

## CITY OF PLYMOUTH

**Subject:** Refresh of the Children and Young People's Plan 2008 – 2011.

**Committee:** Cabinet

**Date:** 10 November 2009

**Cabinet Member:** Councillor Monahan, Cabinet Member for Children and Young People

**CMT Member:** Director of Services for Children and Young People

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**Ref:** RCB

**Part:** I

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### **Executive Summary:**

This report outlines the progress on implementing the Children and Young People's Plan 2008-2011.

The local authority is required to ensure that a Children and Young People's Plan is developed and agreed with all the partner agencies who deliver services for children and young people in Plymouth and that this plan is reviewed annually. This is the first review of Plymouth's Children and Young People's Plan 2008-2011 which was agreed by Cabinet last year. The three year plan was developed based on a comprehensive needs analysis that drew together the data from a range of agencies and the views and wishes of children and young people. From this, ten priorities were identified as improvement areas to improve outcomes for children and young people. The review of the needs analysis undertaken this year confirmed that the priorities within the plan remain relevant. Consequently the refresh of the plan has been deliberately light touch and focuses on the achievements so far and the areas for improvement and development.

The refresh of the Children and Young People's Plan is in two parts, a summary document which is aimed to be easily readable by our service users and staff and a more technical document that provides the information for assessing how the objectives will be met.

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### **Corporate Plan 2009-2012:**

All the Children and Young People's Plan priorities support the corporate improvement priorities in particular Corporate Improvement Priority 7, Keeping Children Safe; Corporate Improvement Priority 8, Improving Skills and Educational Achievement and Corporate Improvement Priority 9, Developing High Quality Places to learn in.

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

The implications for this plan have been identified through the implementation plans for each priority which are monitored by the Children's Trust Executive each month. The resource implications have been shared across all the participating agencies and will be closely monitored by the Executive.

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**Other Implications: e.g. Section 17 Community Safety, Health and Safety, Risk Management, Equalities Impact Assessment, etc.**

None

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**Recommendations & Reasons for recommended action:**

The Cabinet are requested to endorse the 2009 refresh of the Children and Young People's Plan.

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**Alternative options considered and reasons for recommended action:**

None

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**Background papers:**

- Plymouth Children and Young People's Plan 2008 – 2011
- Department for Children, Schools and Families Children and Young People's Plan Guidance 2009 (available on the DCSF website)

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**Sign off:**

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| Fin   | NC<br>16/10<br>/09 | Leg | LS1<br>059<br>16/10<br>/09 | HR |  | Corp<br>Prop | CJT<br>/039<br>/221<br>009. | IT | 2009<br>1021<br>/42N<br>JC. | Strat<br>Proc | N/A |
| Originating SMT Member : Richenda Broad, Head of Strategic Planning and Children's Trust Business |                    |     |                            |    |  |              |                             |    |                             |               |     |

**Plymouth Children and Young People's  
Plan 2008 - 2011  
Refresh 2009**



**Working for excellence**

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# **Refresh 2009**

## **Summary**

### **Towards excellence**

We've turned our hopes into action during the first year of Plymouth's Children and Young People's Plan. Staff across the city have strived to turn the plan into reality and we've achieved many of the things that we set out to do.

We continue to narrow the education gap for children and young people living in the most disadvantaged families by giving them the chance to take part in high quality learning and leisure activities. We've increased the services we offer both before and after school and during the school holidays. The city now boasts 16 children centres and this autumn we have opened 3 brand new schools.

By listening to the issues concerning children and young people, and working with them, we are tackling bullying in the city. We've introduced fantastic new initiatives that aim to prevent bullying – police community support officers make themselves available outside school entrances at lunchtimes and at the end of the day to reduce the opportunities for bullying to happen. We've also created Bully Buster information packs to support schools in their efforts and we've updated our guidance to consider new forms of bullying, such as cyber bullying.

Children and young people told us that they wanted better parks and safer and cleaner streets so we've renovated seven of the city's parks in the past year, with another seven due next year, using traditional materials and equipment that encourage fitness and outdoor play. We've introduced 'Street Wise' teams made up of police officers and social care staff to patrol the city at night on weekends making sure children and young people are safe and not at risk – this also helps to reduce street drinking and antisocial behaviour.

