



Please ask for: Amelia Boulter, Democratic Support Officer

Barry Keel
Chief Executive

Plymouth City Council
Civic Centre
Plymouth PL1 2AA

www.plymouth.gov.uk/democracy

Date: 2 November 2011

T: 01752 304570 E: amelia.boulter@plymouth.gov.uk

CHILDREN AND YOUNG PEOPLE OVERVIEW AND SCRUTINY PANEL

Date: Thursday 10 November 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

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 - 8)

The panel will be asked to confirm the minutes of the meeting on 8 September 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 9 - 38)

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

6. UPDATES FROM PARTNER ORGANISATIONS

The panel to note updates received from -

a. Corporate Parenting Group (Pages 39 - 44)

b. Children and Young People's Trust (Pages 45 - 62)

7. TASK AND FINISH GROUP REPORT (Pages 63 - 78)

The panel to receive an update from the Children's Emotional Wellbeing and Mental Health Task and Finish Group.

8. INTEGRATED YOUTH SUPPORT SERVICE (Pages 79 - 84)

To receive a report on Integrated Youth Support Service.

9. PRIORITIES AND CHALLENGES (Pages 85 - 86)

The panel to receive a report on the University Technical College (UTC).

10. ACADEMIES/SCHOOL FUNDING

The panel to receive an update on academies buyback and school funding.

11. CHILD POVERTY (Pages 87 - 94)

The panel to receive the Child Poverty Action Plan.

12. YOUTH JUSTICE PLAN (Pages 95 - 122)

The panel to receive the Youth Justice Plan.

13. WORK PROGRAMME (Pages 123 - 124)

The panel will consider its work programme for 2010/11.

14. 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.

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Children and Young People Overview and Scrutiny Panel

Thursday 8 September 2011

PRESENT:

Councillor Wildy, in the Chair.

Councillor Stark, Vice Chair.

Councillors Mrs Beer, Bowie, Browne, Mrs Dolan, Haydon, Mrs Nicholson, Penberthy and Tuohy.

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

Apologies for absence: Councillors Mrs Bowyer, Mrs Bragg, Delbridge and Singh and Jenny Evans and Kerry Whittlesea

Also in attendance: Maggie Carter – Assistant Director (Learner and Family Support), Mark Collings - Children's Fund Programme Manager, Joy Howick – Head of Service, Children in the Community, Sally Walsh – Assistant City Librarian, Alasdair MacNaughtan – City Librarian, Giles Perritt – Lead Officer, Amelia Boulter – Democratic Support Officer.

The meeting started at 10.00 am and finished at 12.20 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.

23. **DECLARATIONS OF INTEREST**

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

Name	Minute	Reason	Interest
Councillor Beer	Minute 37 – Update from partner organisations – Local Safeguarding Children Board.	Employed by Devon and Cornwall Police and used the services of NSPCC when working with her clients.	Personal.
Councillor Dolan	Minute 28 – Priorities and challenges.	Chair of Building and Catering Committee at Devonport High School for Girls.	Personal.
Councillor Stark	Minute 28 – Priorities and challenges.	Governor of All Saints and Stoke Damerel.	Personal.

Name	Minute	Reason	Interest
Councillor Wildy	Minute 28 – Priorities and challenges.	Partner is a Governor of Lipson Community College.	Personal.
Kevin Willis	Minute 28 – Priorities and challenges.	Governor of Ridgeway School and Chair of the School Admissions Forum.	Personal.

24. **MINUTES**

Agreed that the minutes of the 14 July 2011 were approved as a correct record.

25. **CHAIR'S URGENT BUSINESS**

The Chair informed the panel that Councillor Mrs Nicholson would no longer be a member of this panel. The Chair thanked Councillor Mrs Nicholson for being an outstanding panel member and for her valued contribution.

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

The panel considered the tracking resolutions and those present commented as follows –

- regarding minute 3(4), Faith representation. Councillor Stark had further talks with the Bishop and informed the panel that the Diocese Director of Education would be looking at the matter of putting forward a co-opted representative to the panel;
- regarding minute 3(3), Parent Governor representation. A meeting to address the election of parent governor representatives to the panel would take place in October;
- regarding minute 17, LSP Theme Groups. This resolution needs to be clear to ensure that the officers provide the relevant information to the panel;
- regarding minute 20, in-year admissions. The panel were informed that the School Admissions Forum meeting would take place after this item would be reviewed by the panel and therefore this item to be kept under review;
- regarding minute 18(3), Children Workforce Induction Programme, the panel noted the update received and the benefits of councillors attending parts of the Children Workforce Induction Programme;
- regarding minute 18(4), Uptake of free school meals. The panel noted the update received. It was reported that this is an update on uptake of free school meals, eligibility of free school meals was another issue;
- regarding minute 18(5), Full production kitchens, the panel noted the update received. It was reported that the tuition service and ACE service kitchens were not yet complete with meals currently being transported from Ford Primary school.

Agreed that –

1. the panel to be emailed the Childcare Workforce Induction Programme pack;
2. the panel receive details on how the Childcare Workforce Induction Programme is funded;
3. the panel to receive information on the eligibility criteria and the process for registering for free school meals at its November panel meeting;
4. the panel to look at Child Poverty at its November panel meeting.

27. **ANNUAL OVERVIEW AND SCRUTINY REPORT 2010/11**

The panel noted the Annual Overview and Scrutiny Report 2010/11.

28. **PRIORITIES AND CHALLENGES**

Maggie Carter, Assistant Director (Learner and Family Support) reported that this is a summary of work currently undertaken by Children Services.

In response to questions raised, it was reported that –

- a. the 15 Munro recommendations within the report were a summary of the full Munro recommendations;
- b. in relation to the SEN Green Paper, the Department for Education were seeking pathfinder bids. The local authority had submitted an application to become a pathfinder and would hear shortly on whether the bid had been successful;
- c. SEN support services were not subject to the Academies buy back service.

The panel discussed Child Poverty and the paper due to go to Cabinet on 14 September 2011 as a result of a motion of notice at City Council on 25 July 2011. The panel raised concerns that the Child Poverty Strategy and Plan contained no budget costings and fairly weak milestones.

Agreed that –

1. the following recommendation be made to Cabinet at its meeting of 14 September 2011 for agreement by Chair and Vice-Chair of Overview and Scrutiny Management Board.

The Child Poverty Multi-agency Delivery Plan prepared as a result of the motion accepted at the meeting of the Council on 25 July 2011 is reviewed by the Children and Young People Overview and Scrutiny Panel at its meeting of 10 November 2011 prior to its approval by Cabinet. The review will ensure that targets, actions and milestones within the plan are SMART, appropriately resourced and prioritised;

2. the Chair, Vice-Chair, Lead Officer and Democratic Support Officer to review the work programme for October and November to make a decision on whether the developmental day should proceed;
3. the panel to receive the 15 Munro recommendations in full to include who has responsibility, costings, timescales for monitoring and evaluation;
4. the panel receive information on the buy back situation from the Trading Fair in relation to services procured by Academies at its meeting in November meeting.

29. **BUDGET AND PERFORMANCE REPORT**

The panel received the budget and performance report.

In response to questions raised, it was reported that -

- a. this report is an extract from the full report submitted to Cabinet and the Overview and Scrutiny Management Board;
- b. a 'deep dive' exercise to be undertaken to address the issues of Common Assessment Frameworks (CAF's) not meeting targets;
- c. further savings would not be identified in relation to transport. Further options were being explored such as using mini buses rather than taxis;
- d. the panel were informed by Councillor Haydon of Enhanced CRB Checks for taxi drivers raised at a recent Licensing Committee (Hackney Carriage) meeting and the changes in the regulations for taxi drivers.

Agreed that –

1. the Finance Officer, Director of Services for Children and Young People and the Cabinet Member for Children and Young People to be invited to attend the next panel meeting;
2. the panel requested further information on staff reduction, specifically around the number of vacant posts currently held and number of posts covered with agency staff;

3. a request be put forward to the Cabinet Member for Children and Young People –

that urgent clarification is sought as to whether there will be any changes in the requirements for Enhanced Criminal Records Bureau checks on Private Hire or licensed Hackney carriage drivers who may carry children or vulnerable young people and adults. The panel requires an assurance that enhanced checks remain in place in this regard.

30. **ADOPTION INSPECTION RESULT**

The panel noted the report.

TASK AND FINISH GROUP

31. **Children's Emotional Wellbeing and Mental Health**

The panel noted the PID for the Children Emotional Wellbeing and Mental Health task and finish group.

32. **Apprenticeships**

The panel noted the PID for the Apprenticeship Task and Finish Group.

Agreed that the Democratic Support Officer to check the panel's availability for the Apprenticeship Task and Finish Group in November.

33. **Young Carers**

Mark Collings, Children's Fund Programme Manager and Joy Howick, Head of Service, Children in the Community presented the report to the panel.

In response to questions raised, it was reported that –

- a. the number of young carers were not mentioned in the report because the task and finish group identified that there were a number of unknown young carers within the city;
- b. the Young Carer's Service was currently out to tender. The aim of putting the service out to tender is to increase the capacity of the service and refocus the work to provide a better service;
- c. it was important to ensure that young carers had access to services provided;
- d. Adult Social Services Care Plan now includes an assessment of young people within the home.

Agreed that –

1. the panel receive a copy of what is being put out to tender including costings;
2. the panel be provided with information on the number of Common Assessment Frameworks (CAFs) undertaken to include who has responsibility for the on-going delivery of the CAF, school involvement and how the CAF is used and implemented. The panel to assess the information received before deciding on whether a further mini scrutiny should take place.

34. **HOSPITAL SCHOOL**

The panel noted the report.

35. **COMMISSION ON SCHOOL LIBRARIES**

Sally Walsh, Assistant City Librarian (Schools and Strategy) and Alasdair MacNaughtan, City Librarian presented the report to the panel.

In response to questions raised, it was reported that –

- a. two packages were available for schools to choose, standard package and light package;
- b. Plymouth School Library Service is the most successful both locally and nationally;
- c. the School Library Service focus on being proactive and undertaking consultation whilst constantly reviewing the usage of the service;
- d. the School Library Service work very closely with the public library service and actively advise and encourage schools to visit their public library;
- e. the two primary schools that withdrew from the Plymouth School Library were in areas of deprivation.

Agreed that a list of schools that have not subscribed to the Plymouth School Library to be provided to the panel.

UPDATE FROM PARTNER ORGANISATIONS

36. **Children and Young People's Trust**

The panel noted the report.

37. **Local Safeguarding Children Board**

The panel noted the report and raised concern over the NSPCC no longer accepting referrals for the Young Witness Support Scheme.

Agreed that the panel reinforce the need for the Independent Chairs across the peninsula to have the matter of the NSPCC giving notice to accept no more referrals for the Young Witness Support Scheme be drawn to the attention of the respective Children Trust Boards to explore a way forward.

38. **WORK PROGRAMME**

The panel noted the work programme for 2011/12.

39. **EXEMPT BUSINESS**

There were no items of exempt business.

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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 –	The panel considered the appointment of co-opted representatives.	Claire Oatway, Lead Officer	Jenny Evans and Kerry Whittlesea with regret have resigned from the CYP OSP because of school commitments. Exploring replacement with Sarah Heffernan.	November 2011
	(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;				
	(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;			DSO has met with the elections team and school governor team on the election of new Parent Governors. Election process commenced on 12.10.11. Results of election 09.12.11.	05.01.11
	(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.	On-going.

Date/min number	Resolution	Explanation / Minute	Officer	Progress	Target Date
16.06.11/ Min 5	Agreed 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	A report to be provided to the panel at 10.11.11 meeting – Agenda Item 9.	10.11.11
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 at its rearranged developmental day.	On-going.
14 July 2011/ 18	Agreed that - 1. Adult Learning to be added to the CYP OSP Work Programme;	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 – this action is complete.	08.09.11
	2. information to be provided on the work undertaken by the Employment and Skills Group;			Information being provided by the Plymouth Employment and Skills Board	On-going.
	3. the panel to receive information on the children's workforce induction programme undertaken by all staff working with children and young people;			A further report on children's workforce induction programme is attached to the tracking resolutions – this action is complete.	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 – this action is complete.	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 – this action is complete.	08.09.11
	6. further information be provided on SEN funding for 2012/13 to the panel in January 2012.			Information to be provided to the panel at 05.01.12 meeting.	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.		Cabinet Minute 52(1) Agreed that - the Overview and Scrutiny Management Board (OSMB) continues to receive the full quarterly Performance and Finance Monitoring Reports and extracts from the report will be submitted to City Council meetings.	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- - 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 – Agenda Item 6a.	10.11.11
	3. further information be provided to the panel on the 2011/12 budget for SEN transport.			Information to be provided to the panel at 05.01.12 meeting.	05.01.12
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.		Next meeting of the Schools Forum 14.11.11 – update to be given to the panel on 05.01.12.	05.01.12
08.09.11 / Min 26	Agreed that – 1. the panel to be emailed the Childcare Workforce Induction Programme pack;	Progress update on previous tracking resolutions.		Induction pack to be shared with panel members at 10.11.11 meeting – this action is complete.	10.11.11
	2. the panel receive details on how the Childcare Workforce Induction Programme is funded;			Briefing paper attached to tracking resolutions – appendix 1.	10.11.11
	3. the panel to receive information on the eligibility criteria and the process for registering for free school meals at its November panel meeting;			Briefing paper attached to tracking resolutions – appendix 2.	10.11.11

Date/min number	Resolution	Explanation / Minute	Officer	Progress	Target Date
	4. the panel to look at Child Poverty at its November panel meeting.			The Child Poverty Action Plan to be reviewed by the panel at 10.11.11 meeting. Agenda item 11.	10.11.11
08.09.11/ Min 28	<p>Agreed that –</p> <p>1. the following recommendation be made to Cabinet at its meeting of 14 September 2011 for agreement by Chair and Vice-Chair of Overview and Scrutiny Management Board.</p> <p>The Child Poverty Multi-agency Delivery Plan prepared as a result of the motion accepted at the meeting of the Council on 25 July 2011 is reviewed by the Children and Young People Overview and Scrutiny Panel at its meeting of 10 November 2011 prior to its approval by Cabinet. The review will ensure that targets, actions and milestones within the plan are SMART, appropriately resourced and prioritised;</p>	The panel received an update on the priorities and challenges for children services.		Recommendation agreed by OSMB but not looked at by Cabinet at its meeting on 13.09.11. Child Poverty to be look at by the panel at its 10.11.11 meeting. Child Poverty to be looked at by the panel at 10.11.11 meeting. Agenda Item 11.	10.11.11
	2. the Chair, Vice-Chair, Lead Officer and Democratic Support Officer to review the work programme for October and November to make a decision on whether the developmental day should proceed;		Claire Oatway	The Developmental Day scheduled for 13.10.11 postponed because of 2-day task on 11 and 12.10.11. This action is complete.	On-going

Date/min number	Resolution	Explanation / Minute	Officer	Progress	Target Date
	3. the panel to receive the 15 Munro recommendations in full to include who has responsibility, costings, timescales for monitoring and evaluation;		Mairead MacNeil	Briefing paper attached to the tracking resolutions - appendix 3.	10.11.11
	4. the panel to receive information on the buy back situation from the Trading Fair in relation to services procured by Academies at it meeting in November meeting.		Jayne Gorton	Chair and Vice Chair will update the panel on this item – agenda item 10.	10.11.11
08.09.11/ Min 29	Agreed that – 1. the Finance Officer, Director of Services for Children and Young People and the Cabinet Member for Children and Young People to be invited to attend the next panel meeting;	The panel received information on budget and performance.	Claire Oatway	The Cabinet Member for Children and Young People and Director of Services for Children and Young People and Finance Officer have been invited to attend the meeting – this action is complete.	10.11.11
	2. the panel requested further information on staff reduction, specifically around the number of vacant posts currently held and number of posts covered with agency staff;		Claire Oatway	In-progress update to be given at the panel meeting on 10.11.11.	10.11.11

Date/min number	Resolution	Explanation / Minute	Officer	Progress	Target Date
	<p>3. a request be put forward to the Cabinet Member for Children and Young People –</p> <p>that urgent clarification is sought as to whether there will be any changes in the requirements for Enhanced Criminal Records Bureau checks on Private Hire or licensed Hackney carriage drivers who may carry children or vulnerable young people and adults. The panel requires an assurance that enhanced checks remain in place in this regard.</p>		Claire Oatway	In-progress update to be given at the panel meeting on 10.11.11.	10.11.11
08.09.11/ Min 32	<u>Agreed</u> that the Democratic Support Officer to check the panel's availability for the Apprenticeship Task and Finish Group in November.	Apprenticeship Task and Finish Group.	Amelia Boulter	Email sent to all CYP OSP members to check availability for task and finish on 22.11.11.	22.11.11
08.09.11/ Min 33	<p><u>Agreed</u> that –</p> <p>I. the panel receive a copy of what is being put out to tender including costings;</p>	Progress update on the recommendations made from the Young Carers Task and Finish Group.	Mark Collings/Joy Howick	Briefing paper attached to the tracking resolutions – appendix 4.	10.11.11

Date/min number	Resolution	Explanation / Minute	Officer	Progress	Target Date
	2. the panel be provided with information on the number of Common Assessment Frameworks (CAFs) undertaken to include who has responsibility for the on-going delivery of the CAF, school involvement and how the CAF is used and implemented. The panel to assess the information received before deciding on whether a further mini scrutiny should take place.			Briefing paper attached to the tracking resolutions – appendix 4.	10.11.11
08.09.11/ Min 35	<u>Agreed</u> that a list of schools that have not subscribed to the Plymouth School Library to be provided to the panel.	Update on the Commission of the School Library Service.	Sally Walsh	Briefing paper attached to the tracking resolutions – Appendix 5.	10.11.11
08.09.11/ Min 37	<u>Agreed</u> that the panel reinforce the need for the Independent Chairs across the peninsula to have the matter of the NSPCC giving notice to accept no more referrals for the Young Witness Support Scheme be drawn to the attention of the respective Children Trust Boards to explore a way forward.	Update from the Local Safeguarding Children Board.	Amelia Boulter	Recommendation forwarded to the Chair of Plymouth Local Safeguarding Children Board. This action is now complete.	10.11.11

CHILDREN AND YOUNG PEOPLE OVERVIEW & SCRUTINY PANEL

10 November 2011



Subject Heading: Children's Workforce Induction Programme

Funding for the Children's Workforce Induction Programme:-

For the financial year 11/12 there is a charge of £120 per delegate for the three day course unless they are from the voluntary sector and then it is free and the costs are sought from Routeways. The Children's Workforce Development Council allocated £20 000 for the engagement in workforce development of the voluntary sector in Plymouth. The £20k is held by Routeways for Plymouth and we liaise closely with them in the promotion of the training and ensuring that sessions are available at varying times of day, eg twilight sessions, weekends. The voluntary sector selected their priorities for training and the Induction Programme is one of these; the other two are 1) Supervision Skills 2) Safer Recruitment Training.

The first cohort for the Induction programme consisted of 11 delegates, 2 of which were from the voluntary sector.

Name of author : Maria Anderson

Job Title & Dept : Teaching and Learning Associate

Date paper written : 18 October 2011

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CHILDREN AND YOUNG PEOPLE OVERVIEW & SCRUTINY PANEL

10 November 2011



Eligibility Criteria for Free School Meals (Resolution 26.3)

The eligibility criteria for free school meals is set within Section 512 of the Education Act 2002.

Free school meals are available for pupils of statutory school age including sixth form pupils attending a school (but not a college of further education) and also for nursery aged children who are attending full days.

In order to qualify for free school meals the parent (or guardian) must be in receipt of one of the following benefits:

- Income Support
- Income Based Job Seekers Allowance
- Support under Part VI of the Immigration and Asylum Act 1999
- Child tax credit only, (**not** in receipt of working tax credit), and an annual income as assessed by the Inland Revenue not exceeding £16,190. (Please note - Working Tax Credit is not a qualifying benefit even if the annual income is below £16,190)
- Guarantee element of State Pension Credit
- Income related Employment and Support Allowance (ESA (IR))
- Working Tax Credit 'Run-On' - Where the claimant has stopped working or their hours have dropped below 16 hours per week and their Working Tax Credit has ended. This will grant a four-week entitlement (whilst their new benefit claim is being processed).
- Pupils who receive income support in their own right are also entitled to receive free school meals.

How to apply for free school meals

- The parent or guardian completes an application form which is available from the child's school, or on the PCC website.
- The forms are sent to the free school meals administrator and the details are checked using a secure government website (ECS checking service) to determine eligibility. The data that is required to undertake a check using the ESC service is the parent's National Insurance number, their date of birth and their surname.
- The data is uploaded on a daily basis to the ECS checking service. The data is processed overnight and is downloaded the following day. The department is therefore able to offer a 24 hour turnaround time for assessing eligibility.
- The claimant does not need to provide any paper proof of their benefits unless we receive a 'not found' return from ECS. Should this happen then the school will request that the parent provides proof of their entitlement to a qualifying benefit.

Future developments

We are currently working with ICT to develop an online application form. A parent (or school) will be able to complete the form online which will feed directly to the free school meal administrator. The data will then be uploaded to the ECS system as described above. The parent and school will be notified by email of their eligibility. Should a parent not have access to a computer then a paper application form will be accepted or the school could make the application on their behalf using the online application.

Currently claims are renewed on an annual basis. We are now developing processes whereby the data we hold centrally is checked more frequently using the ECS service. Using this system a pupil will stay on free school meals unless we receive a 'not found' return from the ECS service. This means parents will not need to submit an annual renewal form and there will be less administration for schools. This system will also ensure that only those entitled to receive free schools are receiving them. Although it is the parent's responsibility to inform the school if their circumstances change, many do not, and this is only picked up at the annual renewal time. Running these checks more frequently will pick up any changes much sooner. Schools will then be notified on a regular basis which pupils are no longer entitled to free school meals.

Julie Roantree

Principal Transport & Allowances Officer

24 October 2011

CHILDREN AND YOUNG PEOPLE OVERVIEW & SCRUTINY PANEL

10 November 2011



Priorities and Challenges – 15 Munro Recommendations

Professor Munro has carried out a wide-ranging and in-depth review of child protection. As the review was not commissioned as a result of a particular crisis but on an understanding that, despite the best intentions, front line practitioners were, too often, not able to make the difference they wanted to for vulnerable children, as the system they worked within was unhelpful. Her report makes fifteen recommendations and signals a shift from previous reforms, with a new focus on reducing regulation and prescription to enable the child to be at the centre of the system.

