Amber and Green rating (RAG). The detailed Delivery plan is contained in **Appendix C**

Service	Red £000	Amber £000	Green £000	Total £000
Learner & Family Support	0	380	70	450
Lifelong Learning	0	0	0	0
Social Care	0	580	180	760
Other Delivery Groups	0	480	2,100	2,580
Total CYP	0	1,440	2,350	3,790

Overall, performance against delivery continues to be strong with the Commissioning & Finance programme board tracking progress on a monthly basis.

In particular, the diversion of Children from Care, being the highest risk, is monitored every month with remedial action being planned as appropriate whilst ensure safeguarding is maintained. Vacant posts are being held across the service attributing to the amber status and once restructures are complete and updated the delivery plans will become green.

Risks and Issues

- The numbers of Children in Care can change quickly and so Diversion from Care strategies and related initiatives will continue to be implemented;
- The level of Schools buy back and Academy business will impact on the level of income and the net cost of services;
- Changes to grants and funding streams could have an adverse impact on the service

Invest to Save

The department has two invest to save projects. Parent and Child Assessments and Intensive Support for Young People with Multiple and Complex Needs.

Parent and Child Assessments – A Team Leader has been appointed and will start in October, which means 6 months slippage. There has been an increase in court ordered placements in the first quarter, but these are still within the annual estimates contained in the original business case. Therefore, once the team is established it is imperative that the in-house team pick up more of these assessments in order to achieve the savings contained in the business case. Despite the delay in implementing this scheme, the department is still forecasting a end of year balanced budget at this stage.

Autistic Spectrum Disorder (ASD) and Complex Needs – A Project Manager for the capital plan has been appointed and progressing this work. The feasibility study for the use of the Downham House site was reviewed on 24/6/11 and the business plan is being updated. This project is on track for completion June 2012. In parallel, the service design project is on track with the proposed service specification ready for review by September 2011, enabling the required lead in to September

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CHILDREN AND YOUNG PEOPLE OVERVIEW & SCRUTINY PANEL

8 September 2011



PLYMOUTH
CITY COUNCIL

Adoption Inspection Report

Ofsted spent a week from the 6 June undertaking an inspection of the Plymouth Adoption Agency. The service was last inspected in December 2008 and was rated as Good.

Since 2008 there have been many changes in the service and the number of adoptions have increased substantially and in 2009/10 and 10/11 there were over 40 children adopted from care. In April 2011 there were new National Minimum Standards introduced and the government continues to promote adoption as a positive option for children and young people who are unable to remain in their birth family.

The recent Ofsted inspection rated the Adoption Agency as 'Outstanding' which is the highest rating achievable. This was the result of a great deal of work across all services but in particular the Adoption teams and the Children in care service.

The inspectors were particularly impressed by the work of the Adoption service to ensure that young people do not 'drift' in the care system. When adoption is identified as the plan a positive match with prospective adopters is made in a timely way and the service is in the top quartile in the country for meeting the Key Performance Indicator (KPI) allowing 12 months from the plan for adoption to adoption order.

The inspectors during the week spoke with a variety of people including several adopters, a birth parent, adult adoptees and many Plymouth city council social worker and employees. The work with adult adoptees who are wishing to trace their birth families was recognised as being of a high standard.

There was one recommendation for improvement in relation to the timescales under the new minimum standard where prospective adopters should be approved within eight months of their application. On average this was taking 10 months but since the inspection new processes have been introduced to seek to address the shortfall.

The adoption service continues to have a high volume of work and the expectation is that the numbers placed for adoption in the coming year will remain at a high level.

The service continues to recruit adopters especially of older children and sibling groups and the service remains committed to provide an 'outstanding service' to enable Plymouth children and young people in care to secure permanency

Anne Osborne

Service Manager

Permanency and Placements

23 August 2011

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Plymouth City Council Adoption Service

Inspection report for local authority adoption agency

Unique reference number	SC056793
Inspection date	10/06/2011
Inspector	Paul Clark
Type of inspection	Social Care Inspection

Setting address	Plymouth City Council, Civic Centre, Armada Way, PLYMOUTH, PL1 2AA
Telephone number	01752 305600
Email	
Registered person	Plymouth City Council
Registered manager	
Responsible individual	Mairead MacNeil
Date of last inspection	12/12/2008

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About this inspection

The purpose of this inspection is to assure children and young people, parents, the public, local authorities and government of the quality and standard of the service provided. The inspection was carried out under the Care Standards Act 2000.

This report details the main strengths and any areas for improvement identified during the inspection. The judgements included in the report are made in relation to the outcomes for children set out in the Children Act 2004 and the relevant National Minimum Standards for the service.

The inspection judgements and what they mean

Outstanding: this aspect of the provision is of exceptionally high quality
Good: this aspect of the provision is strong
Satisfactory: this aspect of the provision is sound
Inadequate: this aspect of the provision is not good enough

Service information

Brief description of the service

Plymouth City Council Adoption and Permanence Service is a local authority adoption service that undertakes, or makes arrangements for, all statutory adoption work with children and those affected by adoption. This includes the recruitment, preparation, assessment and approval of domestic adopters. The service also carries out the matching, introduction and placement of children with adopters, the support of adoption placements and post adoption support to those affected by adoption, including birth records counselling. The service operates and maintains a letterbox system, which supports the exchange of information between adopted children and their birth families. The service is a member of the South West Adoption Consortium who engage in collaborative work to secure appropriately matched adoption placements.

The service makes arrangements with a registered voluntary agency in respect of those wishing to adopt a child from overseas. The Adoption and Permanence Service provides support and supervision to inter-country adopters after approval.

The service also has a contract with an adoption support agency to provide independent support to birth parents of children for whom the plan is adoption.

Summary

The overall quality rating is outstanding.

This is an overview of what the inspector found during the inspection.

The adoption service of the City of Plymouth provides an outstanding level of service. This has been achieved by the promotion of strong links between the different areas of social work provision contained within the children's services department. Also, the adoption service works jointly with health and education department professionals to provide support for adopters and the best possible outcomes for adopted children. Social workers are well trained and supported by a strong management team. The service must reduce the time taken to assess prospective adopters before they attend the adoption panel.

Improvements since the last inspection

No person is allowed to begin work for the adoption service until an enhanced Criminal Records Bureau check has been received. The agency now has a service level agreement with a adoption support agency to provide support services to birth parents whose children have been adopted and this service is appropriately reviewed by the adoption service.

Helping children to be healthy

The provision is not judged.

Protecting children from harm or neglect and helping them stay safe

The provision is outstanding.