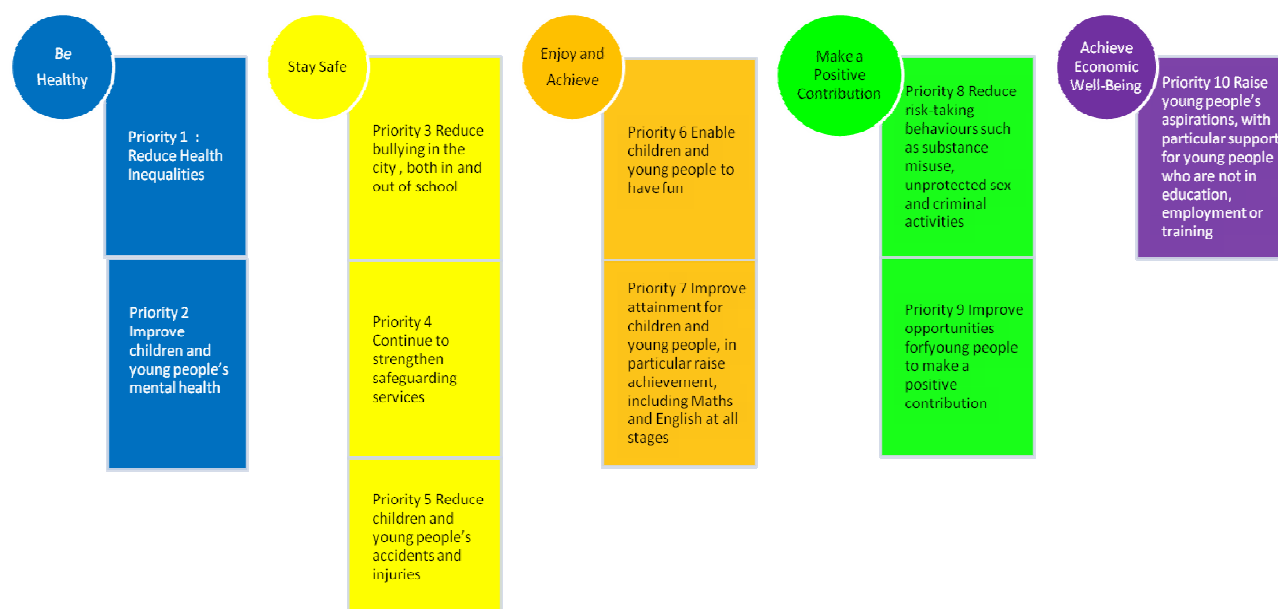
We've been very successful in gaining funding for the city to act as trail-blazers for the government. We are increasing the amount of direct access to mental health workers in schools and were rewarded with the chance to run a pilot to test new therapies for children and young people with complex needs. We've been awarded grant funding to set up a pilot to address child poverty by working with parents who are separating and to prevent worklessness. Plymouth has taken part in national research into parent support programmes, carrying out innovative work that has proved very successful, seeing parents who took part in the courses returning to help teach others.

We continue to provide high quality services recognised by customers and external inspections. The health of children and young people in Plymouth is generally good but we are concerned about how many children are obese and how many young people smoke. We want to help give them the best start in life, so it's these kinds of issues we still need to tackle.

We have a lot to be proud of over the last year and we know what we have to do this year...

## Our vision, purpose and priorities

In 2007 -2008 we asked lots of children, young people and families what they thought of our services and the issues that concerned them about growing up in Plymouth. We turned their thoughts and feelings into 10 top priorities for the city and they formed the basis of the Children and Young People's Plan 2008-2011.



At the same time the Children and Young People's Trust Executive asked children and young people what they thought would make a great place to grow up and their ideas became the vision for the Children and Young People's Trust.

***'We want all our children to live, grow, achieve and exceed in their hopes for the future'***

We've since had another look at the original work we did to see if it is still relevant. To do this we used national guidance, national and local data and more of the views of children, young people and their families over the past year. This showed us that we needed to keep the same priorities but update the plan with all the new work we are doing to achieve them.

This refreshed plan also brings together some of the ways we are succeeding in tackling our priorities to achieve excellent services.

## How are we doing?

Since creating the plan in 2008 we've made real progress towards achieving our priorities. Each of the priorities falls in one of the Every Child Matters outcomes, which are the aims the government has set everyone working with children and young people across the country.