Taken together, Professor Munro's recommendations represent a system-wide response to reforming the child protection system. This report sets out the Government's response and our own preparations to each of Professor Munro's 15 recommendations. Central government is consulting widely on the implementation of the recommendations and notes that :

“This response is not a one – off set of recommended solutions to be imposed from the centre. Rather it is the start of a shift in mindset and relationship between central Governments, local agencies and front line professionals working in partnership. Change will evolve and best practice will be informed by experience, innovation and evidence.”

Tim Loughton. Parliamentary Under Secretary of State for Children and Families.
July 2011.

Maureen Grimley

Safeguarding Manager - Children's Social Care

19th October 2011

#	Munro Recommendation	Government Response	Timescale	Plymouth Monitoring and Evaluation
1	The Government should revise both the statutory guidance Working Together to Safeguard Children and The Framework for the Assessment of Children in Need and their Families.	Accepted 1)The government will make full revision of Working Together to Safeguard Children and The Framework for the Assessment of Children in Need and their Families. 2) The government will implement an interim amendment to Working Together to Safeguard Children to remove assessment deadlines and the distinction between initial and core assessments.	1) By July 2012 2) By December 2011	Awaiting the update of Working Together to Safeguard Children which is due out for consultation in December 2012. Until the full revisions are published Plymouth Children's Social Care will continue to work to the guidance set out in existing guidance.
2	The inspection framework should examine the effectiveness of the contributions of all local services, including health, education, police, probation and the justice system to the protection of children.,	Accepted Ofsted intends to have a new local authority inspection framework in place, following a consultation in July 2011. The timescale for implementation is May 2012	By May 2012	Awaiting developments and further information from Ofsted.
3	The new inspection framework should examine the child's journey from needing to receiving help, explore how the rights, wishes, feelings and experiences of children and young people inform and shape the provision of services, and look at the effectiveness of the help provided to children, young people and their families.	Accepted Ofsted intends to have a new local authority inspection framework in place, following a consultation in July 2011. The timescale for implementation is May 2012	By May 2012	Awaiting developments and further information from Ofsted.
4	Local authorities and their partners should use a combination of nationally collected and locally published performance information to help benchmark performance,	Accepted 1) The government will confirm what will be on the list of locally published performance information. 2) The government is aiming for publication of the suite of new nationally collected performance information.	1) By December 2011 2) By May 2012	Awaiting publications.

#	Munro Recommendation	Government Response	Timescale	Plymouth Monitoring and Evaluation
	facilitate improvement and promote accountability.			
5	The existing statutory requirements for each Local Safeguarding Children Board to produce and publish an annual report for the Children's Trust Board should be amended, to require its submission instead to the Chief Executive and the Leader of the Council, and subject to the passage of legislation, to the local Police and Crime Commissioner and the Chair of the health and well being board.	<p>Accepted</p> <p>The government will identify the appropriate legislative vehicle.</p>	As soon as practicable	Awaiting the passing of legislation, however Plymouth Safeguarding Children Board, produce an annual report which is submitted to the Children's trust and Leader of the Council. Once legislation is passed it is immediately achievable to submit this annual report to the local Police and Crime Commissioner and the Chair of the health and wellbeing board.
6	The statutory guidance, Working Together to Safeguard Children, should be amended to state that when monitoring and evaluating local arrangements, LSCB's should, taking account of local need, include an assessment of the effectiveness of the help being provided to children and families,... and the effectiveness of multi agency training to safeguard and promote the welfare of children and young people.	<p>Accepted in principle</p> <p>The government will publish an amendment to Working Together to Safeguard Children regarding the role of local safeguarding children boards in monitoring effectiveness of early help and protective services.</p>	By December 2011	Awaiting the update of Working Together to Safeguard Children which is due out for consultation in December 2012. It is in this Statutory Guidance that the role of Local Safeguarding Boards will be published.
7	Local authorities should give due consideration to protecting the discrete roles and responsibilities of a	<p>Accepted in principle</p> <p>The government will continue working with the sector on how to revise the statutory guidance on the role of DCS and the Lead</p>	By autumn 2011	A consultation which seeks views on revised statutory guidance for local authorities on the roles and responsibilities of the DCS and LMCS is currently

#	Munro Recommendation	Government Response	Timescale	Plymouth Monitoring and Evaluation
	<p>Director of Children's Services and Lead Members for children's services before allocating additional functions to individuals occupying such roles. The importance as envisaged by the Children Act 2004 of appointing individuals to positions where they have specific responsibilities for children's services should not be undermined. The government should amend the statutory guidance issued in relation to such roles and establish the principle that, given the importance of individuals in senior positions being responsible for children's services, it should not be considered appropriate to give additional functions to DCS and Lead Members unless exceptional circumstances arise.</p>	<p>Member and will consult formally on the guidance in autumn 2011.</p>		<p>taking place and closes on Friday 6th January 2012. Policy, Performance and Partnerships Team are currently undertaking a review of the statutory guidance.</p> <p>Following consultation, the guidance will be revised and will replace the version issued in 2009.</p>
8	<p>The Government should work collaboratively with the Royal College of Paediatrics and Child Health, the Royal College of General Practitioners, local authorities and others to research the impact of health reorganization on effective partnership arrangements and the ability to</p>	<p>Accepted in principle</p> <p>The Department of Health and the Department for Education will work with NHS bodies, local authorities, professional bodies and practitioners to publish a joint programme of work.</p>	<p>By September 2011</p>	<p>Await publication of Joint working programme.</p> <p>The Policy, Performance and Partnerships Team will continue to respond to consultations when required and where applicable.</p>

#	Munro Recommendation	Government Response	Timescale	Plymouth Monitoring and Evaluation
	provide effective help for children who are suffering, or likely to suffer, significant harm.			
9	<p>The Government should require LSCB's to use systems methodology when undertaking Serious Case Reviews and, over the coming year, work with the sector to develop national resources to:</p> <p>Provide accredited, skilled and independent reviewers to jointly work with LSCB's on each SCR</p> <p>Promote the development of a variety of systems-based methodologies to learn from practice</p> <p>Initiate the development of a typology of the problems that contribute to adverse outcomes to facilitate national learning</p> <p>Disseminate learning nationally to improve practice and inform the work of the Chief Social Worker.</p> <p>In the meantime Ofsted's evaluation of SCR's should end.</p>	<p>Further consideration needed</p> <p>During the second half of 2011 the Government will, working with the sector, consider the evidence and opportunities for using systems review methodologies for SCR's and the options for developing the national resources Professor Munro recommends.</p> <p>Further consideration will be given over the summer to ending the evaluation of SCR's in their current form.</p>	Second half of summer 2011	<p>The 'Systems Model' is currently being piloted in some other authorities regionally and we are keeping a watching brief over how this is working. The Executive of the Plymouth Safeguarding Children's Board (PSCB) has received a presentation on the Systems Model and PSCB will ensure senior staff are sufficiently trained to undertake the 'Systems Model' when it is rolled out.</p>

10	<p>The Government should place a duty on local authorities and statutory partners to secure the sufficient provision of local early help services for children, young people and families. The arrangements setting out how they will do this should:</p> <p>Specify the range of professional help available to local children, young people and families, through statutory, voluntary and community services, against the profile of need set out in the local Joint Strategic Needs assessment</p> <p>Specify how they will identify children suffering, or likely to suffer significant harm, including the availability of social work expertise to all professionals working with children and families who are not being supported by children's social care professionals..</p> <p>Set out the local resourcing of the early help services</p> <p>Lead to the identification of early help that is needed by a particular child and family.</p>	<p>Accepted in principle</p> <p>The government will work with partners to identify the appropriate route to effect the responsibility for the provision of early help.</p> <p>Guidance of the Joint Strategic Needs assessment will be published.</p> <p>New inspection framework from May 2012</p>	<p>By September 2011</p>	<p>Awaiting further government response.</p> <p>Services for Children and Young People will continue to develop the localities way of working, with multi agency teams, to deliver early help and develop further the role and capacity of Common Assessment Framework coordinators within localities. Localities will have qualified social workers to offer expertise to other professionals.</p> <p>All workers delivering services to children and families have access to Plymouth Safeguarding Board training in order that they can identify children suffering, or are at risk of suffering, significant harm.</p>
11	<p>The Social Work Reform Board's professional capabilities framework should specify those qualities needed for child and family social work.</p>	<p>Accepted</p> <p>The Social Work Reform Board (SVRB) has already developed the Professional Capabilities Framework and is in the process of populating the various levels and capabilities. It is also developing and associated CPD</p>	<p>By autumn 2012</p>	<p>Awaiting further developments nationally.</p>

		framework. Ownership of both is expected to transfer to the College of Social Work by November 2011.		
12	Employers and Higher Education Institutes (HEI) should work together so that social work students are prepared for the challenges of child protection work.	<p>Accepted</p> <p>The Government will work with employers and HEI's to build partnership arrangements with the aim of having these in place by the end of 2012</p> <p>The College of Social Work will develop plans for designated approved practice settings and teaching organisation status.</p>	<p>1) By December 2012</p> <p>2) By summer 2012</p>	Awaiting further developments nationally.
13	Local authorities and their partners should start an ongoing process to review and redesign the ways in which child and family social work is delivered, drawing on effectiveness of helping methods where appropriate and supporting practice that can implement evidence based ways of working with children and families.	<p>Accepted</p> <p>Local leaders will undertake self-assessment, considering whether child and family social work services are appropriately configured so that they meet the needs of children and families</p>	At a locally determined pace	Waiting for further response from central government as they work with Children's Improvement Board to develop remodeling tools. Children's Social Care Management away day (Nov 2011) is looking at five Munro pilots as a start to self evaluation and self assessment.
14	Local authorities should designate a principal child and family social worker, who is a senior manager with lead responsibility for practice in the local authority and who is still actively involved in front line practice and who can report the views and experiences of the front line to all levels of management.	<p>Accepted</p> <p>1) The government expects most local authorities to have chosen to designate a principal child and family social worker.</p> <p>2) The government expects that all local authorities "will have chosen" to designate a principal child and family social worker.</p>	<p>1) By April 2012</p> <p>2) By July 2012</p>	This will appear in the Children's Social Care forward plan in due course.
15	A Chief Social Worker should be created in government	<p>Accepted in principle</p> <p>The government plans for a chief social worker to oversee children's and adults' services to be implemented by late 2012.</p>	By late 2012	Awaiting further developments nationally.

CHILDREN AND YOUNG PEOPLE OVERVIEW & SCRUTINY PANEL

10 November 2011



Supplementary Information – Young Carers

Young Carers and Adult Services

The Young Carers Steering Group is governed and reports to the Carers Strategic Partnership, which is chaired by Pam Marsden, Assistant Director for Adult Health and Social Care.

In order to strengthen the ability of services for adults to identify young carers, the following actions are in place:

- Agencies such as Harbour, Adult Social Care, Children and Disabilities Services (Parent Carers), are now full members on the Young Carers Steering Group.
- Operational links between Adult and Children Social Care have been improved to ensure that systems are designed to facilitate and support easier processes and joined up working between all agencies. This includes the co-ordination between the relevant commissioning managers in Adults, Health and Children Services for Children and Young People.

This has resulted in several new initiatives such as:

- **Memorandum of Understanding** – builds positive joint work that takes place and sets out a shared understanding of the issues. This is based on a shared set of aims about how we can deliver better integrated support for families to ensure better protection from harm and improved outcomes for young carers. The aim is to prevent and protect children and young people from undertaking excessive and inappropriate caring roles.
- **Electronic Referral Form**- by using the social care system (CareFirst) the referral process will give direct links to the Adult Client file, thereby enabling professionals to easily check on the adult's care plan, to ensure young carers have not taken on inappropriate caring responsibilities, such as bathing. This will reduce the number of times that families have to explain their circumstances.

- **Map of Medicines**- this is a diagnosis tool used by health professionals, particularly GPs to assist in diagnosis, treating and support, for all types of medical conditions.

This tool now includes triggers specifically designed to alert GPs to check for the presence of young carers. In the event that a young carer is identified, the tool then provides a series of pathways and the current up to date, local resources, all of which can be downloaded and shared by the GP with their patient.

- **E-Learning Package** – Young carers and their needs will feature in this learning tool, including clear steps for practitioners to follow in their professional role to support and protect young carers. It will be part of adult social care workers professional development to undertake this training.

Use of the Common Assessment Framework

The common assessment framework (CAF) enables practitioners from all agencies including the voluntary sector to work together with families to assess, identify and meet the needs of children and young people. The CAF process enables targeted multi-agency packages of support to be tailored to the needs of individuals; because it is a process that is completed in partnership with the family and with consent to share the information appropriately, it reduces the number of times a family has to repeat information. It also reduces repetition and cross over between agencies providing support as the team around the family will work to an agreed plan.

- Any practitioner working with a family can start the process. Once they have initiated the CAF they are able to invite other agencies to support the family and share information about existing support. Over 4000 practitioners across the city have been trained to use the CAF process.
- Once information sharing starts, underlying issues that may not have been previously shared, often come to the surface. This is particularly relevant for young carers as the issues that often present themselves are a result of them taking on a caring role within the family. The CAF is often called because of symptoms e.g. behaviour or attendance; the process ensures the cause, such as being a young carer, is discovered and addressed.
- The CAF process ensures identification of these concerns and offers support tailored to the needs of the individual young person. As the CAF is an organic process the packages of support can be adapted as the needs of the young person change.
- The CAF process is now the primary method of identifying the unmet needs of young carers within the city.
- The CAF also provides a central register of all young carers within Plymouth; ensuring services are better able to support them as they move between settings, change schools or leave children's services and transition into adulthood.
- The CAF manager has developed a relationship with adult services to support them with the common assessment framework and the team are allocating link CAF Officers to adult drug and alcohol services, the Probation service and Adult Social Care. This will raise the profile of multi agency working to support the children in the families they work with - identifying young carers in these households.

Common Assessment Framework and Young Carer Statistics

• October 2009 to September 2010

593 CAFs were initiated relating to 459 Families

46% (271) were on school age children and young people

35% (209) were initiated by health services

38% (229) were initiated by education – this equates to 84% of the school age CAFs

27% (155) were initiated by other services

• October 2010 to September 2011

717 CAFs were initiated relating to 567 Families

- 21% increase in number of CAFs on previous year

- 23.5% increase in number of Families

41% (294) were on school age children and young people

29% (215) were initiated by health services

29% (214) were initiated by education – this equates to 73% of the school age CAFs

42% (294) were initiated by other services

- **CAF analysis**

A recent sample of 6 month CAFs identified 67 young people with caring responsibilities receiving multi-agency responses, out a total 367 CAFs.

CAFs are initiated primarily because of issues such as non-school attendance, behaviour, anti-social behaviour not because the young person is a carer.

Reason for initiating CAF (sample)	Number	% age of all CAFs
Low self esteem	14	4
Non school attendance	58	16
Behaviour at school	40	11
Anti-social behaviour	60	16
Young Carer	6	2

The CAF is effective at identifying these children and young people as caring roles and reasons

Caring reason	Number	% age of all CAFs
Parental Disability	6	2
Parental Learning Disability	4	1
Parental Mental Health	30	8
Parental Substance Misuse	21	5
Other reason	6	2
Total	67	18

Potentially 61 young carers have been identified through multiagency working that would have struggled unrecognised without the CAF response.

Joy Howick

Head of Children Services – Children in the Community – Services for Children and Young People

26 October 2011

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SCHOOLS LIBRARY SERVICE

Chaucer Way, Manadon, Plymouth PL5 3EJ

T 01752 780713 E sls@plymouth.gov.uk www.plymouth.gov.uk/sls



Further information for Children and Young People Overview and Scrutiny Panel – Sept. 2011

SCHOOLS WHO DO NOT SUBSCRIBE TO PLYMOUTH SCHOOLS LIBRARY SERVICE

School	Year subscription withdrawn
Devonport High for Boys	2007
Devonport High for Girls	2007
Downham School	2010
Ernesettle Primary	2011
Hooe Primary	2009
The Hospital School	Pre Plymouth Unitary status
Manadon Vale	2010
Mount Tamar School	2010
Oreston Primary	2007
Plymouth High for Girls	2008
Plympton St. Mary	2010
Plymstock School	2005
Riverside Primary	2011
Salisbury Road Primary	2010
Widewell Primary	2009
Widey Court School	2010
Woodfield	2006
Woodford Primary	2008 (Infants) 2009 (Junior)

LIGHT PACKAGE SCHOOLS AND STATUS OF CONTRACT

	1 YEAR	YEAR 1 (of 3 years)	YEAR 2 (of 3 years)
Austin Farm Community Primary School			1
Beechwood Primary School		1	
Chaddlewood Primary			1
College Road Primary School	1		
DUNSTONE PRIMARY SCHOOL			1
Leigham Primary School		1 (2 year contract)	
Mary Dean's Primary School			1
Mayflower			1
Montpelier Primary School		1	
Oakwood Primary School		1	
Pilgrim Primary School			1
Plymouth Prince Rock Primary		1	
Plymouth Stuart Road P School			1
Plympton St. Maurice P School			1
St Georges C of E Primary School		1	
St. Edward's Church Primary School			1
St.Budeaux Foundation CEVA Jnr	1		
Thornbury			1
Victoria Road Primary School		1	
Weston Mill School			1
Woodlands School			1 (2 year contract)
Coombe Dean School		1	
Eggbuckland Community College		1	

VITAL STATISTICS

MAY 2011

Our customers (2011-2012)

Plymouth Local Authority schools:

58 out of 69 primary

12 out of 16 secondary

5 out of 8 special

Total 75 out of 93 schools

Other paying customers:

Sir Robert Geffery's, Cornwall

We provide a service to 81% of Plymouth schools

Of those schools, 77% are primary, 16% secondary and 7% special

Stock audit (April 2011)

67,764 books held in the Centre

74,518 books out on long term loan (deposit) in schools

21,860 books out on loan in topics

164,142 total stock

Stock movement 2010-2011

19,162 books sent out to schools annually to update the deposit collection

65,187 books sent out to schools annually in topic collections

25,182 books purchased

3,188 books sold to our customers

33% of budget spent on resources

Advisory work 2010-2011

Advisory visits made to 50% of our schools

3 training events

Secondary school support meetings

Quick query help line

SERVICE ENTITLEMENT FROM THE STANDARD AND LIGHT PACKAGE

Description	Standard Package	Light Package – Topics	Light Package – Advisory and topics
Deposit	2 books per pupil (4 for special schools)	2 books per pupil (4 for special schools)	2 books per pupil (4 for special schools)
Exchange	40% of deposit per annum	40% of deposit per annum	40% of deposit per annum
Topics	2 per class per term (Primary) Up to 30 per term (Secondary)	1 per class per term (Primary) Up to 15 per term (Secondary)	1 per class per year (Primary) None (Secondary)
Individual Loans (Specialist resources)	Up to 25 items per class at any one time	None	None
Bookshop	15% discount	15% discount	15% discount
Advisory	1.5 days per year	None	3 days per year
Support with Recruitment	Yes	No	Yes
INSET	- 15–25% discount - 2 free Librarian's Network INSET (Secondary)	10 – 15% discount	- 10 – 15% discount - 1 free Librarian's Network INSET (Secondary)
School Library Handbook	Yes	Yes	Yes
Quick query help-line	Yes	Yes	Yes
Consultation	Yes	Yes	Yes
School based INSET training	Yes	No	No
Computer catalogue records	Yes	Yes	Yes
Advice by telephone, email and through our website	Yes	Yes	Yes

CHARGES 2012**Primary and special Schools subscription** (Charges are per pupil per annum)

Contract	1 year	2 year commitment	3 year commitment
Standard Package	£23.25 Max. £11,690	£22.39 Max. £11,260	£21.50 Max. £10,444
Light Package	£15.50 Max. £7,800	£14.93 Max. £7,510	£14.33 Max. £6,970

Pay-as-you-use options

- Available as an **add-on** to either of our packages.
- Three year subscribers to either the standard or light package receive a 10% discount on all these options.

Topic boxes

1 collection	£52 per term
3 collections	£150 per term
5 collections	£250 per term
7 collections	£342 per term
8+ collections	£47 each

Advisory and Practical Support**Advisory**

Full day (6 hours)	£250
Half day (3 hours)	£175

Practical support

Full day (6 hours)	£175
Half day (3 hours)	£100

Training event / workshop facilitation

Twilight session (1.5 hours)	£200
Half day (3 hours)	£300
Full day (6 hours)	£500

Library Loans (Book leasing)

Minimum contract of 300 books per annum (100 per term)	£3.20 per book
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Secondary schools subscription (Charges are per pupil per annum)

Contract	1 year	2 year commitment	3 year commitment
Standard Package	£8.57 Max. £12,400	£8.25 Max. £11,940	£7.93 Max. £11,247
Light Package	£5.72 Max. £8,300	£5.51 Max. £8,000	£5.29 Max. £7,677

Pay-as-you-use options

- Available as an add-on to either of our packages.
- Three year subscribers to either the standard or light package receive a 10% discount on all these options.

Topic boxes

1 collection	£52 per term
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CHILDREN AND YOUNG PEOPLE OVERVIEW & SCRUTINY PANEL

10 November 2011



Corporate Parenting Group Update

Independent foster placement costings/recruitment of foster carers

Plymouth Fostercare had a four day Ofsted inspection that ended on 29th September 2011. The inspectors gave extremely favourable feedback on both the quality of the service and outcomes achieved for children in foster care in Plymouth. The actual Ofsted rating is currently embargoed pending receipt of a final confirmation letter.

Plymouth Fostercare currently has 153 fostering households. Recruitment of foster carers is very strong with 23 assessments of prospective carers underway and 3 sets of assessed carers currently working in the independent sector due to move to Plymouth Fostercare in the near future. It is anticipated that a further 22 fostering households will join the service by 31st March 2012 offering 28 new foster care beds. This will result in a reduced dependency on independent sector foster care placements, with an associated cost reduction; although at this stage it is difficult to predict actual numbers given that this is dependent on a number of factors such as Court proceedings and the fact that many of these children have very complex needs.