Children who are unable to remain with their birth families are kept safe through a permanency plan for adoption. Potential adopters are recruited, vetted, assessed, trained and supported to give children the best possible opportunity to live in a family setting where they feel safe and nurtured. This is achieved through the effective matching of children and adopters and a well planned period of introduction. Social workers in the adoption team link with placing social workers to help find the best match. In collaboration with social workers, adopters produce a suitably formatted information document for children which gives a profile of themselves and their household. The records of the past 12 months of the service's operation show that the service has had a comparatively higher number than the national average, of potential adopters who apply and are assessed and seen by the adoption panel outside of the recommended eight month period. This is due, in part, to local delays in Criminal Records Bureau checks being completed. The service requires these checks to be in place before potential adopters can attend a preparation group since, in the agency view, this might prevent the possibility of unsuitable people having access to vulnerable children. There are excellent links between looked after children's team social workers and social workers in the adoption team and a link is made when a child is identified as requiring an adoption place. These excellent links help to ensure that effective matching takes place between children and adopters and results in a very low number of adoption breakdowns compared to the national average. The service has reduced the numbers of children who are without an adoption placement after 12 months, of the decision of the agency decision maker, that they should be placed for adoption.

Children's ongoing physical, emotional and psychological health is promoted by the effective training and preparation of adopters, the ongoing support of specialist social workers within the adoption team, and the provision of effective professional support systems, including links with the local child and adolescent mental health services team and the looked after children's nurse. Emotional and psychological health is further promoted by the early presentation of life story books and later life letters by suitably trained practitioners. These help to promote children's sense of identity.

Social workers make rigorous health and safety checks of potential adopters households according to national guidance. Potential applicants to adopt must agree to stop smoking and are not allowed to apply to adopt for a period of 12 months after they have stopped smoking. This policy helps to keep children safe from the harmful effects of living in a household where people smoke. Social workers are

familiar with the policies and procedures of the Local Safeguarding Children's Board and receive training in this regard. Adopters receive appropriate training in safeguarding children also. Placing social workers visit adoption households within the early stages of the placements on a weekly basis and always see the child alone to ensure that children are happy with the adoption arrangements and that they feel safe. Children are given appropriate information materials about adoption including those which advise them how to make complaints or raise concerns about their care. The recruitment of social work staff is subject to appropriate vetting procedures and managers are trained in safer recruitment practices. All staff and management receive Criminal Records Bureau checks and these are updated every three years. The agency has systems to notify appropriate agencies of all significant events relating to the protection of children. These systems help to ensure that children are kept safe from all forms of abuse including the potential for abuse from professionals.

Helping children achieve well and enjoy what they do

The provision is good.

For children for whom the plan is adoption, there are appropriate assessments made of their ongoing needs and how these will be met. These are contained in their child permanency report. The service ensures that children and adopters are appropriately matched through properly formatted judgement systems and the early linking of placing social workers with a member of the adoption team. Comprehensive information about each party is exchanged before proceeding with introductory arrangements which are themselves well planned and are conducted at an appropriate pace. Birth parents are consulted as far as the welfare of children allows, about their feelings about proposed matches and will meet with proposed adopters if this does not compromise the welfare of the child. Prospective adopters are given as full information about a child's social, educational and health history as is known and will meet with foster carers and other professionals who have been involved with the child to gain an understanding of children's likes and dislikes and other relevant matters. Before an adoption order is made children placed are seen alone by a visiting social worker who will ascertain their wishes and feelings about the placement. Children complete a suitably formatted written review of their adoption experience. This ensures that children are properly consulted about their care.

Adopted children's educational progress is supported by the service. The council have a team of educationalists known as a virtual teaching team who support looked after children and who will support those children making the transition to being adopted. This support includes direct work with children and liaison with schools and adoptive parents. All children for whom the plan is adoption have a personal education plan in place which is appropriately reviewed. There is a member of the adoption panel who is an educational psychologist and who will assess and comment on the educational and emotional needs of children whose plan is adoption.

Prospective adopters households are properly assessed by social workers to ensure that children will benefit from adequate space and will live in homes of a suitable

standard. Prospective adopters receive information during their preparation training about promoting children's healthy lifestyles and engaging them in activities that promote good health. Pre Adopted Order children living within Plymouth are given free passes to local leisure facilities and the service arranges regular activities for adopted children including a youth club and treasure hunts. The adoption support team monitor this and will provide ongoing support to adopters after the adoption order is made. This can include financial assistance, facilitating access to any necessary health or educational resources, and in supporting any agreed contact arrangements with birth families. There are monthly meetings arranged for adopters where they receive support and can air any views about the support they receive collectively. Foster carers who go on to adopt a child placed with them retain their fostering allowance for two years. Providing ongoing support for adoptive families reduces the likelihood of adoption disruption and gives children better outcomes for stability.

Helping children make a positive contribution

The provision is outstanding.

Children are well informed about what they should expect from the adoption service, how their views will be taken into account, how they will maintain links with their birth families and what they can do if they are unhappy about their care. This is achieved by the provision of excellent written children's guides about adoption, the inclusion of birth parents and children's views about permanency planning and the adherence to the necessary monitoring frequencies by social workers during the early stages of the adoption placement when children are always seen alone. The children's guide gives them information about how and to whom they may make complaints about their care, including the contact details of the Children's Rights Director at Ofsted.

Social workers produce high quality life story work and later life letters which ensure that children are provided with a clear knowledge and understanding of their background. This is supported by effective social work practice both before and after an adoption order is made which provides adopted children with a strong sense of identity.

The council have a service level agreement with an adoption support agency to provide support and counselling for birth families whose children have been adopted. This agency report a high take up of this service by birth parents who very much appreciate this outstanding service.

The service ensures that agreements for the contact arrangements between children and their families are in place and supported by adopters before the adoption order is made. The service operates an excellent letterbox system to facilitate and monitor written communication between children and their birth families.

There is an outstanding service in place to assist adults who been adopted to access their birth records. This includes a counselling service provided by highly skilled

practitioners. One adopted person who had used this service commented, 'The social worker was there every step of the way. They were there to help me to deal with my emotions when I needed them. I am eternally grateful.'

Achieving economic wellbeing

The provision is not judged.

Organisation

The organisation is outstanding.

The promotion of equality and diversity is outstanding. Although the Plymouth area has a low representation of people from minority ethnic groups, the service addresses the issue of ensuring prospective adopters for children who are of dual or mixed heritage by using their membership of the South West Adoption Consortium to secure timely and appropriately matched placements. Other examples of promoting equality and diversity include the approval of adopters from a wide variety of backgrounds including same sex couples, single gay people, older people, single people and people from religious and ethnic minorities. Membership of the adoption panel includes members from minority ethnic groups. The service takes measures to ensure that adoption is available for children with significant special needs and disabilities. The agency has addressed the gender imbalance within the social work staff group by the appointment of a full-time male social worker. The council has an excellent corporate equality and diversity policy in place.

