



Oversight and Governance

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EDUCATION AND CHILDREN'S SOCIAL CARE OVERVIEW AND SCRUTINY COMMITTEE

Wednesday 11 September 2019
2.00 pm
Warspite Room, Council House

Members:

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

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

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Tracey Lee
Chief Executive

Education and Children's Social Care Overview and Scrutiny Committee

1. Apologies

To receive apologies for non-attendance submitted by Councillors.

2. Declarations of Interest

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

3. Minutes (Pages 1 - 8)

To confirm the minutes of the previous meeting held on 10 July 2019.

4. Chair's Urgent Business

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

5. Mapping of Corporate Plan to Scrutiny Committees (Pages 9 - 10)

6. Number of Children in Care - verbal update

7. Pledges Update (Pages 11 - 18)

8. Early Help Offer (Pages 19 - 32)

9. Child Exploitation - To follow

10. Together for Childhood - To follow

11. Ofsted Improvement Plan (Pages 33 - 64)

12. Plymouth Challenge Update (Pages 65 - 68)

13. Work Programme (Pages 69 - 74)

14. Tracking Decisions (Pages 75 - 78)

Education and Children's Social Care Overview and Scrutiny Committee

Wednesday 10 July 2019

PRESENT:

Councillor Mrs Johnson, in the Chair.
Councillor McDonald, Vice Chair.
Councillors Allen, Buchan, Goslin, James and Loveridge.

Co-opted Representatives: Mrs Nicky Williams (Parent Governor Representative)

Apologies for absence: Councillors Downie and Murphy.

Also in attendance: Also in attendance: Ed Coley (Head of Skills and Employability), Judith Harwood (Service Director for Education, Participation and Skills), Councillor Jemima Laing (Cabinet Member for Children and Young People), Isabelle Morgan (Inclusion and Attendance Manager), Councillor Jon Taylor (Cabinet Member for Education, Skills and Transformation) and Helen Rickman (Democratic Advisor).

The meeting started at 2.00 pm and finished at 4.00 pm.

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

10. **Declarations of Interest**

The following declarations of interest were made by Members in accordance with the code of conduct:

Member	Subject	Reason	Interest
Mrs Nicky Williams	All items	She is a Parent Governor at High View Primary and sits on the Plymouth Teaching School Alliance.	Personal
Councillor Mrs Johnson	All items	She is a Governor at Compton Primary School.	Personal

11. **Minutes**

Members agreed the minutes of the last meeting held on 29 May 2019.

12. **Chair's Urgent Business**

There were no items of Chair's Urgent Business.

13. **Number of Children in Care - verbal update**

Judith Harwood (Service Director for Education, Participation and Skills) advised Members that there were currently 417 children in the care of Plymouth City Council.

Agreed that further details of the trend over the previous 6 month period of children in care would be provided to Members.

14. **Pledge Update**

Councillor Jon Taylor (Cabinet Member for Education, Skills and Transformation), Councillor Jemima Laing (Cabinet Member for Children and Young People) and Judith Harwood (Service Director for Education, Participation and Skills) advised Members that there were 10 pledges relevant to the panel's terms of reference.

In response to questions raised it was reported that:

- (a) the focus for Pledge 41 was linked to children and young people in care that the council was responsible for, in order to encourage more people to remain living in their own communities, where possible, other than using institutional placements;
- (b) Pledge 47 focused upon the promotion of fostering and adoption in Plymouth with a renewed campaign; this campaign had been completed however it was highlighted that there were continued efforts to attract new foster carers for the city's children;
- (c) Pledge 40, regarding raising school standards, and Pledge 42, regarding the introduction of a fair system to take an annual holiday without penalty, were both linked as school attendance rates were seen to impact achievement – a consultation regarding school attendance was due to go out in the public domain shortly and information from this would be submitted to scrutiny in September 2019;
- (d) there was an ongoing task to identify young carers that were not currently registered with the Council.

Members noted the update and requested that the School Attendance Consultation is added to the work programme for discussion in September 2019 (to include data regarding achievement levels in schools).

15. **Fair Funding for Schools**

Councillor Jon Taylor (Cabinet Member for Education, Skills and Transformation) and Judith Harwood (Service Director for Education, Participation and Skills) presented the Fair Funding for Schools report.

The following key points were highlighted:

- (a) the inclusion of this report to the Education and Children's Social Care Overview and Scrutiny Panel was as a result of a recommendation from a

Motion that went to Full Council in March 2019;

- (b) the introduction of the National Funding Formula from 2018/19 was an attempt by Local Government to address historic inequities in funding for schools; Plymouth's Schools Block had increased from £143.056m in 2017/18 to £149.550, in 2018/19 however Plymouth was still receiving £283 less per pupil than the national average;
- (c) despite the challenges none of the maintained schools in Plymouth were forecasting a deficit position at the end of 2019/20 financial year; whilst this was positive news there was a desire to understand what actions schools had taken to balance their budgets;

Members discussed the benefit of forming a select committee to look at the issue in greater depth in order to measure the impact of the current funding upon schools in Plymouth.

The Chair echoed the Cabinet Member's praise of schools good financial management and acknowledged the difficult climate they were working in.

It was agreed that the Education and Children's Social Care Overview and Scrutiny Panel would undertake a select review in order to assess the impact of the National Funding Formula (NFF) upon Plymouth schools, with particular attention upon the impact on staffing reduction including teaching assistants, the increase in class sizes, collapsing the school day and concerns schools have for the children over the city.

16. **Elective Home Education**

Councillor Jon Taylor (Cabinet Member for Education, Skills and Transformation), Judith Harwood (Service Director for Education, Participation and Skills) and Isabelle Morgan (Inclusion and Attendance Manager) presented the Elective Home Education report.

Key points highlighted to Members included:

- (a) the Elective Home Education support service was delivered by the ACE Multi Academy Trust who held the register of children who were electively home educated; ACE Multi Academy Trust monitored the curriculum and the delivery of home education however there was no requirement for families to register but this was encouraged. This contract was due to end in August 2019 and the monitoring and oversight of home education would be the responsibility of Plymouth City Council;
- (b) Electively Home Educated (EHE) pupils were also monitored through a Local Authority register; appropriate action was taken where it appeared that an EHE pupil was not receiving suitable education;
- (c) the Department for Education was conducting a consultation in relation to establishing a local authority registration system for children who did not

attend state-funded or registered independent schools;

- (d) the Home Education Bill had its third reading at the House of Commons on 24 July 2018 – the outcome was the withdrawal of the Bill at this point in the process however the Department for Education subsequently launched a Call for Evidence regarding children not in school. This call for evidence incorporated elective home education as a theme. This call for evidence closed on 24th June 2019 and officers were awaiting the outcome with regard to the impact for children who were electively home educated;
- (e) Officers considered that parents should be given a two week cooling-off period once they have withdrawn their child from school – this would provide officers with a short window of opportunity to work with parents to find out possible resolutions to problems. Officers also suggested that a child who had withdrawn from school should be able to return to school up to a six month period after they had withdrawn to make it easier for them to return to the formal education system.

In response to questions raised it was reported that –

- (f) there was currently a voluntary registration system for home education therefore it was not known how many children had only ever been home educated as parents were not required to notify the Local Authority;
- (g) a significant number of those who had elected to be home educated had given the reason for this choice to be ‘other’ on the questionnaire instead of specifying why – it was considered that this was because it was a lifestyle choice and they had elected not to be a part of the local authority education system;
- (h) the school was required to notify the local authority if a child had been removed from a school setting to instead be electively home educated;
- (i) schools were working closely with the Council to recognise and reduce pupil movement, specifically with regards to elective home education;
- (j) from the data provided it was highlighted that those who had elective home education were mainly white British;
- (k) the majority of children in the city who were part of the travelling community were enrolled in school settings; an education officer would visit children who had arrived to the city;
- (l) Officers were often unable to identify reasons for a child being home schooled, or to see if a child had previously had multiple school settings or exclusions as the child was immediately removed from roll once the child was withdrawn so this information was not available to them.

Members noted the update and agreed to include the DFE consultation results to the work programme for discussion in the autumn (with reference to the Inclusion and Attendance Strategy).

17. **Bullying and Attendance**

Councillor Jon Taylor (Cabinet Member for Education, Skills and Transformation), Judith Harwood (Service Director for Education, Participation and Skills) and Isabelle Morgan (Inclusion and Attendance Manager) presented the Bullying and Attendance report.

The following key points were highlighted to Members:

- (a) a sample of 415 of the current open cases referred to an Education Welfare Officer had been reviewed by Officers; within this sample, 5% of the cases cited bullying as a reason for persistent absence;
- (b) schools were required by law to act to prevent bullying and also to address it if it happened; the Department for Education (DfE) had produced guidance for all schools which outlined their duty towards preventing and tackling bullying: www.gov.uk/government/publications/preventing-and-tackling-bullying
- (c) the Education Reference Group (Safeguarding) had identified that the way in which the software used to monitor bullying (CPOMS) was inconsistent therefore a piece of work was underway to develop best practice guidance for schools to use this software and form part of best practice guidance;
- (d) Plymouth City Council had a webpage which provided advice around bullying and signposted to support services and was improving the Plymouth Online Directory to enhance the information available;
- (e) Officers were continuing to work with families and schools to properly support them and had recently sent a letter to Plymouth Head Teachers requesting data in relation in absence.

In response to questions raised it was reported that –

- (f) there was no single route for parents to report bullying to the local authority;
- (g) the Plymouth Online Directory was advertised on the Council's website and included on the bottom of letterheads.

It was agreed that the Committee:

- 1. recommend to Officers to extend an invitation to both a Primary and Secondary Head Teacher to attend a future Education and Children's Social Care Overview and Scrutiny Committee in order to advise Members on how they react to bullying within their schools;
- 2. recommend to Officers to explore the feasibility of inviting a parent whose

child had been bullied to a future Education and Children's Social Care Overview and Scrutiny Committee in order to share their experiences;

3. would hear from Mrs Nicky Williams (Parent Governor Representative) at a future scrutiny committee regarding a case of bullying she was aware of which she could share with Members.

18. **Care Leavers and NEET - plan (to follow)**

Councillor Jemima Laing (Cabinet Member for Children and Young People), Judith Harwood (Service Director for Education, Participation and Skills) and Ed Coley (Head of Skills and Employability) presented the Care Leavers and NEET Plan.

It was highlighted to Members that Pledge 48 focused upon the work involved in providing support to care leavers up to the age of 25 years old; it was recognised that a coordinated approach was required from a variety of partner agencies to achieve a sustainable offer for all young people in care or leaving the care of the local authority.

In response to questions raised it was reported that:

- (a) the I10 Club consisted of representation from several council departments, a wide range of partners including Barnardos, the Virtual School Team and a Head Teacher;
- (b) it was recognised through analysis that work experience for young people and the planning for it needed to happen much earlier in order to engage children and offer them the correct support to develop their skills;
- (c) 17% of care leavers between the ages of 18-25 years old were NEET (not in education, employment or training) because of ill health or disability;
- (d) the Care Journeys work with Barnardos focused upon achieving outcomes for care leavers; the programme included volunteering opportunities. One Plymouth was also working to create a system for volunteers to easily identify what opportunities were available.

Agreed that a progress report on Care Leavers and NEET (Pledge 48) would be scheduled on the panel's work programme for 6 months' time.

19. **Strategic Risk and Opportunity Register - update**

The Chair advised Members that the Strategic Risk and Opportunity Register was attached to the agenda in order for the panel to be aware of risks that specifically linked to their terms of reference.

It was agreed to include information upon the Failure to Reduce Health Inequalities to the committee's work programme as this was an amber risk; for an action plan and future mitigations to be provided to Members.

20. **Work Programme**

Members discussed the work programme and agreed the following:

- (a) Ofsted Improvement Plan – to be discussed on 11 September 2019;
- (b) Child Exploitation – to be discussed on 11 September 2019 (for Members to be provided with the scope of child exploitation and include information upon cyber issues, modern slavery and the framework for the multi-agency group);
- (c) Education and Skills Strategy – refresh (date not specified);
- (d) Plymouth Challenge Update - to be discussed on 11 September 2019;
- (e) New Ofsted Framework – (impact on the inspection framework) to be discussed on 13 November 2019;
- (f) School Attendance Consultation - to be discussed on 11 September 2019 (to include data regarding achievement levels in schools);
- (g) Fair Funding for Schools – Select Review (to assess the impact of the National Funding Formula (NFF) upon Plymouth schools, with particular attention upon the impact on staffing reduction including teaching assistants, the increase in class sizes, collapsing the school day and concerns schools have for the children over the city);
- (h) Elective Home Education (DFE consultation results to be added to the work programme for discussion in the Autumn with reference to the Inclusion and Attendance Strategy);
- (i) progress report on Care Leavers and NEET (Pledge 48) would be scheduled on the panel's work programme for 6 months' time (8 January 2020);
- (j) Failure to Reduce Health Inequalities - this was an amber risk on the Strategic Risk Register (for an action plan and future mitigations to be provided to Members)

21. **Tracking Decisions**

The Chair advised Members that all tracking resolutions from previous meetings had been completed as information had been emailed out.

Members noted the completed tracking decisions document.

