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CHILDREN AND YOUNG PEOPLE'S TRUST

Date: Friday 14 September 2012

Time: 9.30 am

Venue: Council House

Please ask for: Mrs Amelia Boulter

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Time	WELCOME, APOLOGIES, MINUTES OF THE LAST MEETING AND MATTERS ARISING	Author & Pages
9.30 am	1.1. Welcome	Chair
	1.2. Apologies	Chair
	1.3. Minutes and actions from the meeting held on 15 June 2012	Chair (Pages 1 - 8)
9.45 am	2. Child Poverty Purpose of item: The Children and Young People's Trust Board to receive an update on Child Poverty.	(Pages 9 – 14) Candice Sainsbury/ William Woyka
10.00 am	3. Safeguarding Children a. PSCB Independent Chair's Report Purpose of item: The Children and Young People's Trust Board are requested to receive an update from the Plymouth Safeguarding Children Board	(Pages 15 – 20) Jim Gould
10.15 am	b. Inspection and Preparation Purpose of item: The Children and Young People's Trust Board to receive an update on the preliminary findings of the multi-agency self-assessment.	(Pages 21 – 26) Joy Howick/Claire Oatway

Time	WELCOME, APOLOGIES, MINUTES OF THE LAST MEETING AND MATTERS ARISING	Author & Pages
10.30 am	BREAK	
10.45 am	<p>4. Promoting Children Needs in a Changing Environment</p> <p>Purpose of item: The Children and Young People’s Trust Board to engage in an interactive workshop to interpret and respond to policy and governance changes.</p>	Claire Oatway
11.45 am	<p>5. Information / AOB</p> <ul style="list-style-type: none"> • Youth Unemployment Task and Finish Group Report • Worklessness update • CAMHS update 	<p>(Pages 27 – 48)</p> <p>(Pages 49 – 52)</p> <p>(Pages 53 – 70)</p>



**MINUTES OF THE
PLYMOUTH CHILDREN AND YOUNG PEOPLE'S TRUST BOARD
MEETING OF
15 June 2012**

Present:

Cllr Nicky Williams (Cllr NW) - Chair	Portfolio Holder for Children and Young People, Plymouth City Council
Duncan Currall (DC)	Chair, Plymouth Community Healthcare
Dr Sumrana Chaudhary (SC)	Clinical Lead for Children & Young People
Alison Mackenzie (AM)	Public Health Consultant representing Deb Lapthorne
Simon Mower (SM)	Headteacher, Chaddlewood Primary representing PAPH
Cllr Mrs Bowyer (Cllr LB)	Councillor, Plymouth City Council
Paul O'Sullivan (POS)	Director of Joint Commissioning
Adrian Kemp (AK)	Trustee Stonehouse Play Space Association, Voluntary and Community Sector
Steve Waite (SW)	Chief Executive, Plymouth Community Healthcare
Lynn Pashby (LP)	Parent and Carer Representative
David Farmer (DF)	Headteacher, Plymstock representing PASH
Shirley Walker (SW)	Connexions, representing Jenny Rudge
Carole Burgoyne (CB)	Director for People, Plymouth City Council
Cllr Philippa Davey (Cllr LB)	Councillor, Plymouth City Council

Apologies:

Phil Davies (PD)	Principal, City College Plymouth
Gareth Allen (GA)	Parent and Carer Representative
Dr Alex Mayor (AM)	Medical Director, Plymouth Hospitals Trust
Jenny Rudge (JR)	Chief Executive, Connexions Cornwall and Devon
Chris Eastwood (CE)	Devon and Cornwall Police
Debra Lapthorne (DL)	Director of Public Health
Kerri Nason (KN)	Senior Probation Officer, Devon & Cornwall Probation
Diane Simpson (DS)	Director of Services, Young Devon

In Attendance:

Fiona Fleming (FF)	Commissioning Manager Plymouth City Council
John Searson (JS)	Principal Adviser 0 - 19 Achievement
Claire Oatway (CO)	Head of Service, Performance & Policy, Services for Children & Young People, Plymouth City Council
Jim Gould (JG)	Chair, Safeguarding Children Board
Simon White (SW)	Safeguarding Business Manager
Liz Cahill (LC)	Commissioning Officer
Alan Knott (AK)	Performance and Research Officer
Amelia Boulter (AB)	Democratic Support Officer

Minute	Item	Action
Part I 1.1	<p>Welcome</p> <p>The Chair welcomed everyone to the meeting, Lynn Pashby, new parent and carer representative, Alison McKenzie for Deb Lapthorne and Shirley Walker for Jenny Rudge.</p> <p>The Chair outlined her vision for the board and reported that as a board we will objectively sit down and make positive actions for children and young people and will get through business as quick as possible and make this work for you.</p> <p>CB stated that the Children and Young People’s Trust had been operating for a long time and we need to ensure we collaborate to get the right outcomes for children and young people; we are responsible for all services to be delivered for children and young people. The Children and Young People’s Plan handles inequalities and targets service in the right places if we have to get this right at this level and need to make this happen.</p>	
1.2	<p>Apologies</p> <p>Apologies were received from Phil Davies, Jenny Rudge, Chris Eastwood, Deb Lapthorne, Dr Alex Mayor, Diane Simpson and Gareth Allen.</p>	
1.3	<p>Minutes of the last meeting, held on 9 March 2012</p> <p>Minutes were agreed.</p> <p>Matters arising:</p> <ul style="list-style-type: none"> • Page 2 - Foundation Trust. A formal response to be sent to ensure that a children champion is nominated. • Page 3 - Troubled families. The Board to receive an update later in the meeting today. • Page 4 - Localities – It was reported that Plympton and Plymstock would be one locality and professional lead for children services had been appointed. • Page 4 – Safeguarding Children Board. If Board members had any questions relating to the report to email Amelia Boulter. • Page 4 - Youth unemployment. A final report to be comeback to September board meeting. It was raised whether young people were worked prepared. 	

Minute	Item	Action
	<p>The board agreed that –</p> <ul style="list-style-type: none"> • A copy of the Youth Unemployment Task and Finish Group report to be circulated to David Farmer, Simon Mower and SHAP representative and Shirley Walker for review prior to presentation on Youth Unemployment at September Board meeting. 	CO
<p>Part 2 2.1</p>	<p>Ofsted Inspection of Child Protection Arrangements</p> <p>CO gave an overview briefing of the new arrangements and reported that this was a one of a series of inspections within the city and considers how all agencies work together. There was more emphasis on early intervention and what interventions were in place before someone reaches social care. This was a key difference and worth having this in the back of your mind. Standards were much higher than previously and ensuring all agencies were briefed about the inspection.</p> <p>In response to questions raised, it was reported that -</p> <ul style="list-style-type: none"> • The issues Midland House had experienced with mobile phones and headsets had now been resolved. • It was important to ensure that all agencies were equipped and ready to meet the demands so that we reach the top level and inspection proves that we are doing this right. • It was highlighted that Derriford hospital, police and probation were not present at today's meeting and they were important partners that need to be involved in this process. <p>The following recommendations were agreed –</p> <ul style="list-style-type: none"> • To make sure all partners not present at the meeting (particularly Police and probation) are aware of their involvement; • The board to receive regular updates on progress made; • Members to co-ordinate briefing of framework and preparation within own agency of work; • Facilitate own self-assessment and feedback strengths and weaknesses to Joy Howick and Claire Oatway; • Actively engage in multi-agency sessions being facilitated by Joy Howick / Claire Oatway. • Engage in multi-agency file audits being carried out through the PSCB professional practice subgroups. • Act as conduit for notification of inspection to ensure stakeholders prioritise engagement if required to provide evidence. 	<p>CO/JH</p> <p>CO/JH All</p> <p>All</p> <p>All</p> <p>All</p> <p>All</p>

Minute	Item	Action
	<ul style="list-style-type: none"> • Circulate Wiltshire report to Health representatives. • Circulate list of preventative service to Health Visitors and GPs. • Investigate process for data consent for case file audit. 	<p>CO CO CO/JH</p>
<p>Part 3 3.1</p>	<p>Early Intervention and Prevention Work</p> <p>FF gave an update to the board and it was reported the early intervention framework aims to improve outcomes for vulnerable children and young people and families to create savings by early intervention when issues arise.</p> <p>In response to questions raised, it was reported that -</p> <p>The framework was still in a draft format and was currently badged as a Plymouth City Council document, the framework ideally needs to be badged as a partnership document.</p> <p>The consultation ends at 31 July 2012 and a report will go to Cabinet in September. The document will be shared at HAD and the Children and Young People Overview and Scrutiny Panel.</p> <p>Challenge is how we switch some of things we are doing currently, unless we can find a way to pulling that into the front end to prevent the young people getting into the heavy end and the use of resources to target early intervention and prevention, we can really strengthen this and see this in one place. The key was to ensure all key partners were signed up.</p> <p>The following recommendations were agreed –</p> <ul style="list-style-type: none"> • Consult on the Early intervention framework; • Further work to develop the Programme Plan to deliver this; • Partnership commitment to drawing together the necessary resources to align to the framework. • Delegate next step of development of strategy and arrangements for signoff to Children’s Trust Executive. • All agencies to promote and engage in consultation re: Early Intervention Framework by end July. 	<p>All</p>
<p>3.2</p>	<p>Families with a Future</p> <p>Liz Cahill gave an update and it was reported that 745 families had been identified that meet the criteria. A number of these families live in the same area and looking at a community approach to resolving issues.</p>	

Minute	Item	Action
	<p>In response to questions raised, it was reported that -</p> <ul style="list-style-type: none"> • the voluntary sector would have an involvement in this work; • you would be informed if you had a troubled family in a school and you would be part of the care plan. <p>The board agreed to endorse the approach as outlined in the report.</p>	
<p>Part 4 4.1</p>	<p>CAMHS Performance Update</p> <p>POS gave an update to the board and it was reported that most actions were now complete. The report gave an update on provision of CAMHS services and that Plymouth Community Healthcare (PCH) had secured waiting times of 18 weeks.</p> <p>A number of recommendations were made by the external review and PCH were constructing an action plan for the recommendations made from the review. This also provides an update to the Children and Young People Overview and Scrutiny Panel report and a sub group would continue to monitor this.</p> <p>In response to questions raised, it was reported that -</p> <p>Access to mental services for children young people is a theme that keeps arising and is an issue we want to get right with children at the very centre.</p> <p>Referrals were confusing and would be helpful to have a clearer referral form instead of constantly being passed from pillar to post. The referral route had been included in the action plan for improvement.</p> <p>The board agreed –</p> <ul style="list-style-type: none"> • the progress against the Task and Finish Group on Children and Young People’s Emotional Wellbeing and Mental Health Action Plan is noted and further actions agreed; • and approves monitoring of the Plymouth Community Healthcare action plan developed in response to the Plymouth CAMHS External Review to be undertaken by the CAMHS subgroup of the NHS Plymouth PCH Contract and Performance Monitoring Meeting. • An update report to comeback in September to the CYP Trust Board; 	<p>Paul O’Sullivan</p>

Minute	Item	Action
	<ul style="list-style-type: none"> • To share the report with the Safeguarding Children Board. • Share developing referral guidance with parent representatives. 	<p>Paul O'Sullivan</p> <p>Steve Waite</p>
4.2	<p>Children and Young People's Plan 2011 - 14</p> <p>CO and AK gave an update to the board and it was reported that –</p> <p>Transition to adulthood – a lot of innovative work to encourage young people to stay in work and to give them the employability skills.</p> <p>Attainment KS2 results – this was a serious concern with a drive on improvement.</p> <p>Child poverty - a small working group had recently formed to look at and understand child poverty in the city and the actual impact on the family that would lose money from April 2013. Presentation welfare reform to be shared with the board.</p> <p>Best possible start to life - CAMHs was being addressed and resolved. There was good ongoing engagement with safeguarding training and Operation Encompass. Increased numbers in child protection cases and children in care, this was leading to families being under acute pressure and important to focus on early intervention. The impact on the large families and the money they would lose needs to be addressed.</p> <p>The delivery plan was being reviewed to ensure that it was fit for purpose and an action was in place with officers attached to each action.</p> <p>Employability –preparing young people for work around the responsibilities for career education is no longer statutory and schools do not have to undertake work experience. All these changes would impact on the young getting ready for employment. A number of groups that look at this area of work for example the LSP WISE Theme group and the remit and range of groups to be looked to ascertain who is driving things forward. If needs to be funded how it is funded adequately.</p> <p>The board agreed the following recommendations –</p> <ul style="list-style-type: none"> • Noted the progress and disseminate key messages with own organisation and through sector groups as appropriate; • Detailed plans are being developed for the second phase of the plan. Representatives are requested to engage in the development of the delivery plans. 	