Children and adopters are provided with a wide range of information about the service. A Statement of Purpose is in place which spells out the service's aims and objectives for all stakeholders. It can be made available in different languages and formats on request. The statement is reviewed annually by the manager of the service. There is a clearly written children's guide to adoption which is available in different age formats. At the first placement review children complete a written review of their adoption placement experience which is constructed in a user-friendly format. There is comprehensive information about the adoption service contained within the council's website and a DVD about the service is sent to prospective adopters with the information pack which is sent to them within five days of their expression of interest. Applicants are invited to attend information evenings. The agency responds to enquirers with an initial visit by a social worker who will give them further information about adoption and who will carry out an initial assessment report. This extensive range of information helps to keep children and adopters fully informed about the adoption service.

There is a team of social workers who undertake the recruitment, assessment and preparation training aspect of the work and a second team of adoption support workers who support children, adopters and all those affected by adoption. Each of these teams is separately managed. The manager and all those in management

positions within the service are suitably qualified and have many years experience in child care work. Both teams are supported by a small team of administrators. One of the administration team coordinates the letterbox contact system. There are some long term sicknesses amongst the social workers and there is currently a vacancy for a full time worker in the administrative staff team. These posts have been covered, in part, by the use of sessional workers. All social workers have a professional qualification and are registered as members of the General Social Care Council. All social workers receive an outstanding level of training and have either the Post Qualifying award in Child Care or are registered candidates. All staff undertake an annual performance appraisal that identifies their training and development needs. Social workers receive monthly one-to-one supervision and there are monthly team meetings. Staff vetting and recruitment practice includes the taking of enhanced Criminal Records Bureau checks which are followed up every three years. Personal references are taken up which are confirmed verbally. Applicants make declarations of health which are followed up by the council's occupational health department if there are any concerns raised. The careful selection and ongoing support of staff helps to prevent unsuitable people from having the opportunity to harm children and service users.

A properly constituted and independently chaired adoption panel meets fortnightly to make recommendations about adopters approval, children's suitability to be adopted, and child/adopter matches to the agency decision maker who makes the final decisions on these recommendations in a timely manner. As stated earlier in this report, a number of adopters are assessed and seen by the adoption panel outside of the eight month period recommended by the national minimum standards.

Adopters' case files and the personnel files of staff and adoption panel members are well ordered and comprehensive in content. These are kept under secure conditions to ensure their confidentiality. Children's adoption records are securely archived. There is a disaster recovery plan in place which is reviewed annually. The service conducts a feedback questionnaire survey of adopters after they are approved to elicit their views on the assessment, preparation and approval process. The agency conducts an annual report of the adoption service which is monitored by the Director of Children's Services and the council's corporate parenting group and council cabinet. Ongoing internal review helps to ensure service development and the provision of a high quality service to adopters and children.

What must be done to secure future improvement?

Recommendations

To improve the quality and standards of care further the registered person should take account of the following recommendation(s):

- ensure that adoption panels make a considered recommendation on the suitability of a prospective adopter to adopt within eight months of their formal application. (NMS 17.7)

REQUEST FOR SCRUTINY WORK PROGRAMME ITEM



PLYMOUTH
CITY COUNCIL

1	Title of Work Programme Item	Children's Emotional Wellbeing and Mental Health
2	Responsible Director (s)	Bronwen Lacey, Director of Services for Children and Young People
3	Responsible Officer Tel No.	Paul O'Sullivan, Director of Joint Commissioning
4	Relevant Cabinet Member(s)	Cabinet Member for Children and Young People and Cabinet Member for Health and Adult Social Care
5	Objectives	<ol style="list-style-type: none"> 1. Understand the prevalence of mental health needs among children and young people 2. Review the Children and Young People's Emotional Wellbeing and Mental Health strategy and developments.
6	Who will benefit?	Children and young people and their families will benefit from well designed and accessible services. PCC will be assured that partnership investment is appropriate and well used.
7	Criteria for Choosing Topics (see table at end of document)	Raised at panel meeting.
8	What will happen if we don't do this review?	This review was triggered by concerns raised by young people about the quality and accessibility of the service. If we don't carry out the review children and young people may continue to lack understanding of what is available and how to access appropriate services.
9	What are we going to do?	Background evidence, witnesses and review of key strategies
10	How are we going to do it? (witnesses, site visits, background information etc.)	As above

11	What we won't do.	This will be a general overview and will not focus on particular conditions.
12	Timetable & Key Dates	Task and finish group to take place over 3 days in October. 11, 12 and 17 October 2011.
13	Links to other projects or initiatives / plans	Children and Young People's Plan. Plymouth2020 and Corporate Priority - Reduce inequalities.
14	Relevant Overview and Scrutiny Panel / Membership if Task and Finish Group (to be decided by OSP before submission to OMB	Children and Young People's Overview & Scrutiny Panel
15	Where will the report go? Who will make the final decision	Overview and Scrutiny Management Board and Cabinet.
16	Resources (staffing, research, experts, sites visits and so on)	Lead Officer and Democratic Support Officer.
17	Is this part of a statutory responsibility on the panel?	No
18	Should any other panel be involved in this review? If so who and why?	Health and Adult Social Care Overview and Scrutiny Management Board.
19	Will the task and finish group benefit from co-opting any person(s) onto the panel.	Liz Cahill, Commissioning Officer, Services for Children and Young People Emily , Member of Youth Parliament Kerry Whittlesea, CYP OSP Young Person Representative
20	How does this link to corporate priorities?	Improving emotional wellbeing and mental health will have a direct impact on the confidence, aspirations and achievement of children and young people (Raising Aspiration, Reducing inequalities). Reviewing this area will highlight opportunities for continuous improvement (Value for Communities).

Criteria for review

(Items would be expected to meet at least two of the following criteria)

- Corporate priority area
- Poor performing service (evidence from PIs, benchmarking or where high levels of dissatisfaction from customers are recorded)
- High budgetary commitment
- Pattern of not reaching budget targets
- Issue raised by external audit, management letter, inspection report
- New government guidance or legislation
- Issue consistently identified by Members as key through constituency activity
- Public interest issue covered in local media