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MAPPING OF CORPORATE PLAN TO SCRUTINY COMMITTEES



Overview and Scrutiny Committee	Current Areas of Responsibility	Map to Corporate Plan Priorities <i>(some appear across more than one committee)</i>
Brexit, Infrastructure and Legislative Change	<p>Relevant policies in the Plymouth Plan</p> <p>Response to Central Government's Policy Making</p> <p>Capital Programme</p> <p>Strategic Procurement</p> <p>Corporate Property</p> <p>Development planning</p> <p>Strategic Highways</p> <p>Economic Development</p> <p>Heart of the South West Productivity Plan</p> <p>Strategic Transport policies and strategies</p> <p>Cultural Infrastructure</p> <p>Climate change and sustainability</p> <p>Reviewing impact of Brexit on the city</p> <p>Proposing measures that Government should take to provide stability for the council and partners in light of Brexit</p> <p>Exploring powers could be devolved from the EU directly to local authorities</p> <p>Hear call-ins relevant to the role of the committee</p>	<ul style="list-style-type: none"> • An efficient transport network • A broad range of homes • Economic growth that benefits as many people as possible • Quality jobs and valuable skills • A vibrant cultural offer • A green and sustainable city that cares about the environment • A strong voice for Plymouth regionally and nationally • A welcoming city
Performance, Finance and Customer Focus	<p>Relevant policies in the Plymouth Plan</p> <p>Corporate Performance Monitoring</p> <p>Financial Performance Monitoring</p> <p>Annual Budget Setting Process</p> <p>Medium Term Financial Strategy</p> <p>Revenues and benefits</p> <p>Homelessness</p> <p>Communications</p> <p>Human resources</p> <p>Audit and Risk</p>	<ul style="list-style-type: none"> • A clean and tidy city • People feel safe in Plymouth • A welcoming city • Listening to our customers and communities • Motivated, skilled and engaged staff • Spending money wisely • Providing quality public services

Overview and Scrutiny Committee	Current Areas of Responsibility	Map to Corporate Plan Priorities <i>(some appear across more than one committee)</i>
	<p>Transformation</p> <p>Bereavement Services and Register Office</p> <p>Community Safety</p> <p>Customer Services</p> <p>Street scene and Waste</p> <p>Parking</p> <p>Hear call-ins relevant to the role of the committee</p>	
Education and Children's Social Care	<p>Relevant policies in the Plymouth Plan</p> <p>Early Years Services</p> <p>Schools, colleges and other educational settings</p> <p>Child Poverty</p> <p>Special Education Needs, behaviour and attendance, narrowing the gap in outcomes</p> <p>Safeguarding Children</p> <p>Cared for children</p> <p>Youth offending</p> <p>Adoption and Fostering</p> <p>Corporate Parenting</p> <p>Hear call-ins relevant to the role of the committee</p>	<ul style="list-style-type: none"> • Improved schools where pupils achieve better outcomes • Keep children, young people and adults protected • Focus on prevention and early intervention
Health and Adult Social Care	<p>Relevant policies in the Plymouth Plan</p> <p>Integrated Commissioning</p> <p>Hospital and community health services</p> <p>Dental services, pharmacy and NHS ophthalmic services;</p> <p>Public health services</p> <p>Adult Social Care Services</p> <p>Adult Safeguarding Services</p> <p>Hear call-ins relevant to the role of the committee</p>	<ul style="list-style-type: none"> • Keep children, young people and adults protected • Focus on prevention and early intervention • Reduced health inequalities • A welcoming city

Education and Children's Social Care Overview and Scrutiny Committee



Date of meeting:	11 September 2019
Title of Report:	Children's Services Pledges
Lead Member:	Councillor Jemima Laing (Cabinet Member for Children and Young People)
Lead Strategic Director:	Alison Botham (Director for Children's Services)
Author:	Andrew Loton (Senior Performance Advisor)
Contact Email:	Andrew.loton@Plymouth.gov.uk
Your Reference:	PledCS20190911
Key Decision:	No
Confidentiality:	Part 1 - Official

Purpose of Report

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

Recommendations and Reasons

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

Alternative options considered and rejected

N/A

Relevance to the Corporate Plan and/or the Plymouth Plan

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

Implications for the Medium Term Financial Plan and Resource Implications:

All resource implications have been considered and incorporated within the MTF5 and Business Plans.

Carbon Footprint (Environmental) Implications:

N/A

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

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

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Appendices

*Add rows as required to box below

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

Background papers:

*Add rows as required to box below

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

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

Sign off:

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

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

Date agreed: 03/09/2019

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

Date approved: 03/09/2019

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CHILDREN'S SERVICES PLEDGES, AUGUST 2019

Performance and Risk Team



CHILDREN, YOUNG PEOPLE AND FAMILIES PLEDGES

Pledge	Portfolio Holder	Lead Director	Status – End State
<p>Pledge 41 - We will continue to reduce the use of institutional placements for children and adults with complicated needs or challenging behaviour. We will support more people to remain living in their own communities, close to their friends and family, to enjoy their rights as full citizens.</p>	Jemima Laing	Jean Kelly	<p>In Progress: Reduction in the proportion of children in institutional placements.</p> <p>We regularly monitor all care plans and review residential placements for step down opportunities. We are looking at ways to grow family placements (e.g. foster carers and special guardians)</p>
<p>Pledge 47 - Every Plymouth child deserves a safe and loving home. That is why we will promote fostering and adoption in Plymouth with a renewed public campaign.</p>	Jemima Laing	Jean Kelly	<p>Completed: A campaign to promote fostering and adoption in Plymouth.</p> <p>This is being supported via an updated Recruitment and Marketing Strategy as well as initiatives such as 'Fostering Friendly Plymouth'.</p>
<p>Pledge 48 - We will look to provide support for care leavers up to the age of 25, ensuring that the City Council plays its part in supporting young people leaving care, including guaranteeing a work placement with the City Council to help them start their working lives.</p>	Jemima Laing	Jean Kelly	<p>In Progress: Create a number of work experience placements within Plymouth City Council for young people leaving care.</p> <p>This work has been developed further and we now have a list of 102 14-17 year olds who have expressed clear aspirations. We will be sharing this list with corporate and cabinet colleagues in early September to explore what work experiences can be identified to support these in year. We are currently working in partnership with Barnardo's as part of our 'Care Journey's' programme to develop a business as usual approach to identifying and</p>

		supporting young people in care with their aspirations.
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EDUCATION, PARTICIPATION AND SKILLS PLEDGES

Pledge	Portfolio Holder	Lead Director	Status – End State
Pledge 7 - We set up Building Plymouth to encourage jobs in the construction industry. We will continue to support its work and will be encouraging opportunities for older workers, whether they are looking for a change of job or are out of work. We will sign up to Unite the Union's Construction Charter.	Jon Taylor	Judith Harwood	Completed: Development of a strategic plan which continues to support current activities within the delivery plan. Sign up to Unite the Union's Construction Charter and commit to actions.
Pledge 40 - Parents tell us of their unhappiness as school standards continue to drop. Plymouth has embraced free schools, academies and UTCs, but despite getting a good start from primary schools, we are not producing the high qualifications needed for our children to get on in the modern world. Although the Government has removed the powers Councils had to intervene, we will find ways of encouraging schools to raise standards across the city - particularly in secondary schools.	Jon Taylor	Judith Harwood	In Progress: Evidenced impact of our interventions through the Plymouth Education Board, The Plymouth Challenge, Multi Academy Trust CEO Forum and Maintained Schools Forum. Increase in the percentage of children attending schools that are good or outstanding (Ofsted ratings).
Pledge 42 - We think the current system of fining parents for taking their children on holiday in term time can hurt families on a budget. We will work with schools and parents to introduce a fair system so families can take an annual holiday without penalty. PRIORITY PLEDGE (TOP 5)	Jon Taylor	Judith Harwood	In Progress: Following consultation on options we will design a system that enables families to take a holiday without falling foul of legal implications.
Pledge 43 - Plymouth needs more engineers, mathematicians and scientists. We have world-class STEM employers. The city council will look to work with the Plymouth Manufacturers Group and Women in STEM to increase the number of young people taking STEM subjects at school, college and university. We will work with major manufacturers and large businesses to give school children an insight into how factories, manufacturing, digital and creative industries, STEM roles and other major Plymouth employers work. We will also support people to improve their STEM skills throughout their career.	Jon Taylor	Judith Harwood	Completed pending formal sign off by Cabinet (17 September): A pledge on a page has been submitted to cabinet. Through the STEM plan, support will be provided for teachers through STEM subject learning hubs and networks linked into national strategies, pilots and regional industrial requirements mapped to the curriculum.
Pledge 44 - Plymouth has an international reputation for marine science and technology. We need more children and parents to seize these opportunities and so we will offer schools the chance to showcase the best of Plymouth's commercial and research experience in the classroom.	Jon Taylor	Judith Harwood	Completed: Delivery through the STEM Plan and Mayflower 400 Planned activities.

<p>Pledge 45 - A growing number of children in Plymouth are caring for a family member. We will appoint a Young Carers' Champion to be their voice in the city and we will hold a conference to showcase the fantastic work being done in some of our city's schools to support young carers and develop good practice for schools across the city.</p>	Jon Taylor	Judith Harwood	<p>Completed: Appointment of a Young Carers' Champion and delivery of a Young Carers Conference.</p>
<p>Pledge 49 - We welcome Devon and Cornwall Police's commitment to Operation Encompass and we will encourage Plymouth's schools to play their full and active part to keep children safe.</p>	Jon Taylor	Judith Harwood	<p>Completed: Continued promotion and support publically for programme.</p>

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Education and Children's Social Care Overview and Scrutiny Committee



Date of meeting:	11 September 2019
Title of Report:	Early Help and Targeted Support engagement – developing Family Hubs
Lead Member:	Councillor Jemima Laing (Cabinet Member for Children and Young People)
Lead Strategic Director:	Craig McArdle (Interim Strategic Director of People)
Author:	Emma Crowther, Strategic Commissioning Manager
Contact Email:	Emma.crowther@plymouth.gov.uk
Your Reference:	EHTS/S
Key Decision:	Yes
Confidentiality:	Part I - Official

Purpose of Report

The purpose of this report is to provide background information on the proposed future design of Early Help and Targeted Support services in Plymouth for children and young people up to the age of 19. Please see the main body of the report for definitions of Early Help and Targeted Support.

An initial business case was approved by Cabinet in July 2019, to carry out engagement to inform the design of services, focused on the development of a network of Family Hubs for families with children and young people aged 0-19. This programme of engagement will take place between August and October 2019 and includes visits to every Children's Centre in Plymouth, conversations with families, communication with and visits to the services supporting families (both Plymouth City Council and commissioned services) and surveys for families and professionals.

We would like to engage with Scrutiny members as part of this process, to gather views on the proposal to create Family Hubs, provide the opportunity to ask questions and seek further information. The feedback from Scrutiny members will be taken into account along with all other views received during the engagement process, and will inform the final business case which will be considered by Cabinet in November 2019.

Recommendations and Reasons

To engage with Scrutiny members to provide information and seek feedback on proposals to create 0-19 Family Hubs in Plymouth.

Alternative options considered and rejected

An alternative option was to not include the views of Scrutiny members as part of the engagement process; this was rejected as the engagement seeks to involve as broad a range of stakeholders as

possible to inform the final business case and design of services. The views, expertise and challenge of Scrutiny members is valuable in informing the final business case.

Relevance to the Corporate Plan and/or the Plymouth Plan

Our Priorities	Delivery of the priorities through this project
<p>A Caring Council</p>	<p>Keep children, young people and adults protected - this proposal aligns with the work of the PSCB and findings of Serious Case Reviews in considering how to improve understanding of contextual safeguarding for children and young people; knowing their communities and local needs, and supporting professionals in their competence and resilience.</p> <p>Improved schools where pupils achieve better outcomes - the Family Hubs approach will wrap around all those working with a child and their family, with schools and educational settings as a fundamental part of this system. The aim is for schools to feel more supported in working with children and young people where their needs are emerging or more complex; in turn this will enable children to focus on their academic attainment.</p> <p>Focus on prevention and early intervention - the development of Family Hubs and an integrated Targeted Support offer will enable families needing help to be identified earlier and offered the right help at the right time.</p> <p>Best Start to Life - by identifying need earlier and intervening more effectively to build family resilience, we will support children to have a better start to life, including being better prepared to start their Early Years and school provision.</p> <p>People feel safe in Plymouth - the provision of Family Hubs will ensure that a network of “safe” buildings for families remains in the city, building on the legacy of Children’s Centres. These will be non-judgemental, friendly and welcoming places where families can seek help. The Family Hubs will work with locally registered “Safe Place” locations.</p> <p>Reduce health inequalities - the needs analysis identifies clearly the needs as well as assets across the city. This will help us to determine where resources need to be focused in order to address health inequalities.</p> <p>A welcoming city - Family Hubs will be communicated as available for all families with children and young people aged 0-19. We will ensure that any branding associated with the Family Hubs encourages families to feel welcome, whether they are experiencing difficulties or not.</p>

Implications for the Medium Term Financial Plan and Resource Implications:

The financial envelope for the future service is being considered as part of the development of the final business case. This includes consideration of where efficiencies could be made through changes to how buildings are used and different services brought together to work more efficiently.

Carbon Footprint (Environmental) Implications:

As part of the development of the proposal, we will consider the accessibility of any future Family Hubs and whether this impacts on the mode of travel our citizens are likely to need to use. It is our aim to create a network of community based provision which enables the majority of citizens to be able to walk to them if required, reducing the environmental impact of travelling by other means.

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

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

The proposal links to Child Poverty by ensuring that health and economic inequalities, needs and assets are recognised across Plymouth neighbourhoods. The proposed network of Family Hubs will ensure a community based resource is in place for families to access, supported by a multi-agency team of professionals.

As part of the development of the Family Hubs, links will be encouraged with community police officers to share information about any emerging community safety issues and ensure an appropriate response is in place to address this.

The changes to the delivery of Early Help and Targeted Support aim to have positive implications on the rest of the system of support for children, young people and families in Plymouth. The interfaces and interdependencies with other services are being considered as part of the development of the proposal.