The average weekly cost of an independent sector foster care placement is £818. The projected overall spend on independent foster care this financial year is £2.6m.

Children in Care numbers and profiles

Please see attached breakdown.

The discrepancy in numbers of children in care identified at the July Overview and Scrutiny Panel, between the budget and performance report and the fostering papers related to the fact that the fostering paper numbers included figures for children's respite placements and also young people in supportive lodging placements.

David Simpkins

Head of Service, Children and Young People in Care

Services for Children and Young People

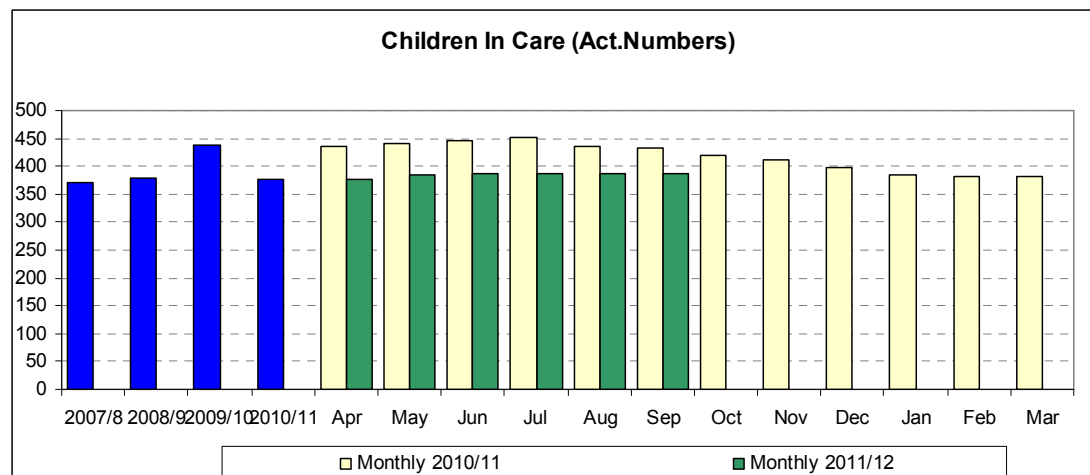
19.10.11

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As at the end of September 2011 there were 386 children in care. Approximately 70% of children in care have been taken into care on a single occasion only, 30% have previously been accommodated and following cessation of care have subsequently returned.

	2009/10	2010/11	Apr	May	Jun	Jul	Aug	Sep
Monthly 2010/11	437	376	436	441	447	451	435	433
Monthly 2011/12			377	384	386	387	386	386

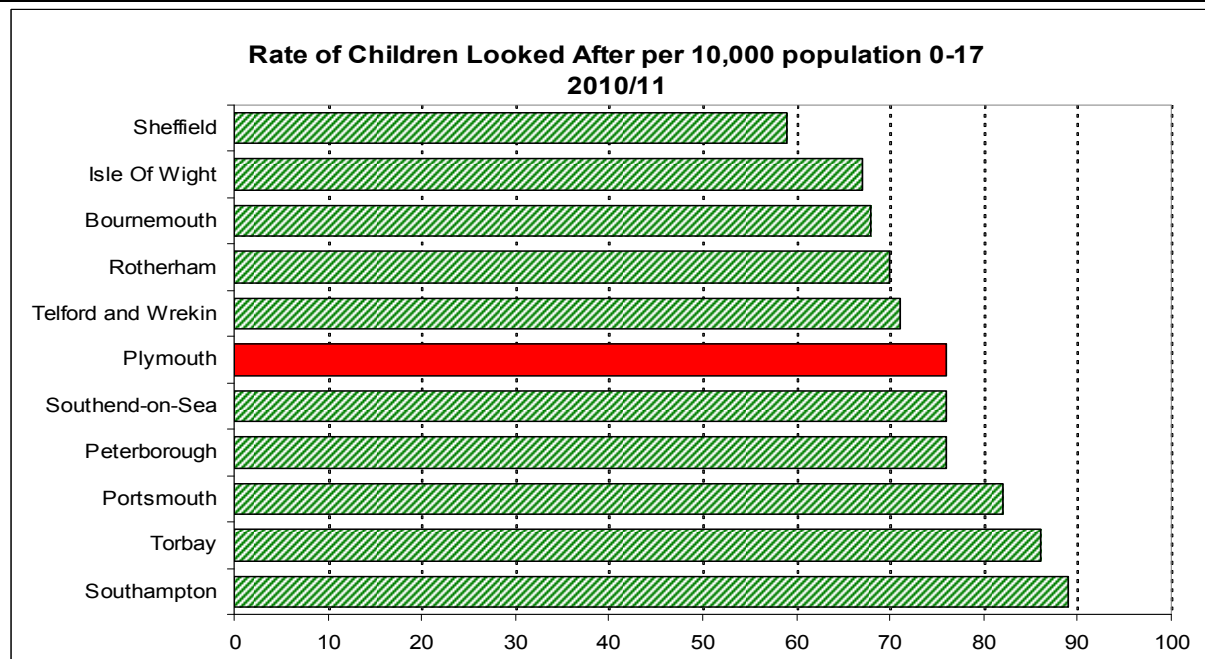
Children in Care numbers have remained relatively consistent since April 2011.



Rates of children in care (per 10,000 of 0-17 population) are consistent with comparators but higher than England average.

Rate of children looked after per 10,000 population 0-17

	2004/5	2005/6	2006/7	2007/8	2008/9	2009/10	2010/11
Plymouth	99.0	82.7	77.5	73.5	77.3	87.9	75.7
SN Comparator	69.5	66.1	68.0	66.0	70.3	73.0	74.5
England	55.1	54.6	54.6	54.1	55.0	58.0	59.0



Admissions (April to Date)

Age	Total	
0	26	
1	8	
2	7	
3	8	
4	3	
5	7	52 (58.4%)
6	4	
7	4	
8	1	
9	1	
10	2	19 (18.8%)
11	2	
14	6	
15	2	10 (9.9%)
16	11	
17	9	20 (19.8%)
Total	101	

Discharges (1st April to date)

Age	Total	
0	3	
1	6	
2	8	
3	6	
4	2	
5	2	27 (31.4%)
6	3	
7	2	
8	1	
9	1	
10	2	11 (12.8%)
11	1	
13	3	
14	2	
15	2	8 (9.3%)
16	4	
17	4	
18	34	42 (48.8%)
Total	86	

Age and Gender breakdown as at 17th October 2011

Over 50% of children in care are 11+

Age	Female	Male	Total	
0	14	14	28	
1	14	15	29	
2	5	5	10	
3	10	12	22	
4	4	7	11	
5	5	6	11	111 (28.5%)
6	6	5	11	
7	7	8	15	
8	6	8	14	
9	4	9	13	
10	8	12	20	84 (21.5%)
11	12	7	19	
12	7	15	22	
13	9	13	22	
14	19	16	35	
15	14	19	33	131 (33.6%)
16	17	19	36	
17	11	28	39	75 (19.2%)
Total	173	218	390	

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More than 80% of Children in care have been in care for more than 1 year, nearly 30% have been in care for 5 years.

Time Band	Total	%
4 weeks or less	16	4.1%
Between 27 weeks and 52 weeks	47	12.1%
Between 1 year and 2 years	87	22.3%
Between 2 years and 3 years	36	9.2%
Between 3 years and 4 years	20	5.1%
Between 4 years and 5 years	15	3.8%
Between 5 weeks and 26 weeks	58	14.9%
More than 5 years	111	28.5%
Grand Total	390	100.0%

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UPDATE FROM CHILDREN AND YOUNG PEOPLE'S TRUST: CYPP 2011-14 OVERVIEW

Children and Young People's Scrutiny Panel



INTRODUCTION

Over the last six months the agenda has continued to be dominated by structural and policy changes that are having a major impact on constituent partners of the Children and Young People's Trust such as changes to schools finance, the reorganisation of Devon and Cornwall Police, the creation of the new cluster arrangements for NHS commissioning and the introduction of Plymouth Community Healthcare Community Interest Company. This level of scrutiny and understanding has been vital in maintaining a high quality of support to children and young people across the City and will continue to be a focus for months to come.

Other areas of focus include:

- Prevalence of Chlamydia and Chlamydia screening
- Community Budgets
- Young Witness Scheme
- Mental Health and Wellbeing
- British Arts Show 7 – supporting young people's takeover sessions
- Young Carers
- Childhood Mortality Rates
- Plymouth 2020 Overview

PERFORMANCE MANAGEMENT

This paper however centres on the continued development of the Children and Young People's Plan 2011-14. Action plans (attached) supporting the strategy have been developed and endorsed by the Trust Board. Performance management arrangements are being fine tuned to support the development of the plan but will promote the adoption of citywide Priority One and Two indicators including:

- NI 075 Achievement of 5 or more A*-C grades at GCSE or equivalent incl Maths & English
- NI 117 16-18 year olds not in education, employment or training
- NI 80 Achievement of a Level 3 qualification by the age of 19
- NI 112 Under 18 conception rate
- NI 116 Reduce Child Poverty
- Reduce the gap in attainment at Key Stage 4 between the most and least deprived localities in the city
- NI 53 Prevalence of Breast feeding

- NI 64 Child Protection Plans lasting 2 or more years
- To decrease the rate of childhood obesity in Year 6 children by 10% by 2020 (based on 2019/20 data) from the 2010 baseline (based on 2009/10 data)
- Reduce the gap in vulnerable families by at least 50% between the fifth most and fifth least deprived neighbourhoods by 2020 from the 2010 baseline.

COSTING THE PLAN

Whilst the Children and Young People's Trust is able to articulate the overall contributions that key agencies make to support the plan work is still ongoing to develop full costings of the supporting priorities. This is being developed as part of a commissioning intentions document that supports the Plan. To date, detailed work has been done by the local authority to understand the contribution of departments but the granularity of detail is still being prepared by partner agencies including NHS Plymouth and Devon and Cornwall Police.

COMMUNICATION

The new plan and contents are being promoted across the City including via children and young people's participation groups.

Author

Claire Oatway

Policy, Performance and Partnerships Manager

CYPP 2011 - I4 Delivery Plan

Priority I		Equip young people with skills, knowledge and opportunities to make a successful transition to adulthood.		Colin Moore
Objective	Lead	Action	Link	Key Milestones
I.1 Maximise engagement opportunities with employers, especially for vulnerable 14 - 19 year olds;	Plymouth 2020 Partnership - WISE Theme Group	I.1.1 Develop bespoke packages of supported self employment and Training for young people with Learning Disability or Difficulty (LDD);	Annie Singer 14-19 Strategic Partnership	10 YP on bespoke packages by September 2011
		I.1.2 Work with small/medium enterprises so that they have the knowledge, skills and confidence to employ young people including vulnerable young people such as those with a disability;	Annie Singer 14-19 Strategic Partnership / Jo Siney	By 1st April 2012, we will have placed 50 young people not in Education Employment or Training (NEETs) with employers and turned a minimum of 10 placements into apprenticeships
		I.1.3 Provide a programme of activities to support career related education in Primary schools.	Primary School STEM Associates	A published programme available in March 2012
		I.1.4 Raise the Participation Age - action linked to participation strategy	Annie Singer 14-19 Participation Strategy	

I.2 Develop high quality Apprenticeships for young people;	Plymouth 2020 Partnership - WISE Theme Group	I.2.1 Enable young people to be more aware of what is required from them to be apprenticeship ready from the age of 14;	Annie Singer 14-19 Strategic Partnership	The number of Young people aged 16-18 starting an apprenticeship will rise to: • 849 in 10/11 • 909 in 11/12 • 969 in 12/13 • 1029 in 13/14
		I.2.2 Ensure that vocational offers equips young people better to progress onto an apprenticeship;	Annie Singer 14-19 Strategic Partnership	
		I.2.3 Develop local publicity materials for Plymouth employers by Plymouth employers on the benefits of employing a young apprentice aged 16-18;	Annie Singer 14-19 Strategic Partnership	
		I.2.4 Promote the apprenticeship offer through membership of public and private sector-led groups.	Annie Singer 14-19 Strategic Partnership	
I.3 Encourage enterprise skills among young people;	Plymouth 2020 Partnership - WISE Theme Group	I.3.1 Develop a sponsored Plymouth Schools Business Award;	Kathy McHugo WISE Group	Quality of projects submitted for the award/number of projects/active support of businesses in sponsorship and support.
		I.3.2 With partners, through the WISE theme group, promote the employability and entrepreneurship agenda for Plymouth.	Jackie Savage TEBP management Board	

<p>I.4 Commission IAG to ensure Young People are supported to make informed choices, particularly for young people vulnerable to being NEET;</p>	<p>Plymouth 2020 Partnership - WISE Theme Group</p>	<p>I.4.1 Identify the determinants of risk of NEET in order to provide better tailored services;</p> <p>I.4.2 Continue to commission Information Advice and Guidance (IAG) beyond 2012 with a focus on vulnerable groups and those NEET, with clear outcomes and targets and in line with National Government changes.</p>	<p>John Bale I4 - I9 Strategic Partnership</p> <p>Fiona Fleming Peninsula Commissioning Group</p>	<p>Development of a 'Risk of NEET' Indicator (RONI)</p> <p>Set a clear budget for 2012 onwards; To agree via cabinet the extension to contracting with Careers South West for 2 years; and To tender the service in 2012.</p>
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I.5 Excite and prepare young people for transitions, particularly the transition to secondary school and from children's to adults services	Plymouth 2020 Partnership - WISE Theme Group	I.5.1 Maintain progress achieved across Early Years and Key Stage 2-3 with all schools and settings.	John Searson	Maintain Universal Transition Plus 1, 2 and 3 processes; Increased participation of Young People from the following groups: • Special schools • ACE Service • Teenage Parents • Young Offenders
		I.5.2 Ensure a successful and sustained transition for all young people from Key Stage 4 into post-16 provision, especially for our Vulnerable Groups through a variety of projects and more specifically the development of the role of the Participation Adviser;	John Searson	Progress levels maintained across transition. Positive feedback from CYP and parents. Person Centred Planning processes in place for transition reviews of statement. The Revised Transition path way is signed off by Adult's and Children's Social Care and Local Health Trust. Relevant Social Care employees are trained in 'Individualised Personal budgets'
		I.5.4 Embed Person Centred Planning processes for young people going through key service based transitions including: i) annual reviews of Statement of Educational Need; ii) pathway from Children's to Adult Social Care; and iii) pathway from Children's to Adult Mental Health services.	Jo Siney	Disabled Children and Young People are monitored through their transition to adult social care to inform organisational learning.

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Priority 2		Improve levels of achievement for all children and young people		Colin Moore
Objective	Lead	Action	Link	Key Milestones
2.1 Improve educational achievement levels, particularly in Maths, English and Science;	TBC Learning and Teaching Group / WISE	2.1.1 Implement the Local Authorities Strategy for 'Below Floor Standards Schools';	John Searson	In the next 12 - 18 months: - All schools are implementing their own action plans and monitoring shows that they are having an impact; - There are employees in place and all schools are aware of the STEM agenda; - Support is matched to the needs of each school.
		2.1.2 Promote Science and Maths in schools through the Science, Technology, Engineering and Maths (STEM) agenda for Plymouth.	(Initially) John Searson	
		2.1.3 Target support to schools facing the most significant challenges to raise standards, through creative use of the core curriculum.	(Initially) John Searson	
		2.1.4 Continue to narrow the educational attainment gap across the City	TBC	

<p>2.2 Improve the Educational Achievement of Vulnerable groups including young carers and children in care;</p>	<p>TBC Learning and Teaching Group / WISE</p>	<p>2.2.1 Provide specific targeted interventions for Children in Care who are underachieving in order to reduce the achievement gap between those pupils in care and all other pupils;</p> <p>2.2.2 Continue to develop the role of the Ethnic Minority Achievement Team (EMAT) to provide support for schools in ensuring the attainment and inclusion of Vulnerable groups;</p> <p>2.2.3 Improve how we identify and understand Young Carers, provide them with support where appropriate by working more closely with schools and universal services such as connexions, libraries and youth</p>	<p>Virtual School Head Teacher</p> <p>Senior Advisor - Narrow the Gap (To be appointed)</p> <p>Joy Howick / Mark Collings</p>	<p>TBC -Milestones to be identified which show a continued upward trajectory of accelerated progress for targeted groups particularly in:</p> <ul style="list-style-type: none"> - The percentage of children in care reaching level 4 in English and Match at Key Stage 2; - The percentage of children in care achieving 5 A* - C GCSEs or equivalent, including English and Maths; and - The percentage of care leavers entering further education, training or employment. <p>Provide information packs within libraries;</p> <p>Develop a register of young carers;</p> <p>Provide a CAF offer to all young carers;</p> <p>Raise awareness within all schools</p>
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2.3 Build self - confidence and promote the well - being of children and young people especially through a sense of belonging and inner confidence	TBC Learning and Teaching Group / WISE	<p>2.3.1 Expand the availability of Emotional Literacy Support Assistant training for school support staff. (Part of the TaMHS model);</p> <p>2.3.2 Reduce the impact of bullying in the city, with a particular emphasis on school based bullying; and increase the number of settings who receive e-safety / cyber bullying training;</p>	Liz Cahill	<p>Publication of annual programme of events to occur within 12 months; Continue to raise the profile of HMS Heroes' Service Children's Group</p> <p>Expand Bully Busters to more schools including secondary schools; Target increase # of Early Years Settings who have delivered E-safety Training to their staff; Target increase # of schools who have received e-safety Training.</p>
		2.3.3 Develop, in consultation with head teachers, a common approach to addressing challenging behaviour in all learning environments with a particular focus on those children at risk of exclusion;	Mary McIntyre	<p>Guidance for all educational settings around management of behaviour and attendance is produced, which includes further development of Terms of Reference for locality based Primary and Secondary Placement Panels and Terms of Reference for Exceptional Provisions Panel.</p>
		2.3.4 Provide a range of opportunities for young people to participate in city wide events, together and with the wider community, strengthening intergenerational dialogue and understanding.	Senior Advisor - Narrow the Gap (To be appointed)	<p>Publication of annual programme of events to occur within 12 months; Continue to raise the profile of HMS Heroes' Service Children's Group</p>

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Priority 3			Tackle Child Poverty		William Woyka
Objective	Lead	Action	Link	Key Milestones	
3.1 Make child poverty everybody's business;	Children's Trust	3.1.1 Raise the profile of child poverty across Plymouth 2020 and all theme groups, with a specific focus on the Growth Board and Health and Wellbeing Board;	Candice Sainsbury, PPP	Recognition of child poverty within relevant strategies and theme groups plans. Child poverty strategy developed. Child poverty is acknowledged within delivery plans for worklessness, housing, economic development and financial inclusion. Gaps are identified and agreed by Plymouth 2020 Exec & Board.	
		3.1.2 Develop a citywide Child Poverty strategy that is underpinned by key delivery plans such as worklessness, economic development, children and young people's plan, housing and financial inclusion;	Candice Sainsbury, PPP		
		3.1.3 Generate high level local engagement with the South West regional child poverty network, taking full advantage of collaborative links and opportunities both regionally and nationally.	William Woyka, Routeways		
		3.1.4 Undertaken a city wide self assessment on child poverty and identify key gaps and barriers to be addressed within the child poverty strategy	Candice Sainsbury, PPP		
		3.1.5 Capture and share local successes and lessons learned based from the incorporation of child poverty indicators within commissioning processes across the City	Jo Hall, Early Years & Fiona Fleming, Children's Commissioning		

3.2 Reduce the number of children living in workless households;	Plymouth 2020 Executive Group	3.2.1 Promote the targeting of 18-24yr olds and parents as priority groups within the draft Worklessness strategy;	Mark Looker, Economic Development	
		3.2.2 In collaboration with the Worklessness and Financial Inclusion groups, establish a task and finish group to identify the key barriers to lone parents' ability to access high quality employment, and develop recommendations to address this.	Lucy Stapleton, Job Centre Plus	
		3.2.3 In collaboration with the Worklessness and Financial Inclusion groups, establish a task and finish group to fully understand the impact of welfare changes on both in-work and workless families, and provide recommendations to ensure parents are fully able to maximise their income;	Jo Hambly, Social Inclusion	
		3.2.4 Engage with the Worklessness group to promote self employment as a route out of unemployment for families with children;	Mark Looker, Economic Development	
		3.2.5 Through commissioning and procurement processes champion the development and maintenance of a local workforce	Fiona Fleming, Children's Commissioning	

3.3 Reduce housing related child poverty;	Housing Strategic Group	3.3.1 Ensure city wide partners deliver effective and responsive solutions to young people negatively affected by housing benefit changes;	Jo Hambly, Social Inclusion	Smooth Migration to 2014 Universal credit when introduced Further explore imaginative ways of meeting the housing need of vulnerable groups with developers, registered social landlord's and the private rented sector Seek milestones from the Housing Plan when available.
		3.3.2 Promote increased access to decent and affordable housing for families with children through the upcoming housing strategy, with improved housing options for larger families to combat overcrowding;	TBC	
		3.3.3 Reduce the incidence of homelessness, amongst young people and families with children, through access to good quality supported and independent housing choices and with advice and support for the	Matt Garrett, Housing	
		3.3.4 Ensure provision of good quality accommodation with support to teenage parents to address their significant social and financial exclusion		
3.4 Reduce the inequalities that have the most negative impact on children's life chances;	Early Years Strategic Partnership	Increase the number of children who achieve a good level of development and school readiness by:	Alison Mackenzie, Public Health & Jo Hall, Early Years	Early Years Foundation Stage Profile data: August 2011 and 2011 (new assessment will be statutory after this) Increase in uptake of evidence based parenting programmes
		3.4.1 Providing effective support for parents to develop good parenting skills.		Increase % settings deemed good/better by Ofsted
		3.4.2 Increased access to universal high quality early years education, with additional focus on disadvantaged 2 year olds.		Increase number of free nursery places offered to disadvantaged 2 year olds
		3.4.3 Ensuring all children have good communication and language skills, and social and emotional development, with effective early intervention to improve outcomes.		Improved outcomes in CLLD and PSED and a reduction in the gender gap in early years attainment and improve outcomes for the 20% lowest achievers
		3.4.4 Targeting interventions to the most vulnerable families and sustaining contact.		
		3.4.5 Addressing health inequalities that will impact on child's later intellectual development: i. maternal mental and physical health, ii. parental mental health,		

3.5 Improve young people's capability to manage finances sensibly	Children's Trust	3.5.1 Identify and address the gap in support services for children and young people, which are able to deliver financial capability support in schools and other settings;	Karl Sweeney, Lifelong Learning	TBC
		3.5.2 Provide opportunities for young people to learn how to manage their finances through access to Credit Union Banks within schools;	Jo Hambly, Social Inclusion	
		3.5.3 Engage with private sector partners to develop imaginative ways to deliver financial capability sessions in schools.	Karl Sweeney, Lifelong Learning	

Provide all children with the best possible start to life					Paul O'Sullivan and Mairead MacNeil
Priority 4					
Objective	Lead	Action	Link	Key Milestones	
4.1 Improve the physical and mental health and wellbeing of children and young people;	Emotional Wellbeing and Mental Health Partnership	4.1.1 Ensure universal services for children and young people, have the capacity to intervene early to meet low level, emerging emotional wellbeing / mental health problems;	Liz Cahill & Cindy Willcocks	Development of accessible, modular approach to mental health training delivered by Child and Adolescence Mental Health Service (CAMHS), including training on self harm and suicide; Consultation (part of Targeted Mental Health Service (TaMHS) model) is available to help school manage children's mental health issues; and Primary Mental Health Service through locality teams is delivered.	
	Early Years Strategic Partnership	4.1.2 Ensure effective delivery of the 0-5 years element of the Healthy Child Programme within localities	Alison Mackenzie & Julie Frier	TBC	
	Healthy School Child Group (TBC & to be established)	4.1.3 Ensure effective delivery of the 5 - 19 years (school age) element of the Healthy Child Programme within localities;	Julie Frier	Strengthened delivery of the 5 - 19 years Health Child Program through partner agency co-operation. The current commissioning and delivery of the healthy child programme 5-19 schedule, including universal and progressive services and the contributions from key partners has been mapped; and there is an agreed core offer of prevention, health promotion and early interventions for school aged children.	
	Early Years Strategic Partnership (0-5yrs) & Healthy School Child Group (TBC & to be established)	4.1.4 Deliver interventions to reduce childhood obesity.	Julie Frier	All current commissioned services and resources directed at healthy weight and obesity is mapped; multiagency shared pathways from prevention through to tertiary services is developed; and The gap in interventions for those with significant obesity by embedding evidence based programmes within locality and family based provision is addressed.	