REQUEST FOR SCRUTINY WORK PROGRAMME ITEM



PLYMOUTH
CITY COUNCIL

1	Title of Work Programme Item	Apprenticeships for Young People
2	Responsible Director (s)	Bronwen Lacey, Director for Services for Children and Young People
3	Responsible Officer Tel No.	Colin Moore, Assistant Director Lifelong Learning
4	Relevant Cabinet Member(s)	Cabinet Member for Children and Young People
5	Objectives	<ul style="list-style-type: none"> • Review current arrangements for encouraging and supporting apprenticeship placements • Review the Council's approach to employing apprentices <p>If UTC bid successful – how does this fit into the apprenticeship programme.</p>
6	Who will benefit?	Young people will have access to a wide range of development opportunities through apprenticeships. Businesses will benefit from the skills and engagement of young people. Councillors will be assured that a wide range of opportunities are available across a broad spectrum of sectors in the City
7	Criteria for Choosing Topics (see table at end of document)	Raised at panel meeting.
8	What will happen if we don't do this review?	Apprenticeships are a strong option for the continued education and training of many young people in the City. The schemes offer viable opportunities for key industries to recruit and develop new talent. If this review isn't carried out, the council misses the opportunity to directly challenge local strategic decision makers and businesses to provide a good range of well-supported apprenticeships.
9	What are we going to do?	Task and finish group over one and half days.
10	How are we going to do it? (witnesses, site visits, background information etc.)	Background information, witnesses, review of strategies

11	What we won't do.	This review will focus on the general issue of apprenticeships for young people to age 19. It will not consider adult apprenticeships, volunteering or other return to work activities. At this stage it will not consider the contribution made by other public sector bodies e.g. Health, Fire and Rescue Service.
12	Timetable & Key Dates	To take place in November.
13	Links to other projects or initiatives / plans	Children and Young People's Plan Local Economic Strategy Growth Board plans
14	Relevant Overview and Scrutiny Panel / Membership if Task and Finish Group (to be decided by OSP before submission to OMB)	Children and Young People's Overview & Scrutiny Panel and Growth and Prosperity Overview & Scrutiny Panel
15	Where will the report go? Who will make the final decision	Overview and Scrutiny Management Board, Cabinet and the Local Strategic Partnership.
16	Resources (staffing, research, experts, sites visits and so on)	Lead Officer, Democratic Support Officer
17	Is this part of a statutory responsibility on the panel?	No
18	Should any other panel be involved in this review? If so who and why?	Growth and Prosperity Overview and Scrutiny Panel.
19	Will the task and finish group benefit from co-opting any person(s) onto the panel.	Yes
20	How does this link to corporate priorities?	By nurturing young talent, organizations and sectors develop a stronger local workforce – this will support the future growth of the City (Delivering Growth). Skilled apprenticeships which offer appropriate support and development for young people are a key element of the Raising Aspiration agenda. Similarly, for many young people who do not engage well in the education environment, apprenticeships are an important and viable route for developing the key skills and knowledge to become a successful adult and to continue to engage in education, employment or training (Reducing inequalities).

CHILDREN AND YOUNG PEOPLE OVERVIEW & SCRUTINY PANEL

8 September 2011



PLYMOUTH
CITY COUNCIL

Young Carers' Scrutiny Task and Finish Group Recommendations Update

Following publication of the young carers' scrutiny report, letters were sent to young carers' services acknowledging and praising the valuable contributions they are making to improving outcomes and opportunities for young carers in Plymouth.

During Carers' Week, Plymouth City Council led a media campaign in partnership with the Zone, Friends and Families of Special Children and the Young Carers youth club at Efford. A range of press releases and stories were circulated to the local media. A number of carer's issues were covered that week including young carers' stories, helping to raise the profile.

The Plymouth Children and Young People's Trust Children and Young People's plan 2011-14 highlights young carers as a vulnerable group that may need extra help to achieve positive outcomes. This will help ensure all partners in the Trust recognise and prioritise young carers' issues.

Strong representation on the Carers' Strategic Partnership is highlighting the profile of young carers within adult care services and encouraging them to consider the role of young carers in their strategic planning. Meetings with Adult Social Care operational managers have focussed on the identification and referral of young carers when undertaking home visits and care planning. Adult social workers will be instigating Common Assessment Framework (CAF) assessments for young carers identified and will be further supported by developments within the CAF service.

During Carers' Week a workshop was undertaken with school representatives and young carers. They met to debate issues raised by both parties, such as flexible days, bullying and stigma, access to phones, inappropriate punishments, and flexibility in how the school interacts with parents such as home visits for parents' evenings.

School representatives are now attending the Young Carers' Steering Group to support improvements in the identification and support of young carers in school. Presentations have been made to groups of head teachers, particularly the Plymouth Association of Secondary Heads Inclusion Group on ways to improve support and help for young carers. Schools were clear that better awareness-raising, reducing stigma and personalised support plans were the key to supporting young carers in school. The role of the Virtual Head for Looked After Children will be explored to consider how they can support developments for young carers in school.

Information packs were developed as part of Carers' Week activities and distributed widely to schools and other universal agencies such as libraries and GP surgeries. The aim was to raise awareness with universal services and help them to better support young carers and families.

Multi-Agency Hidden Harm training is delivered through Plymouth Safeguarding Children's Board. There are two levels of training targeted for a multi-agency audience: Understanding Hidden Harm, and Hidden Harm: Working Together to Safeguard Children. This training has been promoted through the Carers' Strategic Partnership to improve take-up within adult services. A protocol has been written to improve the working between adult and children's services. This Memorandum of Understanding improves working relationships, outlines the responsibilities of partners and provides a foundation for future joint commissioning.

OFSTED highlighted (CAF) in Plymouth as an effective preventative tool; to capitalise on this best practice the CAF will be used to coordinate support for all young carers. Additional resource in the CAF team will support the maintenance of a Young Carers' Register and ensure all young carers are offered coordinated multi-agency responses. This process will improve the referral and tracking of young carers. Enhancing the CAF support for young carers will ensure better single and multi-agency support without the highlighting of individual young carers for special support and potentially stigmatising them with their peers.

The Young Carers' Service is now being re-tendered with resources to provide a more targeted support for the most vulnerable young carers impacted by parental substance misuse, parental mental health and learning disabilities. The service design was created following the events in carers' week, stakeholder workshops (including education welfare, third sector, health, and adult social care), a needs analysis undertaken with young carers, and co-design workshops with potential providers. The CAF process will provide the support to the less vulnerable young carers by coordinating multi-agency responses and improving single agency support through improved support planning.

Resource has also been identified to commission an awareness-raising programme which will target services, young people, and families. Awareness-raising with professionals will improve the immediate and practical response to young carers needs.

Family Support Workers are being placed in Drug and Alcohol Treatment services. This function will help to identify and support young carers supporting families impacted by parental substance misuse. Other recent developments include the commissioning of a parental alcohol treatment programme (currently out to tender) and a domestic abuse perpetrator treatment programme to provide earlier intervention preventing/reducing impact on young people.

Transition from primary to secondary school has embedded good practice; however the transition to adulthood and adult care services is harder. The lack of a coordinated register of young carers has meant we have not been able to target young carers approaching transition; as the register is implemented young carers approaching transition to adult services will be targeted for support. Contracts with Careers South West to provide the Connexions Information, Advice and Guidance for children and young people have been clarified to ensure they better identify young carers accessing their service and capture their support activities.