Appendices

**Add rows as required to box below*

Ref.	Title of Appendix	Exemption Paragraph Number (if applicable)						
		<i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
		1	2	3	4	5	6	7
A	Early Help and Targeted Support engagement – developing Family Hubs							
B	EHTS diagram - proposal							

Background papers:

**Add rows as required to box below*

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

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

Sign off:

Fin	djn.1 9.20. 91	Leg	MS/2 8.08. 19	Mon Off	Click here to enter text.	HR	Click here to enter text.	Assets	Click here to enter text.	Strat Proc	Click here to enter text.
Originating Senior Leadership Team member: Anna Coles, Interim Director of Integrated Commissioning											
Please confirm the Strategic Director(s) has agreed the report? Jean Kelly Date agreed: 28/08/2019											
Cabinet Member approval: Cllr Jemina Laing – approved verbally Date approved: 28/08/2019											

Appendix I – Early Help and Targeted Support engagement – developing Family Hubs

1. BACKGROUND

Demand for Children’s Services continues to rise nationally and locally, with increasingly complex presentations of need which are being seen in younger children, as well as teenagers. Social and economic strains on families mean we need to be innovative in how we engage and work with them, so they are supported to be able to stay together in their communities and overcome difficult times. We want to make sure we give each child the opportunity to have the best possible start to their lives, with support for the family in the right place and at the right time, when it is needed.

In Plymouth the expiry of a number of key commissioned contracts (Children’s Centres, Young Carers services) gives us an opportunity to look again at how services are provided to families and how effective they are, particularly those which try to intervene early, as soon as problems arise.

We still have some tricky issues in Plymouth which we need to work together to solve:

- Approximately 20% of the city’s children are living in poverty;
- The proportion of children known to be entitled to and claiming free school meals is 16.5% in primary schools (national average is 14.1%), with 13.9% in secondary schools (national average is 12.9%);
- 50% of children entering the Foundation Stage from areas of high social deprivation have speech and language difficulties;
- The percentage of school pupils with social, emotional and mental health needs is 4% above the national average;
- Hospital admissions for self-harm amongst 10-24 year olds has increased over 3 years.

2. WHAT IS EARLY HELP?

“Early Help means taking action to support a child, young person or their family, as soon as concerns emerge. It can be required at any stage in a child's life from pre-birth to adulthood, and applies to any concern that the family cannot deal with or meet on their own. Early Help is a strengths based approach where families are empowered to support themselves when future challenges are faced.”

Early Help Champions Definition of Early Help, revised June 2019

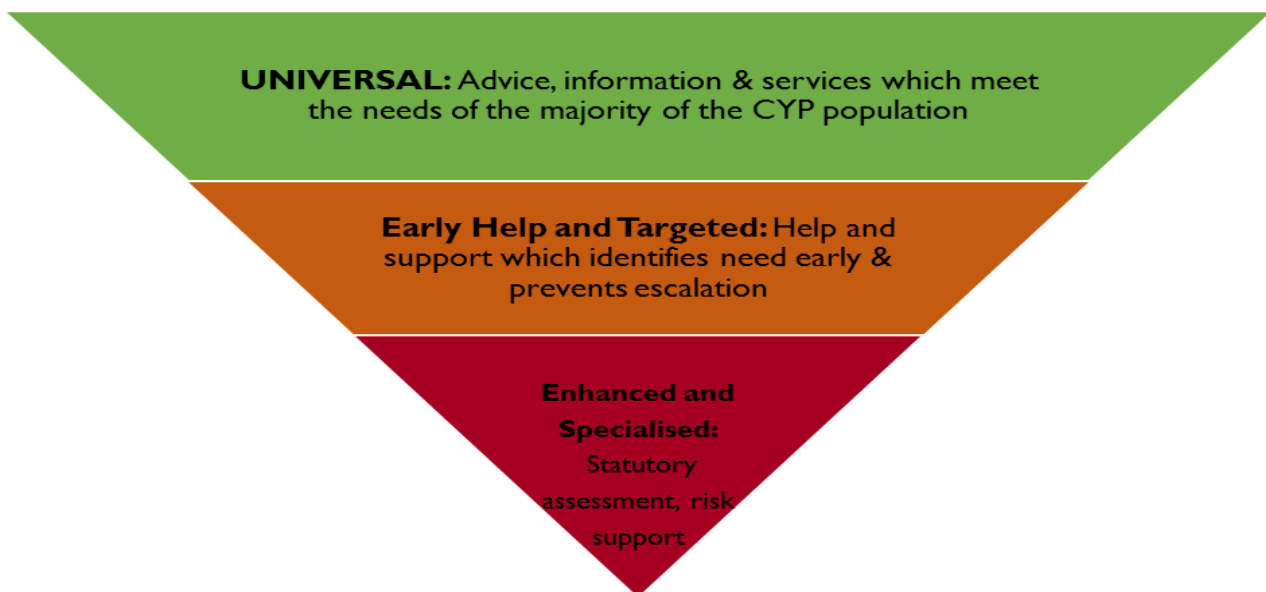
We know that if we can intervene early and support families as soon as they begin to experience difficulties, there is more chance of enabling them to overcome these, preventing the situation getting worse, and being better prepared for any future challenges. Early Help might involve support such as extra visits from a Health Visitor, attending parenting classes, joining support groups with other families, getting some extra support for the child at school, supporting the parents to manage their finances or accommodation. Good Early Help support will identify the areas the family want to improve and involve them in a plan to work on these.

3. WHAT IS TARGETED SUPPORT?

Targeted Support is provided when the needs of a family begin to escalate, and a more comprehensive response is needed. This might be because the family dynamic has changed and the family finds it harder to cope. We also know that at certain times children and young people can find life more difficult and as a result their behaviour may become more challenging – examples of this might be when a child moves to a different school including transition to secondary school, when taking exams, if a child experiences some kind of trauma, or physical or emotional ill-health.

A family receiving Targeted Support may be working with a range of professionals, maybe including a youth worker or family support worker, be receiving support about being a young carer or be visiting Camhs for therapeutic advice. For those with more complex needs and some criminal behaviour, the Youth Offending Team may be involved. Targeted Support services will be working to prevent the family needing the long term involvement of statutory services such as Children's Social Care.

The provision of Early Help and Targeted Support can be seen in the context of the diagram below which sets out the range of need in children and young people in Plymouth. Early Help and Targeted Support reaches down into universal provision to identify families with emerging needs and aims to prevent escalation into enhanced and specialist statutory services, such as Children's Social Care. Targeted Support also reaches up into enhanced and specialist services to enable children and young people to step down from statutory offers.



4. WHAT EARLY HELP AND TARGETED SUPPORT SERVICES DO WE ALREADY HAVE?

We have a range of services which support children and their families; some are commissioned, some are delivered by the local authority or other partners and some are provided by the voluntary and community sector.

Plymouth has a range of services in place which already work well with families with younger children; these are embedded in communities, trusted by families and have an in depth understanding of local needs. These include the city-wide network of Children's Centres, which deliver a range of provision from drop in groups to more intensive support for families with children aged 0-5 years.

There are a range of services for families with older children and young people, but this is more scattered across different services and agencies. There is also a lack of central coordination of services and a joined up understanding of need for families who have children who range between 0-19 years. So a family with a 3 year old and a fifteen year old will be able to access their local Children's Centre for their younger child, but will need to seek support elsewhere for their teenager.

Positively, Plymouth has a strong history in recent years of working collaboratively with partners to think creatively and overcome organisational boundaries to try new approaches. Recent successes include the development of Access, a multi-partner approach (Plymouth City Council, Livewell Southwest, University Hospitals Plymouth) to supporting families with children and young people with

additional needs. This work has developed a shared “front door”, and multi-disciplinary team approach to share information and consider who is most appropriate to work with the child or young person.

5. WHY ARE WE CONSIDERING MAKING CHANGES?

We don't think we have got the design of Early Help and Targeted Support right yet in Plymouth. We think we can make the most of our positive partnerships in the city to develop a better integrated system for children and young people in the city, to improve the experience and life chances of families.

We want to be able to work together to be able to identify families earlier who need additional support, to prevent their situation deteriorating. We are keen to learn from and build on what we already do well for example, the legacy of SureStart for families with children aged 0-5 years, and the innovative approaches taken in the creation of Access, for children and young people with additional needs.

We also want to learn from how the Wellbeing Hubs are being developed and how we can work together to join up a community based, visible network of support.

We know we haven't got this right yet because families and professionals have told us:

- The current Early Help and Targeted Support offer is fragmented and confusing, delivered by different providers in different buildings.
- The offer for families with children aged 0-5 years is distinct from those for families of older children and young people, which is not helpful when families have children with a range of ages and needs.
- The delivery of support is not always sequenced or coordinated effectively, so families may feel they are receiving services in a way that is overwhelming, risking duplication, or conversely feel they are left unsupported or passed between services.
- Professionals working with families describe not always knowing where to go for advice and discussions about sharing and managing risk, and navigating multiple referral pathways, referral forms or thresholds to access services.
- Schools are often unclear about what support is available from elsewhere to enable them to manage needs in a community setting.

We know we aren't yet getting involved early enough to be able to prevent escalation of need; indicators include the numbers of children and young people entering the care system, the rate of exclusions from schools, first time entrants to the criminal justice system and a cohort of children and young people escalating into crisis, at significant emotional and financial cost. As a result, the financial resource available is at risk of being diverted away from Early Help into managing more expensive crisis responses for smaller numbers of children, making it more difficult and further compounding the challenges of identifying and reducing need early.

We also know that other areas of the country are finding new ways to work with their families which is making a difference; for example North Yorkshire's “No Wrong Door” flexible and child-focussed approach has reduced the numbers of children experiencing crisis, reducing the numbers of children and young people coming into the care system by 15 per cent.

There is an opportunity to do something transformative to improve the experience and outcomes of children and young people by taking a whole family approach to Early Help and Targeted Support and supporting professionals to work together. There is a need to create friendly, bustling, safe spaces where families feel comfortable to engage, whether they have a toddler or a teen. Our city partners are keen to join us on this journey and work together to enable change. We carried out some

engagement with children, young people, families and professionals in autumn 2018 which told us that 82 per cent of families either strongly agreed or agreed with the idea of bringing services together to form Family Hubs. 76 per cent of professionals either strongly agreed or agreed.

6. WHAT IS THE PROPOSAL FOR THE FUTURE?

We are asking children, young people, families and professionals to consider how a 0-19 Family Hub model could work in Plymouth. We would create a visible city-wide network of welcoming Family Hub buildings, to be places where members of the public could go for support as soon as they need it. Professionals would work with families in the Hub buildings, or at their homes, or elsewhere in the community, wherever the family felt most comfortable.

We would then bring our services together, co-locating in designated Targeted Support buildings and working as one to provide Targeted Support. These would not be places where the public would visit, but would be places where professionals can work together to think about the needs of each family, who is the best person to support them at that time and how this would be carried out. The Targeted Support teams would then deploy into the community, to Family Hubs, family homes or other community spaces such as schools.

The Family Hub model has four key areas of work to support families:

Health & Development - Building on a Children's Centres' current role in early intervention, particularly early years where support has the biggest impact on long-term outcomes. Supporting the health and development of children aged 0-5 years will be integral to the offer, with services ideally provided on a universal basis where this is feasible.

Employment Support & Childcare - Building parents' confidence is a crucial element of effective employment support. Family hubs will deliver learning opportunities and support, as they represent a friendly, non-threatening environment. This aspirational culture can encompass broader provision to benefit children's outcomes, linking with local employers, Jobcentre Plus and provision of early education and childcare.

Relationship Support for Family Stability - The quality of the parental relationship can have a significant impact on children's development. Family hubs are well placed to deliver relationship support such as couple relationship counselling and courses and parenting support. The relationships approach should also be embedded across Family hub staff and partners including appropriate training to have the right kinds of conversations with parents. Voluntary sector organisations with a proven track record of best practice could be co-located or signposted to from family hubs.

Supporting Families with Complex Needs - The family hub model would offer valuable benefits, bringing together professionals and helping to embed shared approaches, particularly those on the edge of needing specialist support. Lessons will be learned from the FWAF programme, to support families before crisis point.

The case studies below give examples of how the proposed system could work, in drawing together services around the child and their family, and also providing resilience to the professionals working with them.

Family Case Study: Parent of a 12 year old seeking support with managing communication difficulties and social isolation. The family are anxious about their financial and housing situation, which is putting additional pressure on family dynamics

- Information on the family's needs are collated, including what the family would like to achieve via an Early Help Assessment Tool
- The family are considered appropriate for discussion by the Targeted Support team, with joint working with ACCESS to support the child's additional needs
- A support plan is put in place, involving the family
- Speech and language support is delivered via a Family Hub local to the family, a parenting course is offered, the parents are linked to their nearest Wellbeing Hub for advice on their financial and housing situation, the child's school is engaged to consider education support needs and whether an EHCP may be required. A youth worker is identified to link the child into age-appropriate youth groups and other social activities

Professional Case Study: The Parent Support Advisor at a primary school raises concerns about the escalating behaviour of a 7 year old, with a 2 year old sibling. School staff consider that the family is increasingly fragile, and the child is at risk of school exclusion due to aggression to fellow pupils.