## Be healthy – Priorities 1 and 2

We know that too many children and young people in Plymouth are obese or they smoke. Starting on the road to a healthy adult life begins at an early age so we want to tackle these two important issues.

So far...

- 99% of schools take part in the Healthy Schools programme beating our target
- Fitness and healthy lifestyles are encouraged through excellent community work that includes street dance groups, Kickz football in the community, summer sports camps at Plymouth College and StreetGames in Southway, North Prospect and Coxside, plus a new youngsters gym at Brickfields Sports Centre called SHOKK.
- Healthy eating and cooking are promoted through schools and community organisations by hosting 'Ready Steady Cook' style food events, allotment projects run by Diggin It, the Efford Community Allotment scheme and learning how to make healthy snacks with events like the picnic day at Tothill Community Centre in St Judes. In a new school we have included a kitchen for parents to use.

## Staying safe – Priorities 3, 4 and 5

Everyone working with children and young people have felt the impact of national concerns about the safety of children. We have received more referrals and the number of children in care and on child protection plans has risen. We've responded to this rise in demand by staying focussed and providing high quality services that ensure standards continue to be met.

Keeping children safe is more than just child protection and we have worked hard this year to understand how we can prevent accidents in the home and community that result in children and young people going to hospital.

Reducing bullying is the priority that children and young people have told us concerns them most. We are launching our bullying strategy and we know that by raising the profile of bullying, this could result in more incidents being reported. We think this is good – we want children and young people to feel able to report bullying and that it will be dealt with by adults.

- 100% of child protection cases were reviewed on time
- Continued to reduce the number of children on protection plans for a second time
- A toolkit to address bullying has been developed for all schools and settings with the active involvement of children and young people. This will be launched during Bullying Week in November
- Bully Busters – a programme devised by pupils in Plymouth schools, is being rolled out across Plymouth.

## Enjoy and Achieve : Priorities 6 and 7

Children and young people told us that we did not give the priority 'enjoy' enough attention so we have separated them.

Fun is an essential part of children and young people's development and we have spent the last year understanding what how children and young people can participate in fun and what may stop them. As a result we have achieved

- Free access for children in care to access Plymouth City Council leisure facilities using a leisure card

We know that children and young people want to learn and achieve and in the current economic climate, they are aware of the increased competition for employment. To equip our children and young people we have:

- Opened 3 brand new schools where we have included multi-agency space to allow services to be delivered locally;
- Children and young people participating with Sport, Leisure and Culture services to jointly plan for new facilities
- Free access for many children and young people in care to city council leisure facilities.
- We have established our virtual school for children in care and the Executive Headteacher is ensuring that there is targeted support for these children and young people;
- Developed an Integrated Curriculum across Primary and Secondary schools in response to young people asking for more active, including out-doors learning and inter-related lessons.

## **Make a Positive Contribution : Priorities 8 and 9**

Young people have to manage a range of competing demands – media, fashion, communication, fun and learning.

Risk-taking behaviour is a major concern for us in the City. In the last year we've made some real ground in:

- Growing our teenage pregnancy partnership so that agencies are making their full contribution, this has already led to better services in the community, for example Youth centres run a clinic in a box.
- We've carried out a number of new initiatives through the Youth Crime Action Plan including an Operation Stay Safe that protects young people who are out on the streets late at night.
- Many young people felt that there were often negative perceptions of them. The Police have been working hard with young people to break down misconceptions and are challenging their own new recruits to think and act positively.

We think we're doing a better job of listening to the views of children and young people:

## **Achieve Economic Well-Being : Priority 10**

The global economic crisis has had a damaging impact on children and young people. Many children and young people are worried about job prospects for themselves and their families:

- We have kept in touch with the majority of young people aged 16-18 and make sure they have all the support they need to find work or training. The number of young people who are not in education, employment or training is higher than last year but isn't as high as other authorities like ours.
- More families are taking advantage of childcare tax credits.
- The majority of our care leavers are in education, employment or training when they turn 19.

## **How will we know that we have made a difference?**

We will make sure that when our services are offered to families they can describe the difference they make to improving outcomes for children and young people. We will ensure that parents and children and young people have information about how well we are doing so that they can ask us to show what difference we are making. This may be how a school is supporting healthy outcomes for children and young people, how we are reducing accidents in the home or community or how children and young people are involved in decisions about their services. We will do this by

- Making as much information as possible available on our website;
- Testing our progress against other local authorities to see how well we do in comparison with them;
- Being clear about the timescale for achieving what we have said we will do.
- Encouraging challenging questions to be put to us;
- Learn from good practice both locally and nationally and put this into practice;
- Supporting children and young people and their families to participate in council committees so that they can examine our progress and challenge us to do even better.