Joy Howick

Head of Service Children in the Community

Department for Services for Children and Young People

26 August 2011

Recommendation	Progress Updates
DVDs on Young Carers and Hidden Harm to be shown to a wider audience, e.g. to members prior to Full Council, Children and Young People Overview and Scrutiny Panel and Health and Adult Social Care Panel;	Outstanding. Wider range of opportunities are sought to show DVD's
Plymouth City Council should lead a media campaign to raise awareness of young carers in Plymouth;	During Carers Week, Plymouth City Council led a media campaign in partnership with the Zone, Friends and Families of Special Children and the Young Carers youth club at Efford. A range of press releases and stories were circulated to the local media. A number of carer's issues were covered that week including young carer's stories, helping to raise the profile.
Plymouth Young Carers at Efford, The Zone and Hamoaze House should be praised for the good work they do with young carers;	Completed
PCC should review, resource and plan for adequate support for all young carers; especially if more young carers are identified	<p>Being done as part of commissioning cycle for re-commissioning of young carers</p> <p>Co design event held</p> <p>Needs analysis undertaken with young carers</p> <p>Meeting with Y/C and school reps held</p> <p>A more targeted service is being commissioned to support high risk young carers. The CAF service being resourced to provide improved single and/or multi-agency support. Awareness raising service being commissioned to promote better earlier identification and response to young carers.</p> <p>This will increase the number of young carers that can be supported. Using the CAF to develop and coordinate responses to young carers will create a 'register' of young carers ensuring better targeting in future</p>

Recommendation	Progress Updates
The level of joint training around young carers and Hidden Harm among Adults' and Children's workers should be addressed urgently	Multi-Agency Hidden Harm training is delivered through Plymouth Safeguarding Children's Board. There are two levels of training targeted for a multi-agency audience: Understanding Hidden Harm, and Hidden Harm: Working Together to Safeguard Children. This training has been promoted through the Carers Strategic Partnership to improve take-up within adult services.
A protocol to ensure closer working between adults' workers and children's workers must be developed	A protocol has been written to improve the working between adult and children's services. This Memorandum of Understanding improves working relationships, outlines the responsibilities of partners and provides a foundation for future joint commissioning. Meetings with Adult Social Care operational managers have focussed on the identification and referral of young carers when undertaking home visits and care planning. Adult socials workers will be instigating CAF assessments for young carers identified and will be further supported by developments within the CAF service.
PCC should provide young carers with assistance for carers duties, including safe lifting	Part of service planning to identify these needs, CAF processes will identify young carers needs The multi-agency response to young carers will ensure young people are protected from inappropriate caring roles Care Plans will ensure young carers are skilled and equipped to undertake duties
PCC must ensure improved collaboration and commissioning between Adult and Children Social Services. This includes clarification of funding responsibility and possibly pooling of resources	A protocol has been written to improve the working between adult and children's services. This Memorandum of Understanding improves working relationships, outlines the responsibilities of partners and provides a foundation for future joint commissioning.
Young Carers should be given more prominence within the Carers Strategy and supporting activities	On going activity Will be reviewed with strategy refresh,
Adequate funding should be identified for appropriate respite for young carers	Service re-design is happening to ensure flexibility in meeting young carers needs and offering the right support. Young Carers youth work and respite will be delivered through Plymouth Youth Service.

Recommendation	Progress Updates
PCC uses its links through the Local Strategic Partnership to seek comments on the report from other agencies, such as the family court, probation, Children's Trust, etc.	Report was circulated through Children's Trust Wider stakeholders have also been engaged extensively in commissioning processes
When a young carer is identified by Adult Social Services, that worker must trigger a referral to complete a full young carers assessment as part of the adult care plan	Referral route is currently Zone and this has been communicated to all partners for clarity. The referral route will become CAF/Gateway. CAF process and meetings will include adult support services and details of adult carer package to ensure it is not reliant on inappropriate care from young people. Adult Services will be instigating CAF's for identified young carers with support from CAF team,
Young carers should be identified as a vulnerable group by all agencies working with children and be provided with additional support where appropriate	The Plymouth Children and Young People's Trust Children and Young People's plan 2011-14 highlights young carers as a vulnerable group that may need extra help to achieve positive outcomes. This will help ensure all partners in the trust recognise and prioritise young carer's issues.
PCC should work with schools to develop a strategy to help identify young carers and to ensure appropriate support is given. This includes an identified Governor/Inclusion Governor, to be trained in identifying young carers , and a named senior staff member to ensure young carers have a plan of educational support	Started in Carers week, will be ongoing development work with schools and young carers. School representatives are now attending the Young Carers Steering Group to support improvements in the identification and support of young carers in school. Presentations have been made to groups of head teachers, particularly the Plymouth Association of Secondary Heads Inclusion group on ways to improve support and help for young carers. Schools were clear that better awareness-raising, reducing stigma and personalised support plans were the key to supporting young carers in school. The role of the Virtual Head for looked after children will be explored to consider how they can support developments for young carers in school.

Recommendation	Progress Updates
<p>PCC should evaluate existing services to ensure the universal offer is appropriate</p>	<p>During Carers Week a workshop was undertaken with school representatives and young carers. They met to debate issues raised by both parties, such as flexible days, bullying and stigma, access to phones, inappropriate punishments, and flexibility in how the school interacts with parents such as home visits for parent's evenings.</p> <p>The Young Carers service is now being re-tendered with resources to provide a more targeted support for the most vulnerable young carers impacted by parental substance misuse, parental mental health and learning disabilities. The service design was created following the events in carer's week, stakeholder workshops (including education welfare, third sector, health, and adult social care), a needs analysis undertaken with young carers, and co-design workshops with potential providers. The CAF process will provide the support to the less vulnerable young carers by co-ordinating multi-agency responses and improving single agency support through improved support planning.</p> <p>Resource has also been identified to commission an awareness-raising programme which will target services, young people, and families. Awareness-raising with professionals will improve the immediate and practical response to young carers needs.</p>
<p>Schools should ensure sensitivity and priority is given to young carers on the administration of school support or welfare funds</p>	<p>Training for schools on young carers issues to raise awareness is on-going and will continue particularly with development of Academy schools</p> <p>Awareness raising with school will support decision making in schools that reflects needs of young carers</p>

Recommendation	Progress Updates
<p>Head teacher representatives should come forward with proposals to audit and identify young carers in schools</p>	<p>School representatives are now attending the Young Carers' Steering Group to support improvements in the identification and support of young carers in school. Presentations have been made to groups of head teachers, particularly the Plymouth Association of Secondary Heads Inclusion Group on ways to improve support and help for young carers. Schools were clear that better awareness-raising, reducing stigma and personalised support plans were the key to supporting young carers in school. The role of the Virtual Head for Looked After Children will be explored to consider how they can support developments for young carers in school.</p>

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CHILDREN AND YOUNG PEOPLE OVERVIEW & SCRUTINY PANEL

8 September 2011



Update on Former Hospital School

At the end of February 2011 Plymouth Hospital School was closed and the Alternative Complementary Education (ACE) Service assumed responsibility for medical related educational issues and established the ACE Health and Welfare department. The service is based on a number of sites and offers a range of provision.