Minute	Item	Action
	<ul style="list-style-type: none"> • Representatives are asked to reflect continued joint priorities within their own strategic planning frameworks and to provide on-going mutual support and challenge to areas for development. • The changes to career education to be made clear and to look at the impact the changes may cause. Look at the different groups in the city e.g Wise theme group to ascertain who is driving this agenda forward. • Recommend citywide careers forum to help children understand opportunities. 	Shirley Walker
4.3	<p>Report from the Chair of the Plymouth Safeguarding Children Board</p> <p>Jim Gould and Simon White gave an update to the board and it was reported that since the report was produced there had been some changes. The Working Together document was published on Monday and have been looking at some of the changes that have been proposed for the safeguarding boards.</p> <p>The recruitment of two lay members were on-going and a role profile and induction process had been produced and would go before the executive in July.</p> <p>Currently monitoring and evaluation of training was limited to question and answer on the learning received. Now looking to follow up the learning by going back to participants after 6 months to see how they have applied the learning and provide further supervision if required.</p> <p>It was highlighted that it was important to define the relationship and reporting processes between the PSCB, CTB and the Health and Wellbeing Board.</p> <p>The loss of the Witness Support scheme had raised concerns. There were plans in place for next year but was unsure of what would happen in the meantime.</p> <p>The board noted the content of the report and agreed that –</p> <ul style="list-style-type: none"> • The board needs to have the ability to influence the HWB and as a board this is something we need to understand. Also the board to look at the governance of the HWB and how we link with the HWB and Safeguarding Board; • Follow up concerns regarding the progress in commissioning young witness support. 	Claire Oatway Chris Eastwood

Minute	Item	Action
Part 5 5.1	Date of next Children and Young People's Trust Board Meeting The board noted the dates of future meetings for the municipal year 2012/13– Friday 14 September 2012 Friday 14 December 2012 Friday 15 March 2013	



Meeting	Plymouth Children and Young People's Trust Board
Date	14 September 2012
Title	Child Poverty
Responsible Officer	Candice Sainsbury – Senior Policy, Performance and Partnership Adviser, Plymouth City Council William Woyka – Chief Executive, Routeways
Purpose of Item	The Children and Young People's Trust Board are requested to receive an update on Child Poverty.
Recommendations	<p>The cross party working group would like to capitalise on the knowledge, resources and networks of the Trust Board and want to identify the following:</p> <ul style="list-style-type: none"> a) How the Trust would best wish to engage with the city-wide strategy development process; b) Discuss and agree how the Trust will work with other agencies to deliver collectively against child poverty outcomes in relation to children and young people; c) Identify where further relationships need to be developed with other partnerships and agree their approach to engagement e.g. the Growth Board in relation to the skills agenda.
Consultation Record	
Meeting Notes:	

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CHILD POVERTY

Children & Young People's Trust, September 2012



I. INTRODUCTION

1.1 The city currently has a target to reduce child poverty to 10% by the year 2020. The latest figures show that 22.1%¹ of children in Plymouth are living in poverty. The most recently available national data shows that families earning less than £214 per week are classed as living in poverty. In Plymouth this equates to 11,700 children living in poverty, of which 10,380 are aged under-16. There are also five Local Super Output Areas which have over 50% of children in poverty including Devonport, Stonehouse, City Centre & North Prospect / Weston Mill. The highest level of child poverty is in North Prospect.

1.2 Since 2010, the Children and Young People's Trust has led the child poverty agenda on behalf of the Plymouth 2020 Partnership as part of the Children and Young People's Plan 2011-14. While fully acknowledging the excellent work of the Children and Young People's Trust over the past eighteen months, agreement has now been reached that Plymouth City Council will become the lead on tackling child poverty for the city, working closely with key partners and partnerships, including the Children and Young People's Trust.

1.3 Plymouth City Council has made a commitment to tackling child poverty in the city and this is reflected in the Corporate Plan 2012-15. Reducing child poverty is a shared priority with partners in Plymouth and a level 1 measure under 'Reducing Inequalities' in the Plymouth 2020 Partnership's performance framework.

1.4 An informal child poverty cross party working group has been meeting monthly since April 2012. The purpose of this group is to oversee the development of an evidence based child poverty strategy and action plan for the city for three years 2013 – 2016.

2. PROPOSALS FOR DEVELOPING A CITY STRATEGY AND ACTION PLAN

2.1 A report to the 11 September 2012 Cabinet outlined the process to develop a three year local child poverty strategy and action plan by April 2013 including key milestones. The proposals identify four work streams:

1. **GOVERNANCE AND LEADERSHIP** - To generate leadership and ownership of the child poverty agenda at a senior level to enable the development and effective delivery of the strategy and action plan at all organisational levels.

2. **NEEDS ASSESSMENT & EVIDENCE BANK** - to provide the evidence to develop the strategy and action plan for Plymouth. This will form part of the Joint Strategic Needs Assessment and be reflected in the Plymouth Report.

3. **COMMUNICATIONS, CONSULTATION AND ENGAGEMENT** - To ensure that the child poverty strategy and action plan is supported as a result of full and inclusive involvement from key stakeholders and the community in its development and that the city's approach to tackling child poverty is effectively communicated across the city.

¹ Her Majesty's Revenue and Customs, N1116 The proportion of children living in families in receipt of out of work benefits or tax credits where their reported income is less than 60% median income, 2009

4. CHILD POVERTY STRATEGY AND ACTION PLAN - To engage in an inclusive process to develop the strategy and action plan

3. CURRENT STATUS

3.1 Child Poverty Needs Assessment: A comprehensive needs assessment of child poverty in the city will be published at the end of September 2012. The assessment looks at both the causes and effects of child poverty, and aims to identify gaps and opportunities for service delivery and resource allocation at neighbourhood level. This work will also include a review of national guidance and best practice on evidence based interventions to tackle child poverty. The assessment will make recommendations that will inform the development of the city strategy and action plan.

3.2 Key findings from the child poverty needs assessment include:

- Levels of poverty are highest in the west of the city, in neighbourhood such as Devonport, Morice Town, North Prospect and Barne Barton. This is most evidenced with high levels of benefit claimants.
- Development levels at early year's foundation stage are lower in the group of most deprived neighbourhood compared to the least deprived (50.5% and 60.4% respectively).
- There are significant attainment gaps between those children eligible for free school meals and those not eligible. The gap at key stage 2 is 17 percentage points, the gap widens to 32 percentage points at key stage 4 with just 29% of eligible children achieving 5 A*-C GCSE grades.
- Areas of the city identified as having lower educational attainment and higher unemployment reappear as being among the worst performing against health indicators such as life expectancy, childhood obesity, low birth weight and breast feeding prevalence.
- As at December 2011, Plymouth had 22,300 families with 39,100 children receiving child or working tax credits. A further 10,301 children aged 0-15 live within workless households according to latest DWP statistics.
- In 2010/11 Citizen's Advice Bureau data shows that 7,525 people received debt advice.
- Use of the food bank in Plymouth has recently increased by 40% up to 4,300 people; the proportion of whom have children has also increased (May 2011-April 2012).

3.3 Child Poverty Strategy and action plan: Effective delivery of the child poverty strategy and action plan is highly dependent on having a comprehensive understanding of how resources are currently being commissioned against child poverty outcomes. In addition the strategy will identify areas and opportunities where further pooling and alignment of resources may be required around common outcomes, for example within the early intervention and prevention strategy commissioning processes.

3.4 For existing plans and strategies, is it expected that commissioning of services to support child poverty outcomes will take place based on agreed priorities within approved budgets and resources.

3.5 A local child poverty strategy will seek to recognise and provide greater visibility and accountability that tackling child poverty is everyone's business. Actions to address both the causes of and to reduce the effects of child poverty are already integral to a number of key local plans and strategies such as the Children and Young People's Plan 2011-14 and Housing Plan. This

strategy will seek to reinforce this work, and highlight key gaps in service provision and/or areas of underperformance as well as ensure that other more specific strategies incorporate an active commitment to reducing child poverty and mitigating its effects.

3.6 Communications, Consultation and Engagement: A series of workshops will be held with Members and practitioners across the city as part of the strategy development process in early October. A draft version of the strategy and action plan will then be consulted on throughout December and January. The Council’s Overview and Scrutiny Management Board will also provide pre-decision scrutiny.

3.7 Project governance arrangements: It is proposed that the cross party working group will oversee the strategy development process. Additional members will be identified by the Chair with support from Pam Marsden, Assistant Director for Joint Commissioning and Adult Social Care and SMT Lead for Child Poverty. Project updates will also be provided to the People Directorate Programme Board.

4. PROJECT MILESTONES

Child Poverty Needs Assessment published	End September 2012
Stakeholder workshop	Early October 2012
Draft Strategy to Overview & Scrutiny Management Board	31 October 2012
Draft strategy to Cabinet to initiate consultation	27 November 2012
Draft Strategy - Consultation and engagement period	December 2012 – January 2013
Final Strategy and Action Plan to Overview & Scrutiny Management Board (OSMB)	27 February 2013
Final Strategy and Action Plan to Cabinet	02 April 2013
Final Strategy and Action Plan to Full Council	22 April 2013

5. ACTIVITY – NEXT STEPS

5.1 The cross party working group would like to capitalise on the knowledge, resources and networks of the Trust Board and want to identify the following:

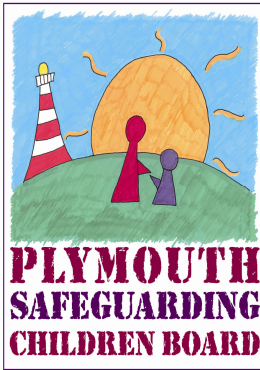
- a) How the Trust would best wish to engage with the city-wide strategy development process
- b) Discuss and agree how the Trust will work with other agencies to deliver collectively against child poverty outcomes in relation to children and young people
- c) Identify where further relationships need to be developed with other partnerships and agree their approach to engagement e.g. the Growth Board in relation to the skills agenda.

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Meeting	Plymouth Children and Young People's Trust Board
Date	14 September 2012
Title	Plymouth Safeguarding Children Board Independent Chair's Report
Responsible Officer	Jim Gould – Chair of the Plymouth Safeguarding Children Board
Purpose of Item	The Children and Young People's Trust Board are requested to receive an update from the Plymouth Safeguarding Children.
Recommendations	The Children and Young People's Trust Board to note the update.
Consultation Record	
Meeting Notes:	

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PLYMOUTH SAFEGUARDING CHILDREN BOARD (PSCB)
PSCB INDEPENDENT CHAIR'S REPORT TO THE
PLYMOUTH CHILDREN AND YOUNG PEOPLE'S TRUST
MEETING – 14 SEPTEMBER 2012

I. INTRODUCTION

- 1.1 This is the eleventh report from the Independent Chair of the Plymouth Safeguarding Children Board, intended to inform the Plymouth and Young People's Trust Board (CTB) of national and local developments in safeguarding and areas for further developmental work by the Trust in order to enhance the safety of children and young people.