4.2 Strengthen multi-agency child protection across the city;	Plymouth Safeguarding Children Board	4.2.1 Continue to strengthen professional practice through multi-agency working, to provide quality outcome focus for children;	Jim Gould PSCB Business Plan 2011/14	Reduction of the numbers of children in care; Reduction of the numbers of children with a child protection plan; Increase in the numbers of quality CAF assessments and Plans.
		4.2.2 All agencies review and evaluate their in-house training to ensure that it is fit for purpose and dovetails where appropriate to compliment multi-agency training;	Caroline Adcock & Tony Staunton	All agencies meet the Kite Mark standard for single agency training.
		4.2.3 Multi Agency Child Protection policies, procedures and working practices are up to date, fit for purpose and accessible to all;	Sue Baldwin & Maureen Grimley	TBC - Communications and compliancy
		4.2.4 Strengthen partnership arrangements with adults services to assess the needs of adults and deliver packages of support which reduce the risks to children.	Maureen Grimley & TBC	TBC
		4.3.1 Implement perpetrator treatment programme for families to reduce levels of children and young people coming into care;	Nicky Scutt / Mark Collings	Business Case approved; TBC - Targets associated with reduction in numbers of children known to Children's Social Care as a result of Domestic Violence.
4.3 Provide early support for young people and families with multiple problems, with an emphasis on hidden harm and domestic abuse.	Domestic Abuse Partnership and Hidden Harm Partnership	4.3.2 Roll out operation 'Encompass' to all schools to ensure the Police, when attending a Domestic Violence incident, have completed a welfare check and contacted the school;	Andy Bickley / Mark Collings	Successful roll out of the pilot across the city; Training for all schools;
		4.3.3 Guarantee access to specialist alcohol interventions where parental alcohol misuse is a key factor in a child having a child protection plan;	Dave Schwartz	Interim initiative in place by August 2011 New tendered provision commences December 2011
		4.3.4 Ensure that children affected by substance misusing parents can access information, advice and support to meet their specific needs.	Dave Schwartz	Specific provision in place by December 2011

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Priority 5		Tackle risk taking behaviours through locality delivered services		Maggie Carter
Objective	Lead	Action	Link	Key Milestones
5.1 Deliver intensive youth support to meet the needs of vulnerable young people aged 11 - 19 yrs;	TBC	5.1.1 Widen offer of intensive support services to 11-15 year olds;	Dave Simpkins / John Miller	Increase quarter by quarter the number of individual adolescents with a Common Assessment Framework (CAF) 11-15 yr old pathway signed off by Diversion from Care Project Group September 2011 11-15yr old referrals commence October 2011 Plan to deliver Relationship and Sex Education (RSE) in Alternative Complementary Education (ACE) settings agreed Sept 2011 Delivery of RSE in ACE commences Spring term 2012
		5.1.2 Deliver relationship, sex, drug and alcohol education programme to young people in all ACE settings;		
		5.1.3 Increase number of services 'badged' to provide alcohol support in localities;	John Miller	

		5.1.4 Redesign services to deliver integrated sexual health provision.	Mike Jarman	New service specification for Community Contraception and Sexual Health Service in place by October 2011 Training of 32 clinicians in Primary Care to support use of long acting reversible contraception by March 2012
5.2 Promote citizenship and volunteering opportunities;		5.2.1 Support the development of Active Citizenship Education as both a curriculum entitlement for all Children and Young People and an active ethos in schools and other settings;	Karl Sweeney	Annual city - wide survey's indicate a majority of Children and Young People are engaged in activities which constitute active citizenship, volunteering or other positive activity in or out of school.
		5.2.2 Introduce a 'youth volunteering offer' that will assist in raising aspirations through volunteering, enabling young people to gain valuable work experience;	John Miller RPA - Increasing Participation Plan 2011-12	Locality Based targets relating to accredited outcomes and recorded outcomes; Evidence of increased engagement with vulnerable groups.
		5.2.3 Acknowledge young people's participation and volunteering through accreditation programmes.	John Miller RPA - Increasing Participation Plan 2011 - 12	There is a consistent approach to city wide youth volunteering with easy access to support and information.

5.3 Enable young people to take responsibility and to make safe and informed decisions through the provision of timely and appropriate information and guidance;	TBC	<p>5.3.1 Support schools to ensure delivery of high quality relationship and sex education, and drugs and alcohol education;</p> <p>5.3.2 Improve young peoples understanding of drug and alcohol related risks.</p>	Karl Sweeney	<p>Strategic engagement with Heads Associations by Summer term 2012</p> <p>Engagement with all locality commissioning groups by March 2012</p> <p>Information available in all localities on the risks and effects of alcohol by Oct 2011</p> <p>Information available in all localities on the risk and effects of alcohol used with cannabis or diazepam by Dec 2012</p>
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**CHILDREN'S EMOTIONAL WELL
BEING AND MENTAL HEALTH**

Children and Young People Overview and Scrutiny
Panel Task and Finish Group



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I INTRODUCTION

The Children and Young People's Overview and Scrutiny Panel scrutinises matters relating to the health and well being of children and young people living and learning in the city. The Panel reviews the impact of services provided by agencies ranging from the Council, Health, Police, schools and colleges and the Voluntary and Community Sector. The panel also considers the impact of partnerships such as the Children and Young People's Trust, the Plymouth Safeguarding Children Board and Plymouth 2020 Wise Theme Group.

One of the issues considered by the panel is the emotional wellbeing and mental health of children and young people. This has been prioritised because of concerns about the emotional health of children as reported through the Tellus 4 survey and through campaigning in Youth Parliament elections. The Children and Young People's Overview and Scrutiny Panel convened a task and finish group in October 2011 to hear evidence from professionals from across the city to understand the prevalence of mental health needs among children and young people and to review the Children and Young People's Emotional Wellbeing and Mental Health strategy and its development.

This report summarises the findings of that review and makes recommendations for improvements to key services.

2 EXECUTIVE SUMMARY

The scope of this review encompasses the broad range of mental health needs among children and young people across Plymouth, and the extent to which they are being effectively met. Around 15% of the the under 18 population, or 7800 individuals need some form of support in relation to their emotional wellbeing and mental health. The panel found that, although there is a broad range of services in place to provide preventative or early interventions, there does not appear to be a coherent framework in place providing appropriate access to these services for young people and their families. Schools do not feel fully supported by professional services in addressing emotional wellbeing issues once identified, and there is a perceived lack of direct intervention services, including counselling and family therapy.

Crucially, the review identified performance issues relating to the Child and Adolescent Service Multi-Disciplinary Team provided by Plymouth Community Healthcare, resulting in a backlog of over 250 children awaiting treatment, some for several months. The Panel are concerned about performance management arrangements relating to this service, and the resulting impact on the affected children and young people.

3 RECOMMENDATIONS

R1	The Panel extends its congratulations to members of the Youth Cabinet for their work in carrying out the survey of attitudes towards mental health that is referenced in this report
R2	Representatives of Children and Young People Overview and Scrutiny Panel attend the Youth Cabinet to feed back on the report and recommendations following task and finish review
R3	The Council should consider the use of social media networks to promote consultation initiatives
R4	The Children's Trust allocates responsibility to a lead agency to develop a framework that clearly identifies the roles of statutory and non-statutory agencies and the resources available both in prevention and early intervention work with regard to mental health among children and young people.
R5	The Children's Trust review reasons for non attendance of key professionals at Common Assessment Framework meetings, and make recommendations to ensure that such meetings are timely and properly resourced, with particular attention being paid to the role of Educational Psychologists and communication interaction professionals.
R6	Plymouth Community Healthcare (PCH) prepare a communications strategy with respect to children and young people's mental health and revise content of media as appropriate
R7	The Panel commends the Excellence Cluster for their flexible approach to the delivery of services and the best practice demonstrated in their work
R8	PCC and PCT commissioners review the range of early intervention services available and assess the value for money of the range of options.
R9	The Council ensures that key universal services including schools and youth services are notified of alternative counselling services available in the city.
R10	The Council update the Panel regarding the impact of new multi-disciplinary locality teams on Children's emotional well being and mental health services in six months
R11	An urgent summit meeting to be arranged between strategic leads from CYPOSP, PCC, PCT and PCH regarding the findings of this report
R12	PCH review the cost effectiveness of participation support services for young people using mental health services
R13	The Children's Trust investigate and report on ways in which the work of clinicians and other children's professionals can be better coordinated with respect to mental health support
R14	The Children's Trust establishes a clear and transparent process for the identification, monitoring and escalation of issues such as those identified in this report.
R15	Commissioners from the Children's Trust provide interim updates to CYPOSP on the response to these recommendations.

4 SCRUTINY APPROACH

The Overview and Scrutiny Management Board approved in principle on 21 September 2011, the establishment of a Task and Finish Group to review Children's Emotional Well being and Mental Health with membership drawn from the Children and Young People Overview and Scrutiny Panel.

Task and Finish Objectives

The group was asked to:

- Understand the prevalence of mental health needs among children and young people
- Review the Children and Young People's Emotional Wellbeing and Mental Health strategy and developments

The Work Programme Request (PID) is attached as Appendix I.

Membership

The Task and Finish Group had cross party membership comprising the following Councillors –

- Councillor Wildy (Chair)
- Councillor Stark (Vice Chair)
- Councillor Bowie
- Councillor Mrs Bowyer
- Councillor Delbridge
- Councillor Tuohy

For the purposes of the review, the Task and Finish Group was supported by -

- Claire Oatway, Lead Officer for Children and Young People OSP
- Liz Cahill, Commissioning Officer and Panel Adviser
- Amelia Boulter, Democratic Support Officer

Methodology

The Task and Finish Group convened over two days 11th and 12th October 2011 to consider evidence and hear from witnesses –

- Camille Smith, Routeways
- Alistair Baggott, Routeways
- Caroline Storer, Platform 51
- Wendy Brett, Headteacher, Sir John Hunt
- Lisa Hartley, Excellence Cluster
- Mel McMahon, Excellence Cluster
- Emily Carter, Member of Youth Parliament and Kerry Whittlesea
- Alan Fuller, Principal Educational Psychologist, Plymouth City Council
- Cate Simmons, Head of Children Services, Plymouth Community Healthcare
- Dan O'Toole, Director of Finance, Plymouth Community Healthcare

- Michelle Thomas, Operations Director, Plymouth Community Healthcare
- Fiona Fleming, Commissioning Manager, Plymouth City Council
- Paul O'Sullivan, Joint Director of Commissioning, Plymouth Primary Care Trust

Background material provided to the group included:

- Briefing Paper
- Mental Health 5-a-day leaflets for Children, Young People and Young Adults
- Extract from Children's Fund Consultation 2010 – Mental Health and Emotional Wellbeing
- 'Improving the State of our Minds' – Emotional Wellbeing and mental Health of Children and Young People in Plymouth – Joint commissioning Strategy 2009 – 2014
- An Introduction to Children and Young People's Emotional Wellbeing and Mental Health in Plymouth Needs Analysis
- South West Public Health Observatory – Children's and Young People's Mental Health in the South West
- Presentation from Youth Parliament

5 KEY ISSUES ARISING FROM THE EVIDENCE

The focus for the task and finish group was intended to be on the range of emotional wellbeing and mental health issues in the city. There are some findings and recommendations relating to this broad spectrum of work. However, a disproportionate amount of time was taken to consider performance issues within Plymouth Community Healthcare's Child and Adolescent Service Multi-Disciplinary Team. This specialist service currently has 254 children awaiting treatment, some for several months.

- It is estimated that approximately 15% of the under-18 population need some form of support in relation to their emotional wellbeing and mental health. There are a number of young people who are effectively hidden and not accessing services who are at a higher risk because they haven't been able to access preventative or early intervention services.
- A broad range of services are in place across the city to provide preventative or early intervention services. However, there is no coherent framework around these services which can make it difficult for young people or families to access them.
- Schools have a number of professionals who have been trained to intervene. Where children need more targeted support a CAF assessment will be held. It can be difficult to pull together all relevant professionals around the table which leads to a lack of knowledge among workers and delays in the support provided. This also leads to schools feeling left with an issue that should have multi-disciplinary ownership.
- Young people do not tend to seek advice from professionals – particularly GPs and teachers if they have a problem. Friends were seen as more of a comfort when young people have an issue and could be in similar situation.
- Direct interventions including counselling and family therapy were seen as effective in containing and resolving issues. However, there was a perceived lack of services in the City.

- More than 250 children are currently on a waiting list for the specialist multi-disciplinary team. For children had waited 6 months and longer for a referral, it is quicker for parents to refer through their GP.
- Contract monitoring had identified a backlog in Autumn 2010. However, there has been a significant delay in remedial action by the provider service. An intervention plan has now been developed – awaiting sign-off - that brings in professionals from other services to ensure young people and their families get urgent support.
- By the time the children were referred to CAMHS their needs were complex and the service could not respond to new children coming in.
- Issues of confidence in resolving the problems emerged during the review. There was significant concern among members of the panel about the impact that delays were having on children and families and the impact this backlog was having on other services for children

6 FINDINGS

6a Context In Plymouth

The World Health Organisation defines mental health as :

'A state of well being in which every individual realises his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully and is able to make a contribution to his or her community'

The Mental Health Foundation describes emotional wellbeing as :

'A positive sense of wellbeing which enables an individual to be able to function in society and meet the demands of everyday life; people in good mental health have the ability to recover effectively from illness, change or misfortune.'

For the purpose of the strategy and this paper child and adolescent mental health services or 'CAMHS' is defined in its broadest sense to include all services that promote emotional well-being and develop good mental health, as well as those which respond to and meet the mental health needs of children and young people through assessment and support.

An Introduction to Children and Young People's Emotional Wellbeing & Mental Health in Plymouth: Needs Analysis November 2008 gives a full breakdown of need, including stakeholder consultation, and found that national prevalence of mental health need for children and young people under 18, described at three levels of need¹, is:

- Those whose needs require use of a specific specialist service. This is estimated at 2.5% of the population (1,040 in Plymouth), including a very small % that may require inpatient care.
- Those whose needs can be managed by other professionals with the relevant skills and experience. This is estimated at 7.0% of the population (3,600 in Plymouth)
- Those who experience mild emotional and behavioural difficulties or early stages of disorders. This is estimated at 15% of the population (7,800 in Plymouth)

We should expect to see increased levels and severity of the problems faced in Plymouth due to the correlation between social deprivation and mental health problems

There are some groups of children and young people who experience particular risks to mental health, these include; those with learning disabilities; Children in Care; asylum seekers and refugees; those in the criminal justice system.

There are also some clear inter-relationships between mental health and childhood abuse and trauma, substance misuse, chaotic family backgrounds and parental mental illness.

The Panel was impressed with engagement work undertaken in the city, but concerned with value for money issues with the Routeways contract relating to the very small number of young people they were working with and funded by CAMHS. Queries were raised as to how much of CAMHS works is subcontracted and to whom.

¹ Research by Child and Maternal Intelligence Unit

On behalf of the Children's Trust, the Children and Young People's Emotional Wellbeing and Mental Health Partnership (the Partnership) was formed in 2007. It consists of representatives across schools, health services, early years services, youth services, social care and the voluntary and community sector. It was formed to have oversight of improvements in children's emotional wellbeing and mental health services.

The strategy outlines key objectives for improvement based on three strategic outcomes:

Area of Work	Outcomes
Promotion and Prevention	Raise aspirations, address stigma and discrimination, and increase resilience of children, young people and their families in relation to their emotional wellbeing and mental health.
Early Intervention	Children, young people and families with emerging mental health needs receive support that prevents problems developing further, and reduces the impact of this on their lives.
Specialist Services	Ensure delivery of integrated services for children and young people with identified mental health needs.

This framework will be used to organise findings from other written submissions and evidence

6b. Prevention and Promotion

The panel received a variety of evidence outlining young people's views of mental health and support. The 2010 Children's Fund consultation asked 2532 young people aged 10-16 about mental health and emotional wellbeing including feeling angry or unhappy and support they receive. Headline results are shown below:

	Certainly True	Somewhat True	Not true
I get very angry and often lose my temper	632	1141	515
I worry a lot	459	1143	685
I am often unhappy, downhearted or tearful	206	785	1274

	Yes	No
Would you talk to someone if you were worried about your emotional health?	1548	682
Have you ever asked for advice about your emotional health	200	1958
If yes, was the advice helpful?	162	36

Young people responded to the invitation to provide evidence by carrying out an online survey. The survey was supported by PCC and was advertised via an independent facebook page, more than 120 young people took part in the survey over a two week period and the spread was representative across the City.

Who would you talk to if there was a problem?

	% Answer
Friend	29%
Parents	22%
Youth Worker	14%
Teacher	9%
Doctor	7%
Sibling	7%
Other members of family	6%
Someone else	6%

- Respondants would like to see a range of options not necessarily through GP and someone to talk to
- Young people are worried about being judged if they ask for help and don't feel that they necessarily trust a doctor enough to tell them exactly what is going on.
- Friends were seen as a good source of support because they are with young people on a regular basis, are normally the same age and young people would trust their advice
- Perception that 'something is wrong with you' if you have poor mental health
- Over a quarter of people asked didn't know if services were available close by to help them if they needed it
- Almost 60% of young people had received counselling, however this may include a range of support including mentoring at school, may be over different lengths of time and may not be of a consistent quality.
- Young people hear about emotional health through school lessons and youth work session but the experience was inconsistent across schools and year groups
- Other results could be due to relationship between teacher and student and whether young people access youth services. Other members of the family wouldn't be approached because of concern that parents would be told.

R1	The Panel extends its congratulations to members of the Youth Cabinet for their work in carrying out the survey of attitudes towards mental health that is referenced in this report
R2	Representatives of Children and Young People Overview and Scrutiny Panel attend the Youth Cabinet to feed back on the report and recommendations following task and finish review
R3	The Council should consider the use of social media networks to promote consultation initiatives

The panel heard that a number of services had developed prevention and promotion responses. Schools in particular are playing a major role. In 2010, 97% of Plymouth schools achieved Healthy School status. Healthy Schools Plus has now been rolled out in three phases with a total of 28 schools choosing to focus on mental health as their key area of need. A recent evaluation of this

programme showed that young people report they are better at managing their feelings and are more ready to learn.

The panel heard from a headteacher:

- If a child is not 'in a good place to learn' then they will not progress. Whilst there is an underlying drive towards teaching and learning schools are providing appropriate pastoral care to support that learning. In addition, schools tend to be where a crisis happens and rapid support is needed.
- A range of pastoral support is available including learning mentors, pastoral leaders and family liaison workers in school. Targeted services are bought in e.g. this school currently buys in two days a week counselling service. There are good links with other services including voluntary and community services, the Salvation Army, the Youth Service and a Connexions adviser
- The school workforce had been trained at the discretion of the headteacher to identify mental health issues and to provide a first level of response.
- Where schools have a concern they will call a Common Assessment Framework (CAF) meeting. Not all professionals attend which can lead to a delay in interventions starting, gaps in knowledge and concern that not all professionals working with the family have heard the issues. Sometimes the meeting is delayed or does not go ahead – instead being escalated via another route. In particular Educational Psychologists and Communication Interaction professionals miss meetings. This in effect leaves the issue as a school problem when the support of other agencies is needed.
- Headteachers had to make choices about how to allocate resources. Many schools worked together to provide support through economies of scale. Schools do not have a clear framework around levels of support and share expertise across school areas, sometimes developing pilots together.

R4	The Children's Trust allocates responsibility to a lead agency to develop a framework that clearly identifies the roles of statutory and non-statutory agencies and the resources available both in prevention and early intervention work with regard to mental health among children and young people.
R5	The Children's Trust review reasons for non attendance of key professionals at Common Assessment Framework meetings, and make recommendations to ensure that such meetings are timely and properly resourced, with particular attention being paid to the role of Educational Psychologists and communication interaction professionals.