Greenfields Outreach Base

The Greenfields Outreach base is situated in the grounds of Estover Primary School, next to Torbridge High. The building was first opened in September 2007 as a 'temporary' base pending a new build that opened on the Torbridge campus in June 2011, now known as the Dover Road Health and Welfare site. The outreach base is for KS3 & 4 students who are referred to ACE, Health & Welfare. There are two classrooms in the base, one for KS3 and one for KS4. Students are generally at the base for short-term support to overcome the difficulties that prevent them from attending their mainstream schools. They are then either reintegrated to their school, or an alternative placement sought.

The curriculum offered to the students is based around the core subjects, with additional lessons in such subjects as Food Technology, History, Art, Information & Communication Technology and Physical Education. Students can study towards GCSE examination if appropriate, or for AQA (Assessment & Qualifications Alliance) Unit Awards, functional skills or other accreditation.

As the KS4 group is the largest group, many of the students leave us to go on to further education. We maintain strong links with local further education providers and some of our students attend the City College for one day a week on a Foundation Learning course.



The Children's Ward at Derriford Hospital

The Service has a base in the children's ward at Derriford Hospital which provides support and education to the children and young people who have been admitted as in-patients, for a variety of physical and health related reasons. The teachers and staff are able to support the family and the child in terms of education and learning as well as make effective links with the young person's school.

Mount Gould Hospital

Terraces Day Assessment Unit

The Terraces Unit is an NHS day patient assessment unit for children aged 5 to 12 years old. Admission is via NHS referral. The unit works with young people who are displaying a variety of behaviours and compulsive reactions and provides assessment and support. The ACE Service provides education and support to the family and young people working closely with the Child and Adolescent Mental Health Service (CAMHS) team.

Cotehele Residential Unit

The Cotehele residential adolescent mental health unit is a Tier 4 CAMHS provision which admits young people from 11 to 18 from the whole of the South West peninsula. Admission is via NHS referral. The ACE service provides a broad offer of education from key stage 3 to 5. The provision is underpinned by a therapeutic approach to occupying the young people with a positive educational experience that can build confidence and aspiration.

Virtual provision

The service offers virtual provision for children and young people in the form of 'NOT school' and NISAI (virtual learning providers) and also has its own virtual provision which is hosted by ITS Learning.

Mary McIntyre

Senior Education Officer

Behaviour, Attendance & Family Support

10 August 2011

CHILDREN AND YOUNG PEOPLE OVERVIEW & SCRUTINY PANEL

8 September 2011



PLYMOUTH
CITY COUNCIL

Report from Commission on School Libraries

This report outlines developmental work to date to ensure the sustainability of Plymouth Schools Library Service (PSLS) with reference to the School Library Commission report, and in response to the independent review of PSLS undertaken in September 2010 by senior colleagues from Berkshire Education Library Service and Dorset Schools Library Service.

Our work can be grouped as follows:

- Resources – thinking wider than books and exploring multi-media and electronic provision
- Training – to support school staff and improve the quality of libraries in schools
- Staff – streamlining working practices and ensuring all staff in a small team are working flexibly and to full capacity
- Future business models

Plymouth Schools Library Service has maintained an 81% buyback from Plymouth schools.

Resources

Multi-media

- We have introduced DVD, Storybag and Role-play costume collections.
- We have purchased Listening Books subscriptions for Standard package subscribers
- We are working in partnership with the Stiltskin Creative Theatre Group to provide multi-media resource boxes and creative workshops
- The project to introduce artefacts has been put on hold because it was not generally supported by the head teachers who were consulted.

E-learning

- We have developed our website and now provide downloadable advisory support, accessible only to our subscribing schools
- We have consulted regarding the provision of e-learning resources and there was insufficient interest for us to pursue this option.

Training

We continue to hold the PLAN (Plymouth Librarians Advisory Network) themed training sessions which are well attended.

We are not currently running other training courses at our centre due to insufficient interest and have built training into the advisory time spent in Primary schools on a 1:1 basis or on 'whole staff' basis where requested.

We now have a regular "Happy Hour" event at the Centre to highlight new resources and services we offer and ensure schools are getting the best value from us.

Staff

- As part of the public library restructure and to ease PSLS budget pressures PSLS Manager has reduced hours at the Schools Library Service and works some hours for the public library service. The combined role has the added advantage of increasing joint working and streamlining working practice.
- Recharge has been reduced from £45,000 to £35,000
- The role of the Senior Adviser has broadened to encompass website development
- Support staff are receiving training to provide practical support in school libraries

Future business models

The Schools Library Services in the South West are exploring joint working opportunities as a lead into possible mergers in the future.

Summary of buy-back 2011-2012

81% of Plymouth schools subscribe to PSLS. (82% 2010-2011).

One school that withdrew its subscription in 2010 has found that it needed the service and therefore renewed their subscription this year. Two schools did not renew their contract.

2010/2011	2011/2012
18 schools chose the light package	24 schools chose the light package
58 schools chose the standard package	51 schools chose the standard package
Total subscribers = 76	Total subscribers = 75

11 schools reach the end of a subscription period March 2012

48 schools reach the end of a subscription period March 2013

16 schools reach the end of a subscription period March 2014

Sally Walsh

Assistant City Librarian (Schools and Strategy)

July 2011

CHILDREN AND YOUNG PEOPLE OVERVIEW & SCRUTINY PANEL

8 September 2011



PLYMOUTH
CITY COUNCIL

Update from Plymouth Children and Young People's Trust

1. Children and Young People's Plan 2011-2014

The CYPP 2011-14 was endorsed at Full Council on 11 April 2011 and is now available on the Children's Trust website – www.plymouthchildrenstrust.com

The five priorities are as follows:

Plymouth 2020 Priorities	CYPP 2011-14 Priorities	Champion
Deliver Growth	Equip young people with skills, knowledge and opportunities to make a successful transition to adulthood	Colin Moore
Raise Aspirations	Improve levels of achievement for all children and young people	
Reduce Inequalities	Tackle child poverty	William Woyka
	Provide all children with the best possible start to life	Paul O'Sullivan and Mairead MacNeil
Provide Value for Communities	Tackle risk taking behaviours through locality delivered services	Maggie Carter

Delivery plans for each priority have now been developed and will be presented to Children's Trust Board on 16 September 2011. Accountability for their delivery will lie with existing strategic groups and partnerships including, amongst others, the WISE theme group, the worklessness group, Early Years Strategic Partnership and Plymouth Safeguarding Children Board sub groups. This approach aims to promote the collective ownership of the CYPP and to enable cross fertilisation of activities across all theme groups, for example links between the child poverty and growth agendas. Delivery plans are active and will continue to be shaped by their lead strategic group. The performance framework has been agreed and is closely aligned with that of the Plymouth 2020 partnership.