2. PROGRESS ON CHALLENGES SINCE THE LAST REPORT

- 2.1 My previous reports identified challenges for partners of the Trust and I have included the following updates on progress to meet these challenges:
- 2.2 **Organisational changes within partner organisations and financial constraints.**
- 2.2.1 As in my previous reports the recruitment of a Designated Doctor for Child Protection has not yet been successful but assurance has been given that contingency arrangements are in place to provide cover, and that a permanent appointment is still the aim.
- 2.2.2 As part of the consultation on the new proposals for safeguarding arrangements within the Police Service they have produced a set of nine design principles and have met with a number of focus groups throughout the Peninsula to discuss the matter. A meeting giving feedback to stakeholders is set for September 7th. I shall be attending along with other members of the LSCB and should be in a position to update the CTB on the 14th September.
- 2.3 **Young Witness Support Scheme**
- 2.3.1 In my September, March and June reports to the CTB, I drew attention to the fact that the NSPCC were withdrawing from this scheme and the Trust Board established a task

and finish group to address this loss of provision. In my March report I also drew attention that the NSPCC's intention to link nationally with the Victim Support Scheme had been confirmed and that Chairs of LSCBs had received a joint letter from the NSPCC and Victim Support giving advanced notice of their intention to jointly develop a new support service for young witnesses across England and Wales. The hope is for the service to be delivered by Victim Support in March 2013. I shared with the CTB my concerns with this timescale given that the scheme previously operating locally has now come to an end. There were local discussions between the Police and the NSPCC taking place but I am unaware of any progress being made and would again urge the CTB to explore if any resolution to this issue can be found.

2.4 Health and Wellbeing Board

In my previous reports I mentioned that it would be important to define the relationships between the PSCB, the CTB and the Health and Wellbeing Board. The PSCB received a presentation about the Health and Wellbeing Board at the June 22 meeting. It is clear that more work will be needed to clarify these roles, responsibilities and relationships and I will look forward to being involved in these discussions on behalf of the PSCB.

3. NATIONAL DEVELOPMENTS

- 3.1 The PSCB has submitted a response to the consultation draft of the new Working Together document which was published as a result of the Munro Review. While largely welcoming the document, the PSCB do have some reservations especially around the move to more local policies and procedures which could possibly present difficulties for agencies which work across LSCB boundaries. Concern was also expressed about the lack of guidance about managing allegations made against people who work with children. The PSCB response also called for the publication of the NHS accountability framework for safeguarding children which is especially needed with the ending of the PCT and the development of the Clinical Commissioning Groups. It is also important given the increased number of health providers being created within social enterprises and the private sector. The PSCB felt that the 2010 Working Together document contained some very valuable guidance which has not been replicated in the new guidance. One of the key changes in the new guidance relates to the process of carrying out Serious Case Reviews using the systems approach methodology. There will be a need for a national programme of training to create a pool of suitably qualified reviewers to undertake this new approach. There will also be a need to train staff generally in this new approach, as frontline staff and managers are very much at the heart of the systems approach to Serious Case Reviews.

3.2 Ofsted and the Care Quality Commission (CQC) have published consultation documents on arrangements for the inspection of services for children looked after and care leavers. In addition Ofsted, the Care Quality Commission, HMI Constabulary , HMI Probation, HM Crown Prosecution Service Inspectorate and HM Inspectorate of Prisons have published their proposals for undertaking joint inspections of multi-agency arrangements for the protection of children. The PSCB are coordinating a Board response to these proposals.

4. LOCAL DEVELOPMENTS

4.1 At the 22nd June PSCB meeting, the Board received the annual report of the Child Death Overview Panel (CDOP) 2011/12. Concerns were expressed by PSCB members about the lack of paediatric pathologists in the peninsula. It was agreed that this should be taken up with the Strategic Health Authority and I have discussed this matter with other Independent Chairs in order to co-ordinate a joint approach.

4.2 The CDOP arrangements are commissioned by all four LSCBs in the peninsula and the service to be delivered from April 2013 is currently out to tender .The PSCB Business Manager and a senior manager from Children's Social Care in Plymouth, together with other LSCB colleagues in the peninsula will be involved in evaluating the tender bids. The CDOP arrangements remain a statutory duty for LSCBs within the new Working Together.

4.3 This years Section 11 Audit will commence in November 2012. I mentioned in my last report that the Peninsula group were exploring various options for the best method to use. The future proposals were agreed by the PSCB at the June meeting and are as follows:-

1. The web based on-line staff safeguarding survey will be completed in future every 2 years, commencing in 2014.
2. For the years between the survey, we will aim to move agencies towards an annual written declaration of compliance against the Section 11 standards. As part of this declaration, agencies can include reports and action plans from unannounced inspections, peer reviews etc during the reporting year.
3. If agencies choose not to complete a declaration as in (2) above, they must undertake a Peer Safeguarding Review or a full Section 11 Audit.
4. It is expected that all agencies will submit a declaration by 2016.

- 4.4 The PSCB Annual Report will be published by the end of September and will set out a number of challenges and issues for the CTB and the Health and Well Being Board to consider.

5. AREAS FOR DEVELOPMENT TO DRAW TO THE TRUST BOARD'S ATTENTION

- 5.1 As I have mentioned in previous reports organisational changes, changes in personnel with loss of expertise combined with financial constraints remain a continuing cause for concern. As I raised in this and previous reports it will be important to define the relationship and reporting processes between the PSCB, CTB and the Health and Wellbeing Board and the PSCB will look forward to being involved in that process.
- 5.2 I have again highlighted the concern at the loss of the Young Witness Support Scheme and would urge the CTB to continue its efforts to resolve this problem locally.
- 5.3 I have drawn attention to the lack of a paediatric pathologist service. This can cause distressing delays for parents in discovering the cause of their child's death. It can also cause delays in care cases and criminal investigations. I would ask that the CTB support the PSCB in attempting to have this issue addressed.

Jim Gould
Independent Chair of the Plymouth Safeguarding Children Board
September 2012



Meeting	Plymouth Children and Young People's Trust Board
Date	14 September 2012
Title	Child Protection and Safeguarding
Responsible Officer	Joy Howick – Head of Service Children and Young People in Care and Claire Oatway – Policy, Performance and Partnership Manager, Plymouth City Council
Purpose of Item	The Children and Young People's Trust Board to receive an update on the preliminary findings of the multi-agency self-assessment.
Recommendations	The Family Justice Review and Adoption Agency Plan present opportunities to improve engagement between judiciary and the local authority to reduce drift for children in the court system.
Consultation Record	
Meeting Notes:	

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CHILD PROTECTION AND SAFEGUARDING

Multi-agency self-assessment - Summer 2012



PLYMOUTH
CITY COUNCIL

1.0 INTRODUCTION

Ofsted, Care Quality Commission, Her Majesty's Inspectorate of Constabulary and Her Majesty's Inspectorate of Probation have committed to joint inspection of multi-agency arrangements for the protection of children and have recently launched consultation on the proposed framework. This is the next stage of evolution of previous joint and single inspectorate arrangements including the current unannounced inspection of local authority arrangements to protect children. Plymouth Safeguarding Children's Board are formally coordinating a local response to proposals in advance of the consultation deadline of 2nd October 2012.

The current Ofsted framework provides a useful structure for benchmarking local services against quality criteria. Locally, a multi-agency working group has convened to review strengths and weaknesses in child protection against the unannounced grade descriptors. This included representatives from across the Local Authority, Health community, voluntary and community sector, Police, and Probation.

2.0 OVERVIEW OF FINDINGS

The process provided a space for professional to reflect on progress. Overall, practitioners recognised that the local authority and partners had not been complacent since achieving their Good inspection result. Most practitioners recognised that partners had responded to escalating need in the City based on strong foundations of multi-agency working but communication needs to be improved to ensure the children's workforce as a whole had visibility of the range of help available to help children and families.

2.1 Early Help for Families

Overall, services have continued to innovate to ensure that children are protected from harm. Notably, the common assessment framework had become more embedded as a tool for early identification and early help across the system. The recent performance figures show a dramatic increase in uptake and support is being targeted at service areas to ensure consistency of support to families. The turnover of child protection plans insofar as the number of plans that were ended highlighted how co-ordinated interventions had supported families to reduce the level of risk.

The developing Early Intervention Framework, led by the local authority, was seen as a positive tool for ensuring early help is well-coordinated. However, the group recognised a variety of interventions that had been introduced that were having a positive impact – for example specialist midwives for safeguarding and for drugs and alcohol. The Care Aims Model has been introduced for every child who attends the Emergency Department, children's operating theatres or admitted to a ward which has led to improved risk assessment and early alerts. Parenting programmes in the City, including the Family Intervention Programme and Strengthening Families are regarded national as good practice.

Adult-focussed services increasingly understood their role in supporting families for example through Operation Encompass, drug support agencies. The Hidden Harm and Domestic Abuse partnerships have made substantial progress in embedding a family approach across services and improving multi-agency working for families. Family support workers are deployed into allied

services across the City to share skills across partner agencies. This is particularly important given the socio-economic environment and increased numbers of families under duress.

The commissioning cycle was becoming firmly embedded for services, particularly children's centres and leading to positive outcomes for children. A number of services are now being delivered in the heart of the community due to improved relationships between agencies particularly for younger children. The development of parent and child assessment placements in-house and the further development of family group conferences were both recognised as very positive and effective interventions for families.

Recommendations:

- More needs to be done to drive up and maintain multi-agency commitment through child protection conferences. Attendance is inconsistent and there was a perception that attendance sometimes drifted over time.
- Continued improvement is needed to ensure smooth transitions for children
- Multi-agency working is most effective where there are good working relationships. There isn't a systematic coordination point.

2.2 Quality Help for Families

Practice is focused on the needs and views of children, young people and their families with many examples of how service user contributions to their own care plan, recruitment of staff and to strategy development had led to positive improvements in outcomes. There are many examples of targeted teams or workers who work alongside vulnerable groups including traveller families, bme communities and children in care.

Quality assurance mechanisms were consistently operating to ensure high quality practice and it was felt that managers across agencies were able to openly challenge each other about poor performance. Services were able to demonstrate how learning from recent case file audits, management reviews and serious case reviews had led to improvements in practice. In addition there was a quantifiable link between increased take-up of safeguarding training and early identification of children at risk of harm.

Recommendations:

- Consultation mechanisms need to be improved for those key groups of children and families that are not consistently involved in service planning – for example very young children and families in the child protection system.

2.3 Leadership and governance

The continued sign-up to the Children and Young People's Trust and to the Children and Young People's Plan was seen as a positive marker of strong leadership and commitment to children's outcomes. Key agencies are actively engaged in partnership working including PSCB and the Trust.

The Children and Young People's Trust played an active role in shaping Early Intervention Grant spend to support

Plymouth City Council have created a Director for People role, filled by the DCS. This was providing a number of opportunities for joint working across age groups and increased focus on family needs. Initiatives such as Families with a Future were providing momentum in combining best practice from a number of teams and intervening to support children and families together.

Combining services has increased understanding and oversight of broader policy changes such as welfare reform, crime and anti-social behaviour.

Across the broader system though there has been a great deal of turbulence with changes in how organisations are structured and budget reductions across the City. This was leading some confusion among frontline workers.

Recommendations

The Family Justice Review and Adoption Action Plan present opportunities to improve engagement between judiciary and the local authority to reduce drift for children in the court system.

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PLYMOUTH CITY COUNCIL

Subject: Task and Finish Group: Growth and Prosperity Overview and Scrutiny Panel Youth Unemployment

Committee: Cabinet

Date: 12 July 2012

Cabinet Member: Councillor Evans
Councillor Williams

CMT Member: Anthony Payne, Director for Place
Carole Burgoyne, Director for People

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Ref: N/A

Key Decision: No

Part:

Purpose of the report:

The attached report is a result of the cross party panel that had Youth Unemployment as its focus. This report looked at the state of youth unemployment in the city and what was being done by partners and the City Council in addressing the issue. The recommendations made in this report are based around issues raised by partners and young people over the course of the scrutiny process. The key issues were confusion amongst partners due to the number of groups that look at youth unemployment, from young people about the usefulness of the processes they had to engage with and the lack of preparation they felt that had from education, and the development of the City Council Apprenticeship scheme. It is felt that by adopting the recommendations this should alleviate the issues raised and enable PCC to show leadership.