## Big Issues for 2009-2011

The work of the Children and Young People's Trust emphasises the importance of the link between a child having a good start in life and becoming a young person who has ambition, strives to achieve and is emotionally resilient. Reducing child poverty continues to be a national and local priority and will be a theme that informs all the actions of the Plymouth Children and Young People's Trust. We will **ensure that all our services work to reduce child poverty.**

A specific example of this is the Trust's commitment to implement the recommendations of the Bercow Report. This report reminds us of the importance of **supporting speech and language development** to ensure that children do not fall behind in their learning and social development as a consequence of communication difficulties.

**Ensuring that all children can achieve their ambitions and aspirations** underpins the vision for the Children and Young People's Trust and drives all our actions. We know that many young people and their families are worried about their future. While the media tells us that the recession is over, for many families it is that the consequences may last longer. There are current challenges for young people to find employment. Our work with Plymouth schools and colleges ensures that they set ambitious individual targets for students and are supported to enable pupils to achieve these. We want all children and young people to have high hopes for their future and to support them in achieving them.

Ensuring that we provide **high quality services that offer effective and efficient services** is a key issue for 2009 and 2010. **Commissioning services** involves us changing the way we work to engage more collaboratively with service users and professionals to understand what is required, putting the appropriate services in place and monitoring them to ensure they deliver improved outcomes for children and young people. Sometimes this different way of working is more effective than increasing the amount of money to fund services. As all our services need to be commissioned this way we are starting to undertake this with our services both in individual agencies and jointly across a range of services, such as Health, the voluntary and community sector and the council, so that we work together to plan and deliver our services to prevent duplication and increase the services that are integrated. We know that parents and families want services to work together as much as possible and through commissioning together we will ensure value for money and services that improve outcomes for children and young people.

We will continue to listen to children and young people's concerns about the issues that are important to them such as bullying and affordability of leisure and transport in Plymouth. The participation of children and young people as well as their families will continue to be a core element of how we plan and deliver services and how we know that they are making a difference.

The impact of the recession is likely to provide an additional challenge for young people in the coming year. We have a high performing 14-19 Strategy that works to ensure that there is flexible and **personalised learning** for young people and where the diploma's offer an extended range of choice for young people in Plymouth. In conjunction with the Connexions service who are commissioned to offer **information, advice and guidance to young people** on their career choices, we will strive to expand the opportunities for apprenticeships across the city, encourage employers to take up the incentives available for them to employ a young person and promote the regeneration of Plymouth as an attractive location for companies to establish themselves.

## Key objectives for 2009 – 2011

### Our key objectives are :

- To increase the speed of changing our delivery of services from centrally provided services to **services delivered locally and in partnership** that are easier to access. We know that this is what children, young people and their families want.
- To reduce **child poverty** across Plymouth by improving children and young people's life chances by continuing to raise the attainment of children and young people in the city, encouraging young people to participate in positive activities in and out of school, ensuring that parents have access to good quality information and advice and when necessary effective support services. The impact of the work of children's services will be greatly increased when this is done along side other services such as adult and community services and we will strive to increase the opportunities to provide services together.
- To combat **health inequalities** within Plymouth through promoting healthy living. With all nearly all our schools signed up to Healthy Schools we have a fantastic opportunity to build on the interest in being healthy and in where food comes from to influence the lifestyles of children and young people and their families.
- To continue to work to ensure that children and young people **are safe** within the city. Though reducing accidents, supporting them to develop positive relationships that will over time reduce bullying and when they are have experienced harm or are at risk of harm, we ensure that they are safe either within their own families or living apart from their families.
- To reduce the impact of the recession on children and young people by supporting families and young people to find **training, education and employment**.
- To ensure that children and young people **enjoy their learning and leisure** and that they have access to the high quality facilities that both challenge and stimulate them and that they enjoy.