2. Plymouth's Child Poverty Strategy

The Plymouth Children and Young People's Trust is leading the development of a local child poverty strategy on behalf of the Plymouth 2020 partnership. There is a clear desire across all agencies to develop a local strategy that makes a real difference to families across Plymouth, and not a document that either duplicates other work or simply sits on a bookshelf. **The golden thread is that child poverty is and must be everyone's business.** This integrated approach will form the heart of our local strategy, but will take time to implement because it aims to change the way people behave, work together and think about families, as well as the impact that poverty has on the services provided across all sectors, now and in the future.

With respect to the coalition government's new approach and the four building blocks of poverty, much of what Plymouth will do to tackle child poverty will be delivered via other strategies as the vehicles for change. It is essential that these strategies explicitly demonstrate the role they have in reducing child poverty. In addition to the CYPP 2011-14, these include the Financial Inclusion Strategy, Worklessness Plan, Housing Strategy and Economic Development Strategy.

Regional child poverty network

The Children and Young People's Trust is currently working closely with LGID to develop a Regional Child Poverty Network. The aim of this network is to be updated with national policy and best practice, share information, link with other regional groups and take advantage of opportunities either collectively or individually to enhance child poverty efforts across the region. Current membership is from Plymouth, Cornwall, Devon, Torbay, Dorset, Bournemouth and Poole.

4. Common Assessment Framework (CAF)

The Common Assessment Framework process of multi-agency co-ordinated packages of support is now the primary delivery mechanism for a high percentage of agencies delivery services to children and their families. This has benefited thousands of children within Plymouth and it is our intention to extend this provision. We have trained over 2400 practitioners across agencies to work with the process and have a record of over 2000 CAF assessments that have been completed to date.

We are now at a stage where we need to offer practical support to practitioners within the children's workforce. Many of the agencies now completing CAF assessments and working with the CAF process have never had to co-ordinate support in this way and are becoming aware of complex situations within families that perhaps in the past they would not have been aware of.

From a safeguarding perspective this is fantastic for the children and young people but it is proving difficult for many agencies to manage as the majority of these cases do not meet the threshold for social care involvement. There is still a lot of enthusiasm and commitment from practitioners to support these families but they often feeling out of their depth and overwhelmed. We are therefore developing the CAF team to enable them to offer practical support with the more complex and challenging cases. This will include attending CAF meetings, acting as an independent CAF and working directly with a practitioner to ensure that multi agency support is available to the family in a swift and coordinated manner.

5. Locality working

Since May 2011, the Locality Implementation Team, led by Maggie Carter (Assistant Director - Learner and Family Support) have been laying the foundations for a reorganization of Services for Children and Young People within the six localities as defined by the Plymouth 2020 Partnership. As of 1 September 2011, multi-disciplinary teams will be in place to provide services for specific geographical areas of the city. These teams include staff from the Behaviour Support Team, Educational Psychology Service, Education Welfare Service, Plymouth Inclusive Education Team, Youth Service as well as administrative support to those teams. Teams will also have additional support from Children's Social Care and the Common Assessment Framework (CAF) team. In addition, an arrangement has been made for Children's Centre Managers to become involved in locality working arrangements.

This is only the first step towards integrated locality working across Services for Children and Young People, while the Trust continues to look at developing integrated working across all partner agencies. It is hoped this will provide a single point of access for all children, young people and their families who need our support.

Candice Sainsbury
Policy and Planning Manager
Services for Children and Young People
15 August 2011

CHILDREN AND YOUNG PEOPLE OVERVIEW & SCRUTINY PANEL

8 September 2011



PLYMOUTH
CITY COUNCIL

PLYMOUTH SAFEGUARDING CHILDREN BOARD

REPORT TO MEMBERS OF THE CHILDREN & YOUNG PEOPLE OVERVIEW AND SCRUTINY PANEL

INTRODUCTION:

The aim of this report is to inform Members of national and local developments in safeguarding within the Plymouth area and the remit of the Plymouth Safeguarding Children Board (PSCB). The report will help to identify how the PSCB is working with agencies in the local area to safeguard and promote the welfare of children.

CONTENT:

National Developments

In July 2011, the Government published its response to the Munro Report based on the advice of the Implementation Working Group. Professor Munro will continue to advise the Government and will undertake an interim assessment of progress in spring 2012. The response stresses that the changes that are implemented will be evolutionary aimed at long term sustained reform.

The response draws attention to other reforms within the public sector and their relevance to the subject.

Health Services: The Government will require clinical commissioning groups and the NHS Commissioning Board to make arrangements to safeguard and promote children's welfare and will maintain providers' responsibilities for safeguarding. The roles of named and designated safeguarding professionals will continue.

The Foundation Years: The response mentions an expanded health visitor workforce and a network of Sure Start Children's Centres. More two year olds will be in early education.

Schools: Schools will continue to be required to safeguard and promote the welfare of their pupils and there will be the school nurse programme of development.

Police: The Child Exploitation and Online Protection Centre (CEOP) will continue as a Command in the newly created National Crime Agency (NCA). From the 1st July CEOP assumed the national lead on missing children.

Family Justice: Currently subject to review, consideration of how the system can be shaped to deliver more effectively for children and families will be factored into the Family Justice Review's final recommendations due in the Autumn.

The Response document then comments on the four themes of the Munro Review:

Valuing Professional Expertise: The Government will oversee a reduction in the amount of regulation and a revision of the statutory framework. The role and impact of Local Safeguarding Children Boards (LSCBs) will be strengthened and work will continue to see how performance information can be better used. The role of external inspection will continue and Ofsted is designing a new inspection framework that will focus on the effectiveness of help given. The Government accepts that there is no compelling case for a national information sharing database, but will keep under review the question of how best to share information including on a 24 hour basis.

Sharing Responsibility for the Provision of Early Help: The aim is to increase the range and number of preventative services on offer through identification of local need and local resourcing of the early help services. It is seen as important that these early help services also address the needs of older children and there will be a cross Government policy statement on the Positive for Youth vision published in the Autumn.

Developing Social Work Expertise and Supporting Effective Social Work Practice: The Government wants social workers to be more concerned with the effectiveness of the help they provide rather than compliance with procedures. Building on the work of the Social Work Reform Board (SWRB) the plan is to improve the knowledge, skills, and expertise of social workers from initial training through to continuing professional development. The Government will continue to work with the SWRB and other organisations and will establish a Chief Social Worker to advise Government and encourage the creation of a Principal Child and Family Social Worker in each Local Authority.