- Information on the family's needs are collated, including what the family would like to achieve via an Early Help Assessment Tool
- The family are considered appropriate for discussion by the Targeted Support team, including the school
- The Targeted Support team offer services which include input from Education Welfare and Family Support workers to explore the family dynamics and reduce the risk of school exclusion
- Parents are offered access to a parenting programme and support groups including daytime activities with their younger child at their local Family Hub
- A referral to Camhs is considered and discussed with the family

7. WHAT DO WE NEED TO CONSIDER?

We are spending August-October gathering the views of children, young people, families, professionals and any other interested parties on various aspects of how a 0-19 Family Hub model could work in practice. This includes visits to services, direct conversations with families and professionals and

surveys for professionals and families. The links to the surveys are below and we would like to hear from as many people as possible:

<https://plymouth-consult.objective.co.uk/public/cyp/ehs/ehscypfquestionnaire>

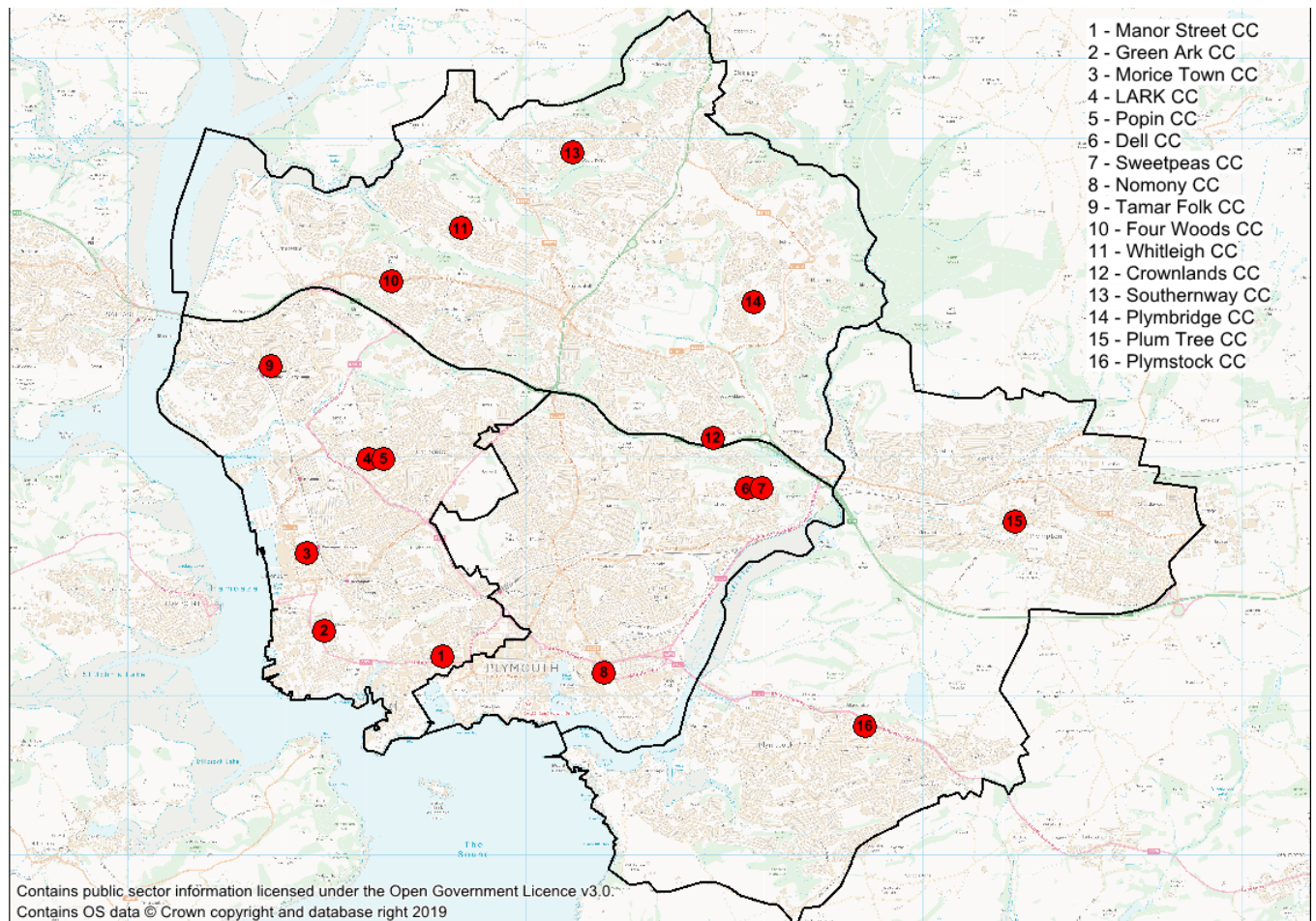
<https://plymouth-consult.objective.co.uk/public/cyp/ehs/ehspractitionerquestionnaire>

As part of the engagement process, we are considering the following questions:

Buildings:

- What buildings do we need to deliver the new service?
- Where do they need to be, taking into account the location of other community services, levels of deprivation and anticipated changes in demographics
- Are our existing buildings suitable?
- Do we need to consider building anything new?

As an example we currently have sixteen Children's Centres operating from fifteen buildings – see map below. We also provide services to children and young people from buildings such as youth centres.



Services:

- Which services do we need to bring together to work in a more joined up way?
- What skills do we need staff to have to support children, young people and families?

- Are there any implications we need to think about if we move staff and services from where they are based currently?

Organisational/contract structure

- How should we organise the new service to work most effectively?
- Do we want to change the balance of in-house and commissioned services if this means services can work together differently?
- Do we want one organisation to act as the lead for the service or have a range of organisations sharing responsibility?

Cost

- What would be the budget for the new service?
- How do we make sure this is sustainable for the years ahead?
- Have we considered any other possible funding, such as grants?
- By bringing services together is there the opportunity to work more efficiently?

8. NEXT STEPS

The views expressed in the engagement process will be used to inform the final business case, which is planned to be considered by Cabinet in November 2019.

If Cabinet approves the approach, any necessary procurement will begin in spring 2020, with the new service up and running in spring 2021.

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0-19 FAMILY HUBS – CURRENT PROPOSAL

Gateway

TARGETED SUPPORT TEAMS

- Not publically accessible
- Multi-disciplinary practitioners working together
- Focus on supporting families with complex needs
- Shared understanding of need (complexity and geography)
- Practitioners work with families where families need them – at home, school, in the community or in a Family Hub

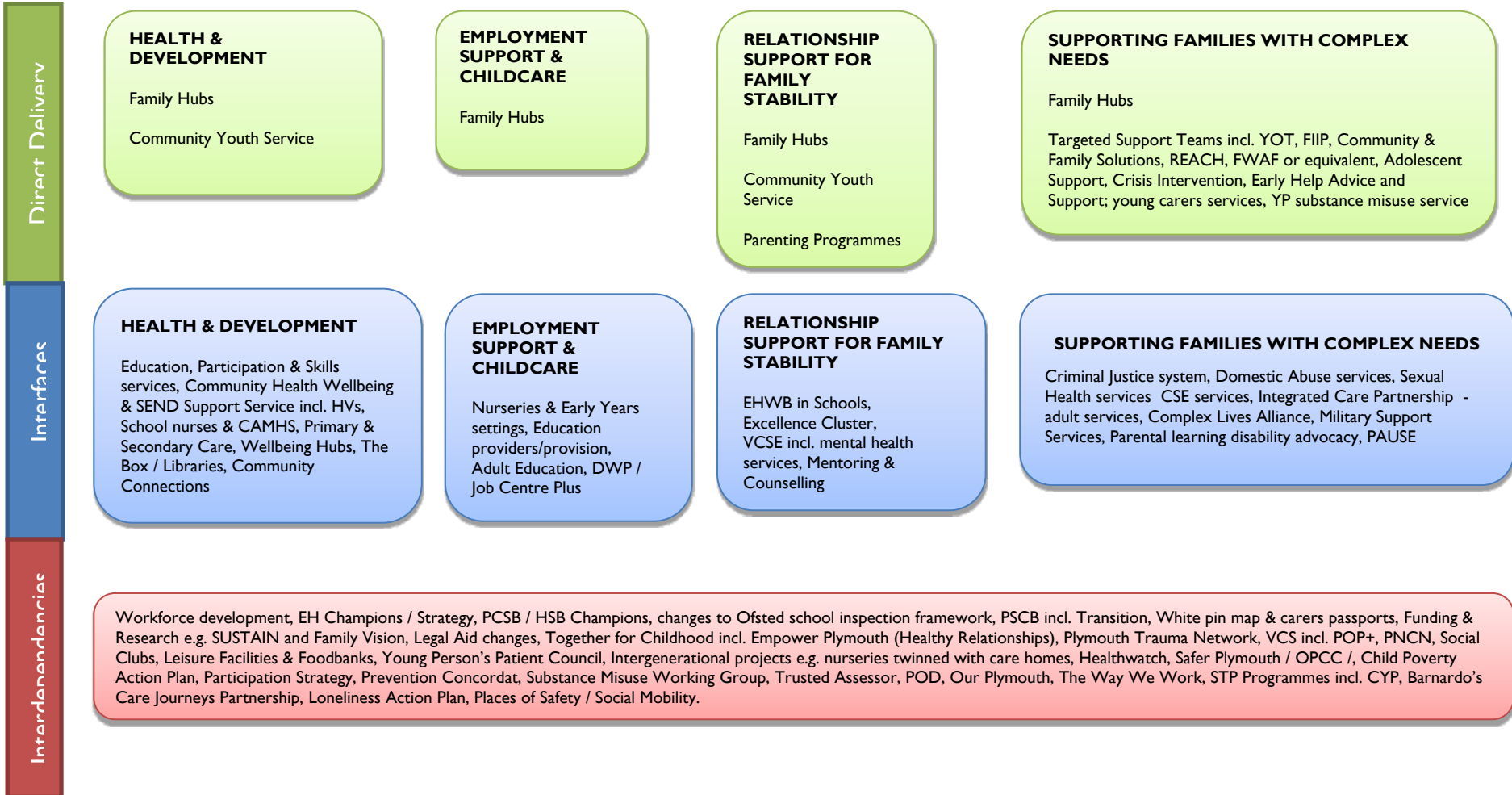
Creative Solutions Panel (or equivalent)
To consider who needs support –
“the right person, the right place and at the right time”

NETWORK OF FAMILY HUBS:

- Publicly accessible
- Families with children and young people aged 0-19
 - Friendly reception
 - Space for the VCS and visiting services
 - Links to the Wellbeing Hubs
- Social provision/activity for older young people
- Services: Health and Development, employment support and childcare, relationship support for family stability and supporting families with complex needs

Plymouth
Online
Directory
(POD)

0-19 FAMILY HUBS – SERVICES/EXPERTISE BEHIND THE HUBS



Education and Children's Social Care Overview and Scrutiny Committee



Date of meeting:	11 September 2019
Title of Report:	Ofsted Improvement Plan Progress Report
Lead Member:	Councillor Jemima Laing (Cabinet Member for Children and Young People)
Lead Strategic Director:	Alison Botham (Director for Children's Services)
Author:	Sandy Magee (Head of Service, Children, Young People and Families Service).
Contact Email:	Sandy.Magee@Plymouth.gov.uk
Your Reference:	CYPFI4/08/19
Key Decision:	No
Confidentiality:	Part I - Official

Purpose of Report

The purpose of this report is to provide an update on progress against the Ofsted Improvement plan as requested.

The plan is work in progress and each area has more detailed plans that are being implemented and monitored by the monthly Improvement Governance Board in the Children Young People and Families' Service, and chaired by the CYPFS Service Director.

Progress is reported to and monitored by the quarterly Safeguarding Assurance Meeting chaired by the Leader of the Council

It is provided for information and scrutiny purposes.

Recommendations and Reasons

It is provided for information and scrutiny purposes.

Cabinet to endorse the monitoring of progress through the Improvement Board and Quarterly Safeguarding Assurance Meetings.

Alternative options considered and rejected

This is an update report

Relevance to the Corporate Plan and/or the Plymouth Plan

We remain ambitious and determined to achieve the best outcomes for children and young people in Plymouth. We will build on the sustained improvements already achieved and recognised, so that all services are good or outstanding.

Implications for the Medium Term Financial Plan and Resource Implications:

All resource implications have been considered and incorporated within the MTFP and Children, Young People and Families Service Business Plan.

Carbon Footprint (Environmental) Implications:

All implications have been considered and incorporated within the Children, Young People and Families Service Business Plan

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

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

All implications have been considered and incorporated within the Children, Young People and Families Service Business Plan

Appendices

*Add rows as required to box below

Ref.	Title of Appendix	Exemption Paragraph Number (if applicable)						
		1	2	3	4	5	6	7
A	Ofsted Improvement plan progress report.							

Background papers:

*Add rows as required to box below

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

Title of any background paper(s)	Exemption Paragraph Number (if applicable)						
	1	2	3	4	5	6	7

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Sign off:

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Originating Senior Leadership Team member: Jean Kelly

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

Date agreed: 14/06/2019

Cabinet Member approval: *Cllr Jemima Laing (CYP&Fs PFH meeting)*

Date approved: 21/08/2019

SAFEGUARDING IMPROVEMENT PLAN AND PROGRESS REPORT, JUNE 2019

Children, Young People and Families Service, Plymouth City Council



Children, Young People and Families Service Improvement Plan

INTRODUCTION

We remain ambitious and determined to achieve the best outcomes for children and young people in Plymouth. We will build on the sustained improvements already achieved and recognised, so that all services are good or outstanding.

This Improvement Plan was developed following an Ofsted inspection undertaken in October and November 2018, under the Inspection of Local Authority Children's Services framework (ILACS). The report was published January 2019. The overall judgement from this inspection is that Plymouth Children, Young People and Families Service (CYPFS) requires improvements to be good.

The plan is work in progress and each area has more detailed plans that are being implemented and monitored by the monthly Improvement Board in the Children, Young People and Families Service, and chaired by the CYPFS Service Director. The activity set out in this over-arching plan forms the core of the corporate safeguarding improvement plan for children and young people. Progress will be reported to and monitored by the quarterly Safeguarding Assurance Meeting chaired by the Leader of the Council, as well as overseen by the Overview and Scrutiny Committee.

BUILDING ON PROGRESS AND EVALUATING THE QUALITY OF PRACTICE

We will continue to build on progress and improvement achieved since the ILACS in the key areas of concern highlighted during the inspection. Key progress to date includes:

- **A reduction in the % of children subject to multiple CP Plans**

The percentage of children on multiple plans has reduced from 26.8% in Mar 18, to 22.7% in Mar 19 below our target, and just below our Statistical Neighbour Group (SN) published figure of 23.9%.