Corporate Plan 2012-2015:

The issue of youth unemployment can be linked to the Corporate Plan in the following way. By reducing youth unemployment we can impact on the following priorities:

Delivering Growth – by getting young people in to work.

Raising Aspirations – by showing young people that their efforts are recognised by providing work and other work related opportunities.

Providing Value for Communities – by smarter use of resources within our organisation.

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

By adopting the recommendations it can be expected that there may be minor implications in terms of providing resources around additional apprenticeships in the Council structure, and the continuation of Human Resources to administer the apprenticeships.

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

Child Poverty: The successful transition of young people into education, training and employment is key to tackling child poverty. Evidence suggests that being NEET between the ages of 16 and 18 is associated with later negative outcomes such as unemployment, lower pay and poor health. Improving children's future life chances by intervening early to improve the development and attainment of children and young people through their progression to adulthood helps to break cycles of poverty and reduce the likelihood of their children being in poverty. Improved support to parents and children from poorer families is required to raise aspirations and desire for advanced education, from primary school onwards via high quality education, matching young peoples' skills to the needs of employers, raising aspiration and improving attainment levels. Addressing youth unemployment is an integral part to tackling child poverty and both agendas need to be closely aligned.

Community Cohesion: Reducing youth unemployment will have a positive effect on community cohesion. Employment would create opportunities for young people to meet people from different backgrounds through the workplace, improving not only general community cohesion, but also intergenerational relationships. Employment also aids people to be socially mobile, which is a key element to people meeting people from different backgrounds and cultures.

Recommendations & Reasons for recommended action:

Cabinet is being asked to agree and implement the following scrutiny recommendations:

- **Citywide Leadership** – The responsibility for matters of employability should rest with the Plymouth Growth Board and its relevant sub groups, that progress reports be sent to scrutiny, and that a Champion for Youth Unemployment be appointed from a non-cabinet councillor. The reason for this is to ensure that a co-ordinated focus is given to youth unemployment as a top priority and by the pooling and co-ordinating of action and resources to achieve a greater impact.
- **Improving support to Youth Unemployed** – The Worklessness Sub Group should find ways of bringing employers and employment agencies closer together to improve the communication of available opportunities. Greater engagement between employers, employment agencies and educational establishments and associated bodies to be facilitated by the Council in an effort to forge greater understanding of the requirements of each sector and develop an excellent working relationship. This would address a significant issue for the city's economy whereby young people are not undertaking the right training or receiving the right education to make them suitable for the types of job vacancies offered by local employers.

- **PCC Apprenticeship Scheme** – Human Resources should look at increasing the scope of apprenticeships available within the organisation, and the Apprenticeship Co-ordinator post should be extended beyond the current twelve month period. The reasons for this are twofold. First, to demonstrate the Council’s own commitment to providing more opportunities for the young unemployed. Secondly, to enhance the value that apprentices bring to the Council’s workforce and ensure that apprentices’ learning experience is structured and of high quality.
- **Initiatives** – The Worklessness Sub Group should establish a task and finish group to develop and implement a “1000 jobs in 1000 companies” initiative, to create this many opportunities for young people over a two year period. This should help to provide an uplift in the number of young people accessing employment and work experience, whilst also helping to address the ‘employability gap’ issue referred to above.

All of the above recommendations are put before Cabinet as suitable for implementation. They are compatible with the Council making jobs and the economy its top priority and will be implemented into a new Plan for Jobs (of which some of these recommendations will be apart) which is being produced for Cabinet approval by the end of the year. Progress on each of the recommendations in this report can be made without delay, and will also be shared with the Children’s Trust to further promote the necessity of joint engagement on some of these recommendations.

Alternative options considered and reasons for recommended action:

N/A

Background papers:

N/A

Sign off:

Fin	PlaceF EDC1213 001	Leg	ALT15091	HR		Corp Prop		IT		Strat Proc	
Originating SMT Member											
Have you consulted the Cabinet Member(s) named on the report? Yes											

YOUTH UNEMPLOYMENT

Growth and Prosperity Overview and Scrutiny Panel
Task and Finish Group



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Appendix I - PID

I. INTRODUCTION

The Growth and Prosperity Overview and Scrutiny Panel scrutinises matters relating to the Place Directorate and monitors performance against relevant city and council priorities.

The policy and business areas that relate to the above directorate which are of particular concern to the Growth and Prosperity Overview and Scrutiny Panel include:

- Development and Regeneration
- Planning
- Transport
- Strategic Housing
- Economic Development
- Sustainability and Climate Change

One of the issues considered by the panel is the increasing problem of youth unemployment in the City. This issue was prioritised by the panel following a motion on notice submitted to Full Council on 5 December 2011.

The Growth and Prosperity Overview and Scrutiny Panel received an update on the effects of the current economic climate on opportunities for young people at its meeting on 17 October 2011 and following approval from the Overview and Scrutiny Management Board a task and finish group was convened in March/ April 2012.

This report summarises the findings of the task and finish group review and makes recommendations for improvements.

2. EXECUTIVE SUMMARY

The scope of this review encompassed the rising numbers of youth unemployment in Plymouth, between the ages of 16 – 24 years, which had reached a level of paramount concern to the Council and the local community. In undertaking the review it was important to the group to ensure that local strategies and plans currently in place to help Plymouth's young unemployed were reviewed to help identify any gaps or additional interventions that could be put in place to provide more opportunities.

The task and finish group worked to add value and avoid duplication by addressing the short to medium term rather than longer term plans and objectives. The panel were pleased with the majority of its findings and were of the opinion that youth unemployment was seen to be an important issue in Plymouth, in both the private and public sector, however considered that a nominated lead was required to drive forward the assessment of youth unemployment as there were considered to be too many groups duplicating work.

Following a thorough review and analysis of all the evidence provided, the panel identified a number of recommendations which were deemed to offer suggested improvements that would further benefit Plymouth in tackling youth unemployment.

3. SCRUTINY APPROACH

The Overview and Scrutiny Management Board approved in principle on 14 December 2011, the establishment of a Task and Finish Group to review the issue of youth unemployment in Plymouth with a cross-party membership drawn from the Growth and Prosperity and Children and Young People's Overview and Scrutiny Panels.

3.1 Task and Finish Group Objectives

The group was asked to scrutinise the issue of youth unemployment in relation to reviewing the following:

- the latest youth unemployment figures and their location across the city;
- current employment or training programmes across the city and their take up (including barriers such as accessibility);
- leading employers currently engaged with existing programmes and what can be done to encourage more;
- the current apprenticeship schemes in place, and their occupational classification and whether they are leading to permanent employment opportunities;
- arrangements for encouraging and supporting quality apprenticeship placements;
- the Council's approach to employing apprentices and providing work experience placements;
- current provision by other public sector providers;
- business links with education and training providers with regard to employability skills;

With the overall aim to make recommendations to the Overview and Scrutiny Management Board regarding tackling youth unemployment figures in Plymouth.

The Project Initiation Document (PID) is attached as Appendix I.

3.2 Task and Finish Group Membership

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

- Councillor Nicholson (Chair)
- Councillor Coker
- Councillor Ken Foster
- Councillor Stark
- Councillor Tuohy
- Councillor Williams
- Jacki Williams – Co-optee (Job Centre Plus)
- Ashley Beare –Co-optee (SW TUC & PABC)
- Richard Smith – Co-optee (Plymouth Chamber)

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

- Gill Peele, Business Manager for Development
- Mark Looker, Worklessness Co-ordinator
- Chris Grace, Head of Economic Development
- Helen Rickman, Democratic Support Officer

3.3 Task and Finish Group Methodology

The Task and Finish Group convened over several days on 7 March 2012, 4 April 2012, 10 April 2012 and 12 April 2012 to consider evidence and hear from witnesses, review background information and undertake observations by way of an informal group discussion.

Witnesses invited:

- Eve Skuse (Head of Organisational Development, Plymouth City Council)
- Bob Harrison (Employer Accounts Manager, National Apprenticeship Service)
- Pete Nash (Headteacher Support Professional, Plymouth Association of Primary Headteachers)
- Ken Holder (Apprentice Co-ordinator, Plymouth City Council)
- A selection of young people

Background material and documentation:

- Project Initiation Document
- Written submission from the Principal of City College Plymouth
- Briefing report on youth unemployment

Information gathering sessions:

- At Devonport Welcome Hall – 10 April 2012

3.4 Contextual Overview

In order to aid members of the task and finish group, Mark Looker, Worklessness Coordinator, provided the group with a briefing report on youth unemployment statistics in Plymouth. Officers were available at all meetings to provide verbal advice.

4. KEY ISSUES ARISING FROM THE EVIDENCE

The task and finish group was presented with various forms of evidence and the key issues outlined, as separated by meeting date, are presented as follows:

4.1 Information from 7 March 2012 meeting included:

In attendance at the first task and finish group meeting were Mark Looker (Worklessness Coordinator) and Chris Grace (Head of Economic Development).

The following key issues were raised –

- (a) a variety of opportunities for young people experiencing worklessness were available from a variety of sources including Plymouth City Council, JobCentrePlus, the Work Programme Providers, Enterprise Plymouth, YTKO amongst others; these included apprenticeships, work experience placements and training opportunities;

- (b) both the City College Plymouth and Plymouth University were praised as providing help for graduates and skills training to those in need of further development;
- (c) it was important for the Council to balance opportunities for young people and the needs of current members of staff facing possible redundancy;
- (d) an internal working group had been set up in the Council to assess worklessness and identify how the council itself can play a role in alleviating it.
- (e) it was considered that there was not a clear and concise approach to tackling youth unemployment as several working groups had been formulated across the city to assess this issue and sometimes therefore work was disjointed and often repetitive;
- (f) several businesses were focusing on staying 'afloat' rather than concentrating on employing people or offering work experience opportunities;
- (g) a supermarket in Plymouth was known to be sending some employees on a month's training regime to teach them basic numeracy/ literacy skills – this was considered to be a poor reflection of the current education system;
- (h) there were several graduates in Plymouth who were filling job positions that they were overqualified for and therefore not achieving their potential and also preventing other job seekers accessing those roles;
- (i) younger people were not getting the opportunity to gain experience from having weekend/ evening jobs as these positions were being filled by graduates and other job seekers; it was considered that the opportunities were no longer available
- (j) not all young people claiming Job Seekers Allowance with Jobcentre Plus are ready to experience work or work experience as basic skills were lacking;
- (k) employment advisors working for JobCentrePlus, work with employers to find skills/job opportunities. Young people aged 18-24 are supported by a dedicated team of advisers.;
- (l) the Council was only able to take on those undertaking work experience for an eight week period in line with the national DWP scheme – the scheme can be extended to 12 weeks if leading to an apprenticeship;
- (m) a lot of Government initiatives were published with very short notice; this left officers and partners unable to properly prepare and bid for initiatives tackling youth unemployment;
- (o) young people were provided with guidance from JobCentrePlus on how to prepare for an interview and to be punctual and of smart appearance;
- (p) there were a number of providers in the city that offered help to young people in writing CVs , applying for jobs and with employability skills;
- (q) education was considered to be target driven and children were taught to pass exams rather than learn about a diverse range of subjects and experiences that increase employability;

- (r) youth worklessness could also be exacerbated by generational worklessness in families; the culture of negative attitude towards working needed to be addressed;
- (s) it was important that tackling youth unemployment was done via a holistic approach to young people and families;
- (t) there was considered to be a 'knock-on effect' when graduates were under-skilling themselves by taking jobs that those without a degree would normally fill;

4.2 Information from 4 April 2012 meeting included:

The following witnesses were present at the 4 April 2012 task and finish group meeting -