Strengthening Accountabilities and Creating a Learning System: The Government will retain the existing statutory status of the Director of Children's Services and the Lead Member for children's services. Work is underway with relevant professional organisations to revise the statutory guidance on the role of the DCS and Lead Member. The Response states that "while final structures are matters for local determination, it is likely that the guidance will make it very clear that in reviewing the span of responsibilities there should be a local test of 'assurance' so that whole councils and corporate teams are able to consider the merits and possible risks of planning additional duties on the DCS"

Timescales Highlighted in the Response Document:

Revision of *Working Together to Safeguard Children* and *The Framework for the Assessment of Children in Need and their Families* by July 2012.

An interim amendment relating to timescales, removing the distinction between initial and core assessments will be made to *Working Together* by December 2011.

New Ofsted inspection framework by May 2012.

Publication of the suite of new nationally collected performance information by May 2012.

The DoH and DfE will work with NHS bodies, local authorities, professional bodies and practitioners to publish a joint programme of work by September 2011. (This was in response to Munro recommendation 8 which called on the need to research the impact of health reorganisation. The response to this recommendation was 'Accept in Principle'.

Recommendation 10 was also in the 'Accept in Principle' category. This recommendation called on the Government to place a duty on local authorities and statutory partners to secure the sufficient provision of local early help services. The Government will work to identify the appropriate route to effect the responsibility for the provision of early help by September 2011.

Professional Capabilities Framework to be implemented by Autumn 2012.

The Government will work with employers and Higher Education Institutions to build partnership arrangements to have in place by end of 2012 and will consider the merits of student units by Summer 2012.

Most Local Authorities will have chosen to designate a Principal Child and Family Social Worker by April 2012 and all will have done so by July 2012.

The Government plans for a Chief Social Worker to be in post by late 2012.

The Government will publish an amendment (role of LSCBs in monitoring effectiveness of early help and protective services) to *Working Together* by December 2011.

The Government will consult formally on the revision to the statutory guidance on the role of the DCS and Lead Member in Autumn 2011.

The Government wishes to 'Consider further' recommendation 9 relating to SCRs and will consider this during the second half of 2011. Further consideration will be given to ending the evaluation of SCRs in their current form over the summer.

Local Developments

The PSCB has received an update on the progress regarding the possible creation of a Multi Agency Strategic Hub in the City. This would be a sealed information hub to allow the exchange of information between key agencies to assist the decision making process in safeguarding. The scheme is already operating in Devon. A business case is being drawn up and will come back to the PSCB for consideration at their September 2011 Full Board Meeting.

The NSPCC have given notice that they will be accepting no more referrals for the Young Witness Support Scheme which has been a well thought of service that has operated across the South West Peninsula for a number of years, partially supported financially by the four LSCBs, and previously by the 4 ACPCs (Area Child Protection Committees.) The Independent Chairs across the peninsula have agreed that this is a matter to be drawn to the attention of the respective Children Trust Boards (CTB) to explore a way forward. The commissioning of this operational service has rested with LSCBs because of historical reasons and it is suggested that in the future CTBs across the area work together, with the help of the LSCBs, to resolve this issue and commission a similar operational service in the future.

The Munro Review had looked at the link between Serious Case Reviews (SCR) and the Child Death Overview Panels (CDOP), however the Report fails to mention anything about the findings. Different options have been proposed and the Peninsula Safeguarding Group will be making contact with the review team to see if there are any indications for the way forward. In the meantime the group have agreed to continue the existing CDOP contract until April 2013 with some variations and subject to further discussions with NHS Plymouth.

The Home Office have published a Domestic Homicide Review process which could possibly overlap with the SCR process and the Peninsula Safeguarding Group are keen to ensure that there is absolute clarity over who is doing what, where such circumstances arise.

The PSCB now has formal representation on the Safeguarding Adults Board, via the Safeguarding Manager.

There will be a local Safeguarding Children week held from 21 - 25 November, which will be held in conjunction with our partner "LSCB's" in Devon and Torbay. The Plymouth Safeguarding Children Board will be holding its conference during the week. The keynote speaker is Camila Batmanghelidjh, the founder of two children's charities - "The Place to Be" and "Kids Company", where she currently works with some of the most traumatised young people living in London.

The PSCB is continuing to work with young people representatives to redesign the PSCB website with the aim of ensuring it is more user friendly and easily accessible to children and young people.

The Chair of the PSCB together with the Chair of the Plymouth Children's Trust Board and the Director of Services for Children and Young People, met with Tim Loughton MP (Parliamentary Under-Secretary of State for Children and Families) and Oliver Colville MP (Plymouth Sutton and Devonport) at Westminster on 31 March 2011 to discuss events surrounding the Little Ted's Nursery. The aim of the meeting was to seek assurance that the national recommendations made by the PSCB were being implemented and it was made clear by the Minister that the Early Years Foundation Stage (EYFS) were taking on board the issues. The Minister was very complimentary about how the PSCB and partners had dealt with this situation. A few days later the Government's EYFS Review, written by Dame Claire Tickell, was published and the report had a chapter called "Keeping Children Safe". This chapter contains specific recommendations regarding safeguarding in early years settings and states that the author has paid particular attention to recommendations arising from the PSCB Serious Case Review into the Little Ted's Nursery.

CONCLUSION:

The PSCB continues to ensure that agencies work well together within the city in order to safeguard and protect the welfare of children and young people. Participation in Full Board and Sub Group meetings/work programmes continues to foster effective multi agency working, the sharing of best practice and a joined up approach to resolving issues of concern. This is especially important at a time of widespread major organisational change within almost every partner agency represented at the PSCB and at a time when financial constraints are a challenge to all partners.

RECOMMENDATION:

It is recommended that Members note the content of this report.

Jim Gould
Independent Chair of the Plymouth Safeguarding Children Board
24 August 2011

Topics	J	J	A	S	O	N	D	J	F	M	A	M
Task and Finish Groups												
Young Carers Task and Finish Group – review of recommendations (Sept 2011)				8								
Apprenticeships (November)												
Children’s Mental Health to inc Emotional Wellbeing and Mental Health Strategy and Emotional Health of Children					11, 12 & 17							
Updates												
Policy Updates/Legislative Changes		14		8		10		5		1		
Quarterly Scrutiny Reports						10				1		
Update from Children’s Trust		14		8				5				
Update from Corporate Parenting Group						10				1		
Update from Local Safeguarding Children’s Board		14		8				5				
Update from relevant LSP Theme Groups		14				10				1		
Strategies and Plans												
Children and Young People’s Plan (Action Plan) (July 2011)					13							
Youth Justice Action Plan (Review July 2011)												
Training and Development						10						
Development Session for panel members					13							

Key:

New Item = #