The panel heard that the Plymouth Community Healthcare had commissioned a series of leaflets promoting mental health to children, young people and young adults. The leaflets had been designed based on survey evidence from young people through Routeways and the actual format was developed by students at Notre Dame school. The leaflets had been launched in April 2011 and the level of reach would be tested in an upcoming survey of young people this Autumn.

Panel members were concerned that the language used in the leaflets was duplicated across all age groups and the only apparent customisation was in the use of pictures or photographs. It was felt by several members of the panel that the text used whilst general was not accessible or engaging for target audiences, particularly older young people.

Panel heard that the leaflet was left in key areas on school sites and the issues formed part the wider Social Emotional A Literacy curriculum.

R6	Plymouth Community Healthcare (PCH) prepare a communications strategy with respect to children and young people's mental health and revise content of media as appropriate
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6c. Early Intervention

A broad range of services were commissioned by members of the Children's Trust to deliver counselling or psychological therapy services. This support was either on a consultative basis – for example providing support including training to professionals working with children and families, or on a more directive basis with direct work – typically counselling or psychological therapy including family therapy being provided directly to the young person. There is mixed opinion about sufficiency of services – including a feeling that young people are having a lot of direct, informal work through support staff working as para-professionals.

The Excellence Cluster described their services:

- Providing mentoring support, counselling and therapeutic support and integrated professional sport advising professionals and schools.
- Providing intensive support at earliest stage – not normal, service model designed around the child as opposed to the professional working with the child.
- Working as part of a practice network with other professionals providing psychological support at a targeted level – coordinated by CAMHS, Routeways, Zone, Hamoaze etc. However need to do more to develop model of cohesive and connected services. Perception that there is 'plenty of work for everyone'.
- Reported a high degree of interest from schools with previous linked schools reinvesting / recycling their package of support so that other schools can have same experience
- Reported requests from schools and other services to review targeted intervention and how funding is used to access counselling and therapeutic work to ensure spread and access and so de-escalate need.

The Excellence Cluster described perceived gaps in service provision:

- family therapy in primary and secondary schools
- limited access to art or drama therapy then only provided after been through different elements of service
- time limits on services don't necessarily meet with needs of the child.
- not all schools take up service – secondary schools may get cheaper service elsewhere
- lower cost or free to access counselling services

R7	The Panel commends the Excellence Cluster for their flexible approach to the delivery of services and the best practice demonstrated in their work
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Among the examples given was the Zone's counselling service. This was an open access service that was funded via Public Health. It was recently publicly announced that the Zone would be ceasing the CAMHS service. In a paper submitted to the panel the organisation suggested that demand outstripped the level of funding and that it felt that it could no longer subsidise the service. According to the report, demand increased by 36% year on year with 136 young people seen in the first quarter.

The panel asked witnesses about the service, some had used the service to support young people as an independent setting outside school. Witnesses had not been made aware of the closure of the service nor of alternative provision available in the City.

R8	PCC and PCT commissioners review the range of early intervention services available and assess the value for money of the range of options.
R9	The Council ensures that key universal services including schools and youth services are notified of alternative counselling services available in the city.

The panel heard from the Educational psychology service about the reorganisation of services around localities with a more focussed offer of prevention and early intervention support for children and young people. In the new service design multi-disciplinary teams would include staff from educational psychology service, youth service and education welfare. All schools have a linked educational psychologist and the locality approach should provide an additional layer of support. Essentially though the service is on consultative basis – direct work can be provided but is costly compared to other providers.

R10	The Council update the Panel regarding the impact of new multi-disciplinary locality teams on Children's emotional well being and mental health services in six months
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The panel were told by representatives in the voluntary and community sector that

- young people and young adults, particularly young women were concerned that services were not available, that there were often long waiting lists and services were not generally available in their communities. For example, specialist counselling such as for sexual abuse or rape could have 3-6months waiting time.
- there was very limited access to free counselling and to counselling for under 18's and there was no therapeutic work in the City.
- Mental illness is often hidden and can be avoided through prevention work earlier on.

6d. SPECIALIST SERVICES

In-patient care Plymouth Primary Care Trust (PCT) has commissioned an in patient CAMHS unit, Plymbridge Unit in partnership with Devon, Torbay and Cornwall PCTs. This is a variable contract which depends on uptake. There are 12 bed spaces available for the Peninsula.

Community Specialist Services Plymouth PCT and Plymouth City Council have specific funding for CAMHS which has been bought together as an aligned budget since 2005. In 2010 a Joint Commissioning and Pooled Funding Agreement was established under Section 75 of the National Health Service Act. Under this agreement the PCT act as the lead commissioner.

The overall budget in the pooled fund for this service is:

Plymouth PCT	£	2,582,000
Plymouth City Council	£	731,006
Total Pooled Fund	£	£3,313, 006.00

This model includes:

- a. An Outreach Team: To manage the needs of Children and Young People who are at risk to themselves or others.
- b. An enhanced service for Children in Care: Co-located with Children's Social Care
- c. An enhanced service for those with Severe and Profound Learning Disability: Working with Special Schools and the Integrated Disability Team
- d. An Infant Mental Health Team: Working with parents and 0-5 year olds who are presenting with mental health need.
- e. A Multi-Disciplinary team: Operating a Single Point of Access to mental health intervention for those who do not require an emergency or enhanced response. This also includes enhanced provision to the Youth Offending Service.

All teams except the multi-disciplinary team are delivering the expected volume of service. The latest report from the service shows there are 254 children and young people waiting for an assessment, with the longest wait being 32 weeks. Over 90 children are waiting longer than the contracted 18 week period.

The contract is monitored on a quarterly basis and capacity issues began to emerge in the 2nd quarter 2010/11 – six months into the new contract. The panel received a chronology of activities since then that log concerns and on behalf of commissioners in PCT and PCC demand improvement action plans. The issue had also been escalated to key partnership and executive boards including the Plymouth Safeguarding Children's Board, Plymouth Children and Young People's Trust and the NHS Plymouth Trust Board.

Between June 2011 and September 2011, feedback from the provider has not included a satisfactory improvement plan to improve access. Concerns have been fed back from clinicians that the caseload was more complex than anticipated and as a result that clinicians were not able to deliver expected turnover in cases. Additional information was received however that suggested that vacancy freezes had reduced capacity within the team exacerbating the issues.

In October 2011, an intervention plan has been developed by the commissioners and representatives of the provider to develop an emergency response to the excessive waiting list. This was shared with the panel as a confidential document awaiting signoff by PCH Board.

Representatives of Plymouth Community Healthcare attended and fed back:

- Only one of five teams had a waiting list
- Clinicians were indicating that the caseload included significant risk cases in their opinion and this had led to a backlog. It was felt that by the time cases get to treatment issues are complex and that this absorbs team capacity.
- First priority was to bring the current referral to treatment time back down to 18 weeks. It is planned to review the current caseload in a multi-agency panel – identifying whether appropriate or alternative services could be put in place to support families including removing names from the list. With an understanding of the cases and capacity PCH would be able to project how long it will take to reduce down the waiting list.
- Second priority to review the working model of the multi-disciplinary team to achieve a faster throughput of cases on a more sustainable basis – this is expected to be delivered by end of March 2012.
- PCH asserted that there are not enough staff to respond to the need of the community but recognized that the team is not performing within existing expectations.

- PCH asserted that the clinician group was autonomous and that their judgement must be taken regarding levels of risk and most appropriate package of care

Members of the panel were concerned that the issues regarding the multi-disciplinary team coincided with wider issues around the reorganisation of the provider service into a social enterprise model. That organisational context combined with the failure to respond in a timely manner escalated the risk of delivering actions that would keep children safe in their communities and presented concerns about transparency. The panel was particularly concerned about the impact that pressures on the multi-disciplinary team waiting lists would have both for individuals and families on the waiting list and on other services for children.

R11	An urgent summit meeting to be arranged between strategic leads from CYPOSP, PCC, PCT and PCH regarding the findings of this report
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The panel heard from Routeways regarding projects that provided advocacy services for young people in the secure unit and participation work “In Other Words” with young people using CAMHS to empower young people that access the service to challenge their workers. CAMHS staff put forward young people who may benefit from the service and to date only 6 young people were working with the service. Young people fed back that they were generally happy with the service with some minor complaints.

R12	PCH review the cost effectiveness of participation support services for young people using mental health services
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Feedback was received from other witnesses that:

- waiting times can be 6 months or more with known cases of 12 months, and up to two weeks if high risk
- referrals via a GP were treated more quickly than referrals from school.
- Once in the system there needs to be greater transparency for cases and better engagement between multi-disciplinary team clinicians and other professionals – for example clinicians making recommendations that don’t fit with a school structure and not investigating other factors including bullying.
- Schools are not necessarily made aware if children are medicated and sometimes there can be delay between work with children and the report reaching schools.
- CAMHS workers experiencing a crisis in terms of workload etc
- Individual cases where CAMHS are cancelling appointments over a series of months – so child is not engaging in therapy, no replacements if workers are ill or no maternity cover.
- where children do not attend service is withdrawn – concern that non attendance is not seen as a symptom of mental illness as opposed to as a reason for not providing service.

R13	The Children’s Trust investigate and report on ways in which the work of clinicians and other children’s professionals can be better coordinated with respect to mental health support
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Witnesses representing Plymouth City Council and Plymouth Primary Care Trust Cluster commented as follows:

- An action plan had been developed to tackle the waiting list.
- nationally few people have the expertise to provide the service, so it is difficult to substitute with another service
- there is a good history of partnership working but the delays are unacceptable. Commissioners had to give the provider the opportunity to understand the problem – prevalence, demand and activity. Commissioners were looking for the provider to create a response, which had not been timely or sufficient and the intervention plan was developed to support those families affected.
- there was a need to get the service to work alongside other people across the City if and when the service improves sustainably.
- the ultimate sanction is to find an alternative supplier, however Commissioners were concerned that due to the delay in tendering the service this would not ensure that young people on the waiting list would be seen any sooner. However, this has not been rejected as an option.
- PCC has responsibility to act under probity for LA finance, responsibility through the section 75 agreement and through wider corporate parenting role and the Children and Young People's Trust. Under the s75 agreement, if PCC felt that the agreement was no longer working the Council could issue notice and withdraw cash in line with the agreement. However, other elements of the agreement were working well – such as the support to children in care.
- The issue has been escalated to the Plymouth Safeguarding Children Board and the Children and Young People's Trust who are holding this as an urgent issue to resolve. The Children's Trust Executive are clear that this action plan is an intervention plan and are clear in their challenge to the provider. The solutions that are provided are put forward to consider and safeguard the whole needs of children and families – the delays are putting pressure on other areas of children's lives including education. The timing of scrutiny review coincides with the actions that are being taken to escalate and resolve the issues.

R14	The Childrens Trust establishes a clear and transparent process for the identification, monitoring and escalation of issues such as those identified in this report.
R15	Commissioners from the Children's Trust provide interim updates to CYPOSP on the response to these recommendations.

CHILDREN AND YOUNG PEOPLE OVERVIEW & SCRUTINY PANEL

10 November 2011



Introduction: Integrated Youth Support Service

The latest House of Commons Education Committee report (October 2011), Services for young people the Government response, reaffirms the Local Authority Duty to provide sufficient services for young people stating that *'this is especially important given that 85% of young people's time is spent outside formal education'*.

In relation to supporting young people who are particularly vulnerable, including those with emotional and mental health needs, the evidence for delivery of professional youth services supports that:

'There is little doubt that good youth services can have a transformational effect on young people's lives and can play a vital role both in supporting vulnerable young people and in enriching the lives of others'

'...the most effective response to social issues is often through a blend of open-access and targeted approaches'

'...the purpose of youth services should primarily be to offer positive activities and enriching personal and social experiences and not solely as a mechanism to divert young people from misbehavior.'

House of Commons Education Committee report (October 2011)

1. The case for intervention with Young People: DfE Youth research Team July 11

'Whilst intervention in early years is clearly essential, young people can face difficulties during teenage years that require timely intervention to prevent them escalating into major problems'

'Half of those with lifetime mental health problems first experienced symptoms by the age of 14 and three quarters before their mid-20s....10-13% of 15-16 year olds have self harmed'.

Earlier multi-agency intervention and prevention with Youth Services, particularly at Tiers 1 & 2 of the CAMHS model, is therefore important to:

1. Respond to the externalities of young people's behaviour, either positive or negative impacts.
2. To ensure young people have good information on the consequences of their decisions and active encouragement to take up positive self development activities and to discourage them from potentially harmful activities.
3. Enable all young people to develop skills regardless of their socioeconomic background
4. Provide support during teenage years that can raise outcomes and help close the poverty gap

5. Respond early to those young people who develop significant needs for the first time during adolescence
6. Reduce the impact of problems when things go wrong for young people as the outcomes can be particularly damaging and costly for them and society.
7. Recognise that what young people do out of school matters – there is a positive association between engaging activities and wider outcomes
8. Invest in targeted youth programmes that have been evidenced to be cost effective

2. Current commitments to Young People's Emotional Wellbeing & Mental Health

1. A training programme is currently being rolled out for all frontline staff aimed at recognising and responding to mental and emotional distress including tools and techniques to promote young people's mental and emotional wellbeing.
2. Ongoing targeted youth programmes focusing on diversion from false support systems e.g. drugs, alcohol, risk taking behaviour.
3. Provision of **somewhere to go, something to do** and importantly **someone to talk to** who will listen and support positive thinking, self esteem and confidence building.
4. Targeted and open access group work that builds on skills such as self esteem, confidence, interactive skills and taking directions from people in charge, getting to school on time etc.
5. From September 2011, Educational Psychology, Education Welfare and Youth Service staff working in integrated locality teams focusing on young people's mental and emotional wellbeing.

3. Examples of the Integrated Youth Service's targeted groups include:

1. **No Limits** for young people with disabilities or learning difficulties. Focus on self esteem and identity, healthy eating, fitness and social development.
2. **Out Youth Group** (LGBTQ) focus on 1:1 support, family and relationship issues, MH and substance misuse, confidence, identity and self esteem
3. **Intensive Support Team** focusing on vulnerability, homelessness, family breakdown, 1:1 intensive support on risk taking behaviour, education and employment, self esteem and confidence.
4. **Asylum Seekers** supporting young people who have suffered severe trauma, both physical and emotional, issues of isolation, confidence and distress concerning the immediate future.
5. **Young Carers Group** supporting young people who are recognised as having particular emotional support and developmental needs and who often cannot access regular support networks.

All of the examples above have young people who are at high risk of developing social, emotional or mental health problems and many young people currently involved are already assessed as having significant MH issues and known to Tier 3/4 services.

4. Current issues faced by young people in the City include:

1. Economic factors have been shown to have an important link to young people's subjective well-being (Children's Society 2011). Lower levels of household income and greater adult economic concerns are impacting on young people's emotional wellbeing and mental health. As a result there appears to be an increase in requests for intervention in relation to young people's behavior that has associated family economic factors or stressors.

2. Achievements at school have a direct link to secure emotional and social development. Schools have recently identified that they need other services to support young people at an earlier stage to further improved achievement and individual social/emotional development. Multi-disciplinary locality teams are responding to these needs.

5. Key evidence based approaches/principles in early intervention and prevention to promote young people's mental and emotional wellbeing in the Integrated Youth Service include:

1. The quality of the relationships with staff supporting young people is paramount. Research highlights effective preventive approaches contain 3 key elements:
 - a. Fun and engaging activities to develop relationships with young people
 - b. Working towards practical goals with the young person
 - c. Creation of opportunities explore emotions
2. Involvement of parents also has been evidenced to improve outcomes. It is important:
 - a. To avoid rivalry with parents
 - b. Not to marginalise parents
 - c. To discuss with parents and young people what they feel is needed to help

It will, therefore, be important to consider the development of work with parents within the multi-disciplinary support being offered to ensure that the young person's needs are considered within the wider family context.

6. Access to Youth Support

Access to support within the Integrated Youth/Locality Offer can happen at a variety of stages:

1. Open access through Youth Centers and planned positive activities
2. Through targeted youth groups both referred and open access
3. Through universal settings such as schools and health services via the locality/area based teams using CAF or direct working arrangements
4. Referral via CAF from specialist services such as Social Care or CAMHS

This continuum of access also facilitates timely transition to appropriate levels of support according to the changing needs of young people.

7. Further Improvements

1. The Locality Service is currently exploring how it may further improve promotion of the Youth Offer (11-19) specifically around access to Emotional Wellbeing and Mental Health.
2. Training in Mental Health Support for Youth Workers and other support staff is underway and further developments building on the TaHMS work in schools are currently being considered between CAMHS and the PCC Locality Service.
3. Improved joint working in locality teams is being considered with primary mental health workers and school nurses.
4. Workforce development training in STORM is being rolled out to frontline practitioners with a Senior Educational Psychologist and Senior Professional Youth Worker from the Locality Service as part of the training team.

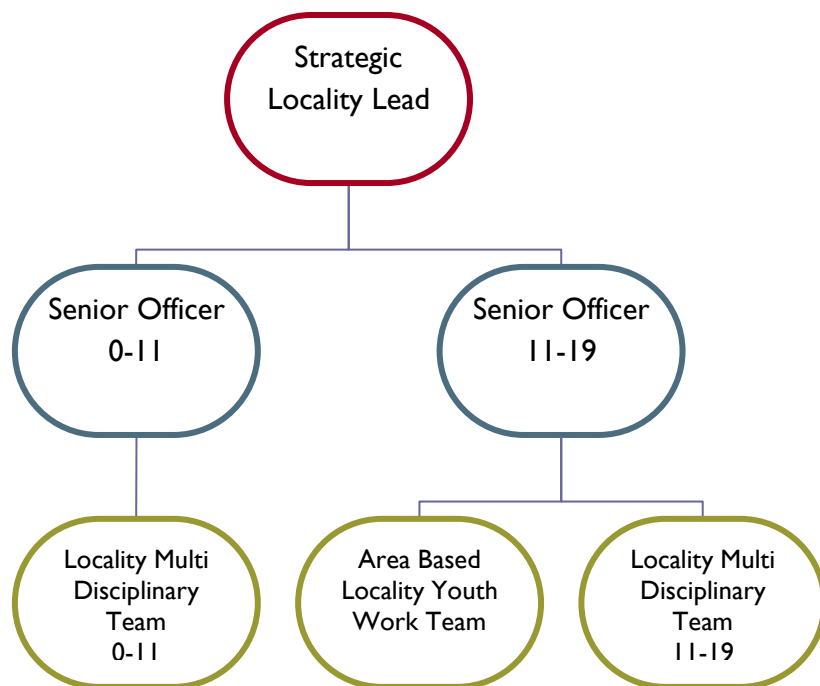
8. Structure of the Youth Service

The service is currently undergoing a significant reorganisation to support a new Children and Young People's Services locality delivery framework. This has necessitates changes to the structure to ensure area based provision is well linked to the new multi-disciplinary locality teams. City-wide teams such as Streetwise and the Intensive Support Team are now deployed into the multi-disciplinary locality teams that will focus their efforts on the most vulnerable children and young people. A recent review of CAMHS waiting lists highlights that 42% of young people currently awaiting specialist assessment or intervention are already known to the youth service with some receiving intensive or targeted youth support in collaboration with Primary Mental Health workers.

The current number of full time equivalent (fte) youth workers is 51.5 ftes with a ratio of 1 fte worker to 477 young people (13-19 years). There are 4 fte Senior Youth Officers and 1 fte Head of Service.

There are 13 fte admin/business support workers across the city-wide service, however, 2.1 ftes are currently being held as vacancies. They support in total 113 individual workers made up of 89 staff, 9 apprentices and 15 adult volunteers.

This structure diagram illustrates one of the recently formed multi-disciplinary teams with the Head of Youth Services currently carrying out the additional duties of Strategic Locality Lead for Plympton and Central & North East and professional lead for 11-19 services. The four Senior Youth Officers are leading the 0-19 multi-disciplinary locality teams and the area based youth work teams within their designated areas of the city.



9. Break down of average full-time (37 hour per week) Youth Worker

1. **Face to Face** performance is targeted at 50%, however, all teams aim for at least 60% direct contact with young people. Achievement is currently at 59.5 % for 2011-12.
2. **Indirect work** on behalf of young people accounts, on average, for approximately 25% of a workers time. This activity includes advocacy work, session planning, CAF work and reviews, development activities, accreditation work, travel to projects and venues, setting up and taking down time.
3. **Business** activities account for approximately 15% of a workers time and include activities such as supervision, appraisal, email, team meetings, training and sickness absence.

10. Centre, Outreach and Street Based Working

The ratios of these activities are constantly changing due to a variety of factors including, what young people have told us they want, the time of year, issues identified by partners or communities, however, it is possible to approximate average activity levels from practice experience and performance data.

1. Home Centre work accounts for approximately 40% of an area team activity.
2. Outreach work accounts for approximately 60% of an area teams activity with:
 - a. 70% street-based
 - b. 30% venue based

11. Customer Satisfaction

Young people are routinely surveyed across the full service offer on a monthly basis and we are averaging a 97.6% of young people satisfied with the service they receive. Peer review, mystery shopping and quality assurance visits to internal and external projects are routinely carried out to ensure effectiveness of delivery, outcomes and value for money.

John Miller, Head of Integrated Youth Support,
Department for services for Children and Young People
October 2011

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CHILDREN AND YOUNG PEOPLE OVERVIEW & SCRUTINY PANEL

10 November 2011



University Technical College

University Technical Colleges (UTC) are a new government initiative which aims to offer 14-19 year olds the opportunity to take a highly regarded, technically-orientated course of study at a college that is equipped to industrial standards. They are usually sponsored by a University or FE College and they offer clear progression routes into either higher education or higher level apprenticeships in a place of employment. Young people may transfer to the UTC at the end of Year 11 from other educational providers in order to pursue advanced technical courses.

In the Spring of 2011 the Secretary of State for Education announced that a number of UTCs would be developed working with the Baker Dearing Foundation, these were promoted by Lord Baker. Following this announcement an application process was developed for universities and colleges to submit bids for UTC funding, the closing date was mid June 2011.