- **Improved Short-term Placement Stability**

Over the last six months short-term placement stability has been a key area of improvement down from 12% in Mar 18 to 10.7% in Mar 19 and below our SN published figure of 13.5%.

- **Increased Long-term Placement Stability**

This has improved from 63% in Mar 18 to 66.1% in Mar 19 and is now just above our SN published figure of 65.9%.

- **Care Leavers Education, Employment or Training (EET) and Accommodation**

The proportion of Care Leavers that are in Education, Employment or Training as at the end of March 2019 was 56.6%, this is a 12.6 percentage point increase on the March 2018 position. The proportion of those in suitable accommodation also saw a substantial increase from 86.0% in March 2018 to 94.3% in March 2019. In addition 'staying put' increased from 2.6 percentage points to 16.7%.

A key focus will be maintained on improving all outcomes and those that relate to this plan will be monitored through a specific data set. This will be reported and reviewed in the Improvement Board and Safeguarding Assurance Meetings.

Reports and evidence will also be considered in relation to improving the quality of practice through audit and quality assurance activity. This will include evidence of embedding learning, and the impact of audit activity on improving outcomes.



Alison Botham
Director of Children's Services

Summary of progress against milestones

There are 22 individual milestones across the six ILACS priorities. As shown in the figure below, we are currently on track with progress against 17 of the priorities (68.2%). One of our milestones is not yet scheduled to begin relating to: 1.4 “Ongoing rolling programme of multi-agency auditing will be undertaken by the operational steering group. Learning from audit work will be reviewed bi-monthly by the strategic steering group.” This work is due to commence in July 2019.

More information about progress against milestones is found within the sections of the report based on the Quality Performance Review Meeting (QPRM) methodology adopted by the Children, Young People and Families Service, which assesses progress based on three key questions: “What’s working well?” “What are we worried about?” and “What needs to happen?” behind.

**77.3% of
milestones
are on
track**

ILACS Priority Action 1: Strategy discussions

We will improve the quality of strategy discussions, including records of decision-making and action plans so that families do not experience unnecessary intervention

Ref	Progress milestone	Impact / Evidence	Quality assurance and monitoring framework	Key Dates / Status (RAG)
I.1	Review of workflow and processes around Section 47 (s47) in the Plymouth Gateway Service has been completed.	<p>KPIs indicate consistent conversion rates and timeliness.</p> <p>Safe decision making within statutory guidance.</p> <p>Records evidence appropriate decision making and management oversight in respect of all contacts and referrals and workflow tracker system implemented.</p>	<p>Monthly review in the CYPFS Improvement Board KPIs and in service audits.</p> <p>Quarterly review of agreed KPIs and audit report including audit by QA service as well as in service report to SAM</p>	<p>Commenced: January 2019</p> <p>(Quarterly updates: Mar-19, June-19, Sep-19 and Dec-19)</p> <p>ON TRACK</p>
I.2	We will increase management capacity within the Plymouth Children's Gateway Service by the appointment of a permanent Multi Agency Safeguarding Hub (MASH) Team Manager in order to provide consistency in threshold decision making when initiating strategy discussions, and by the siting of the s47 duty team manager in MASH each week to improve participation and communication.	<p>Increased management capacity is in place, enabling and sustaining consistent threshold decision making and recording as evidenced by rate of rate of s47 KPI.</p> <p>Maintain monthly monitoring re rate of s47 KPI.</p>		<p>Commenced: January 2019</p> <p>ON TRACK</p>
I.3	Benchmark audit of s47 cases and strategy discussions has been undertaken by the Head of Service in December 2018 and repeated in January 2019 as part of the Plymouth Children's Gateway Review by multi-agency partners and learning discussed with team management group.	<p>Improvement in threshold management for s47 decisions evidenced through audit.</p>		<p>Commenced: January 2019</p> <p>(Quarterly updates: June-19, Sep-19 and Dec-19)</p>

Page 41

	Plymouth Children's Gateway Review will be repeated in June 2019.			ON TRACK
I.4	Ongoing rolling programme of multi-agency auditing will be undertaken by the operational steering group. Learning from audit work will be reviewed bi-monthly by the strategic steering group.	Sustained improvement in threshold management for s47 decisions evidenced through audit. Link to CYPFS Performance and KPI data Monthly monitoring activity.	Monthly CYPFS review of s47 rate KPI.	Commencing: July 2019 NOT YET DUE
I.5	Need for SMART recording of actions identified has been raised with Team Managers within a dedicated practice reflection seminar.	SMART actions recorded within minutes of strategy discussions and monitored and tracked by the responsible Team manager.		Commenced: December 2018 ON TRACK
I.6	Head of Service for Referral and Assessment Service has met with all Team Managers across the Children's Social Work and Permanence services individually to discuss improving strategy discussion recording.	Securing effective practice improvement evidenced by rate of s47 KPI and s47-ICPC timescales KPI.	Quarterly SAM s47 rate KPI. Quarterly audit reports.	Commenced: January 2019 ON TRACK
I.7	We will secure and monitor practice improvement by working with partners to improve workflows and threshold decisions the MASH. Improving and sustaining progress: rates of referrals; conversion rates of referrals to single assessments; s47 conversion rates; and workflow rates through the MASH.	Secured improvement against KPI performance data; % strategy discussions which led to s47 investigations % of S47 investigations leading to ICPC.		Commenced: January 2019 ON TRACK

ILACS Priority Action I: Progress against milestones

What we want to achieve: A higher quality of strategy discussions, including records of decision-making and actions. This will prevent our families from experiencing unnecessary interventions.

How are we doing? There are seven progress milestones that, if achieved, will evidence improvements in our strategy discussions. We are currently on track with our progress towards four of these seven milestones, with the remaining milestone not due to come online until July 2019.

Supporting performance analysis: At the end of the 2018/19 reporting year, 80.6% of Initial Child Protection Conferences (ICPCs) were held within 15 working days of a strategy discussion, which was above the 75% target. The target for 2019/20 has been set at 80%, and at the end of quarter one performance was reported with 94.6% of ICPCs being held within 15 days.

	2017/18 Actual	Pre Ofsted Visit							Post Ofsted Visit					2019/20 Local Target			
		Apr-18	May-18	Jun-18	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19			Apr-19	May-19
% Strategy discussions that lead to S47 <i>* This is a proxy measure</i>	69.4% (Local)	53.1%	50.5%	70.9%	66.2%	71.0%	74.8%	72.6%	62.9%	59.7%	45.1%	42.3%	57.3%	55.7%	61.2%	49.8%	Monitor only
Section 47 enquiries per 10,000	357.3 (LAIT)	290.8	105.3	458.0	332.1	162.6	345.8	371.0	334.4	203.8	199.2	137.4	233.6	224.9	231.7	229.0	
% S47 leading to ICPC <i>* This is a proxy measure</i>	22.5% (Local)	18.1%	19.2%	14.5%	21.4%	29.6%	9.3%	12.3%	17.3%	44.9%	48.3%	51.7%	23.5%	24.5%	26.7%	22.0%	Monitor only
ICPCs per 10,000	87.8 (LAIT)	52.7	64.1	66.4	71.0	48.1	32.1	45.8	45.8	91.6	96.2	71.0	55.0	55.0	62.0	50.4	
% Initial Case Conference within 15 working days of Strategy Discussion YTD	91.3% (LAIT)	100.0%	90.2%	80.0%	76.6%	79.5%	81.5%	80.2%	77.5%	79.3%	78.4%	80.3%	80.6%	100.0%	96.1%	94.6%	80%
% ICPC leading to CP Plans <i>* This is a proxy measure</i>	94.7% (Local)	82.6%	82.1%	79.3%	100.0%	81.0%	85.7%	100.0%	90.0%	90.0%	73.8%	83.9%	100.0%	104.2%	85.2%	90.9%	Monitor only

Colour key: indicator performance is Red, Amber or Green against target (to be Amber means that the figure is within 15% of the Target). The direction of travel is simply Green (positive movement) or Amber (negative movement).

Please note: The figures shown above are taken from our internal management information system, they may see slight changes when published by DfE later in 2019.

*Proxy measures: a proxy measure serves to give an indication of something that is not or can not be measured. For example, % Strategy discussions that lead to S47 is based on the number of S47s in the period divided by the number of strategy discussions in the period. The measure does not link the same children and therefore only gives an approximate view.

What's working well?

I.1: A review of workflow and processes around s47s in the Plymouth Gateway Service was completed in January 2019 and repeated in March 2019, addressing the vulnerability identified by Ofsted during the inspection and a detailed improvement plan implemented and monitored through the multi-agency steering group.

Headline work completed:

- Workflow timeliness triaging contacts and referrals through the Gateway into MASH, monitored by both the Advanced Practitioner Gateway and MASH Team manager, is now supported using the live tracker system function, which replaced the previous system of manual monitoring of workflow that was contributing to the delay in workflow. Clearly defined RAG-rated timescales of work going through from initial contact to referral response has been built into the live tracker so that 'at a glance' remedial action is taken to address delays in responding to safeguarding concerns or requests for support from families.

I.2: Appointment of the permanent MASH team manager has been achieved, increasing capacity within the Plymouth Children's Gateway service in order to provide consistency in threshold decision making when initiating strategy discussions, and by the siting of the s47 duty team manager in MASH each week to improve participation and communication.

I.3: Benchmark auditing of s47 cases and strategy discussions was completed in December 2018 and repeated in Jan 2019.

I.5: Initial action completed.

I.6: Initial action completed.

Headline findings:

- Thresholds were appropriate on the majority of cases audited. Follow up actions were identified for the cases where a threshold decision was questioned and actions have been completed so that those children and families have now received the correct service response.
- System of a monthly dip sampling audit by the service manager recommended on a small number of cases in order to measure consistency of decision making and actions.

What are we worried about?

- Pressure from January - June 2019 in Head of Service capacity has impacted on performance monitoring and focussed work in delivery of the Gateway improvement plan.
- At the last Quality Performance Review Meeting in May 2019 it was evident from performance discussions that further system changes are required to triage work into MASH, as highlighted by the Advanced Practitioner and MASH team manager who highlighted a potential issue in the Advanced Practitioner threshold decision making timeliness due to a duplication issue.
- QI data available to provide evidence of progress continues to show some variable performance.

- Whilst the initial actions have been completed in relation to I.5 and I.6, audit work by the Quality Assurance and Safeguarding Service and Principal Social Worker has identified variable compliance in standards.
- Activity to support learning from audit through a rolling programme by multi-agency partners within the operational steering group is not due to commence until July 2019.

What needs to happen?

- Head of Service will repeat Plymouth Children's Gateway Review by the end of June 2019 and recommendations will be implemented and monitored through the operational steering group.
- Duplicating decision making activity currently being undertaken by the Advanced Practitioner in Gateway and repeated in MASH to be resolved by Head of Service by the end of June 2019.
- Quarterly update report June 2019 informed by QI performance data focussing on conversion rates of strategy discussions – s47s to ICPCs will inform whether we are meeting our aim to ensure that families and children are not experiencing unnecessary interventions, repeat referrals and multiple child protection plans.
- Learning from audit activity undertaken by the Quality Assurance and Safeguarding Service and Principal Social Worker and addressed with individual Team managers will be monitored and repeated in line with ILACS priorities two and six.

ILACS Priority Action 2: Written plans

We will improve the quality of written plans

Ref	Progress milestone	Impact / Evidence	Quality assurance and monitoring framework	Key Dates / Status (RAG)
2.1	As part of the Transformation Agenda programme of work with Children, Young People and Families service and Education, Participation and Skills, an end to end review of the One Child One Plan electronic template and its data systems is being undertaken in order to improve: the linkage with the child's single assessment and the child's care plan; recording of clear timescales for required action points; and improved templates for core group meetings and child protection plans.	Improvement of social work practice evidenced by written plans which addresses risk, needs and timely action where children's circumstances are not improving. Link to: supporting reduction in % of children who experience multiple child protection plans and % of repeat referral rates.	Monthly review in the CYPFS Improvement Board KPIs and in service audits. Quarterly review of agreed KPIs and audit report including audit by QA service as well as in service report to SAM.	Commenced: January 2019 SLIGHT SLIPPAGE
2.2	We will improve the quality of our practice in writing care plans so that it addresses the need to ensure that: contingency plans are clearly recorded as standard within each plan for the child or young person; plans are regularly reviewed and updated in response to changing assessed need and circumstances; and it is clearly recorded who will be responsible for completing what actions and the timescales required.	Improvement of social work practice evidenced by written plans which addresses risk, needs and timely action where children's circumstances are not improving. Link to: supporting reduction in % of children who experience multiple child protection plans and % of repeat referral rates.		Year long ON TRACK
2.3	The Professional Development Team will support the improvement of social work practice in care planning through its workforce development training programmes.	Evidencing and sustaining social work practice improvement.		Yearly rolling programme ON TRACK

<p>2.4</p>	<p>Quality assurance will be provided by the Child Protection Coordinators and IROs, both through the problem resolution process on an individual child basis and through participation in the Quality Assurance Framework auditing process.</p>	<p>Improvement of social work practice evidenced by written plans which addresses risk, needs and timely action where children’s circumstances are not improving.</p>		<p>Year long ON TRACK</p>
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ILACS Priority Action 2: Progress against milestones

What we want to achieve: Improvement in social work practice evidenced by written plans, which address risk, needs and timely action where children's circumstances are not improving.

How are we doing? There are four progress milestones that, if achieved, will evidence improvements in our written plans. We are currently on track with our progress towards three of these four milestones.