- Eve Skuse
- Ken Holder
- Pete Nash
- Bob Harrison

The key issues that were raised included –

- (a) only 5% - 10% of employers were committed to taking on apprentices;
- (b) a grant of £1500 was made available to businesses that were committed to taking on an apprentice;
- (c) apprentices needed to meet the needs of an employer, they have the ability to grow with a company as it develops;
- (d) Plymouth City Council started to take on apprentices in 2009; the Council has a target of recruiting 100 apprentices however 33 apprentices have been through the process so far;
- (e) Bob Harrison was working with the Council's HR department as well as the Economic Development department to help with the apprenticeship scheme;
- (f) two sectors in the economy that are poor at keeping on apprentices were construction and hair dressing & beauty; an apprentice was unable to become self employed until the apprenticeship had been completed;
- (g) a web page was made available to publish apprenticeship vacancies; young people were required to access the site and register; approximately 7000 people had registered on the web page so far and 6% were under 16 years old;
- (h) of the £1500 grant to employers, £750 was paid in the first eight weeks; the final payment was made at the end of the 12 month period;
- (i) schools had a responsibility through legislation to promote apprenticeships as well as academic courses;
- (j) more Plymouth businesses needed to be encouraged to take on apprentices;

- (k) two separate events have been held across the city to advertise and promote apprenticeships; it was considered that the perception of apprenticeships was out of date and needed to be addressed;
- (l) some apprentices were forced to withdraw from the scheme as they were unable to afford to travel to work;
- (m) Bob Harrison was having to spend more time with some apprentices who had not gained basic qualifications at school;
- (n) schools were required to provide, as part of their core business, basic skills to children however it was important that aspirations were discussed in order to encourage children to think about their future and opportunities available to them;
- (o) schools could be used as a platform for creating apprenticeships;
- (p) a recent Ofsted report published stated that 20% of children were below average in their reading ability;
- (q) someone needed to drive forward the issue of raising opportunities at a primary school level; a coordinated approach was required from all;
- (r) it was noted that the Council was unable to alter the national curriculum or how it was taught in schools however there was an opportunity for the learning experience of children in Plymouth's schools to be enhanced in order to increase employability.

4.3 Informal Discussion Group Observations

The task and finish group initiated an informal meeting on 10 April 2012 with a collection of young people that were either employed, on an apprenticeships scheme, unemployed or on work experience or with the work programme. The key issues observed during these site visits included –

- some of the young people present looked for jobs on smart phones and send their CVs to employers via this device;
- young people considered they didn't often receive any feedback from job applications/ interviews;
- only 40% of vacancies were actually advertised at Job Centre. Can we get all employers to at least advertise their job there even if they do not want the Job Centre to do the recruitment;
- can the Job Centre do more to help young people job search? Could they sieve the notified vacancies for those that are appropriate and send to them?
- If living independently, cannot work part time as will lose Housing Benefit etc.
- some young people tried circulating a CV but most employers said that they advertise their vacancies on-line if they have any and are not interested in speculative CVs
- there was a dis-connect between National Apprenticeships, Training providers and employers

- some Job Centre Advisers are better than others and are more proactive in providing support;
- it was considered that a lot of jobs don't get advertised and are filled by word of mouth;
- it was felt that better co-ordination between organisations in terms of information advice and guidance was necessary, as well as co-ordination of apprenticeships in the public sector (not just aimed at PCC).
- some of the young people felt that they were not prepared for work or looking for work when they leave education – employability module or skills should come into play at an earlier age.
- online job applications were often confusing and time consuming;
- feedback that two girls present at the meeting did not do well at GCSE level as they were not properly engaged by their teachers – they considered the focus to be upon the 'smarter' children and they were themselves side-lined;
- schools are driven by sending individuals to University – other options are not discussed
- schools don't provide the support needed; they are only interested in students passing exams

Feedback on Apprenticeship Scheme at Plymouth City Council:

- when I first started my apprenticeship my manager didn't know what to expect;
- there wasn't clear guidance given, the manager thought that I would know what needs doing but instead I looked to my manager for guidance;
- guidance needs to be given to make sure Managers know what is required, there didn't seem to be any co-ordination – maybe more planning is required.

4.4 Information from 12 April 2012 meeting included:

The task and finish group met on 12 April to discuss general findings and work towards formulating recommendations.

- (a) it was considered to be important for more job vacancies to be submitted to a central pool such as JobCentrePlus as they could then better co-ordinate advertisement and young people would know where to look for work opportunities. However, it was recognised that many young people use multiple (electronic) platforms to search for and apply for work.
- (b) there was a negative stigma connected with JobCentrePlus; some people stereotyped this organisation as being where you only go to collect your benefits/welfare payments;
- (c) there was a perception from young people that job vacancies were filled 'in-house' and were not advertised correctly;
- (d) some young people applied for jobs but were told they didn't get the job due to lack of experience; it was then questioned how young people could gain experience without being given an opportunity in the first place;
- (e) JobCentrePlus was the second biggest jobs bank in the world;

- (f) jobs should be better signposted on websites to allow people to navigate websites easier;
- (g) young people were getting demoralised when receiving no response from job applications;
- (h) looking for jobs and filling out job applications was considered to be very time consuming;
- (i) it was considered that the National Careers Service website was very good;
- (j) the Growth Board holds to account the Worklessness Sub Group;
- (k) the idea of a 'champion' for youth unemployment issues was considered to be important;
- (l) Members of Parliament needed to be better involved in this issue and promote the importance of youth employment opportunities;
- (m) employers and education establishments needed to be co-ordinated along with the Council and private sector organisations;
- (n) the schools forum needed to be involved in highlighting the issue of youth unemployment in Plymouth;
- (o) apprenticeships at Plymouth City Council needed to be better organised – the feedback from the young person discussion group highlighted that better direction was needed from managers;
- (p) apprenticeships were considered to be important however they were not the only option available for young people who wanted to get a job or further their training

5. FINDINGS

In reviewing the evidence and analysing all of the data provided the panel identified a number of points of concern which included:

5.1 Duplication

It was made clear at the first meeting of the task and finish group that the issue of youth unemployment was being discussed by a variety of organisations/sectors and that efforts to address and tackle this issue were being duplicated.

The group felt that a common consensus was required from all organisations involved in tackling this issue and that a 'lead' role should be formulated to drive this forward.

5.2 Opportunities and Initiatives

Several opportunities were made available for those between the ages of 18 – 24 experiencing unemployment. The following organisations provided the following opportunities:

Jobcentre Plus

- ‘Get Britain Working’ involves Work Experience placements, sector based work academies, work and enterprise clubs, volunteering and job seeking assistance;
- Work Programme delivered by Working Links and Prospects (via Groundworks Trust and Tomorrows People) involves more in depth work with the long term unemployed for up to a period of 2 years;
- Youth Contract is targeted at young people and intends to increase the number of work experience placements and provide subsidies to employers who take on a young person from the work programme or a SME who takes on their first apprentice.

City College Plymouth

- Range of qualifications from NVQ’s to Foundation Degrees across wide variety of Sectors
- Preparation for work programs for NEET’s (Not in Education, Employment or Training) and other young people;
- Provide work experience and volunteer opportunities
- One of the routes in to apprenticeships provided by the college’s Learning Warehouse, dealing with approximately half of Plymouth’s apprentices
- Theworkspace is an area set aside for self-employment learning and guidance, as well as careers guidance

The Training Provider Network (Umbrella for a range of providers in the region)

- Range of training courses of NVQ standard
- Provide links with Jobcentre for Job Clubs
- Work experience placements and apprenticeships can be offered, dependent on the member organisation

Community and Social Action Plymouth (CASAP) (umbrella for third sector organisations in Plymouth)

- Apprenticeships scheme in place for voluntary and social enterprise organisations
- Volunteer placements offered via Plymouth Guild Volunteer Centre

Princes Trust

- Enterprise programme aimed at helping young people start a business
- Programmes involving a mix of personal development, basic skills qualifications and work experience

Coastnet

- Offers basic skills qualifications
- Ongoing media project offering media skills to young people

Real Ideas Organisation

- Offers volunteering opportunities
- Skills training
- Social enterprise qualifications, all aimed at young people

Plymouth City Council

- Has an apprenticeship scheme in place, providing a range of apprenticeships
- Encourages contractors to provide apprenticeships at their own sites, for example at Weston Mill
- Provision of Work Experience placements in conjunction with JobCentrePlus
- Volunteer opportunities offered
- Graduate Placements and Internships offered
- Urban Enterprise Scheme
- Flexible Support Fund - with a scheme focusing on moving young people closer to work
- Commissioning work involving Information Advice and Guidance for young people via The Zone and Careers Southwest
- Commissioning work around Big Lottery Fund to improve young people's circumstance around tenancy and understanding finance to allow them to move closer to work
- Access to Information Technology for job search purposes
- Signposting to relevant organisations
- Worklessness support services mapping exercise in Whitleigh - being undertaken by UoP student
- Providing links into the community for partner organisations to enable work clubs
- Community partnership work via NRT in Housing Services

5.3 Education and Engagement

The group heard from witnesses that some school leavers were leaving education without the required basic skills to give them a fair opportunity at gaining education, training or employment. Time then had to be spent bringing these individuals up to basic numeracy and literacy skills. It was considered that employers should do more to engage with young people from an early age, and particularly those in deprived or troubled circumstances, in order to increase employability skills and awareness of the requirements of the world of work. Better engagement between employers and education was needed.

6. RECOMMENDATIONS

The task and finish group agreed that it is recommended that –

1. Citywide Leadership

- (a) There are many groups that meet both internally within Plymouth City Council and externally with Partners regarding the skills or employability agenda. The panel wishes to strongly endorse the leadership role of the Plymouth Growth Board with its Worklessness sub group and requests that Cabinet asks the Assistant Director for Economic Development to review the membership to ensure it is relevant to youth unemployment, and to reiterate the primacy on employability matters rests here.
- (b) It is further recommended that future scrutiny arrangements include progress reports from the Worklessness Sub Group and that the scrutiny constitution continues to promote joint panels on this issue.
- (c) The panel wishes to recommend that a councillor not within cabinet be appointed to perform the role of Champion for Youth Employment in the city and to help ensure that recommendations in this report are delivered.

2. Improving support to Youth unemployed

- (a) It is recommended that the Worklessness Sub-group should ensure improved communication of training and employment opportunities to young people by establishing how employers and agencies such as JobCentrePlus can work more closely together. This should include all organisations and businesses being encouraged, via the Chamber of Commerce, Federation of Small Business and Plymouth Area Business Council to place job and training advertisements with the Job Centre, as well as progressing their usual recruitment procedures. This can be in the form of a signposting notice and does not mean they have to use the Job Centre to undertake their recruitment.
- (b) There should be greater engagement between employers and schools to overcome the apparent gap in skills when young people move from education to work. It is recommended that the Worklessness sub group and the council's internal departments engage with the Schools Forum, Association of School Governors, employers and work programme providers to forge greater working relationships and understanding for the future. It is recommended that an interactive seminar be arranged to be hosted by the Council.

3. Plymouth City Council Apprenticeship Scheme

- (a) Although significant progress has been made in the last year with the numbers of apprenticeship opportunities being offered by Plymouth City Council, there is a need to improve the coordination and governance of the scheme. This should include the HR department looking at increasing the scope of apprenticeships available within the organisation, and the identification of the support that both apprentices and managers require.
- (b) It is recommended that the Apprenticeship Co-ordinator post be extended beyond the current twelve month period. This will allow a central point of contact for all apprenticeships within the Council and allow existing development of good practice to continue.

- (c) The panel noted that the apprenticeships offered at the moment are supernumerary to the workforce establishment and do not currently offer permanent employment. It is recommended that the Assistant Director for HR and Organisational Development review this policy in accordance with organisational constraints.

(Officer Clarification - It should be clarified that apprenticeships are not supernumerary and have never been outside of establishment. Managers are being encouraged to build apprentice positions into their structures rather than turning existing posts into apprenticeships. Further to this, managers are encouraged to support apprentices to find permanent opportunities where possible upon completion of apprenticeships.)