For Plymouth, the Council and its partners have declared a new set of priorities via the Local Strategic Partnership (LSP). The need to create a skilled workforce within the context of a higher wage economy is at the heart of the priority to create economic regeneration and wealth for the city. Similarly the LSP is committed to the priority to raise aspiration and achievement so that young people have the necessary skills to take advantage of future job opportunities.

Whilst Plymouth has been relatively successful in driving down the number of young people Not in Education, Employment or Training (NEET) in recent years a significant number of young people (65%) are currently within this category. This would suggest that for a significant number of young people the “learning offer” that the city currently provides does not match their needs.

The concentration of NEET young people reside in the west of the city in the NW, SW and SE localities. These localities are also the coastal locations of marine economic activity. It would assist the city in developing a more inclusive and at the same time high quality offer to the young people of the city if a UTC was set up in the west location preferably in the SW locality aligned to the major businesses such as Babcock and Princess Yachts.

The current city policy out in [Plymouth City Council Children's Services Strategy for Change Investment for Children](#) shows how secondary pupil numbers are steadily decreasing but will start to rise again in 2015. The policy the Council has been following with secondary places has been one called “breathe in breathe out”. This is where secondary places have been pruned back to allow for new growth as the demographic demand lifts.

There will be a raise of the participation age. This will mean that young people are required to stay in education and training to 17 years of age by 2013 and to 18 years of age by 2015. There will therefore be a rising demand over these years for additional post sixteen places, which has been factored into the councils forecast of places.

A bid for a Plymouth based UTC was made by a consortium of proposers including the University of Plymouth, The College of Further Education and Plymouth City Council, sponsored by the

major businesses of Babcock and Princess Yachts, as well as the Chamber of Commerce the Royal Navy and federation of small businesses and up to 20 other businesses in Plymouth. The bid was for a 450 place UTC based at a Devonport location with the specialisms of Advanced Manufacturing and Marine Engineering.

In total 37 Bids were made to the Government for UTC proposals across the country. On the 10th October 2011 the Government announced that 13 UTC's would be taken forward and Plymouth was among these. The announcement made clear that the Secretary of State hoped that Plymouth UTC would be opened in 2014, but there were possibilities of an earlier start in 2013.

The Consortium of Partners and Sponsors have formed a steering group and are developing the governing arrangements of what will become a UTC Trust. It will be this body that seeks to take the proposals through the government stages of forming a UTC that is capable of signing a funding agreement with Government similar to Academies.

The strong relationship the council has with its partners and particularly the University means that the Council's involvement with the development of the UTC is very strong. This has a very valuable benefit as it allows the Authority to work with the UTC in developing an admission policy that is complementary with other schools in the city. Given this development it is possible to analyse and model the impact of the UTC. This work is ongoing and involves a consultation with Academy and Community School Headteachers. The initial analysis has been based on considering the exam results of 16-18 year olds and modelling the numbers of young people to which a UTC with a manufacturing and engineering specialism would be attractive. The picture that is emerging shows that students from all schools within the city could be attracted by the opportunities. Included in the analysis is the attraction there will be to the UTC from outside the city boundaries and in particular Torpoint given the proposed location. Whilst incomplete at this stage, the analysis is indicating that a maximum of 15 Y11 students from any one school might choose a UTC over a traditional school place.

The timing of the UTC and how it expands to full capacity is also being taken into consideration. Close working with the UTC will allow the Authority to understand very clearly the plans of how the UTC will grow. It is early days but already we have an understanding that the planned growth of the UTC is unlikely to be at capacity until 2016 and by this stage the very substantial growth in the secondary age pupil numbers will begin to feed into Y7. This means that the challenge will be for Secondary Academies to change their focus to the younger age range rather than reducing in capacity.

Gareth Simmons

Programme Director for Learning Environments

Services for Children and Young People.

November 2011

CHILDREN AND YOUNG PEOPLE OVERVIEW & SCRUTINY PANEL

10 November 2011



1. Tackling Child Poverty – Making it everyone’s business

1.1 Tackling child poverty has been accepted as a key priority for Plymouth 2020 Partnership and supports the delivery of one of the city and Council’s four priorities – reducing inequalities. As a level one indicator it is championed by the Plymouth Children and Young People’s Trust but also relies heavily on the actions of other strategic groups and organisations across the city. Tackling child poverty is everybody’s business and this is essential if we are to effectively tackle the causes and impact of child poverty.

1.2 Child poverty is a priority in the Children & Young People’s Plan 2011-14 and Cabinet has already approved the higher level aims and actions described within it to tackle child poverty, and with its 2020 partners, asked a multi agency group to develop a wider plan to engage all aspects of work and agencies.

1.3 On the 13th September 2011, Cabinet reaffirmed its commitment to tackling child poverty as outlined within the Children and Young People’s Plan 2011-2014 and approved the attached multi agency delivery plan to cover the whole 2020 Partnership (see appendix 1).

1.4 In order to monitor our progress toward tackling child poverty Cabinet also agreed to receive an annual progress report, including the findings from an annual self-assessment engaging all partners across the city.

1.5 This briefing provides members with an update on our progress so far in developing a citywide approach to tackling child poverty including the accompanying multi agency delivery plan.

2. Understanding child poverty

2.1 The causes and consequences of child poverty, both temporary and persistent, are multiple and complex. Child poverty is not caused simply due to a lack of money in the family - it is the outcome of economic, environmental and social factors and inequalities that can damage a child’s development and limit and prevent children and young people from having many of the experiences and opportunities that others take for granted.

2.2 This understanding of child poverty is reflected in the government’s first national child poverty strategy. This new approach considers children’s longer term development through home life, family, education and health. Building on national consultation and independent reviews by Frank Fields MP and Graham Allen MP, it also recommends a suite of additional measures that reflect family resources, family circumstances and children’s life chances.

2.3 In Plymouth:

- One in four children and young people live in families that receive means tested benefits.
- 63% of all children who had a Child Protection Plan during 2009/10 lived in the two most deprived localities. 'Neglect' is cited as the primary reason for 43% of children with a child protection plan.
- There is an educational attainment gap in the city. Children in receipt of Free School Meals often achieve lower grades than their peers.
- The housing stock condition in the city has deteriorated significantly over the last five years - the most vulnerable families are found in some of the poorest housing across Plymouth.
- The North West and South West localities have the highest proportions of mothers who continue to smoke during pregnancy.

2.4 In addition, the economic climate has a significant damaging impact on our children and young people. Benefit changes that are being phased in affecting 51,000 people in the city will have a damaging impact on lone parents and working families on low incomes. The experience locally is that need and vulnerability is rising. Unemployment is up by 13% in the last year and exceeds 2009 figures with particular peaks in the 18-24 age group.

3. Our progress so far

3.1 A Local Government Group review (May 2011), outlined the key characteristics of local authority areas where child poverty is being addressed as a high priority. These include a high level of strategic commitment and understanding, a view of child poverty as a cross cutting theme across the LA area, as well as strong elected member support. Plymouth already demonstrates such features. The Portfolio holder for Children and Young People has actively championed and provided strong direction on behalf of the Local Authority and Plymouth 2020.

3.2 The local strategic approach to tackling child poverty is already being developed and the Children and Young People's Plan 2011-14 has provided a solid base from which to develop a whole city, multi-agency delivery plan, endorsed by Cabinet (see Appendix I). This plan has been developed by key stakeholders including statutory agencies and the voluntary and community sector. In addition, child poverty will need to be explicitly addressed within key strategies such as housing, financial inclusion and worklessness.

3.3 A core multi-agency group made up of key stakeholders from across the Local Authority (including housing, economic development, children services and social inclusion), JobCentre Plus, NHS Plymouth, Public Health and the voluntary and community sector has been overseeing the development and implementation of the local strategic approach. The main objectives of which are to:

- Make child poverty everybody's business
- Reduce the number of children living in workless households
- Reduce housing related child poverty
- Reduce the inequalities that have the most negative impact on children's life chances
- Improve young people's capability to manage finances sensibly.

3.4 As part of developing our local strategic approach a self-assessment event was held in October to assess the healthiness and effectiveness of our current approach to tackling child poverty in the city. The self-assessment toolkit used was based on national best practice developed by Save the Children. This toolkit enabled us to assess our city approach to tackling child poverty against three areas; leadership and governance, performance management and commissioning and resources.

3.5 The headline findings from this event identified the following:

3.5.1 Leadership and Governance

Participants wanted a clearer vision for how we as a city will tackle child poverty; this was centred on having a common understanding or definition of child poverty. A need was identified for more coordination to support others to develop their own objectives to support the city vision around child poverty.

3.5.2 Performance Management

Clear performance management arrangements for measuring progress around child poverty are required that build on current 2020 indicators and targets. These need to tell a story about child poverty in Plymouth and relate to a variety of areas e.g. housing, worklessness, transport, education. They should also be used to inform service planning.

3.5.3 Commissioning and Resources

Embedding child poverty within planning, commissioning and resource allocation processes will be key to effectively tackling child poverty in Plymouth. Participants strongly advocated developing a core offer or minimum standard to families to tackle child poverty.

3.6 Based on the need for strong member support the self-assessment will be replicated at an event for elected members on the 18th November 2011. This workshop will provide the opportunity for members to further shape the way in which the city tackles child poverty.

3.7 In addition, ongoing consultation is being undertaken with the Youth Council as part of the Children & Young People's Plan. The Youth Council is very keen to engage with this issue, in particular defining what poverty means to them and their families.

4. Recommendation

4.1 It is recommended that members note the content of this report.

Candice Sainsbury

Senior Policy, Performance and Partnerships Advisor

Policy, Performance and Partnerships

28th October 2011

Appendix I Children & Young People's Plan 2011 - 14 Delivery Plan

Priority 3	Tackle Child Poverty	William Woyka
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Objective	Lead	Action	Link	Key Milestones
3.1 Make child poverty everybody's business;	Children's Trust	3.1.1 Raise the profile of child poverty across Plymouth 2020 and all theme groups, with a specific focus on the Growth Board and Health and Wellbeing Board.	Candice Sainsbury, PPP	Recognition of child poverty within relevant strategies and theme groups plans. Child poverty strategy developed. Child poverty is acknowledged within delivery plans for worklessness, housing, economic development and financial inclusion. Gaps are identified and agreed by Plymouth 2020 Exec & Board.
		3.1.2 Develop a citywide Child Poverty strategy that is underpinned by key delivery plans such as worklessness, economic development, children and young people's plan, housing and financial inclusion.	Candice Sainsbury, PPP	
		3.1.3 Generate high level local engagement with the South West regional child poverty network, taking full advantage of collaborative links and opportunities both regionally and nationally.	William Woyka, Routeways	
		3.1.4 Undertaken a city wide self assessment on child poverty and identify key gaps and barriers to be addressed within the child poverty strategy.	Candice Sainsbury, PPP	
		3.1.5 Capture and share local successes and lessons learned based from the incorporation of child poverty indicators within commissioning processes across the City.	Jo Hall, Early Years & Fiona Fleming, Children's Commissioning	
3.2 Reduce the number of children living in workless households;	Plymouth 2020 Executive Group	3.2.1 Promote the targeting of 18-24yr olds and parents as priority groups within the draft Worklessness strategy.	Mark Looker, Economic Development	
		3.2.2 In collaboration with the Worklessness and Financial Inclusion groups, establish a task and finish group to identify the key barriers to lone parents' ability to access high quality employment, and develop recommendations to address this.	Lucy Stapleton, Job Centre Plus	

		3.2.3 In collaboration with the Worklessness and Financial Inclusion groups, establish a task and finish group to fully understand the impact of welfare changes on both in-work and workless families, and provide recommendations to ensure parents are fully able to maximise their income.	Jo Hambly, Social Inclusion	
		3.2.4 Engage with the Worklessness group to promote self employment as a route out of unemployment for families with children.	Mark Looker, Economic Development	
		3.2.5 Through commissioning and procurement processes champion the development and maintenance of a local workforce.	Fiona Fleming, Children's Commissioning	
3.3 Reduce housing related child poverty;	Housing Strategic Group	3.3.1 Ensure city wide partners deliver effective and responsive solutions to young people negatively affected by housing benefit changes.	Jo Hambly, Social Inclusion	Smooth Migration to 2014 Universal credit when introduced Further explore imaginative ways of meeting the housing need of vulnerable groups with developers, registered social landlord's and the private rented sector Seek milestones from the Housing Plan when available.
		3.3.2 Promote increased access to decent and affordable housing for families with children through the upcoming housing strategy, with improved housing options for larger families to combat overcrowding.	TBC	
		3.3.3 Reduce the incidence of homelessness, amongst young people and families with children, through access to good quality supported and independent housing choices and with advice and support for the most vulnerable.	Matt Garrett, Housing	
		3.3.4 Ensure provision of good quality accommodation with support to teenage parents to address their significant social and financial exclusion.		
3.4 Reduce the inequalities that have the most negative impact on children's life chances;	Early Years Strategic Partnership	Increase the number of children who achieve a good level of development and school readiness by:	Alison Mackenzie, Public Health & Jo Hall, Early Years	Early Years Foundation Stage Profile data: August 2011 and 2011 (new assessment will be statutory after this) Increase in uptake of evidence based parenting
		3.4.1 Providing effective support for parents to develop good parenting skills.		

		3.4.2 Increased access to universal high quality early years education, with additional focus on disadvantaged 2 year olds.		programmes
		3.4.3 Ensuring all children have good communication and language skills, and social and emotional development, with effective early intervention to improve outcomes.		Increase % settings deemed good/better by Ofsted
		3.4.4 Targeting interventions to the most vulnerable families and sustaining contact.		Increase number of free nursery places offered to disadvantaged 2 year olds
		3.4.5 Addressing health inequalities that will impact on child's later intellectual development: i. maternal mental and physical health, ii. parental mental health, iii. low birth weight, iv. Breastfeeding.		Improved outcomes in CLLD and PSED and a reduction in the gender gap in early years attainment and improve outcomes for the 20% lowest achievers
				Increase in sustained contact with vulnerable families
3.5 Improve young people's capability to manage finances sensibly	Children's Trust	3.5.1 Identify and address the gap in support services for children and young people, which are able to deliver financial capability support in schools and other settings.	Karl Sweeney, Lifelong Learning	TBC
		3.5.2 Provide opportunities for young people to learn how to manage their finances through access to Credit Union Banks within schools;	Jo Hambly, Social Inclusion	
		3.5.3 Engage with private sector partners to develop imaginative ways to deliver financial capability sessions in schools.	Karl Sweeney, Lifelong Learning	

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PLYMOUTH YOUTH OFFENDING SERVICE
YOUTH JUSTICE PLAN 2011/2012

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List of Acronyms

ACRONYMS

ASB	ANTI SOCIAL BEHAVIOR
BME	BLACK MINORITIES ETHNIC
DYO	DETER YOUTH OFFENDING
EIG	EARLY INTERVENTION GRANT
IST	INTEGRATED SUPPORT TEAM
KYPE	KEEPING YOUNG PEOPLE ENGAGED
PBR	PAYMENT BY RESULTS
YCAP	YOUTH CRIME ACTION PLAN
YISP	YOUTH INCLUSION AND SUPPORT PROJECT
YOS	YOUTH OFFENDING SERVICE
YRD	YOUTH RESTORATIVE DISPOSAL

Plymouth Youth Offending Service Pledge

We will provide a fair and equitable service that embraces the diversity of young people, the people of Plymouth and its community.

We will improve access to services for young people to divert them from offending and help them lead happy and productive lives.

We will encourage and support young people to repair the harm they have done to their victims and communities.

We will encourage young people to have aspirations and support them to make good decisions and have a successful transition to adulthood.

We will work in partnership with parents and carers in helping them support their young people make positive change.

We will work in partnerships with other agencies to reduce youth crime and protect the public.

We will listen and work with victims and communities and will be open and accountable for our service.

We will work hard to increase public confidence in youth justice.

Executive Summary

Plymouth Youth Offending Service's Youth Justice Plan has been developed in accordance with the requirements of the Crime and Disorder Act 1998 and sets out how youth justice services in Plymouth are to be provided and funded. It sets this against both a national and local context. It gives information about how the youth offending service operates, and what functions they are to carry out. It also lays out priorities for the coming year and sets out how the YOS will aim to meet both its national and local targets.

Plymouth YOS Management Board remains active in key decision making and ensuring partners are all engaged in the delivery of Youth Justice Services and preventative work across the city.

Plymouth YOS has worked throughout 2010/11 working on its Improvement Plan following the HMIP Inspection report which was published early in 2010 following what was a pleasing set of Inspection Results. Much of this work focused on the development of a robust quality assurance framework and the updating of policies and procedures. This was supported by additional management resources.

There has also been much work around preparing the service for the challenges of the financial climate and developing government policy. This has included the planning of a restructure of the service in line with its objectives and the government Green Paper Breaking the Cycle: Effective Punishment, Rehabilitation and Sentencing of Offenders. This paper addresses all three of the government priorities of punishing offenders, protecting the public and reducing reoffending.

Plymouth YOS remains a forward thinking and ambitious service which is aiming for excellence. It has a critical role in the drive to reduce the fear of crime and to raise Young Offenders aspirations and to support them in achieving their potential and successful transition to adulthood.

A driver for 2011/2012 is the embedding of the principles of Restorative Justice throughout the work of the YOS. The YOS Management Board has aligned resources so that the YOS has the capacity to do this and to enable the service to have a dedicated Victim Advocacy Worker to ensure that the voice of the victim is considered in all aspects of the YOS's work. An additional aim is for members of the community, including young people, to be involved in all aspects of the service including influencing its direction and methodology and ensuring that resources meet both community and individual needs.

The service is also aiming to increase the focus of work towards parents and the whole family to address negative patterns of behaviour that increase the risk of offending and ensure parental responsibility. The service will continue to provide a fair and equitable service to young people with a focus on risk management based on rigorous assessments of likelihood of reoffending, risk of harm and vulnerability.

Plymouth Crime Information 2010/2011

The Plymouth Report (2010) produced by Plymouth 2020 states that 'Plymouth is a comparatively safe city when compared to other urban conurbations, with falling overall crime, particularly acquisitive crime, such as theft of and from vehicles, domestic burglary and robbery. Offending linked to the night time economy and alcohol remains problematic for the city with drunkenness, alcohol related violence and offences such as sexual assaults and domestic abuse main issues. Violence against the person has reduced over the past few years, though the city still performs poorly against its national comparative group for assault related crimes.'

In respect of crime relating to young people there too has been a reduction in crime. The number of young people offending (2010/11) has reduced from 587 to 557 and the number of offences committed in 2010/11 by young people has reduced from 1055 to 1041. This amounts to reductions of 5.1% and 1.3% respectively.

The most prevalent detected crimes for young people are:

	<u>2009/10</u>	<u>2010/11</u>
Violence against the person	234	201
Theft and Handling	227	192
Public Order	166	145
Criminal Damage	182	129

It is also noted that motoring offences committed by young people have decreased substantially from 178 in 2009/10 to 43 in 2010/11 a reduction of 76%.

The area experiencing the highest number of both offences and young offenders is Plympton, with St Budeaux second in young people's terms. Other areas experiencing higher than average levels of young people offending and generally a higher number of offences in no particular order are Honicknowle, Plymstock, Devonport, Stonehouse and North Prospect.

National Context of Youth Justice

Youth Justice Board

The Youth Justice Board for England and Wales (YJB) is an executive non-departmental public body within the Ministry of Justice which; oversees the youth justice system in England and Wales, works to prevent offending and reoffending by children and young people under the age of 18 and ensures that custody for them is safe, secure, and addresses the causes of their offending behaviour. It's vision of an effective youth justice system is that:- more offenders are caught, held to account for their actions and stop offending, children and young people receive the support they need to lead crime free lives, victims are better supported and the public has more confidence in the youth justice system.

Developing Government Policy

In December 2010 the Green Paper Breaking the Cycle: Effective Punishment, Rehabilitation and Sentencing of Offenders addressed all three of the government priorities of punishing offenders, protecting the public and reducing reoffending. It set out how an intelligent sentencing framework, coupled with more effective rehabilitation would enable the breaking of the cycle of crime and prison. Within the paper there is a focus on early intervention and preventative work with a commitment to intervening early in the lives of children at risk and their families, before behaviour becomes entrenched, which presents the best opportunity to break the cycle of crime alongside greater parental responsibility. There was also a clear commitment to Restorative Justice with moves to ensure that victims have a more central role in the criminal justice system. The paper also introduced the idea of Payment by results to drive improvements in performance, incentivise the diversification of providers and increase accountability.

Key Local Partnerships and Plans

Plymouth 2020

The aim of Plymouth 2020 is to provide strong leadership for the transformation of the city and to promote a positive image of Plymouth as a vibrant waterfront city where an excellent quality of life is enjoyed by everyone. The priorities for Plymouth 2020 are to: Deliver Growth, Raise Aspirations, Reduce Inequalities and to Provide Value for Communities. The public, private and voluntary and community sectors are all represented on the Partnership Board, Executive and Theme Groups.

Plymouth Children and Young People's Trust

Plymouth Children and Young People's Trust is a formal partnership that brings together everyone in the city who works with children, young people and their families. Parent carers and young people are also members of the partnership. The purpose of the Plymouth Children and Young People's Trust is to: provide strategic direction for the development of children's and young people's services in Plymouth, provide leadership on the development of integrated services for children and young people, support the achievement of national and local agency targets by developing closer and linked ways of planning, delivery and improving services for children, young people and their families and to implement the priorities in the Children's and Young People's Plan. The Trust's vision is that all our children and young people Live, Grow, Achieve and Exceed in their Hopes for the Future.

The Plymouth Children and Young People's Plan 2011 to 2014

The Plymouth Children and Young People's Plan has been developed by Plymouth Children and Young People's Trust and describes the joint agency approach in the local

authority area for children and young people's services, and sets out the vision and key priorities agreed by those agencies in helping children and young people to achieve the best outcome. In Plymouth the Youth Offending Service is one of a number of services for young people that deliver the key priorities of Plymouth's Children and Young People's Plan 2011-2014 identified in support of Plymouth 2020's improvement priorities.

Plymouth 2020 Priority: Deliver Growth

Children and Young People's Plan 2011 – 2014 Priority 4: Equip young people with skills, knowledge and opportunities to make a successful transition to adulthood.