# **2009 Technical Refresh of the Children and Young People's Plan 2008 – 2011**

| Be Healthy  |  |
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| <b>Priority : 1. Reduce Health Inequalities</b>                                       |  |
| <b>Champion :<br/>Paul<br/>O'Sullivan</b>   | <b>Priority Coordinator: Candice Sainsbury</b>   |
| <p>Please comment on key achievements and outstanding actions from the past year?</p> | <p>A core management group with representatives from NHS Plymouth, Public Health Development Unit and Services for Children and Young People has overseen the development and delivery of this implementation plan. This group has utilised pre-existing partnerships established around specific areas, e.g. breastfeeding and obesity, to achieve its objectives. Progress against relevant National Indicators is as follows:</p> <p><u>Healthy Lifestyles</u></p> <ul style="list-style-type: none"> <li>▪ Inspection findings across pre-school and school settings demonstrate that progress continues to be made on providing the right environment and culture to promote healthy lifestyles and choices for children with the majority of settings achieving good or excellent in the Be Healthy outcome.</li> <li>▪ Plymouth is performing well in comparison to its statistical neighbours and to all authorities in England.</li> <li>▪ In addition 99% of schools are participating in the Healthy Schools programme. This priority has been encompassed in the Local Area Agreement that has set a stretch target for 97 % of schools to achieve Healthy Schools standard. Performance is on track with 82% of schools already having the standard.</li> </ul> <p><u>Breastfeeding</u></p> <ul style="list-style-type: none"> <li>• Plymouth has a breastfeeding strategy that was formally signed up to by all partners in a public ceremony that took place this year. This priority is reflected in the Local Area Agreement. Following the development of a recovery plan, performance has more recently improved with 37.7% of women breastfeeding at 6 – 8 weeks against a target of 37%. In addition the levels recording breastfeeding status has also increased in response to guidance to General Practice and increased performance monitoring.</li> </ul> <p><u>Smoking in Pregnancy</u></p> <ul style="list-style-type: none"> <li>• A new 'opt out' referral pathway was introduced during this year in order to ensure that all pregnant women who smoke are offered smoking cessation support. This has resulted in a significant increase in</li> </ul> |

referrals to the smoking cessation service and in turn the number of women who have quit.

#### Obesity

- In 2008 there was a significant increase in the numbers of primary schools that participated in the national child health measurement programme bringing the rate up to 95% of eligible children. Department of Health research has shown that an increase in participation rates can lead to an increase in identifying the prevalence of obesity. Consequently Plymouth has seen a rise to 17.1% of children in year 6 measured as being obese. The situation in Plymouth is very similar when compared to neighbouring authorities and England as a whole.

#### Take up of School Lunches

- National survey results and NI 52 show a drop in meal take-up across England between 2005 and 2008. In Plymouth, take-up levels for primary and special schools show a marginal drop from 34% to 32.6% (2007/08 versus 2008/09) and an increase from 29.5% to 33.25% for secondary schools. However, these figures exceed the take-up when compared to the rest of the South-west. For the year to date (April - July 2009 - 62 term days) the number of meals served have increased by 30,963 when compared directly with the same period last year (April - July 2008 - 64 term days). The majority of these meals being Free School Meals.
- The School Meals Service has fully implemented the mandatory Food-based Standards for School Lunches (September 2006) for all sectors (primary, special and secondary schools) and the mandatory Nutrient-based Standards for primary schools ahead of the required implementation date of September 2008. Nutrient-based standards for secondary and special schools are required to have been implemented on 01 September 2009. Menus for special schools are fully compliant and those for the secondary schools managed by the service will be compliant by January 2010.
- 43 primary school kitchens have now been upgraded and refurbished. In August 2008 £1.46m of Exceptional Capital Funding was awarded to the service to install kitchens at all primary schools without kitchen facilities (i.e. those currently receiving transported meals from other schools) and to upgrade existing Regen Kitchens to full production status. A second Exceptional Capital Grant of £596k was awarded to the service in July 2009 to specifically address dining facilities at 15 schools (a mix of primary, special and secondary) between August 2008 and August 2011.

- To improve take-up of school lunches, 8 Real Fast Food Road shows were held at secondary schools in February, March and April 2009, and a consultation exercise with children and parents commenced in June 2009, and is currently underway across the South-west locality working with Routeways and the Plymouth Parent Partnership. Over 2000 responses have so far been received from parents/carers and pupils/students to date. Information collated will contribute to a marketing campaign aimed at increasing uptake of school meals, and in particular of free schools meals.