Supporting performance analysis: As expected the re-referral rate saw an increase in April (as the measure compares one month's referrals against the previous 12 months) and was reported at 37.7%. This decreased by the end of the first quarter of 2019/20 and was reported at 31.4%. Although above our statistical neighbours' performance (23.9% in March 2018), improvements have been seen, albeit slight and slow. The failure to maintain appropriate Children's Social Care caseloads is an operational risk for the Council. We are currently performing some analysis pertaining to the closure of Child in Need cases and the impact on re-referral rates. The percentage of children that were subject to multiple plans also increased at the beginning of the new reporting year, however by the end of quarter one of 2019/20 this had stabilised and was reported at 23.5%. The overall number of children on a plan has remained reasonably stable and was at 254 at the end June 2019 (a rate of 48.6 per 10,000 children).

	2017/18 Actual	Pre Ofsted Visit							Post Ofsted Visit					2019/20 Local Target			
		Apr-18	May-18	Jun-18	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19		Apr-19	May-19	Jun-19
Re-referrals within 12 months (YTD)	28.0% (LAIT)	29.7%	30.9%	32.1%	32.7%	33.4%	33.3%	33.0%	33.1%	32.9%	33.0%	32.6%	32.4%	37.7%	32.2%	31.4%	25%
% of children subject to multiple child protection plans	26.8% (LAIT)	36.8%	23.8%	24.6%	19.6%	24.6%	23.0%	24.7%	21.8%	23.9%	22.4%	24.8%	22.7%	28.0%	27.1%	23.5%	23%
Number of children subject to multiple child protection	112/418 (LAIT)	7/19	10/42	16/65	19/97	28/114	29/126	36/146	36/165	48/201	52/232	64/258	64/282	07/25	13/48	16/68	

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*Proxy measures: a proxy measure serves to give an indication of something that is not or can not be measured. For example, % Strategy discussions that lead to S47 is based on the number of S47s in the period divided by the number of strategy discussions in the period. The measure does not link the same children and therefore only gives an approximate view.

What's working well?

2.2: In support of securing improvements in social work practice a comprehensive benchmark audit of written plans, specifically looking at 'Care Plans with No Responsible Person and No Target Date for Action', across all service areas has been undertaken by the Principal Social Worker. The audit was conducted through March to April 2019 and considered 1,363 plans in total. The audit findings were published in May 2019 and shared with the senior management team and team managers, with actions specified to support improvement.

2.3: A series of monthly 'how to' drop in workshops, as part of the Professional Development team workforce training 2019 programme, began in May 2019 supporting workers to create high quality care plans. Workers attending these workshops have the opportunity to bring a 'live case' care plan and improve its quality, with the support of a Practice Educator who will track that quality and compliance of the care plan for that child is being maintained over a specified period of time.

2.4: Three-monthly dip sampling of 20 quality assurance audits commenced in March 2019, undertaken by the Quality Assurance and Safeguarding Service, looking at both compliance and quality aspects as part of the quality assurance framework audit timetable and in line with ILACS priority action six. In addition, the Independent reviewing officers (IROs) and Child Protection Coordinators (CPCs) are now routinely ensuring that they are compliant in any actions they recommend within child protection plans and child in care plans.

What are we worried about?

The audit of 'Care Plans with No Responsible Person and No Target Date for Action' is a significant piece of work as it provides the first service-wide baseline data of all children's care plans, which with some basic time and effort by the allocated worker can be improved to meet the recommendations Ofsted have made; this in turn will impact positively, not only on averting drift and delay for children but enabling parents and professionals to be clear on what they need to achieve, by when, and to be accountable for improving outcomes for the child.

Audit headlines:

Some or all actions do not have dates and *some or all* actions do not have parties responsible but *not all of them are missing* = **548**.

All actions are missing *all* dates and *all* responsible parties = **548**.

All actions have dates and parties responsible = **40**.

All actions have dates and *some* have parties responsible = **84**.

All actions have parties responsible and *some* have dates = **143**.

Audit headlines from Quality Assurance and Safeguarding dip sampling of cases identify the same variable performance as above and in particular that work to embed the practice of adding contingency actions to care plans also requires focus as it is not consistently evident from cases sampled. Learning from these cases has been shared with individual workers and is being tracked through escalation processes by the individual Independent reviewing officers (IROs) and Child Protection Coordinators (CPCs.)

2.1: Is slightly behind as it is contained within the scope of the End to End (E2E) review project, which has now combined with the Front Door review into one transformation project delivery plan. However, until this is achieved, focus will remain on getting the basics right in our written plans.

What needs to happen?

Progress against the baseline data and dip sample audit work by the Quality Assurance and Safeguarding Service will be tracked and monitored at the next and subsequent Ofsted Improvement Plan Governance board meetings with relevant service managers providing an evidence update of progress.

Specifically implement recommendations:

- **Every team manager** must ask **every affected practitioner** to version up their care plan at the next planned care plan review or Core Group meeting.
- The practitioner must ensure that **every** action corresponds with a person responsible and a date due by set. The plan should be forwarded to the team manager for approval and the team manager needs to check every plan action to see that it corresponds with a date due by and a person responsible.
- If there is **one uncompleted action**, the team manager must not authorise the plan and must ask the practitioner to put it right.
- Each Service Manager will undertake spot checks of care plans to see if this has occurred.
- Focus on supporting practitioners to add coherent contingency actions into each care plan.

2.1: We will receive confirmation, imminently, on when technical work will begin to create newer versions of One Child, One Plan, Core Group minutes and child protection plans from the Front Door/E2E project delivery plan.

ILACS Priority Action 3: Sufficiency of local placements

We will improve the sufficiency of local placements to meet the needs of older children

Ref	Progress milestone	Impact / Evidence	Quality assurance and monitoring framework	Key Dates / Status (RAG)
3.1	We will continue to progress long-standing sub-regional placement partnership arrangements with Devon, Torbay and Somerset to strategically commission and QA fostering and children's home placements.	Secure improvements in long term placement stability. Link to – KPI performance management target of supporting young people to experience greater stability in accommodation.	Monthly review in the CYPFS Improvement Board KPIs and in service audits.	Year long ON TRACK
3.2	We will continue to embed the Plymouth residential block contract "Caring in Partnership" by growing the number of local beds and ensuring multi-agency support is available to placement providers.		Quarterly review of agreed KPIs and audit report including audit by QA service as well as in service report to SAM.	Year long ON TRACK
3.3	We will develop a local model of crisis accommodation for young people aged 16+ to support them in an emergency, but also offer space to allow existing placements to stabilise.		Progress monitored at Children's Programme Board.	March 2019 ON TRACK

ILACS Priority Action 3: Progress against milestones

What we want to achieve: An improved sufficiency of local placements to better meet the needs of older children. Secure improvements in long term placement stability and achieve KPI performance management target of supporting young people to experience greater stability in accommodation.

How are we doing? There are three progress milestones that, if achieved, will evidence improvements in our local placement sufficiency. We are currently on track with our progress towards all three of these milestones.

Supporting performance analysis: In the main short-term stability of placements has seen improvements month on month and was at 9.8% at the end of quarter one of 2019/20. Performance is currently 2.2 percentage points better than the 12% target. Long-term stability improved steadily until April 2019, but has since seen a slight decline to 64.4%. It is important to note that long-term stability remains above the performance seen prior to the Ofsted visit and that the addition to the cohort or the placement breakdown of just a couple of children can have a significant impact. Overall performance remains strong and this is an encouraging indication that risk assessment and consistent practice to stability meetings is having a positive impact.

	2017/18 Actual	Pre Ofsted Visit							Post Ofsted Visit					2019/20 Local Target			
		Apr-18	May-18	Jun-18	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19		Apr-19	May-19	Jun-19
Short Term Placement Stability of Looked After Children (three placements within year)	12.0% (LAIT)	12.5%	13.7%	13.9%	13.3%	12.6%	13.2%	12.7%	10.7%	11.4%	12.1%	11.5%	10.7%	10.8%	10.6%	9.8%	12%
Number of children who are not yet in a stable placement	52/417 (LAIT)	52/415	58/422	60/432	57/430	52/413	56/424	54/427	45/421	47/414	50/412	47/408	44/410	45/418	44/417	41/417	
Long Term Stability of Looked After Children continuously for at least 2.5 years	63.0% (LAIT)	61.1%	61.1%	59.8%	58.3%	56.9%	55.9%	59.1%	64.6%	65.2%	67.0%	67.6%	66.1%	67.8%	66.4%	64.4%	70%
Number of children who are in a stable placement	69/109 (LAIT)	66/108	66/108	64/107	63/108	66/116	66/118	68/115	73/113	75/115	75/112	75/111	74/112	78/115	79/119	76/118	

Page 52

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What's working well?

3.1: Joint Peninsula funding from commissioning budgets has been diverted from focussing on procurement to the creation of a Peninsula Commissioning Assistant role, to support the co-ordination of Quality Assurance (QA) activity in relation to placements. A virtual QA team with representatives from each Local Authority (LA) is in the process of being formed to ensure that information obtained from placement visits is shared. Independent Reviewing Officers and the Head of the Virtual School from Plymouth are included in this group. Provider meetings are ongoing to discuss the needs of each LA and to support providers to further expand their provision in the south west, to increase placement sufficiency.

3.2: As part of the Caring in Partnership block contract, a new solo children's home in Plymouth is currently being registered with Ofsted and is due to open in July. A new provider to the south west is planning to open a three bedded home in Plymouth during the autumn of 2019, which will help to increase the range of placements available locally. The multi-agency Caring in Partnership group, which supports the contract, is currently working to improve how new placements are made in the homes to ensure that the providers have all essential information prior to placements beginning, to support a positive start.

3.3: A provider market engagement event has been held with 16+ providers to describe the need for a new type of crisis response provision in Plymouth. The procurement of the new service is due to be launched in June, with the service beginning once staff have been recruited in late summer. This activity will secure up to four new supported accommodation beds by October 2019. We will also be working with the Complex Needs Alliance to ensure that the needs of young people aged 16+, in care and care leavers, are considered for the development of future provision. In addition, interim management capacity within the Permanency Service has been secured through an experienced manager from Adult Social Care temporarily seconded to Children, Young People and Families service for six months in order to support the tracking of young people and placement stability.

What are we worried about?

At present, all milestones remain on track. At times operational demands for placements can take priority over progressing the strategic work, which will lead to longer term transformational change. However additional commissioning capacity is being increased within the Commissioning team, which will address this.

What needs to happen?

- We will ensure that the 16+ crisis response service is commissioned as a priority, as this will reduce system pressures in supporting young people in crisis, and delivering improved outcomes by providing up to four new supported accommodation beds by October 2019.
- Secure additional capacity within the Children's Strategic Commissioning Team through permanent appointment. We have advertised for a new Commissioning Officer to focus specifically on placements, both in supporting immediate sourcing of provision but also ongoing development of the market. A candidate has been provisionally appointed and we are awaiting final employment checks and confirmation of a start date.

ILACS Priority Action 4: Supervision and management

We will improve the quality of recording of supervision and management oversight

Ref	Progress milestone	Impact / Evidence	Quality assurance and monitoring framework	Key Dates / Status (RAG)
4.1	Supervision recording templates have been refreshed to clearly record case key decision making points and improved management oversight.	Improvements in management oversight and decision making has already been secured as evidenced through audit work carried out by the Principal Social worker.	Monthly review in the CYPFS Improvement Board KPIs and in service audits. Quarterly review of agreed KPIs and audit report including audit by QA service as well as in service report to SAM.	January 2019 ON TRACK
4.2	Principal social worker will undertake an appreciative enquiry supervision audit with each service area, with an action plan produced which addresses the improvement areas required.	This activity has commenced and feedback has been provided to individual Team managers and their line managers and the Service Director		Commenced: December 2018 ON TRACK
4.3	Professional Development Team, alongside the Principal Social Worker, will undertake monthly audit activity across the team management staff group in order to quality assure compliance of supervision recording practice. Learning and feedback will be delivered to the relevant Head of Service and Service Manager for monitoring purposes.	Secure and maintain improvements in management oversight and decision making		Commenced: January 2019 ON TRACK

ILACS Priority Action 4: Progress against milestones

What we want to achieve: An improved quality of the recording of supervision and management oversight in which decision making is clear and transparent in addressing risk and achieving outcomes for children.

How are we doing? There are three progress milestones that, if achieved, will evidence improvements in our recording of supervision and management oversight. We are currently on track with our progress towards all three of these milestones.

What's working well?

4.1: Achieved and launched in February 2019 across Children, Young People and Families Service. The changes to the supervision template clearly addresses the points raised by Ofsted that manager and key decision making points are not clearly recorded on the child's case file.

4.2: From December 2018 to March 2019, Appreciative Enquiry sessions with team managers in each service area and individual mentoring support to new managers has been provided in order to improve supervision practice.

Two supervision audits have been undertaken by the Principal Social Worker and Professional Development team in March 2019 (covering the period December to February) and May 2019 (covering March to May). The first audit looked at compliance of recording onto children's case files and the second at quality against the new template evidencing key decision making. This has provided detailed analysis of current performance issues to be addressed within each service areas and performance of individual managers. The significant positive from the audit is that over the last three months, 1,373 supervision notes have been added as formal supervision observations across the service to the children's electronic records. This was a deficit during the last Ofsted inspection, with many managers recording supervision as a management observation or not at all so this represents a trajectory of improvement. Service managers and Heads of Service undertook a development activity in March 2019, agreeing actions for supporting their managers and their own role modelling of recording and supervision practice.

What are we worried about?

The first audit identified that supervision practice amongst managers within Plymouth Referral and Assessment service (PRAS) improved following the Appreciative Enquiry exercise initially but had not sustained by the second audit activity, whereas the Permanency Service is the least compliant. Conversely, the service considered most under pressure during this period, Children's Social Work service (CSW), has made the most improvement across a range of managers, some of whom are new to the service and received mentoring support early on in supporting their development. The capacity issues of Heads of Service were highlighted and given consideration in the second audit during that period.