Plymouth 2020 Priority: Raise Aspirations

Children and Young People's Plan 2011 – 2014 Priority 3: Improve levels of achievement for all children and young people

Plymouth 2020 Priority: Reduce Inequality

Children and Young People's Plan 2011 – 2014 Priority 1: Decrease the effects of child poverty

Children and Young People's Plan 2011 – 2014 Priority 2: Provide all children with the best possible start to life

Plymouth 2020 Priority: Provide value for communities

Children and Young People's Plan 2011 – 2014 Priority 5: Tackle risk taking behaviours

Plymouth Safeguarding Board

The role of the Plymouth Safeguarding Children Board is an essential element in ensuring that there is the highest level of scrutiny, ownership and accountability with regards to safeguarding as it affects the lives of all children and young people. The Board is charged to seek assurances from all agencies that they are working together to keep children and young people safe across the city and to provide challenge when necessary and to raise awareness of safeguarding issues.

Safeguarding is everyone's business across agencies and communities. Working together is fundamental to the protection of children and young people to keep them safe from harm. The role of the Board in promoting, monitoring, challenging and ensuring that this is a reality continues to be paramount. The YOS manager is a member of the Safeguarding Board.

The Plymouth Safeguarding Children's Board role is to monitor, scrutinize and contribute to the planning and delivery of children and young people's services through the Children and Young People's Strategic Plan.

Plymouth Community Safety Partnership

The Plymouth Community Safety Partnership (CSP) produces an annual Strategic Assessment which provides an accurate evaluation of the significant crime, disorder and substance misuse issues that may impact the Partnership over the coming year as well as areas impacting the partnership over the last 12 months.

The plan reflects on the proposed cuts to spending and how these might impact across a number of the priority areas. Taking into account performance, risk, harm and vulnerability to victims and the national picture, the following areas have been identified as the highest priorities for the partnership; Domestic Abuse, Sexual Abuse, Anti-Social Behaviour, Alcohol Related Violence, Reducing Re-offending, Drug Treatment, Integrated Offender Management, Hate Crime and Serious Acquisitive Crime (Burglary Dwelling).

Housing Plan 2012-2017

The Plymouth Housing Plan sets out the city vision for housing across all tenures and how by working together with residents and partners a real difference to homes and communities can be made in Plymouth.

The work of the Youth Offending Service (YOS) has particular relevance to the objectives set in relation to anti-social behaviour: Objective 1-To Reduce anti-social behavior and hate crime and Objective 2-To reduce significant harm associated with anti social behavior (ASB) to victims, families and communities.

Youth Offending Service Management Board

The YOS Management Board membership is a mix of strategic and operational managers from a range of statutory and other partner agencies who contribute to the delivery of youth justice and preventative services in the city. YOS Board members also take the lead to champion specific areas and issues and take responsibility to improve services for young people who offend within their own agencies. The YOS Board receives quarterly updates from the YOS Manager who reports on performance, service development and considers issues that need to be resolved in terms of youth justice. The contribution of the wider partnership and the scrutiny of the YOS Management Board ensure that an effective forum not only continuously monitors performance in detail, but also supports the YOS in the implementation of improvement plans.

The Assistant Director for Children's Social Care has this year taken over the Chairing of the YOS Board from the Director of Services for Children and Young People after five years, through two core inspections and key in driving up standards and striving for excellence.

Other board members are;

YOS Manager (PCC), Commissioning Manager from Services for Children and Young People (PCC), Strategic Commissioning Officer – Reducing Harmful Risk Taking Behaviour (PCC), Superintendent – Devon and Cornwall Police, Youth Issues Manager - Devon and Cornwall Police, Assistant Director for Learner and Family Support (PCC), Senior Education Officer (PCC), Manager Careers South West, Senior Probation Officer Devon and Cornwall Probation Trust, Senior Accountant (PCC), Director of Plymouth Racial Equality Council, Manager of Plymouth Community Safety Partnership (PCC), Manager Anti-Social Behaviour Unit (PCC), Children's Commissioner for Children and Young People's Health, Principal Advisor for Neighbourhood and Informal Learning (PCC) and a Justices Clerk from Plymouth Magistrates Court.

The average attendance of Board Members listed above for 2010/11 was 71%.

Nationally Monitored Targets for Youth Justice

Rate of Proven re-offending by young people who offend (measured offences per 100 offenders)

First time entrants to the youth justice system aged 10-17

Young People receiving a conviction in court who are sentenced to custody. A reduction in the number of children and young people receiving custodial sentences

Locally monitored outcomes for Youth Justice:

Ethnic composition of young people on youth justice system disposals

Access by young people who offend in suitable education, training and employment

Access by young people who offend to suitable accommodation

Participation by victims in Restorative Justice

Plymouth Youth Offending Service

Plymouth Youth Offending Service has the responsibility under the Crime and Disorder Act 1998 of coordinating the provision of youth justice services for all those in the authority's area that need them, with the principal aim being to prevent offending by children and young people, including:

- the provision of an appropriate adult service to safeguard the interests of young people detained or questioned by the police;
- the assessment of children and young persons and the supervision and provision of rehabilitation programmes to prevent offending to young people sentenced to a variety of orders to prevent reoffending and reduce risk of harm.

- the co-ordination of Risk Management and Vulnerability Management plans for young people.
- the provision of support for young people remanded or committed on bail while awaiting trial or sentence
- the provision of reports or other information required by courts in criminal proceedings against children and young persons.
- the responsibility to manage parenting orders.

The key principles of the service are that;

- The service will provide a fair and equitable service to young people with a focus on risk management based on rigorous assessments of likelihood of reoffending, risk of harm and vulnerability.
- The service will integrate restorative justice processes across all interventions to ensure that all young people and parents known to the service are aware of the impact of crime on the victims and take responsibility to make amends for their criminal / anti-social behaviour.
- The service will work systemically with the whole family to address negative patterns of behaviour that increase the risk of offending.

Youth Offending Service Resources

There has been a reduction in funding to the YOS of over £385 000 (approximately 20%). A significant part of this, approximately £202800, funded YOS Prevention Services. The funding for these has been distributed within the remit of the Early Intervention Grant (EIG), with Plymouth Local Authority redistributing the funding to other projects and holding the 'First Time Entrants' target centrally rather than as a sole YOS target.

The element of funding now received from the EIG (£30000) was an acknowledgement of the funding previously received from Youth Crime Action Plan (YCAP) to provide 'YOS Officer in custody' which continues and is used to fund an 'Out of Hours' support to the Police custody suite.

Within the YJB grant the ring fencing has been removed enabling the YOS to make local decisions around how the money is spent. Taking into account the YOTs strategic direction and the YOTs purpose a restructure is taking place to align resources to enable the YOS to meet National Indicators and effective practice standards within expected levels of need. The decision was also influenced by the expected direction of Youth Justice following the Breaking the Cycle Green Paper as well as taking into account of the YOS's HMIP Inspection report.

There was a reduction in numbers of Team Managers in the service from four to three and the decision was to maintain this level throughout the period of the restructure. A key recommendation made in the 2010 Inspection Report was in relation to the need to improve and have clear evidence of quality assurance and decision making by managers. The YOS also has over 100 volunteers who require management and clear oversight of their practice which would not be possible with a reduction in management capacity.

In recognising the changes in volumes of work in both numbers of cases held and the levels of risk they pose, the YOS has restructured the service to merge its Case Management and Court Team's together. This has created one Case Management Team which has a reduced number of Social Work qualified staff with additional non social work qualified staff which achieves a saving in staff costs.

The creation of a Programme Delivery Team, (which incorporates ISS, IRS) has slightly increased costs in this area but enabled the YOS to strengthen the delivery of interventions and supports the work of the Case Management Team.

A distinct Restorative Justice Team taking into account the direction set by the YOS management Board and the Green paper has been maintained. This has meant the Final Warning Team and Restorative Justice Team have been merged and has introduced a new dedicated Victim Liaison Worker. This will strengthen contact with victims and drive delivery of restorative justice across all relevant interventions.

These changes have ensured that the YOS is able to stay within budget and meet its statutory requirements. This has made a saving of £70886.

Partner agencies have continued to fund the YOS, and although there has been an average reduction of 10% this has not meant a reduction in staff secondments. There was a significant drop in funding for substance misuse work and the shortfall was covered by core funding.

The YOS will continue to endeavour to make savings as there are likely to be further cuts to funding as both core and partner funding reduces over the next few years. The YOS is involved in the new efficiency drive within the Criminal Justice Sector aimed at speeding up the process from arrest to sentencing. This involves the police, CPS, HM courts and the YOS in reducing the physical transfer of paper, greater efficiency in use of personnel time and routine use of IT systems. Plymouth YOS is already in an advanced position having access to and using Video Conferencing, secure e-mail systems and accessing other partner's databases for information.

There will be increased work with partners including those in the third sector to support bids to draw additional funding into the city with the aim of reducing youth offending.

Within the Green Paper there are also plans to reform secure remand for young people so that all children under 18 are treated in the same way for remand purposes, rather

than treating 17 year olds as adults. This will ensure compliance with the United Nations Convention on the Rights of the Child. All young people who are securely remanded will become "looked after" by the local authority and this is laid out in the Legal Aid, Sentencing and Punishment of Offenders Bill. In addition, local authorities will become financially responsible for all youth remands to secure accommodation with the aim of providing an incentive for local authorities to invest in alternative strategies for this group of young people.

There is also an additional need to prepare for a possible decrease in budget in 2012/2013 as the Youth Justice Board are currently reviewing the formula used to distribute the Youth Justice grant amongst YOTs in England and Wales. There are discussions that future funding could be based on some or a combination of the following: the existing core grant formula, Indices of Multiple Deprivation, size of area, volume of offences weighted against gravity score and number of community and custodial disposals. These changes could have an impact of either reducing our budget by 5% (approx £30 000) through to increasing the budget by 24% (approx £137 000) based on YJB calculations. The principles when determining a new formula includes that the funding formula should support delivery against the three Youth Justice outcomes indicators, that there should be no perverse incentives and that there should be the least possible disruption to YOS financial planning.

This does not relate to linking the Youth Justice grant to payment by results (PBR) although this is being explored for 2013/2014.

Funding Comparison Table

	2010/11	2011/12
YJB-	(£s)	(£s)
Effective Practice	241,989.00	
ISS	159,680.00	
IRS	50,000.00	
Drugs & alcohol	46,253.00	
KYPE	28,746.00	
Prevention	165,997.00	
Total	692,665.00	565,689.00
Partnership funding		
Police-	118887.00	111387.00
Probation-	90000.00	81798.00
Health-	70823.00	63740.70
PCC- CSC	585293.00	535293.00
PCC- EDUC	69372.00	69372.00
Total	934375.00	861590.70

Additional funding streams		
YCAP	79594.00	0.00
YISP	75875.00	0.00
Outreach	62016.00	0.00
EIG		30000.00
Positive Futures	40000.00	40000.00
SIP	25000.00	25000.00
Total	217485.00	30000.00
Overall Totals	1,844,525.00	1,457,279.70

Plymouth YOS Structure and Work Streams

As stated in the Resource section of this plan the work of the YOS is to be delivered through three distinct teams with the focus being the reduction of reoffending and the management of risk. This is more often than not done in partnership with other Children's Services to ensure young offenders and those at risk of offending have improved outcomes including; increased resilience, improved mental health, increased aspiration and attainment, reduction in vulnerability and the reduction in Risk of Harm to Others.

The three teams are:-

Case Management Team

This team is responsible for working in court and managing all court ordered interventions. This includes the assessment, intervention planning, risk and vulnerability management in all cases.

The case management team work within clear risk a management procedure which includes the use of Risk and Vulnerability Management Meetings, MAPPA, MARAC and the pathway for Children & Young People who sexually harm others which includes the use of specialist assessments.

Programme Delivery Team

This team consists of specialists seconded and deployed from partner agencies and YOS employed programme delivery staff who receive referrals from the case management team. Their role is to provide timely and appropriate interventions to support the case managers intervention plans (including Risk and Vulnerability Management) to reduce offending, risk of harm and building young people's resilience.

The work previously delivered by the distinct and separately funded ISS and IRS teams are now being incorporated into this team but remains priority work and are resourced accordingly.

This team will also have capacity to develop, coordinate and deliver groupwork interventions across the service which can be delivered as requirements within Youth Rehabilitation Orders.

Staff in this team include Education Welfare Officer, Psychiatric nurse, Substance Misuse Worker, Accommodation Worker and a Parenting Worker.

The YOS has a parenting worker who is creating links with Children's Social Care Family Support Team and proactively offers parents and carers support. They are responsible for the delivery of parenting contracts and parenting orders as given by the court. Additional parental support is provided to parents of the most likely to reoffend and high risk young people who includes those in custody. Parents and carers of young people contained in the secure estate receive support to visit their child and receives support throughout the sentence with particular focus delivered as resettlement support. This works links closely to the work of the IRS role

The IRS seeks to ensure that all young people coming out of custody are given the best possible support to enable them to lead crime-free lives. The objective of IRS is to support the resettlement of young people leaving custody through: reducing reoffending, addressing substance misuse issues, addressing other needs and vulnerabilities, for example, those surrounding accommodation, mental health, education, training and employment as well as working with parents, carers, families and peers.

The Secondary Inclusion Programme is a jointly funded piece of work between the YOS and Plymouth Excellence Cluster. It was previously managed through the YOS Prevention Team. It currently provides a three week programme for young people who are either on a fixed term exclusion or are requiring a preventative intervention to prevent future exclusions. Currently work is being undertaken to bring the work of the SIP inline with that of Plymouth ACE to benefit both young people referred into the programme from schools and academies as well as creating opportunities of young people registered with ACE. This should allow for young people involved with the YOS and who are not engaging in 25 hours education to receive a SIP intervention to move them back into more formal educational settings.

Positive Futures was also previously managed through the YOS Prevention Team but now is placed in the Programme Delivery Team. Positive Futures is an intervention based social inclusion project working within the Programme Delivery Team. Interventions are focused to reduce young people's substance misuse and criminal behaviour. a variety of interventions including sports activities, arts projects, TKAP (knife crime) group work, substance misuse programme and healthy living programmes are used to effect positive change. The project was previously based in one neighbourhood of Plymouth but due to its success (Gold standard for 2010-2011) in meeting both national and local objectives it was agreed that it be delivered as a citywide project.

Positive Futures will work across Plymouth with key partners to coordinate the strategic development and delivery of positive activities and interventions for young people who are at risk of social exclusion and offending behaviour. This work will be undertaken in line with this Youth Justice Plan and Plymouth's Children's and Young People's Plan 2011-2014 to enable the public and private sectors to improve the lives of young people in health, education raising aspirations, reducing inequality and offending behaviour.

Restorative Justice Team

Plymouth Youth Offending Service is committed to the principles of Restorative Justice and is aware of the great benefits that this can bring to both victims and offenders in terms of the victim coming to terms with an offence which has been committed against them and the offender taking responsibility and making amends for their actions.

Restorative Justice is a focus within the government green paper and the setting up of a distinct RJ Team was driven by the YOS Management Board due to the priority it places on restorative justice locally.

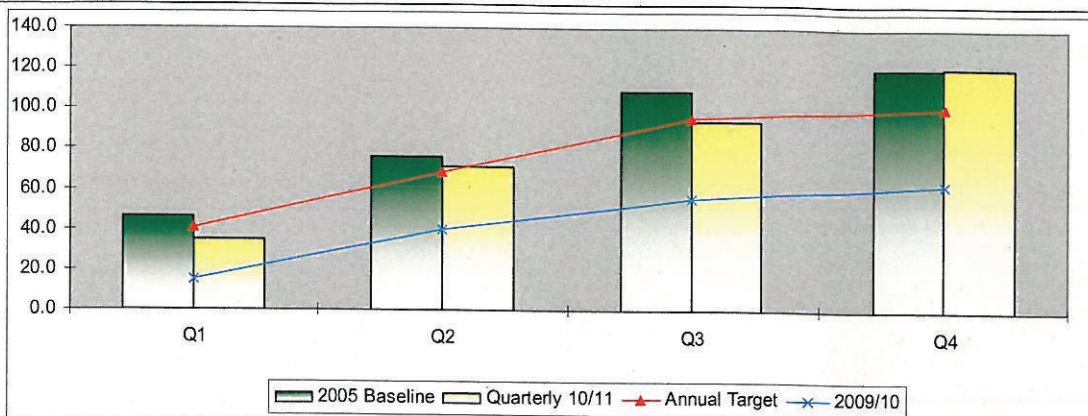
The RJ Team is made up by an RJ Coordinator, a seconded police officer, a victim liaison officer as well as support workers who deliver restorative reparation.

The desired outcomes include; the increasing of the range and availability of Restorative Justice Interventions, the putting of the victim at the forefront of the RJ process and to build increased public confidence in the service.

Data around the participation of victims is reported to the YOS Management Board on a quarterly basis.

Delivery against Key National Indicators

Rate of Proven re-offending by young people who offend (measured offences per 100 offenders)							
		Annual Target	Q1	Q2	Q3	Q4	Final Rate
2010/11		101	34.9	71.2	93.8	120.5	120.5
2009/10		105	15.0	40.0	55.6	62.2	62.2
Quarterly Target (2010/2011)			40.7	67.9	95.0	101.0	



What we have achieved 2010/2011

Throughout 2010/2011 the target was met throughout the first three quarters and was only exceeded in the last quarter. The reoffending rate in the last quarter however did mean that the year target was not met. This was in large part due to 3 young people within the cohort being convicted for in excess of 10 offences each within the final quarter. Without these young people the performance would have been on or within the target level set.

Whilst 2009/10 performance was substantially better (62.2 offences per 100 young people) it should be noted that 63 young people re-offended against 66 for 2010/2011. When also comparing these two years, 2009/10 cohort comprised 225 young people whilst the latest only contained 146.

This coupled with the overall reduction in the annual number of offences & young people receiving convictions tells us that there are a small group of prolific offenders responsible for a disproportionate level of offending. This matches national offending patterns.

How we will improve 2011/2012

The introduction of Deter Young Offender procedures will ensure earlier targeting of those individuals who are most likely to have high reoffending rates. Deter Young Offenders are young people in the youth justice system who will require an intensive level of intervention. Plymouth Deter Youth Offending (DYO) procedures have been developed in conjunction with partners.

A young person meets DYO status if their assessment indicates that they have a high likelihood of reoffending or they have a high risk or very high risk of serious harm. Young people subject to bail or remand can also be considered within the DYO criteria.

The YOS has introduced DYO case planning forums on a monthly basis which provides multi agency input in the development of clear intervention, vulnerability and risk management plans with management oversight. This will be monitored in line with reoffending rates of the YOS as well as through any changes in assessment scores and risk levels.

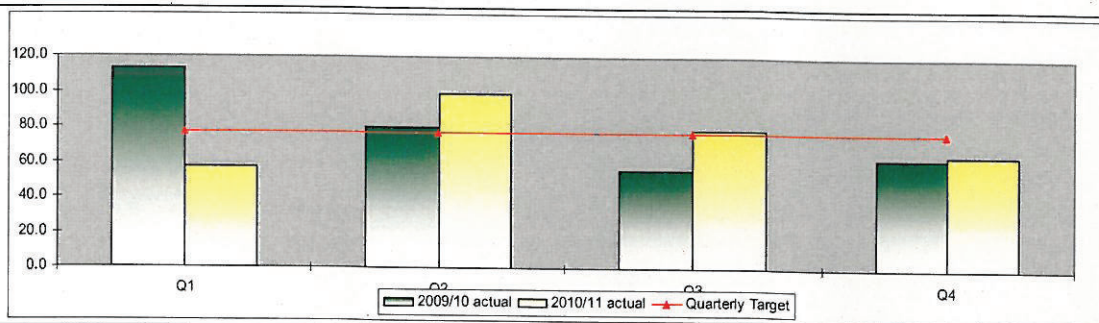
There is the possibility that the DYO work could increase reoffending rates due to closer information sharing between the YOS and the Police but this would meet with one of the strategic aims of the YJB that 'more offenders

are caught, held to account for their actions'.

There will also be case reviews around the three young people that were convicted of a high number of offences in quarter four (2009/2010) and any learning will be disseminated through the Management Board.

First time entrants to the youth justice system aged 10-17

		Annual Target	Q1	Q2	Q3	Q4	Final Total
2010/11		308	57	99	79	65	307
2009/10		366	113	80	56	63	312
2005 Baseline							
Quarterly Target (2010/2011)			77	77	77	77	



What we have achieved 2010/2011

Measurement of FTE has been changed at year end from a number count to a rate per 100,000 of population and is based upon PNC data supplied by the police.

There was a substantial reduction in recorded FTE during the 2009/10 year which was largely attributed to the introduction of the Youth Restorative Disposal which accounted for an average reduction in reprimands by approximately 30%. The continued use of Youth Restorative Disposal (YRD) has maintained the levels of reduction through into 2010/11. A discrepancy between YOS figures and that of the police were identified and is currently being researched.

One of the main achievements of the YOS Prevention Service was the maintaining of its function during the time

How we will improve in 2011/2012

Due to the reconfiguration of services following the Early Intervention Grant this target has become a citywide target and will be a priority for the developing integrated locality based services which will provide services that are high quality, efficient and coordinated around the needs of children, young people and their families.

We will identify families where there are siblings of young offenders and will target parenting resources towards them with referrals of siblings to prevention and early intervention services.

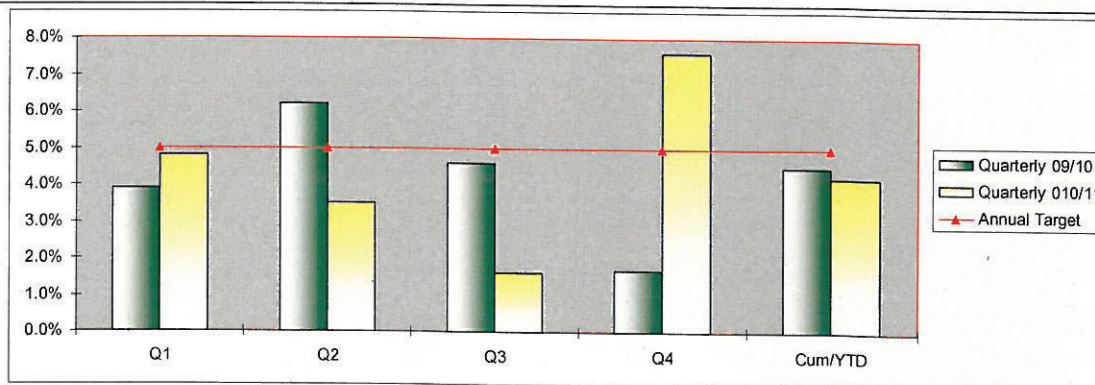
We will continue to support the work of the SIP to provide provision for those at risk of exclusion from school which may in turn lead to offending.

when all staff were at risk of redundancy. All staff outside of the SIP and Positive Futures which have been kept under YOS Management have been redeployed in other Children's Services.