4. Initiatives

The panel welcomed opportunities for proactive initiatives in support of the creation of employment and/or training opportunities for young people in Plymouth. The Worklessness Sub group should establish a task and finish group to implement a “1,000 jobs in 1,000 companies” initiative to get that many young people into employment and/or work experience over the next 2 years.

Note: It should be noted that with hindsight it was felt that there may have been a gap in evidence around the issue of young people with special educational needs (including disabilities) and that the relevant officers should be asked to explore this and be asked to report back to the Growth and Prosperity Overview and Scrutiny Panel, along with updates on the recommendations included in this report. This report on Youth Unemployment and its recommendations should also be shared with the Children’s Trust to allow further opportunities for engagement for employers and young people.

Appendix I – PID

Request for Scrutiny Work Programme Item

1	Title of Work Programme Item	Youth Unemployment in Plymouth
2	Responsible Director (s)	Anthony Payne, Director for Place Carol Burgoyne, Director for People
3	Responsible Officer Tel No.	David Draffan, Assistant Director for Economic Development Colin Moore, Assistant Director for Lifelong Learning
4	Relevant Cabinet Member(s)	Cabinet Member for Planning, Strategic Housing and Economic Development/ Cabinet Member for Children and Young People

5	Objectives	<p>Youth unemployment has risen to over one million in the UK. Here in Plymouth, unemployment for 18 – 24 year olds has risen to a level which causes concern to the Council and local community.</p> <p>The task and finish will review local strategies and plans currently in place to help Plymouth’s young unemployed and to help identify any gaps or additional interventions that can be put in place to provide more opportunities for them to gain places in work or training.</p> <p>The task and finish will acknowledge the Council’s Worklessness Plan and the current workstreams of the city’s Growth Board Worklessness Sub Group. It will seek to add value and avoid duplication by addressing the short to medium term rather than longer term plans and objectives</p> <p>To achieve this, the key objectives will be to;</p> <ul style="list-style-type: none"> • Review the latest youth unemployment figures and their location across the city • Review current employment or training programmes across the city and their take up (including barriers such as accessibility) • Review leading employers currently engaged with existing programmes and what can be done to encourage more • Review the current apprenticeship schemes in place, and their occupational classification and whether they are leading to permanent employment opportunities • Review arrangements for encouraging and supporting quality apprenticeship placements; • Review the Council’s approach to employing apprentices • Review current provision by other public sector providers • Review business links with education and training providers with regard to employability skills
6	Who will benefit?	<p>Young people will have access to a wider range of opportunities. Businesses will benefit from the skills and engagement of young people. Councillors will be assured of a coherent framework in place between providers and organisations across the city to ensure the optimum potential for work and training opportunities for young people.</p>
7	Criteria for Choosing Topics (see table at end of document)	<p>THE TOPIC WAS RAISED AT FULL COUNCIL ON 5TH DECEMBER 2011 MOTION ON NOTICE NO 15 (11/12)</p>

8	What will happen if we don't do this review?	Plymouth has an above average youth employment rate and an over reliance on the public sector. The recession and threats to local jobs will only increase the pressure and competition for work. As Plymouth seeks to achieve its vision for growth we need to ensure that young people are engaged and have appropriate skills to match the needs of future employers. Apprenticeships are a strong option for the continued education and training of many young people in the city. The schemes offer viable opportunities for key industries to recruit and develop new talent. If this review isn't carried out, the council misses the opportunity to directly challenge local strategic decision makers and businesses to provide a good range of employment and training opportunities.
9	What are we going to do?	Task and finish group involving meetings to be completed by the end of March 2012.
10	How are we going to do it? (witnesses, site visits, background information etc.)	Background information, witnesses, review existing plans.
11	What we won't do.	This review will focus on the general issue of opportunities for young people 18 – 24 yrs. It will not consider adult unemployment above this age.
12	Timetable & Key Dates	The first scoping meeting will take place early to mid January 2012. Further meetings will be arranged with a final report and recommendations to the Overview and Scrutiny Management Board by end March 2012
13	Links to other projects or initiatives / plans	Children and Young People's Plan Local Economic Strategy Worklessness Plan Growth Board and Worklessness Sub group
14	Relevant Overview and Scrutiny Panel / Membership if Task and Finish Group (to be decided by OSP before submission to OMB)	Growth and Prosperity Overview and Scrutiny Panel. Children and Young People Overview and Scrutiny Panel
15	Where will the report go? Who will make the final decision	Overview and Scrutiny Management Board, Cabinet , Growth Board and LSP.
16	Resources (staffing, research, experts, sites visits and so on)	Lead Officer, Growth & Prosperity OSP Lead Officer, Democratic Support Officer

17	Is this part of a statutory responsibility on the panel?	No
18	Should any other panel be involved in this review? If so who and why?	This requires a joint task and finish with Growth & Prosperity Overview and Scrutiny Panel and Childrens and Young People Overview and Scrutiny Panel
19	Will the task and finish group benefit from co-opting any person(s) onto the panel.	Yes. Representative members will be sought from key organisations and providers such as the Plymouth Chamber of Commerce, JobCentre Plus, National Apprenticeship Scheme, The Federation of Small Businesses
20	How does this link to corporate priorities?	By nurturing young talent, organizations and sectors develop a stronger local workforce. This will not only support the future Growth of the City and the Raising Aspiration agenda, but will improve inclusivity .

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PEOPLE PROGRAMME BOARD

Worklessness and Youth Unemployment Update



PLYMOUTH
CITY COUNCIL

A summary report compiled by Kathy McHugo (Leadership Associate – Employment Skills and Education Links) – 10th August 2012

The current position

1. Unemployment overview

Jobseekers Allowance (JSA)		June 12
Claimant Count	2011-12	6,515
18-24 Claimant Count	2011-12	2,225

- The percentage of total claimants aged 18-24 remains relatively high at 34% compared to 29% nationally, confirming the characteristic of the city having a large 18-24 year old population and a large proportion of 18-24 year old claimants.
- Long-term claimant rate increasing. Since April 2011, the number has more than doubled from 680 (10% of claimants) to 1,500 (22%). The greatest contribution (more than 50%) towards the net increase in long-term claimants in Plymouth came from the 25-49 year old age group: Job Centre Plus (JCP) - March 12 Job Seeker Allowance (JSA) count.

2. Careers Southwest (CSW) data on the 16-18 cohort (June 12)

Plymouth	NEET %	Not Known %	In Learning %
June 2012	7.7%	1.8%	84.8%
June 2011	8.4%	3.0%	80.7%
Variance	- 0.7%	- 1.2%	+ 4.1%

At the time of this report July figures were not available, but an increase would be expected as young people completing post-16 studies enter the labour market.

Tackling the Issue

1. Cabinet Response

During a recent scrutiny panel process looking in to the issue of Youth Unemployment it became clear that there were particular issues faced by those in the 18-24 age group when it comes to gaining employment. As a result of this process a number of recommendations were made to cabinet, of which the two key ones are outlined below:

- a) The 1000 Club Campaign. The aim is to recruit 1000 people to commit to support young people into employment, whether that is through work experience, apprenticeship or graduate internships.
- b) An employability workshop to be staged in October to facilitate a mutual understanding of how education and employers in Plymouth can work together collaboratively and effectively to enable young people to develop employability skills.

2 Apprenticeships

2.1 Youth Apprenticeship starts

- Apprenticeship data (August 2011 – April 2012) shows the number of Plymouth starters in the 16-18 age range have increased from 638 to 717, although this year's achievement rates have dropped slightly on the previous year.
- For this age group the top three sector subject areas are Business Admin & Finance, Engineering & Manufacturing, Construction/ Planning & Built Environment and Retail & Communication Technology.

2.2. Apprenticeship vacancies

- Apprenticeship Live on 30 July show 45 live vacancies from 33 employers*.
- Apprenticeships frameworks offered are in Hospitality & Catering, Health & Social Care and Business, Administration & Law accounting for 47% of all vacancies.
- The top four Learning Providers are City College Plymouth, Focus training, GHQ and PCS, and they account for 62% of the vacancies.

**These figures represent only those vacancies placed on the National Apprenticeship Services Vacancy Matching Service and do not reflect total numbers of Apprenticeship vacancies in Plymouth.*

2.3 Plymouth City Council Apprenticeships

- In terms of the City Councils agenda to increase opportunities for work experience and Apprenticeships, it's current tally is 50 Apprentices (of which 32 are under 25) this is a significant increase on last year's figure of 26.
- This year's new programme to provide work placements has so far recruited 20, of which nine have already progressed into employment.

3 What are we doing as a People Directorate to address the challenge of reducing the number of Young People aged 16-18 who are NEET?

Key projects from the 11-19 plan, which has 12 areas of focus, include:

- Commissioning CSW to deliver a Youth contract targeting 20% Young people in Plymouth aged 14-19 (Preventative work as well as reengagement work).
- Successful application to Education Funding Agency (EFA) for exceptional funding for 70 learning places to address gaps in provision to meet the needs of vulnerable groups, including teenage parents and Young Carers. Contract awarded by EFA to City College Plymouth.
- Working with Whiz Kidz, a social enterprise, on a project funded by the Department for Education (DfE) running workshops to develop employability skills for NEETs and providing progression routes into job and apprenticeship opportunities in small and micro businesses. So far NEETs have attended two employability workshops and one employer recruitment briefing has been undertaken.

- We have secured funding from the DWP to run a course to train 30 volunteers to mentor Young People aged 18+ who are NEET and support them back into employment. So far 17 mentors have been enrolled/begun training and further recruitment commences for a new term beginning in September.
- We are involved in an internal officers group which will support the work of the Plan for Jobs Task Group.

Next steps

- Working with Prospect Training (based in Gloucester), who have been awarded an EFA contract to re-engage NEETs aged 16 and 17, starting in September 2012.
- Setting up a Placement Panel involving CSW and learning providers to ensure that YP who do not have an offer of learning for September 12 are discussed and catered for.

Author: Kathy McHugo

Leadership Associate Employment Skills and Education Links

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Meeting	Plymouth Children and Young People's Trust Board
Date	14 September 2012
Title	Progress update on Plymouth Child and Adolescent Mental Health Services (CAMHS)
Responsible Officer	Paul O Sullivan, Director of Joint Commissioning, NHS Plymouth
Purpose of Item	<p>To provide an update on Plymouth CAMHS following the external review by Oxford Health NHS Trust in relation to the following areas:</p> <ul style="list-style-type: none"> • Compliance with the 18 week Referral to Treatment standard • Development of a Remedial Action Plan • Development of an overarching service improvement plan <p>To provide an update on key developments in relation to the following areas within CAMHS:</p> <ul style="list-style-type: none"> • Children and Young People's Improving Access to Psychological Therapies (IAPT) • Targeted Mental Health in Schools (TaMHS) • Early Intervention
Recommendations	<p>The following recommendations are made:</p> <ol style="list-style-type: none"> 1. The Board is asked to note the update on Plymouth CAMHS following the external review by Oxford Health NHS Trust; 2. The Board is asked to note the update on key developments in relation to Children and Young People's IAPT and TaMHS.
Consultation Record	N/A
Meeting Notes:	

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Progress update on Child and Adolescent Mental Health Services

1. Background

- 1.1 On 9 December 2011, the Children's Trust Board accepted the recommendations of the Overview and Scrutiny Task and Finish Group on Emotional Wellbeing and Mental Health; this was accompanied by an action plan, which was last circulated to Children's Trust Board on Friday 15 June 2012 and is attached as Appendix One.
- 1.2 One of the key actions in the plan was for regular updates to be provided to Children's Trust Board in response to the recommendations. There was also an expectation that a process would be established to ensure compliance with the national 18 week Referral to Treatment (RTT) standards in Plymouth Child and Adolescent Mental Health Services (CAMHS). NHS Plymouth, as lead commissioner, worked with the local service provider, Plymouth Community Healthcare (PCH) to achieve this standard within Plymouth CAMHS.
- 1.3 In parallel, PCH commissioned Oxford Health NHS Foundation Trust to undertake an external review of Plymouth CAMHS, which was completed in February 2012. The final report of the external review was shared with commissioners in May 2012. The findings of the report raised concerns for commissioners in relation to service performance. These concerns were outlined in the report to Children's Trust Board of 15 June 2012. As a result, PCH were issued with a Contract Query Notice (CQN) by NHS Plymouth on 13 June 2012.
- 1.4 In line with the contracting process and timescales, PCH developed a Remedial Action Plan (RAP) describing the immediate actions that would be taken to respond to the CQN. This was formally approved by commissioners on 9 July 2012.