Further headlines from these audit activities are that:

- Providing further training opportunities will not support the improvements that Ofsted have recommended we achieve in order to clearly evidence management oversight and decision making. Focus now needs to be performance related and the audit report provides baseline data on individual practice that can now be tracked and monitored by the senior management team.
- The supervision practice of Service managers (and Heads of Service) directly correlates on how well their team managers perform.

What needs to happen?

- Second audit baseline data will be shared with team managers in each service area and compliance monitored with individual team managers to track performance improvements.
- Service managers and Heads of Service will address their own practice and provide focus on leading cultural change.
- Quality Assurance and safeguarding audit timetable for 2019 will be amended to include specific supervision audit activity in the autumn 2019.
- Heads of Service will undertake a plan of spot checks of supervision practice within their areas of responsibility each month.

ILACS Priority Action 5: Care leavers

We will improve the quality of services to care leavers, including educational, employment and training opportunities

Ref	Progress milestone	Impact / Evidence	Quality assurance and monitoring framework	Key Dates / Status (RAG)
5.1	We will continue to promote the care leavers' pledge and finalise the care leavers' offer with the support of our Corporate Parenting Board, including: offer apprenticeship placements within the Mayflower Programme and within our Street Services division; through the work of the project group we are coordinating with our partners in Education, Participation and Skills, HR&OD and working in partnership with Plymouth Employment Network Group developing comprehensive opportunities for work experience and apprenticeship placements within the Council, in line with Pledge 48; waiving of council tax; maximising opportunities for sport/leisure access; and developing the care leaver's participation group, supporting the promotion of the care leavers' offer.	<p>Plymouth City Council has agreed to waive council tax for care leavers and comes into effective from the 1st April 2019.</p> <p>Increasing numbers of children in care and Care leavers in work experience and work.</p> <p>Impact measured by feedback from care leavers.</p>	<p>Monthly review in the CYPFS Improvement Board KPIs and in service audits.</p> <p>Quarterly review of agreed KPIs and audit report including audit by QA service as well as in service report to SAM.</p>	<p>April 2019</p> <p>SLIGHT SLIPPAGE</p>
5.2	We will continue to work with our partners in addressing the accommodation needs of our most complex care leavers through the Complex Lives Alliance project, consisting of multi-agency partners and Strategic Commissioning.	This will be measured by the numbers of Care leavers in suitable accommodation, education and training.	Cabinet monitoring re delivery of Pledge 48.	<p>Launch date: April 2019</p> <p>ON TRACK</p>
5.3	We will work to maintain the caseloads for Personal Advisors at the defined level and ensure they benefit from relevant training opportunities for their role.	Caseloads maintained at optimum levels and training needs monitored through supervision meetings.		<p>Year long</p> <p>SLIGHT SLIPPAGE</p>

ILACS Priority Action 5: Progress against milestones

What we want to achieve: An improved quality of services to care leavers, including opportunities for education, employment and training.

How are we doing? There are three progress milestones that, if achieved, will evidence improvements in our quality of services to care leavers. We are currently on track with our progress towards one of these three milestones.

Supporting performance analysis: The percentage of care leavers in employment, education or training has improved significantly during the year, from 44% in March 2018 to 56.6% in March 2019. The first quarter of 2019/20 experience a small decline of 0.2 but Plymouth above both England (51%) and statistical neighbours (43.6%). Although below target, our target of 65% is aspirational following previous feedback from Ofsted. Similar levels of improvement have been achieved in the percentage of care leavers in suitable accommodation, which has improved from 86% in March 2018 to 94.3% in March 2019 and is again above England (84%) and statistical neighbours (80.3%). By the end of June 2019 this indicator improved further and is currently reported at 95.7%. These improvements have been due to care leavers being better integrated into the Permanency Teams, which has improved transitions and levels of engagement with young people in care.

	2017/18 Actual	Pre Ofsted Visit								Post Ofsted Visit					2019/20 Local Target		
		Apr-18	May-18	Jun-18	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Apr-19		May-19	Jun-19
% of Care Leavers in EET	53.0% (LAIT)	52.0%	55.0%	54.8%	53.0%	54.5%	54.6%	55.1%	58.2%	56.9%	58.4%	57.5%	56.6%	55.1%	56.4%	56.4%	65%
Number of Care Leavers in EET	121/227 (LAIT)	116/224	117/214	119/217	116/219	121/222	118/216	119/216	124/213	123/216	128/219	127/221	129/228	125/227	128/227	132/234	
% Care Leavers in Suitable Accommodation	86.0% (LAIT)	92.9%	93.5%	93.5%	90.9%	92.8%	91.7%	92.1%	94.8%	94.4%	95.9%	95.9%	94.3%	94.3%	96.0%	95.7%	90%
Number of Care Leavers in Suitable Accommodation	172/200 (LAIT)	208/224	200/214	203/217	199/219	206/222	198/216	199/216	202/213	204/216	210/219	212/221	215/228	125/227	128/227	132/234	

Page 58

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What's working well?

5.1: Waiving council tax for care leavers was implemented in April 2019 and work for improving the Corporate Parenting Board (CPB) structure and governance arrangements and functioning are progressing, with the development session for the new CPB taking place on 17 June. The development of the care leavers' participation group is also well underway, supporting the promotion of the care leavers Pledge and Offer. There has been a small increase in the number of care leavers in suitable employment, education and training and work to identify a care experienced apprentice to join the Professional Development Team, within the Children, Young People and Families service is also underway. The Complex Adults Alliance was launched in April 2019, and representatives from the Alliance have attended team/service meetings to promote collaboration.

The "Care Journey" work with Barnardos is well underway and Plymouth is only one of three LAs nationally to be benefitting from this seven year-long investment. The work is aimed at improving outcomes for care leavers.

A joint workshop with Plymouth Community Homes is taking place on 28 June to explore the comprehensive training that can be provided to care leavers before being granted a tenancy to minimise the possibility of the tenancy breaking down.

5.3: Two Personal Advisors have joined the Permanency Service, funded by the DfE Rough Sleepers Grant, increasing capacity. Accurate training logs for Personal Advisors have been completed and training needs are being monitored through regular supervision arrangements.

An interim Head of Service has now been appointed to the Permanency Service, to cover the long term absence of the permanent Head of Service, and started work on 3 June 2019.

What are we worried about?

Development and vision for the permanency service and of the Personal Advisor role functions have been slightly delayed due to the long term absence of the HOS. This work will now be prioritised. There has been some fluctuation in the caseloads of Personal Advisors due to staff changes over the last two months, however, capacity is now stabilising and caseloads are once more reducing. Improving the number of care leavers accessing education, employment or training requires continued focus not just within the Permanency Service.

What needs to happen?

Better focus on an improved care planning leading up to the 18th birthday and a renewed focus on care leavers who are not in employment, education and training.

ILACS Priority Action 6: Auditing of casework

We will improve the quality of and learning from auditing of casework

Ref	Progress milestone	Impact / Evidence	Quality assurance and monitoring framework	Key Dates / Status (RAG)
6.1	We will continue to develop the Quality Assurance framework audit process, specifically by: build the inclusion of service user feedback as standard within the Quality Assurance Framework audit process; re-establish the requirement that staff should complete the self-reflection tool as part of the audit process; senior leadership team participation in audit activity will be built into the audit activity process; and revise and refresh the audit tool template in order to capture quality assurance of both thematic and casework practice.	Securing improvements in child participation and customer feedback measured and reported through QPRM process.	<p>Monthly review in the CYPFS Improvement Board KPIs and in service audits.</p> <p>Quarterly review of agreed KPIs and audit report including audit by QA service as well as in service report to SAM.</p>	<p>April 2019</p> <p>ON TRACK</p>
6.2	Improve the effectiveness of audit activity and its contribution to service improvements. We will close the learning loop by publishing findings from audit activity within a dedicated staff bulletin developed and published by the Quality Assurance and Safeguarding Service. Management oversight will be provided through team meetings, with the expectation that the published learning from audit activity should be a regular agenda item for team performance and practice discussion.	Outcomes from audit work feeding into lessons learnt and identifying actions which impact on service improvement.		<p>May 2019</p> <p>Year Long for management oversight</p> <p>SLIGHT SLIPPAGE</p>

ILACS Priority Action 6: Progress against milestones

What we want to achieve: An improved quality of and learning from the auditing of casework informed by child participation and customer feedback and which evidences its effective contribution to service improvement.

How are we doing? There are two progress milestones that, if achieved, will evidence improvements in our quality of and learning from casework audits. We are currently on track with our progress towards one of these two milestones and making good progress to achieve the second.

What's working well?

6.1: The Quality Assurance Framework Audit process and timetable for 2019 has been improved and launched with new templates, which included from April 2019 child participation and customer feedback. Since its launch, 12 families to date have provided feedback, which although small in number thus far we are confident will grow and will support service improvements and individual social work practice.

Audit activity undertaken since January 2019 includes thematic as well as specific monthly auditing including of written plans, supervision orders and repeated child protection plans. Headlines of how audit work is supporting service improvement include: identifying non-compliance with progressing child protection plans during April; progressing child in need plans and identifying drift, resulting in urgent remedial action swiftly put in place to ensure that children were appropriately safeguarded and securing practice improvement; and dip sample auditing of case plans in support of ILACS priority action two.

6.2: Closing the learning loop as recommended by Ofsted includes: findings from audit work undertaken between January and March have been cascaded down to managers and practitioners through the quarterly audit report and by providing learning to practitioners and their managers on an individual basis following case audit completion; and tracking of actions plans is being monitored by the service.

What are we worried about?

There is a slight purposeful delay in launching the dedicated staff bulletin due to changes at the design stage; however this will result in a better quality publication, making use of technology platforms currently available through Windows 10 (rather than a traditional document bulletin). This will also enable learning from Serious Case reviews and bite size social work practice 'tips' to be included into the platform. Until this version goes 'live', learning from audit activity is being cascaded through a quarterly one page bulletin to staff electronically.

Following the performance findings from the supervision audits undertaken by the Principal Social Worker, dip sampling audit activity is now added to the 2019/20 timetabled audit programme.

Inclusion of senior managers in the audit process has begun and more thought is being given to establishing a moderation panel.

What needs to happen?

- Continue development of Quality Assurance and Safeguarding Service Audit and Learning platform and launch by end of July 2019.
- Audit report to be published covering April to June 2019 activity and analysis of child participation and customer feedback so that emerging themes can be identified and learning and service improvement implemented.
- Continue to track learning from audit work through QPRM bi-monthly performance meetings and Ofsted Improvement Plan Governance board.

Further Information

This report was produced by the Children, Young People and Families Service. For further information, please contact:

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Education and Children's Social Care Overview and Scrutiny Committee



Date of meeting:	11 September 2019
Title of Report:	Plymouth Challenge Update
Lead Member:	Councillor Jon Taylor (Cabinet Member for Education, Skills and Transformation)
Lead Strategic Director:	Alison Botham (Director for Childrens Services)
Author:	David Bowles (Head of Education)
Contact Email:	David.bowles@plymouth.gov.uk
Your Reference:	AB.JAH.11/09/19/1
Key Decision:	No
Confidentiality:	Part 1 - Official

Purpose of Report

The following report has been prepared at the request of the Education and Children's Social Care Overview and Scrutiny Committee to provide members with an update on the Plymouth Challenge.

Recommendations and Reasons

For the Education and Children's Social Care Overview and Scrutiny Committee to receive the report for consideration.

Alternative options considered and rejected

This is an advisory report only.

Relevance to the Corporate Plan and/or the Plymouth Plan

'A Caring Plymouth – 'Improved schools where pupils achieve better outcomes'.

Implications for the Medium Term Financial Plan and Resource Implications:

There are no financial implications arising from this advisory report.

Carbon Footprint (Environmental) Implications:

None for the purpose of this report.

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

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

The Plymouth Challenge links to the work done on reducing disadvantage in the Child Poverty plan.

Appendices

*Add rows as required to box below

Ref.	Title of Appendix	Exemption Paragraph Number (if applicable)						
		If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.						
		1	2	3	4	5	6	7
A	Briefing report title							
B	Equalities Impact Assessment (if applicable)							

Background papers:

*Add rows as required to box below

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

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

Sign off:

Fin	djn.19. 20.86	Leg	lt/332 20/29 08	Mon Off	Click here to enter text.	HR		Assets		Strat Proc	
Originating Senior Leadership Team member: Judith Harwood											
Please confirm the Strategic Director(s) has agreed the report? Yes											
Date agreed: 30/08/2019											
Cabinet Member approval: Councillor Jon Taylor (approved by email)											
Date approved: 21/08/2019											

PLYMOUTH CHALLENGE UPDATE

Education Participation and Skills



1. Raising Standards and Leadership

The secondary schools of Plymouth have continued to engage in the Education Development Trust (EDT) Peer mentoring programme scheme this year set up via the Plymouth Teaching School Alliance (PTSA) Strategic School Improvement Fund (SSIF) 2 bid. Preparations for the second round of peer mentoring for the next academic year are well underway and a recent meeting arranged by PTSA saw cluster groups setting up their themes for next year.

The Regional Schools Commissioner's (RSC) office have resourced time from a well-regarded National Leader in Education from the Teaching Schools Council to visit and support several Plymouth schools since January. He has visited schools for a day, given advice and has written bids for funding to support some schools in the city. He has begun the next round of meetings with new schools added to his portfolio by RSC office. He met early in 2019 with Stoke Damerel, Tor Bridge, Eggbuckland and Plympton, (schools that make up the STEP Alliance). He was able to offer some financial support and guidance to this emerging alliance. In addition he has also brokered support for Lipson who now have an NLE as their acting headteacher (Martin Brook). He wrote a successful bid that has supported All Saints Academy to develop further in the spring term. He also visited Plymouth School of Creative Arts (PSCA), St Boniface, Sir John Hunt and Notre Dame in the summer term and is considering next steps to broker support for St Boniface during this summer. He has not yet visited or supported all schools but has a priority list and has been re-commissioned for the academic year 2019-20.