#### Participation in PE and Sport

- Plymouth is performing well when compared to its statistical neighbours and England as a whole. Further data is required to say if this has improved over time and if it is consistent across the city – not available at time of writing.

#### Satisfaction with parks and play areas

- Plymouth shows a higher level of satisfaction amongst children and young people with parks and play areas when compared with other authorities and England as a whole.

#### Children in Care

- There has been a significant increase in numbers of initial health assessment and reviews for children in care. Improving the timeliness and quality of these assessments and reviews has also been a focus and is subject to ongoing work. Improved liaison and co-ordination is taking place between social care and the dedicated health and mental health teams for children in care to improve provision.

#### Access to Healthcare Services

- Waiting times for access to primary and secondary healthcare services have continued to improve for the whole population as well as for children and young people with most people waiting no longer than 4 hours in emergency settings (MIU + A&E) and 18 weeks for routine treatment.
- Progress also continues to be made on providing more dedicated health facilities for children for example through the opening of a children emergency department at Derriford and completion of plans for a new young person's mental health inpatient facility.
- Contraception and sexual health services have extended the range of clinics and venues so as to increase access by young people, including the provision of a dedicated young people's service.

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| <p>The needs analysis refresh highlights some of the key performance issues within this area. What do you think are the factors behind success / failure in outcomes? Does the data prompt any actions for next year?</p> | <p>Progress over the past 12 months has demonstrated that while overall effort to improve children and young people's health and access to health care continues, further analysis of data will enable the core management group to identify areas of focus where health inequalities exist in relation to key areas of focus, which include:</p> <ul style="list-style-type: none"> <li>• Teenage Pregnancy</li> <li>• Breastfeeding</li> <li>• Obesity</li> <li>• Smoking in Pregnancy</li> <li>• New Outpatient DNAs (Do Not Attend)</li> <li>• Emergency Admissions</li> <li>• Chlamydia Screening</li> </ul> <p>For each area of focus, data has now been collated to show the fifth 'worst', 'deprived' and 'best' neighbourhoods alongside the city average. This has allowed the core group to focus attention on specific neighbourhoods and localities where significant inequalities exist. This data will be fed back to the relevant strategic groups, with the aim understanding why the situation exists and to identify actions to respond directly to the inequalities identified. This will form the basis of the refreshed implementation plan, delivery of which will be overseen by the core management group.</p> <p>A key challenge around the area of health inequalities is the perception that addressing health inequality is only about access to health care. This perception contributes to the continued inequality experienced by families, as non health care factors affect their health status, such as housing, economic status, lifestyle choices etc. With this in mind, the challenges per area of focus include:</p> <p><b><u>Healthy Lifestyles</u></b></p> <p><b>Progress in non mainstream educational settings, including:</b></p> <p><b>i. Inspection findings and national benchmarking is less favourable for Further Education settings. Given the known challenges in Plymouth regarding potentially harmful risk taking behaviour amongst young people, these points to an opportunity to do more in promoting healthy choices</b></p> |
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**and access to services for young people to reduce smoking and substance misuse and promote sexual health.**

*Actions*

- Engage FE establishments in reviewing weaknesses in current performance in Being Healthy and support development actions plans.
- Review how health promotion input is targeted to FE settings and other services for young people.
- Improved access or delivery of services for young people and progress the 'You're Welcome' standard as a quality / kite mark for services and one that young people themselves recognise and value.

**ii. Special Schools and Pupil Referral Units showed a lower performance in this area compared to mainstream settings. Children who are vulnerable as a result of disability or other factors that mean they are not in mainstream school are likely to have poorer health outcomes.**

*Actions*

- Support from education support services to these settings to share best practice and develop actions to improve inputs in this area to be reflected in improved inspection judgements.

**iii. Health inequalities continue to exist in key neighbourhoods or locality areas, for example in levels of obesity, rates of smoking or breastfeeding.**

*Actions*

- The progress made in pre-school and school settings provide a good platform from which to analyse whether there are themes that remain a challenge across individual settings and how support can be better targeted to reduce inequalities. A strategic analysis through a school–health partnership can develop a themed approach to support governors/ head teachers as well as inform the work of the SIP's.
- This information should also be used to inform the commissioning of a range of extended services to complement the work of schools and pre-schools in providing more opportunities for children and their families to engage in activities that will promote healthier lifestyles and choices. Given that a child's health will be heavily influenced by the choices their parents make, engaging parents and families at a local level will be critical to improvements in this area.