2. Summary of progress

2.1 Waiting times

- 2.1.1 Plymouth CAMHS achieved compliance with the national 18 week RTT standard at the end of March 2012. To date, the service has maintained compliance with this standard.
- 2.1.2 Plymouth CAMHS compliance with the 18 week RTT standard continues to be monitored through the NHS Plymouth Performance Management Meeting, which takes place on a monthly basis.

2.2 Remedial Action Plan (RAP)

- 2.2.1 Following the development and approval of the RAP in early July 2012, it was agreed that fortnightly monitoring meetings would be established to ensure progress was being made in line with agreed timescales; this would also allow any issues in relation to achievement of key actions to be raised with commissioners in a timely manner.
- 2.2.2 The first review meeting took place on 25 July 2012. PCH provided an updated RAP for review at the meeting and supporting evidence to demonstrate the improvements that had been made in response to the agreed actions. These were focused on clinical practice – e.g. records management and case load management.

Commissioners at the meeting were assured that demonstrable progress was being made.

- 2.2.3 The review meetings continued as planned (with limitations due to annual leave over the summer period), with the next meeting scheduled to take place on 12 September 2012. A number of key actions were due for completion at the end of August 2012 and this meeting will provide an opportunity to review progress.

2.3 Overarching service improvement

- 2.3.1 In addition to the development of the RAP, PCH has also developed a service improvement plan to focus on those areas that were identified in the external review but were not related to demonstrating remedy in response to the CQN.
- 2.3.2 Commissioners were first given the opportunity to review this plan in June 2012 and provided feedback on those areas where they would expect to be consulted prior to significant changes being made to the form or function of Plymouth CAMHS. These included, for example, involvement in considering the commissioning of early intervention services (Primary Mental Health Work) and the Infant Mental Health Team (in the context of current work focusing on the development of a perinatal and infant mental health pathway).
- 2.3.3 The service improvement work within Plymouth CAMHS is being supported by a steering group of clinical and managerial representatives from within Plymouth CAMHS. This is chaired by the Director of Operations for PCH and reports to the Executive Management Team of PCH. Discussions are currently underway between commissioners and PCH about the review of actions arising from the recommendations contained in the external review report that require commissioner involvement.

3. Other key developments

3.1 Children and Young People's Improving Access to Psychological Therapies (IAPT)

- 3.1.1 In April 2012, a bid was submitted by the NHS Devon, Plymouth and Torbay cluster to join the national Children and Young People's IAPT programme. The programme aims to improve treatment options through the training of CAMHS staff and implementation of an outcomes based approach.
- 3.1.2 Following approval of the bid in the first round the NHS Devon, Plymouth and Torbay cluster, in collaboration with Exeter University, were successful in their bid to become a Phase 2 Children and Young People's IAPT pilot area. This has secured £880,000 for Plymouth to train and provide backfill posts for two supervisors and 14 practitioners in new ways of working over the next two years.
- 3.1.3 Unlike Adult IAPT, this programme is not intended to create of a new service but support a transformational change agenda for existing CAMHS across early intervention and specialist services. The programme implements:
- An evidence based approach to Cognitive Behavioral Therapy for depression and anxiety;
 - An evidence based approach to Parenting for conduct disorder and oppositional behaviour. This builds on Incredible Years and Triple P parenting programmes (staff in Plymouth are already trained in the delivery of these programmes);

- An Outcome Monitoring Framework for these interventions that implements session by session review with children, young people and families; and
- More robust participation of children and young people in service planning, delivery and outcome monitoring.

3.1.4 The Department of Health has specified that the majority of the training should be directed to the health based CAMHS. However all the delivery partners for CAMHS were offered the opportunity to nominate staff for this programme; Plymouth Education Psychology Service, Parent Partnership, and The Zone have all opted to take part and have identified staff to undertake the training.

3.2 Targeted Mental Health in Schools (TaMHS) project

3.2.1 The Plymouth TaMHS project identifies how to provide accessible targeted support for children and young people's emerging mental health needs through a model that embraces early identification and intervention, and requires collaboration across traditional organisational and service boundaries. This involves close liaison with primary and secondary schools across the city and has been supported with funding from the Early Intervention Grant over a three year period.

3.2.2 The impact of Plymouth TaMHS is formally evaluated throughout the year, with assessments taking place at three months, six months, nine months and at year end. The evaluation report for 2012/13 is not yet available. However, an interim report has been developed and this demonstrates that TaMHS are supporting children and young people with identified mental health needs by offering early, targeted interventions. This has meant that less children and young people have required intervention at a specialist services level. The detailed interim report is attached as Appendix Two.

3.3 Early Intervention

3.3.1 One of the key actions identified within the Action Plan arising from the Task and Finish Group on Children and Young People's Emotional Wellbeing and Mental Health was to establish a coherent early intervention response from 2013 onwards.

3.3.2 The development of the Early Intervention and Prevention Strategy is supporting the achievement of this action. The intention is for resource planning to underpin early intervention for children and young people with an identified need.

4. Next steps

4.1 As described above, the formal monitoring processes that have been put in place to ensure compliance with the 18 week RTT standard and achievement of the actions described in the RAP will continue. This will ensure that any issues in relation to service quality or access are identified and addressed in a timely manner.

4.2 In common with other services, a review of the existing CAMHS service specification and activity and quality reporting schedules will take place as part of the annual commissioning and contracting cycle. It is likely that this will reflect any changes that are agreed in response to the RAP or overarching service improvement plan, as well as taking into account the success of the Children and Young People's IAPT bid.

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APPENDIX 1: EMOTIONAL WELLBEING AND MENTAL HEALTH - Task and Finish Report Recommendations					
	Recommendation	Action Required to Deliver Recommendation	Lead	Update as at 20/02/12	Date to be Completed by
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	Prepare letter on behalf of Chair of CYOSP	Claire Oatway, Policy, Performance and Partnership Manager PCC	Letter sent	31/01/2012
R2	Representatives of Children and Young People Overview and Scrutiny Panel attend the Youth Cabinet to feedback on the report and recommendations following task and finish review	Arrange session for feedback to the group	Claire Oatway, Policy, Performance and Partnership Manager PCC	Attendance originally scheduled for February has been rescheduled due to availability (Youth Parliament elections and preparation) Meeting re-scheduled for 22 nd February 2012	31/01/2012
R3	The Council should consider the use of social media networks to promote consultation initiatives	To include within design of PCC consultation framework	Giles Perritt, Head of Performance, Policy and Partnerships PCC	Agreed that social media and other online channels be included within consultation framework and associated communications. Work has started to refresh PCC consultation framework due for completion in Spring 2012.	Complete
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	Children and Young People's Trust Executive identify staff team to produce framework document of services responding to differing levels of need and available at both locality and city wide level, including those provided by the statutory and non-statutory sector. This framework to be used to	Paul O'Sullivan, Director of Joint Commissioning NHS Plymouth & Fiona Fleming, Commissioning Manager PCC	All commissioned services have been mapped against statutory responsibilities and role of prevention, early intervention (2 levels of need) and specialist intervention. Resources from Dedicated Schools Grant, Early Intervention Grant, PCC and PCT revenue funding are clearly identified in document.	Framework document to be presented to Children's Trust Executive on 21/03/2012

APPENDIX 1: EMOTIONAL WELLBEING AND MENTAL HEALTH - Task and Finish Report Recommendations					
	Recommendation	Action Required to Deliver Recommendation	Lead	Update as at 20/02/12	Date to be Completed by
	people	support action in respect of R 8.			
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.	Common Assessment Framework team prepare a review of attendance issues to be reported to the Children and Young People's Trust Executive	Amanda Paddison, CAF Manager	The issue of non attendance at CAF meetings by key agencies was discussed at the Children's Trust Exec on 18/01. All partners agreed to ensure through commissioned and provided services staff would prioritise attendance to CAF meetings. Maggie Carter has reported that Educational Psychologists and communication interaction professionals will attend meetings where appropriate. Further work has been progressed to ensure CAF meetings are properly resources and attendance monitored closely Children's Trust Executive will continue to monitor.	Complete
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.	To ensure partners and young people are made aware of the services that are available to them and how those services are developing	Jacqui Gratton, Communications Manager PCH Michelle Thomas, Director of Operations PCH Cate Simmons, Interim Head of Children's Services PCH	Communications strategy developed and submitted. PCH sent letters to all referring agencies on 6 th January and 8 th February 2012 to update them on the waiting list and on the other mental health services they deliver for children and young people.	To be presented to Children's Trust Exec on 21/03/2012

APPENDIX 1: EMOTIONAL WELLBEING AND MENTAL HEALTH - Task and Finish Report Recommendations					
	Recommendation	Action Required to Deliver Recommendation	Lead	Update as at 20/02/12	Date to be Completed by
R7	The Panel commends the Excellence Cluster for their flexible approach to the delivery of services and the best practice demonstrated in their work.	Letter to be drafted for sign off by Chair	Claire Oatway, Policy, Performance and Partnership Manager PCC	Letter sent	30/11/11
R8	PCC and PCT commissioners review the range of early intervention services available and assess the value for money of the range of options.	Joint Commissioning Plan to be developed by PCC and NHS Plymouth to maximise use of available resources for commissioning appropriate and effective services early intervention services. Draft Joint Commissioning Plan to be developed during 2011/12 for approval with view to implementation in financial year 2012/13	Paul O'Sullivan, Director of Joint Commissioning NHS Plymouth (Commissioning officers from PCC and NHS Plymouth) & Fiona Fleming, Commissioning Manager PCC	PCC/PCT additional pilot for counselling services targeted to CYP with significant family problems – such as domestic abuse, substance misuse and vulnerable groups such as young carers and unaccompanied asylum seekers A range of small grants have been awarded through Localities Small Grant Commissioning to 4 voluntary and community sector projects to increase capacity for prevention and early intervention. Review of services underway which will inform the Joint Commissioning Plan for 2012/13	31/03/2012
R9	The Council ensures that key universal services including schools and youth services are notified of alternative counselling services available within the city.	Communication to be prepared	Maggie Carter, Assistant Director - Learner & Family Support PCC	Schools were informed by PCH of support available through TaMHS, commissioned through Early Intervention Grant, on 21 November Communication sent by PCH to all referring agencies as reported in R6.	Further communication drafted and ready to be sent by 28/02/2012

APPENDIX 1: EMOTIONAL WELLBEING AND MENTAL HEALTH - Task and Finish Report Recommendations					
	Recommendation	Action Required to Deliver Recommendation	Lead	Update as at 20/02/12	Date to be Completed by
				Follow up communication to be sent regarding of contract for counselling service by the end of February	
R10	The Council update the Panel regarding the impact of new multi-disciplinary locality teams on children's emotional wellbeing and mental health services in six months	Schedule update to CYPOSP	Maggie Carter, Assistant Director - Learner & Family Support PCC / / Alan Fuller, Principal Educational Psychologist PCC	To be included in CYPOSP forward plan.	30/04/12
R11	An urgent summit meeting to be arranged between strategic leads from CYPOSP, PCC, PCT and PCH regarding the findings of this report	Meeting took place 26 th October 2011.		Complete – full report made to CYPOSP on 5/1/2012	Complete
R12	PCH review the cost effectiveness of participation support services for young people using mental health services	Director of Finance to work with the Chief Executive of Routeways	Dan O'Toole, Director of Finance PCH	Completed in conjunction with Routeways.	31/12/2011
R13	The Children's Trust investigate and report on ways in which the work of clinicians and other children's professionals can be better co-ordinated with respect to mental health support	Learning from the current multi disciplinary review underway of the cases waiting for CAMHS assessment will be used to inform how professionals can improve coordination at both an early intervention stage and during treatment with particular reference	Cate Simmons Interim Head of Children's Services PCH Paul O'Sullivan, Director of Joint Commissioning	Options appraisal in development following lessons learnt from waiting list review. This will implement coordination in information gathering and referral. Initial discussions held at Children's Trust Board providing additional feedback and support from across the	Options appraisal as to referral routes and options to improve co-ordination to be presented to Children's Trust