The subject hubs arranged via PTSA for secondary schools have been adjusted this term as new alliances have been formed: also some Multi Academy Trusts (MATs) in the city have focused more on internal improvement within their MATs than externally in the wider system for school improvement and professional development. PTSA continue to lead some subject hubs for next year which will now have the acronym SISC (Subject InspirEd School Communities). These are being led by Devonport High School Boys with PTSA and a smaller group of 7 schools who remain committed to the subject hubs and a joint training day in October (InspireEd). These 7 schools are Devonport High School for Boys, Plymouth High School for Girls, Devonport High School for Girls, Notre Dame, St Boniface, PSCA and Tor Bridge.

During the summer term the DFE also arranged for some education events to take place: the 'Education Series.' These are designed to be events for all Plymouth schools to hear from system leaders, Ofsted, the RSC and keynote speakers drawn from the field of national experts. Two have taken place and whilst the Minister for School Standards had to cancel his appearance, other speakers have been well received. The Council have spoken at each event too and are now working with the RSC office to design the series for 19/20.

2. Aspiration

The LA continue to develop the Aspiration strand with the main update being the work done on the Careers and Enterprise hub and summer programme of STEM activities. Fifteen secondary schools now have Enterprise Advisers who work with the schools to develop robust and inspiring careers information and activities. We can see for example schools improving their Gatsby benchmark scores, creating careers libraries, working more closely with employers in the school and student mentoring.

3. Next steps

The GCSE results for the city are not yet known at the time of writing. Schools acknowledge that results across the city may not rise significantly this year with many school leaders newly in role and several schools struggling to rise from a low baseline. With regard to the Plymouth Challenge, the medium term challenge remains sustainable funding for improvement activity and evaluation of 'what works'. The longer term system design work is gradually building capacity but is not a 'quick fix'. All schools are engaging in an improvement agenda but there is no collective view of the Challenge or mandate to create one.

The LA continues to work with the RSC office, the Teaching School Council and the DFE to establish better coordination.

EDUCATION AND CHILDREN'S SOCIAL CARE OVERVIEW SCRUTINY COMMITTEE



Work Programme 2019 - 20

Please note that the work programme is a 'live' document and subject to change at short notice.

For general enquiries relating to the Council's Scrutiny function, including this committee's work programme, please contact Helen Rickman, Democratic Support Officer, on 01752 398444.

Date of meeting	Agenda item	Prioritisation Score	Reason for consideration	Responsible Cabinet Member / Officer
10 July 2019	Fair Funding for Schools		As a result of an amended motion on notice to 18.03.2019 Council – Education and Children's Overview and Scrutiny Committee to closely monitor the impact of the school funding crisis in Plymouth exploring specifically whether schools in the city are being forced to close early on some days of the week as a result of funding constraints.	Judith Harwood
	Pledge Update		To provide Members with a progress position on pledges relevant to the panel's remit	Cabinet Member
	Elective Home Education		To include rise and reasons. What are the drivers?	Jo Siney/ Isabelle Morgan
	Bullying and Attendance			Jo Siney/ Isabelle Morgan
	Care Leavers and NEET - plan			Andrea Powell/ Natalie Smith

Date of meeting	Agenda item	Prioritisation Score	Reason for consideration	Responsible Cabinet Member / Officer
	Strategic Risk Register		To help populate the work programme if risks fall within the scrutiny panel's remit	Julie Hosking
11 Sept 2019	Child Exploitation	2	Include a progress report on Together for Childhood. Also for Members to be provided with the scope of child exploitation and include information upon cyber issues, modern slavery and the framework for the multi-agency group	Jean Kelly
	Together for Childhood			Siobhan Wallace
	Plymouth Challenge Update	4	A progress report	Judith Harwood/ David Bowles
	Early Help Offer and plans for development	5	Commissioning -Include CAMHS -developments	Jo Siney/ Emma Crowther
	OFSTED Inspection of Children, Young People and Families Service – Action/ Improvement Plans	5	Improvement plan to be presented to Members. This item has recently gone to Cabinet.	Jean Kelly
13 Nov 2019	Corporate Performance and Finance Outturn Report - Education focus	5	The Scrutiny Management Board resolved that this item should be included on the ECSC work programme as a standing item for every meeting to monitor the budget position for items specifically relating to the panel's terms of reference.	Judith Harwood
	Young Carers			Dave Bowles/ Lisa Cornish
	STEM refresh of plan	4	To provide a retrospective and looking forwards view of the STEM plan.	Ed Coley

Date of meeting	Agenda item	Prioritisation Score	Reason for consideration	Responsible Cabinet Member / Officer
	New Ofsted Framework	3	To provide details on the impact on the inspection framework.	Judith Harwood
	Elective Home Education	5	DFE consultation results to be included for discussion with reference to the Inclusion and Attendance Strategy	Judith Harwood
	School Attendance Consultation	5	To include data regarding achievement levels in schools.	Judith Harwood
	Fit and Fed Programme	4	To provide a briefing upon the success of the summer Fit and Fed programme – data to be included.	Jean Kelly
8 Jan 2020	Report on PAUSE	4		Emma Crowther
	Care Leavers and NEET	5	Progress report to be provided (specifically Pledge 48)	Jean Kelly
	Corporate Performance and Finance Outturn Report - Education focus	5	The Scrutiny Management Board resolved that this item should be included on the ECSC work programme as a standing item for every meeting to monitor the budget position for items specifically relating to the panel's terms of reference.	Judith Harwood
	OFSTED Inspection of Children, Young People and Families Service – Action/ Improvement Plans	5	To monitor progress since September 2019 meeting.	Jean Kelly
	Children in Need	5	Plymouth's response to the Department for Education's paper released in June 2019.	Jean Kelly

Date of meeting	Agenda item	Prioritisation Score	Reason for consideration	Responsible Cabinet Member / Officer
	Cyber Bullying	3	To hear from Dr Andy Phippen – expert witness on cyber bullying and internet security for young people.	
4 March 2020	Corporate Performance and Finance Outturn Report - Education focus	5	The Scrutiny Management Board resolved that this item should be included on the ECSC work programme as a standing item for every meeting to monitor the budget position for items specifically relating to the panel's terms of reference.	Judith Harwood
	Sex Education and Relationship Curriculum	4	How are maintained schools going to deliver the new sex education curriculum – comes into force in September 2020 – to have sight of policy.	Jean Kelly

Items to be scheduled 2019/20		
Subject	Reason added to work programme	Responsible Officer
School visits	Added to the work programme on 13.3.19 – recommended by Councillor Jon Taylor (Cabinet Member for Education, Skills and Transformation) for Members to see what schools were doing to raise standards/ attainment.	Judith Harwood
School Readiness Update	Added to the work programme on 6.02.2019 – progress update at future meeting.	Judith Harwood
How the Personal, Social, Health and Economic Education (PSHE) is delivered across the city.	Added to the work programme on 28.11.2018.	Judith Harwood
Transition to Adulthood	Added to the work programme on 29.05.2019	Jean Kelly

Code of Conduct	Added to the work programme on 29.05.2019	Judith Harwood
Education and Skills Strategy	Added to the work programme on 10.07.2019	Judith Harwood
Failure to Reduce Health Inequalities	Added to the work programme on 10.07.2019 This was an amber risk on the Strategic Risk Register – for an action plan and future mitigations to be provided.	
JTAI (Joint Targeted Area Inspection)	Added to work programme by Chair – 14.08.2019	
Safeguarding Social Workers	Added to work programme by Vice Chair 14.08.2019. To include, monitoring, recording and mitigation.	Jean Kelly
Select Committee Reviews		
Bullying and attendance – Select Review?	Added to the work programme on 13.03.2019. To be scheduled after February 2019.	Judith Harwood
Fair Funding for Schools	Added to the work programme on 10.07.2019 To assess the impact of the National Funding Formula (NFF) upon Plymouth schools, with particular attention upon the impact on staffing reduction including teaching assistants, the increase in class sizes, collapsing the school day and concerns schools have for the children over the city. To be scheduled February 2019.	Judith Harwood

Annex I – Scrutiny Prioritisation Tool

		Yes (=1)	Evidence
P ublic Interest	Is it an issue of concern to partners, stakeholders and/or the community?		
A bility	Could Scrutiny have an influence?		
P erformance	Is this an area of underperformance?		
E xtent	Does the topic affect people living, working or studying in more than one electoral ward of Plymouth?		
R eplication	Will this be the only opportunity for public scrutiny?		
	Is the topic due planned to be the subject of an Executive Decision?		
	Total:		High/Medium/Low

Priority	Score
High	5-6
Medium	3-4
Low	1-2

Education and Children’s Social Care Overview and Scrutiny Committee

Minute No.	Resolution	Target Date, Officer Responsible and Progress
13 March 2019 <u>The Oracy Project</u>	Members requested to receive the Oracy Project evaluation reports once finalised	Date: March 2019 Officer: Ruth Woodhouse Progress: <i>Ongoing</i>
10 July 2019 <u>Number of Children in Care – verbal update</u>	<u>Agreed</u> that further details of the trend over the previous 6 month period of children in care would be provided to Members.	Date: July 2019 Officer: Jean Kelly Progress: Request for information emailed
10 July 2019 <u>Pledge Update</u>	Members noted the update and requested that the School Attendance Consultation is added to the work programme for discussion in September 2019 (to include data regarding achievement levels in schools).	Date: July 2019 Officer: Judith Harwood Progress: Complete – added to work programme
10 July 2019 <u>Fair Funding for Schools</u>	It was <u>agreed</u> that the Education and Children’s Social Care Overview and Scrutiny Panel would undertake a select review in order to assess the impact of the National Funding Formula (NFF) upon Plymouth schools, with particular attention upon the impact on staffing reduction including teaching assistants, the increase in class sizes, collapsing the school day and concerns schools have for the children over the city.	Date: July 2019 Officer: Judith Harwood Progress: This is added to the work programme and a select committee review plan is being completed
10 July 2019 <u>Elective Home Education</u>	Members noted the update and agreed to include the DFE consultation results to the work programme for discussion in the autumn (with reference to the Inclusion and Attendance Strategy).	Date: July 2019 Officer: Judith Harwood Progress: Complete – added to work programme

Education and Children’s Social Care Overview and Scrutiny Committee

Minute No.	Resolution	Target Date, Officer Responsible and Progress
<p>10 July 2019 <u>Bullying and Attendance</u></p>	<p>It was <u>agreed</u> that the Committee:</p> <p>1.recommend to Officers to extend an invitation to both a Primary and Secondary Head Teacher to attend a future Education and Children’s Social Care Overview and Scrutiny Committee in order to advise Members on how they react to bullying within their schools;</p> <p>2.recommend to Officers to explore the feasibility of inviting a parent whose child had been bullied to a future Education and Children’s Social Care Overview and Scrutiny Committee in order to share their experiences;</p> <p>3.would hear from Mrs Nicky Williams (Parent Governor Representative) at a future scrutiny committee regarding a case of bullying she was aware of which she could share with Members.</p>	<p>Date: July 2019 Officer: Judith Harwood Progress: Emailed to officers. This will be actioned as part of the bullying sect review.</p>
<p>10 July 2019 <u>Care Leavers and NEET</u></p>	<p><u>Agreed</u> that a progress report on Care Leavers and NEET (Pledge 48) would be scheduled on the panel’s work programme for 6 months’ time.</p>	<p>Date: July 2019 Officer: Jean Kelly / Judith Harwood Progress: Complete – added to work programme</p>
<p>10 July 2019 <u>Strategic Risk and Opportunity Register – update</u></p>	<p>It was <u>agreed</u> to include information upon the Failure to Reduce Health Inequalities to the committee’s work programme as this was an amber risk; for an action plan and future mitigations to be provided to Members.</p>	<p>Date: July 2019 Officer: Helen Rickman Progress: added to the work programme</p>

Education and Children’s Social Care Overview and Scrutiny Committee

Minute No.	Resolution	Target Date, Officer Responsible and Progress
<p>10 July 2019 <u>Work Programme</u></p>	<p>Members discussed the work programme and agreed the following:</p> <ul style="list-style-type: none"> (a) Ofsted Improvement Plan – to be discussed on 11 September 2019; (b) Child Exploitation – to be discussed on 11 September 2019 (for Members to be provided with the scope of child exploitation and include information upon cyber issues, modern slavery and the framework for the multi-agency group); (c) Education and Skills Strategy – refresh (date not specified); (d) Plymouth Challenge Update - to be discussed on 11 September 2019; (e) New Ofsted Framework – (impact on the inspection framework) to be discussed on 13 November 2019; (f) School Attendance Consultation - to be discussed on 11 September 2019 (to include data regarding achievement levels in schools); (g) Fair Funding for Schools – Select Review (to assess the impact of the National Funding Formula (NFF) upon Plymouth schools, with particular attention upon the impact on staffing reduction including teaching assistants, the increase in class sizes, collapsing the school day and concerns schools have for the children over the city); (h) Elective Home Education (DFE consultation results to be added to the work programme for discussion in the Autumn with reference to the Inclusion and Attendance Strategy); 	<p>Date: 10 July 2019 Officer: Democratic Advisor Progress: Complete – added to work programme</p>

Education and Children’s Social Care Overview and Scrutiny Committee

Minute No.	Resolution	Target Date, Officer Responsible and Progress
	<ul style="list-style-type: none"> <li data-bbox="461 323 1536 395">(i) progress report on Care Leavers and NEET (Pledge 48) would be scheduled on the panel’s work programme for 6 months’ time (8 January 2020); <li data-bbox="461 435 1451 539">(j) Failure to Reduce Health Inequalities - this was an amber risk on the Strategic Risk Register (for an action plan and future mitigations to be provided to Members) 	