We will support preventative and third sector provision in work related to the reduction of risks related to entry into the Youth Justice System.

Young People receiving a conviction in court who are sentenced to custody.

	No. of Young People	Annual Target	Q1	Q2	Q3	Q4	Final Rate
2010/2011	18	5%	4.8%	3.5%	1.6%	7.6%	4.2%
2009/2010	20	5%	3.9%	6.2%	4.6%	1.7%	4.5%
Quarterly Target			5%	5%	5%	5%	



What we have achieved 2010/2011

Plymouth YOS has performed well against its family group with a final year custodial rate of 4.2% against the national average of 5.6% and family average of 5.9%.

There were a total of 19 young people receiving 20 custodial sentences during 2010/11. Of these all classified their ethnicity as white uk. Three were female. One of the males received two separate Detention & Training Orders during the period.

In all cases the custodial sentences were received for serious offences (e.g. burglary or robbery offences) or due to persistent offending. Failure to comply with previous orders also featured amongst this group.

How we will improve in 2011/2012

The YOS will maintain the delivery of ISS to provide a robust community sentence when the courts are considering custody. There is also a new Courts Procedure which will enable clear oversight and multi agency input for all young people at risk of receiving a custodial sentence. The development of the Programme delivery team will also provide interventions that the court can refer young people to as part of their sentence. This team will also link with other agencies to provide a wide range of sentencing options and constructive opportunities for young people to support them remaining in the community.

The YOS will however continue to recommend custodial sentences to the court in the most serious cases when it is felt necessary to protect the public or to reduce future offending. The maintaining of the ISS function within the

In the final quarter the quarterly target was not met but this did not cause the year target not to be met in the main due to the good performance in quarter 3. In this quarter 4 there were 8 custodial sentences against a total of 105 court disposals (7.6%).

Of the 8, 2 were female, and all were self classified as of white ethnicity. The two females had a history of offending and failing to comply with previous orders. The remaining males had committed serious offences of robbery (3) and burglary (2). The other having a history of offending and failure to comply with previous orders including periods of custody.

This target remains as a national target for 2011/12.

Programme Delivery Team provides the court with the most robust community option as an alternative to custody. The mandatory inviting of the ISS Coordinator to All Option PSR Panels will trigger an assessment completed by the ISS Coordinator to be presented to the court.

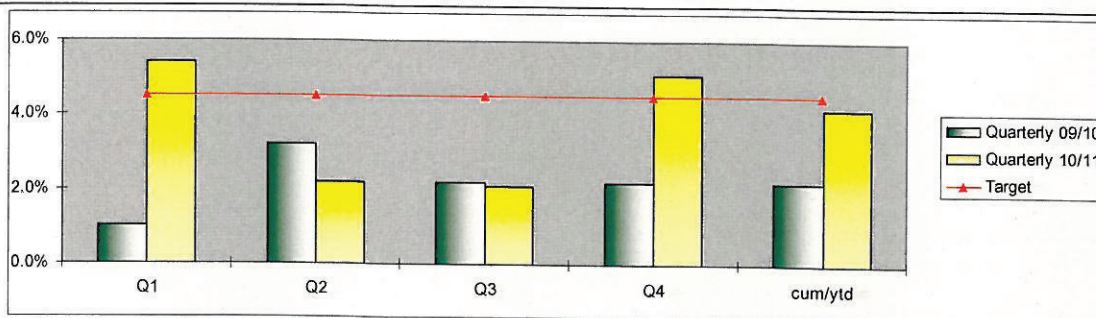
The Integrated Resettlement Support will remain in place as a discrete element of the programme delivery team to provide enhanced resettlement support for those leaving custody with the aim of preventing any future offending and possible return to custody.

Delivery against Local Targets

Ethnic composition of young people on youth justice system disposals

% of BME young people from year cohort

			Q1	Q2	Q3	Q4	Final Rate
2010/2011			5.40%	2.20%	2.10%	5.10%	4.20%
2009/2010			1.0%	3.2%	2.2%	2.2%	2.2%
Target			4.5%	4.5%	4.5%	4.5%	4.5%



What we have achieved 2010/2011

Ethnic Breakdown of all young people receiving convictions in 2010/2011 is as follows; White 554, Mixed Heritage 9, Asian 5, Black 9.

How we will improve in 2011/2012

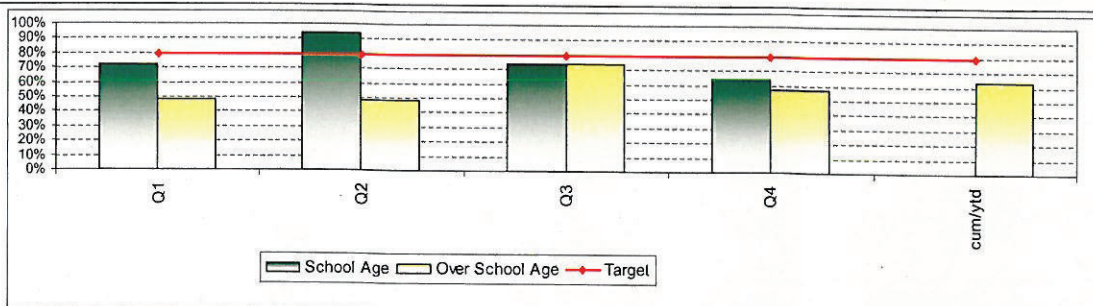
YOS research previously found that the three main areas which contributed to Black Minority Ethnic (BME) young people's offending in Plymouth were issues of identity, the experience

With the national comparison data available our target has been adjusted to 4.5%. On this basis Plymouth has come within target although it is still acknowledged that more up to date data is held locally which indicates Black Minority Ethnic (BME) population is higher than the adjusted target level suggests.

of racism and cultural tension. We also have qualitative data suggesting that a significant number of white young people involved in the Youth Justice System harbour racist and prejudicial views. The YOS is therefore including work to challenge these attitudes and raise cultural awareness with all young people involved with the service. The Programme Delivery Team have developed a groupwork programme titled Cultural Diversity and Awareness. It is thought that this will impact positively on the number of BME young people in the criminal justice system.

Access by young people who offend in suitable education, training and employment

2010/11	No. of Young People	Annual Target	Q1	Q2	Q3	Q4	Final Rate
School Age	80		72.2%	94.0%	73.7%	64.3%	76.2%
Over School Age	183		48.6%	47.9%	73.6%	57.4%	57.9%
Total	263		56.6%	60.0%	73.6%	61.6%	63.5%
Target		79.1%	79.1%	79.1%	79.1%	79.1%	79.1%



What we have achieved 2010/2011

There has been a drop in performance in this area for Plymouth of 6.1%. From 2009/10 to 2010/11.

For year 2010/11 there has been a drop in performance across both the region and nationally. Regionally the level of young people at the end of their order was 70.9% a drop of 3.6% and nationally the level was 72.8% a drop of .5%.

How we will improve in 2011/2012

School Age

Close links between the YOS and ACE with weekly meetings to coordinate support and interventions around those who are not accessing education provided. Linking the SIP with the ACE Services will also support young people accessing suitable education. YOS involvement with Plymouth Tuition Service

School Age

There was a continued focus on working in partnership with Plymouth Tuition Services known as ACE to support and engage some of our shared young people. Within ACE there was a new head appointed and they have undergone a number of restructures and good relationships were developed between the YOS and the new service.

The use of Personal Education Plans for all YOS young people enrolled with ACE has been reinforced and this has supported the use of YRO Education Requirements.

The YOS has developed practice to comply with the Apprenticeship, Skills and Children's Learning (ASCL) Act 2009 to ensure the educational needs of young people in and leaving custody are met. All young people leaving Custody returned to appropriate provision.

Over School Age

The lack of employment opportunities and the constriction of preparatory training courses in Plymouth following the loss of European Social Funding and HM Treasury funding across the region has had an impact on the opportunities available for young people. This is particularly so for young people involved in the YOS who often have low qualification levels, history of school exclusions and limited support networks and they are often competing with young people with A star grades.

As unemployment rises it is known that the labour market for young people is impacted on greatest and with uncertainty from employers about future options there is a reluctance to commit to offering young people jobs and apprenticeships.

It has been found that if young people are to leave a training programme it is most likely to be after 3 to 6 months of starting. It is noted that this often coincides with the end of a young offenders YOS intervention where the level of supervision drops before ending completely. Some funding has been secured to address this issue.

Management committee will support this closer working relationship and better referral and communication between ACE and YOS. A new behaviour management system with rewards and sanctions is being introduced across ACE to encourage attendance and engagement in school. YOS will support this alongside the Education Welfare Service through the use of the full range of legislative options. ACE has also recruited a home school liaison officer to support the families of young people, acting as both an advocate and a critical friend.

The closer working relationship and referrals from ACE to SIP will also be a way to improve throughout 2011/12

Over School Age

Close working arrangements have been enhanced between YOS and Careers South West with named link managers and a named Careers South West link for YOS practitioners. Shared procedures have been developed to ensure all young people not accessing suitable education training and employment are identified and targeted. Careers South West have also supported the development of the DYO Case Planning Forums and are committed to attending.

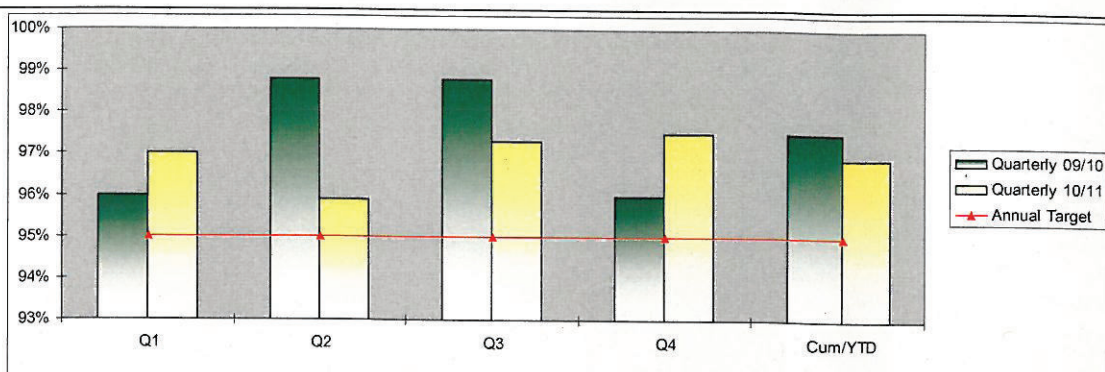
Funding from the 14-19 Participation fund has been secured (as mentioned) to employ a support worker to focus on those not accessing ETE or at risk of leaving ETE provision approaching the end of their YOS involvement and a period beyond. The sustainability of the post will be required to be mainstreamed locally if successful through existing commissioning arrangements.

Consideration on how to give positive messages to employers and how support services could be commissioned would also benefit YOS clients so that the provision available fits young people and not vice versa. This would support

the working towards the meeting of the target which will remain a challenge.

Access by young people who offend to suitable accommodation

			Q1	Q2	Q3	Q4	Final Year Rate
2010/2011			97.00%	95.90%	97.3%	97.5%	96.90%
2009/2010			96%	99%	99%	96.0%	97.5%
Annual Target			95.0%	95.0%	95.0%	95.0%	95%



What we have achieved 2010/2011

Plymouth YOS has ensured that our young people follow a pathway when threatened or are homeless that prioritises a return to their parent and carers if it is safe to do so. Much of the work in this area is done in partnership with colleagues from Children's Social Care.

Systems are in place to ensure that all young people who are presenting risk factors in 'living arrangements' and/or 'family and personal relationships' are referred to either the YOS's Parenting Worker or the Accommodation Officer to ensure timely homelessness prevention work.

The YOS also sits on the HUB a decision making panel to allocate supported housing.

The majority of cases 'not in suitable accommodation' are in short term Bed and Breakfast placements while their housing pathway is being confirmed. Thorough risk assessments support these placements by either Children's Social Care or Housing. The YOS in partnership with

How we will improve in 2011/2012

The YOS is involved in strategic decision making and commissioning processes across all areas of Housing of young people and advocates for services to meet the needs of young offenders. This includes young person's early intervention, homeless floating support and prevention service and the development of the Integrated Support Team (IST). There is also involvement in the creation of a housing pathway to prevent the use of B&B using local hostels where a placement from the hostel would lead directly into supported housing.

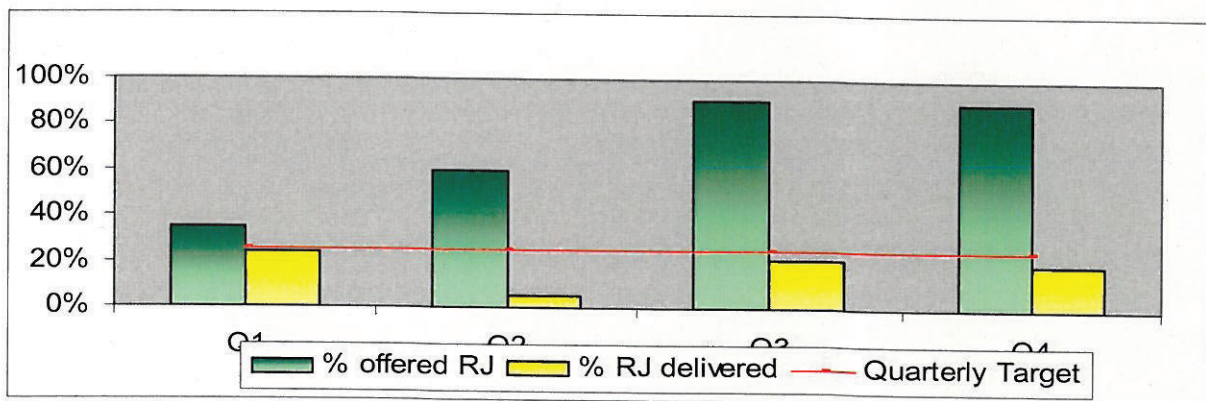
Joint procedures are being followed by Children's Social Care and YOS for young people leaving custody who are at risk of homelessness as well as more preventative measures for those where accommodation might become an issue following family breakdown.

other agencies provides additional support throughout this period.

The YOS will continue to be represented on all housing planning panels that monitor and provide resources for young people's housing to keep YOS young people's needs high on the agenda.

Participation by victims in Restorative Justice

2010/2011			Q1	Q2	Q3	Q4	Total
Offences with Victims			46	57	47	51	201
Victims Offered RJ			16	34	43	46	139
% of Victims Offered RJ			35%	60%	92%	90%	69%
Direct RJ Delivered			0	1	8	9	18
Indirect RJ Delivered			11	2	2	0	15
% RJ Delivered			24%	5%	21%	20%	16%
Quarterly Target			25%	25%	25%	25%	25%



What we have achieved 2010/2011

With regard to number of victims being offered RJ there was a significant improvement throughout the year with 90% of victims being contacted in quarter 4. This is related to the development of RJ Procedures and in Q3 the appointment of a Victim Liaison Officer.

It is encouraging to note however that the level of Direct RJ significantly improved throughout the year.

Out of 316 orders closing 201 had offences with a victim.

How we will improve in 2011/2012

The target for victims offered RJ from those Offences with victims will be set at 90% and RJ is clearly stated as a priority by the management Board and is reflected in the team structure.

The RJ procedure that has been developed will be rolled out across the service following the completion of the restructure and forming of a distinct RJ team.

The focus is for the service to place the victim at the forefront of the RJ process and to build public confidence in RJ by raising awareness. There is also the aim of increasing the range and availability of RJ interventions.

There will also be the role out of a Victim Awareness Programme that will be delivered either as group work or one to one to all young people involved in the service.

Activity in Support of Key Performance Indicators and National Standards

Volunteers

Over 2010/11, Plymouth Youth Offending Service was supported by a team of around 100 volunteers, acting across a range of roles:

- Appropriate Adults: supporting young people in Charles Cross police station.
- Referral Panel Members: providing restorative justice interventions for young people involved in the youth court system.
- Mentors: operating on a one to one basis with young people to engage them in positive activities
- Prevention Team volunteers:
- Co-mediators

Over this period we significantly expanded the remit of volunteers, building on the quality of work we consistently see undertaken. We have implemented an evening shift for Appropriate Adults to support Plymouth's Out of Hours department, so increasing the efficiency of the police custody process. Volunteers have also supported reparation sessions, and acted as parenting and victim mentors. And volunteers have produced a film to present to victims of crime to promote their involvement in restorative processes.

Looking forward, we are in the process of training volunteers to formalize their involvement in the reparation process. Our mentoring scheme has been extended across the Services for Children and Young People department, to work with young people at risk of offending. We recognize that volunteers carry the potential to add value to the work undertaken by the YOS, and we are committed to enabling them to make a meaningful contribution.

The impact that volunteers have made has been significant. For example, according to Out Of Hours:

with regards to the evenings, it was a great help to have significant cover last month. There may be times when we have to prioritise responses and Appropriate Adult may not be at the top of the social worker's list'.

And, volunteers have benefitted from the opportunities available: 'my manager told me that my experience as an Appropriate Adult was key to me getting my job as a legal secretary'.

Quality Assurance

Our aim is to provide the best possible services and opportunities to children who become involved in the work of the YOS and have implemented a system of Quality Assurance that will seek not only to ensure processes are completed, but that they will also have a focus on the required outcomes of those processes and the impact they are having on people's lives. Quality assurance in this context is about ensuring we exercise sound judgments, based on good information and understanding, operating to the highest standards and expectations.

Quality Assurance work has begun with the Quality Assuring of assessments as stated in Plymouth YOS Improvement Plan following the HMIP Inspection which took place in 2009. This recognises the importance of assessments particularly following the implementation of the Scaled Approach. They are considered to be the foundation for all work undertaken in the YOS and this is reflected in the Audit Commission's 2004 report on youth justice which recommends that YOTs should make better use of assessment to determine the amount as well as the nature of interventions with individuals using a scaled approach. Other quality assurance measures that are being taken are the gatekeeping of all reports for panels and courts as well as management oversight of all Risk of Serious Harm forms and all Risk Management Plans and Vulnerability Management Plans.

In line with the Quality Assurance work taking place there has been and will continue to be the development of clear policies, processes and procedures that cover the full and varied remit of the service. This will ensure that the YOS is fit for purpose and organizationally defensible. Policies and procedures that are being developed and implemented over this year are; Risk, Courts, Custody, Restorative Justice and Quality Assurance.

Improving Public Confidence

The YOS is committed to increasing public confidence and with this in mind has developed a website that is being promoted through the council website and promotional material and presentations at city events. Neighbourhood liaison meetings will be used to promote the use of RJ and to offer reparation in the localities. The service will actively promote good news stories through the local press and national youth justice communications

Service User Participation

A key way to guide the direction and improve effectiveness of the service is to begin to gather feedback from service users; offenders and their families as well as victims and partners. This will also improve opportunities for young people to make a positive contribution. By enabling young people to actively evaluate the service they receive we aim to ultimately improve the quality of both the service and outcome for the young people involved with it. This can be difficult when young people have negative attitudes towards authority and those in the Criminal Justice System as below.

"You send me to prison and then ask me to complete a questionnaire – you can 'bleep', lol" (Written on a questionnaire and passed to ISS Team)

The YOS has developed a strategy to begin to allow young people to enable them to participate and influence key decisions that shape their lives. (Article 12 of the United Nations Convention on the Rights of the Child). This will provide opportunities for children and young people; to respond to the YOS's interventions that affect their lives, to identify and raise issues they think are important, make changes to service provision based on what they say and ultimately to support the YOS in providing better outcomes for all those involved with the service.

User Feedback

Feedback from young people

Completion of ISS – "Help me think twice before I act cuz I want to stay out of trouble and my family and ISS have helped me do that" – when asked if we could do anything more he said – "I don't think so cuz ISS does lots for people" (Alex W)

Bail Completion –custody sentence – "made me realise there is more to life than just being on the streets and drinking and smoking, it helped me choose the right sort of people to hang around with and got me in college" (Harry M)

"Found support help me through, lots of difficult times"
(Ms C Devonport)

"Parenting Wisely programme ,highlighted some effective methods of parenting "
(Mr +Mrs R St. Budeaux)

"Good to have someone, who listened to me"
(Mr J Derriford)

"My Aaron would be living elsewhere, without the support from YOS"
(Mrs G Plympton)

YOS Management Board Chair sign-off

Signature

Date

Mairead MacNeil.

26th October 2011

Name

Mairead MacNeil

YOS Management sign-off

Signature

Date



26th October 2011

Name

Benji Shoker

Youth Offending Service MANAGER

Children and Young People's Overview and Scrutiny Panel Work Programme 2011/12

Topics	J	J	A	S	O	N	D	J	F	M	A	M
Commissioning, Policy and Performance												
Performance and Budget - Delivering growth - Raising Aspiration - Reducing Inequalities - Value for Communities		14			13			5		1		
Learner and Family Support												
Hospital School (Review July 2011)				8								
School Transport (under regular review)						10						
Locality Review								5				
Lifelong Learning												
Commission on School Libraries (Written Report)				8								
Primary School Attainment (Written Report)								5				
Work Experience		14										
Adult Learning												
Children's Social Care												
Independent Foster Placement Costings/Recruitment of Foster Carers (Under regular review)						10						
Adoption Inspection				8								
Children's Health												
Child Poverty						10						

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)						22						
Children's Mental Health to inc Emotional Wellbeing and Mental Health Strategy and Emotional Health of Children					11 & 12							
Updates												
Policy Updates/Legislative Changes		14		8		10		5		1		
Quarterly Scrutiny Reports										1		
Update from Children and Young People's Trust		14		8		10		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)						10						
Training and Development												
Development Session for panel members												

Key:

New Item = #