APPENDIX 1: EMOTIONAL WELLBEING AND MENTAL HEALTH - Task and Finish Report Recommendations

	Recommendation	Action Required to Deliver Recommendation	Lead	Update as at 20/02/12	Date to be Completed by
		to use of CAF (R5). The framework document (R4) and Joint Commissioning Plan (R8) will incorporate this.	NHS Plymouth	sector.	Exec for approval on 21/03/2012 Incorporation in Joint Plan by 31/03/2012
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	Mechanism for reporting of performance through Children's Trust Executive and Board to be reviewed and refreshed	Claire Oatway, Policy, Performance and Partnership Manager PCC	To be incorporated into Plymouth 2020 governance review and partnership working guide.	31/03/2012
R15	Commissioners from the Children's Trust provide interim updates to CYPOSP on the response to these recommendations.	Progress report to be reviewed by Children and Young People's Trust Exec and dates for reporting to CYPOSP to be agreed with Chair.	Paul O'Sullivan, Director of Joint Commissioning NHS Plymouth & Fiona Fleming, Commissioning Manager PCC	Action plan and progress reports to be reviewed at Children's Trust Executive on 21/03/2012 Update to be provided for 1 st March 2012 with quarterly follow up reports	31/12/2011

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TaMHS report April 2011 – July 2012

Emotional Literacy Support Assistant Training (ELSA)

During the academic year 2011-2012 the ELSA Programme was delivered to 35 professionals (Cohort 2).

Figure 1 Details of Cohort 2 (ELSA Training)

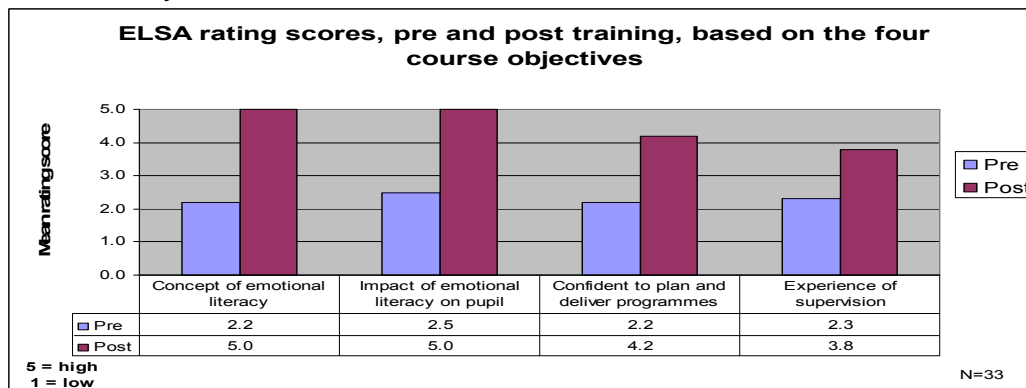
	COHORT 2
Delivered between:	January 2012 – May 2012
Delivered as:	13 sessions (3 hours)
Delivered to:	35 Trainees
Comprising of:	TA (25); PSA (4); HLTA (1); TA/PSA (2) SEN TA (3);

Since the introduction of the ELSA programme (combining figures from Cohort’s 1 & 2) 50% (34:67) of the Plymouth Mainstream Primary Schools have at least one member of staff trained as an ELSA, with the majority of Primary Schools having 2 or more trained ELSA’s.

At the beginning of the training of Cohort 2 all participants were required to complete a likert-type rating scale¹ relating to prior knowledge of the training objectives. At the end of the training participants were asked to complete the rating scale again, based on their knowledge of the objectives as a consequence of the training. The rating scales asked participants to rate themselves between 1 (low) & 5 (high) for the following statements:

- I understand what is meant by the concept of emotional literacy
- I understand the impact of emotional literacy on pupil success in school
- I feel confident to plan and deliver programmes of support to children identified within my school as likely to benefit from additional help to increase emotional literacy
- I have experience of peer supervision, using problem solving approaches to build supportive relationships, share ideas and resources

Figure 2 Course objectives



¹ Likert R A (1932) A technique for the measurement of attitudes. Archives of Psychology, 140, 55. 76-77 273.

The results, from a response rate of 33 participants, demonstrate that on the pre training questionnaire the majority of professionals rated themselves low (scores 1- 2) across all the dimensions. However, in comparison, the post training questionnaire shows a marked improvement with all the professional's ratings themselves high with a score of 4 - 5 across all dimensions.

Secondary Age Mental Health Supporter Training (SAMHS)

The SAMHS programme was designed to support professionals working with secondary aged young people (Secondary Aged Mental Health Supporters).

During the academic year 2011-2012 the SAMHS Programme was delivered to 44 professionals (2 cohorts). Cohort 1 was delivered to professionals from Ridgeway Secondary School and cohort 2 was delivered to professionals from a range of settings and professional backgrounds.

Figure 3 Detail of Cohort 1 & Cohort 2 (SAMHS Training)

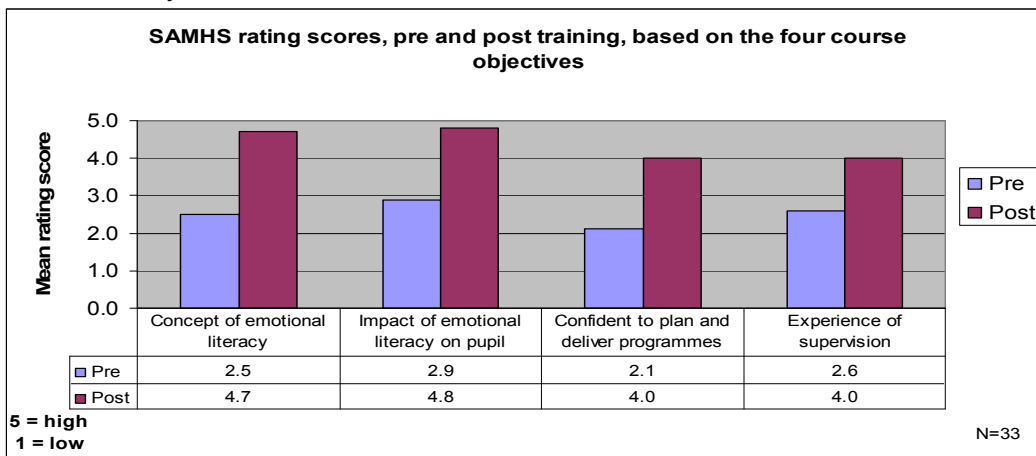
	<u>COHORT 1 Ridgeway Secondary School</u>	<u>COHORT 2 Seymour House</u>
Delivered between:	September 2011 – December 2011	February 2012 – July 2012
Delivered as:	2 whole days & 11 twilights (2 hours)	17 sessions (2 hours)
Delivered to:	25 trainees	19 trainees
Comprising of:	TA (16); HLTA (2); ESP TA (2); Pastoral Support (3); Counsellor (1) LSA (1)	Assistant SENCO (1); Learning Mentors (5); Effective Learning Assistants (2); Student Support Advisor (1); Special School Teacher (3); Higher Learning Teaching Assistant (1); Project Development Officer (1); Community Project Co-ordinator (1); TA (3); Volunteer Support Worker (1)

Through the introduction of the SAMHS programme 50% (8:16) of the Plymouth Mainstream Secondary Schools/Academies and 4 Secondary Age Special School Provisions have at least one member of staff trained in either ELSA or SAMHS, with Ridgeway Secondary School totalling a massive 25 staff members.

At the beginning of the training of both cohorts 1 & 2 all participants were required to complete a likert-type rating scale² relating to prior knowledge of the training objectives. At the end of the training participants were asked to complete the rating scale again, based on their knowledge of the objectives as a consequence of the training. The rating scales asked participants to rate themselves between 1 (low) & 5 (high) for the following statements:

- I understand what is meant by the concept of emotional literacy
- I understand the impact of emotional literacy on pupil success in school
- I feel confident to plan and deliver programmes of support to children identified within my school as likely to benefit from additional help to increase emotional literacy
- I have experience of peer supervision, using problem solving approaches to build supportive relationships, share ideas and resources

Figure 4 Course objectives



The results, from a response rate of 33 participants, demonstrate that on the pre training questionnaire the majority of professionals rated themselves low (scores 1 – 2) across all the dimensions. However, in comparison, the post training questionnaire shows a marked improvement, with the majority of professional’s ratings themselves high (scores 4 - 5) across all dimensions.

A 3rd Cohort of SAMHS Training is currently being prepared by the Team in preparation for delivery during the new academic year 2012-2013.

Targeted Group Work

Between 1st April 2011 – 31st August 2012 the TaMHS Team have delivered 17 Targeted Groups (98 sessions) to 98 children/young people, across 13 schools.

² Likert R A (1932) A technique for the measurement of attitudes. Archives of Psychology, 140, 55. 76-77 273.

The delivery of Targeted Group Work provides a framework to identify how many children/young people can have their needs met through the network of targeted support within the school and how many, with emerging mental health difficulties, need a supported referral into CAMHS.

Taking a random sample of secondary schools accessing targeted group work the CaMHS database³ identifies that the emerging mental health needs of 4 out of 5 (80%) vulnerable pupils from school X were contained through the network of targeted support within the school without the need for a more specialist referral into CAMHS (3 months on). The other 1 of 5 (20%) was highlighted as having a clear level of need and a referral into the neuro-developmental team was accepted for this young person. In the interim the targeted group work was able to support this young person whilst waiting an appointment.

Again a random sample was identified from primary schools accessing targeted group work. The CAMHS database identifies that the emerging mental health needs out of 4 out of 5 (80%) vulnerable pupils from primary school X were contained through the network of targeted support without the need for a more specialist referral into CAMHS (5 months on). Again the other 1 of 5 (20%) was highlighted as having a clear level of need and a referral into the neuro-developmental team was accepted for this young person. In the interim the targeted group work was able to support this young person whilst waiting an appointment.

Triangular consultations

(Parent/School/CAMHS meetings to agree strategies to support children and young people and better manage their need)

Children and young people have had their needs met through triangular consultations, which include follow up sessions to ensure that initial strategies are working.

Between 1st April 2011 – 31st August 2012 the TaMHS Team and Primary Mental Health Work Team have facilitated 190 individual cases for triangular consultations. Of these 92 individual cases have received at least 1 consultation review to date.

The CaMHS database identifies that, following on from the total of 190 triangular consultations; the emerging mental health needs of 120 pupils (63%) were contained through the network of targeted support within the school without the need for a more specialist referral into CAMHS.

However, for 70 of the pupils (37%) the triangular consultation process supported appropriate referrals being made to CAMHS. Of these 18 referrals had been rejected previously by CAMHS as not appropriate; 6 referrals were rejected post triangular consultation as not appropriate and 3 referrals were made through either the GP or School within 3 months of being closed to TaMHS.

³ Information gathered from the e-PEX database

TaMHS have also acted as a single point of access for schools to appropriately refer to Relate's Children and Young People's counselling service, which continues to develop and support vulnerable children and young people.

Project Challenges

Recruitment and retention has been an issue throughout the course of the project due to its fixed term nature. This has impacted on TaMHS ability to maintain a consistent approach to service provision although the team has continued to deliver a very effective service to schools that has expanded into a number of additional schools since the pilot has ended. Additional challenges relate to the funding for the programme being calculated over a financial year whilst schools operate over an academic year.

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