**Breastfeeding**

Despite recent progress, Plymouth continues to have levels breastfeeding below that of its Statistical Neighbours and that are low in comparison to authorities across England. In addition there is variation of

up to 39% in the rates of breastfeeding between different neighbourhoods in the city. There is a significant link between breastfeeding and reduced levels of obesity and therefore this area is essential to improving health outcomes.

#### *Actions*

- Progress in achieving the Baby Friendly Initiative (BFI) accreditation standard needs to be maintained in both the hospital and community with the aim of promoting the uptake of breastfeeding. The appointment of a peer support co-ordinator will also be helpful in providing support to women in sustaining breastfeeding. Further work can also be undertaken to ensure businesses, public organisations, leisure facilities etc. support women to breastfeed their babies.
- These city wide initiatives need to incorporate the enhancement or targeting of services / support to specific areas of the city to increase rates of breastfeeding in those areas and reduce the gap. The commissioning dialogue / process with children's centres should be used for this purpose to build on the work already taking place to enhance and spread best practice. The Early Years Strategic Partnership has set this as a KPI and should be used to develop action plans and monitor progress.

#### **Smoking in Pregnancy**

Despite the improved performance this LAA target is unlikely to be achieved and rates of smoking in pregnancy remain high in Plymouth. In addition there is a 32% difference in the rates of smoking during pregnancy between different neighbourhoods.

#### *Actions*

- Further work needs to be undertaken in informing young women about the harm associated with smoking to both themselves and their future babies. In addition opportunities for engaging with women early in pregnancy and with parents through children's centres should be consistently maximised with particular focus on those worst performing areas. The actions for children centres can be planned and monitored via the Early Years Strategic Partnership as above. A review of the information available and content of PHSE for young women in schools and further education should be reviewed, involving young women themselves, to ensure it is engaging, informative and effective in achieving the best outcome (linked to action 1 above).

#### **Obesity**

Clearly Plymouth, as in other authorities, has not yet been able to achieve a halt or indeed to reverse the rise in the levels of obesity. In addition there is approximately a 10% difference in the levels of obesity between different neighbourhoods in the city and therefore much more to do in targeting action to

specific areas in order to reduce the inequality as well as the level of obesity for the city as a whole.

A range of services are required ranging from prevention through the promotion of healthy lifestyles for all children through to dedicated services for those children who have already been identified as being obese. Indeed there are many examples of individual services or initiatives taking place that can have a positive impact on levels of obesity including the MEND programme delivered by the weight management service, participation in sport and community based activities, allotment schemes etc. The challenge is co-ordinating these into a coherent and comprehensive strategy that is appropriately targeted to achieve the maximum impact.

*Actions*

- Refresh and re-launch obesity strategy
- Appoint obesity co-ordinator to develop a comprehensive action plan that draws together the wide range of services required. This action plan should include prevention through to specific interventions as well as support targeted toward both families and direct work with children.
- Focus phase 2 of Healthy Schools Plus to address obesity and identify effective practice that can be shared across the city, but specifically targeted toward those worst performing areas in order to reduce the gap.

**Take up of School Lunches**

Challenges for the future include continuing to increase the take-up of school lunches (FSM and Paid for Meals) and balancing the real costs of the service, increased labour for fresh food preparation and cooking, as well as the well-publicised increases in food and fuel costs. The service is currently in receipt of the School Lunch Grant from the DSCF which equates to a 20 pence per meal subsidy and is further subsidised by the Local Authority.

The School Lunch Grant is due to cease in March 2011 and the service is using its position as South-west representative on the DCSF's national School Food Reference Group and the LACA Regional Committee to lobby for this grant and/or an alternative method of funding to continue beyond this date.

*Actions*

- Further work should be done to promote the extension of cookery clubs based in schools as a way

of engaging both parents and children in engaging in healthy cooking and eating. This could be commissioned on a locality basis as part of the increasing range of extended services.

- Further work should be done to promote the extension of cookery clubs based in schools as a way of engaging both parents and children in engaging in healthy cooking and eating. This could be commissioned on a locality basis as part of the increasing range of extended services.

### **Participation in PE and Sport**

Further analysis at locality and neighbourhood level as well as cross referencing with other information is required to identify whether those areas that are performing poorly against other health indicators are the same areas that have not yet achieved higher levels of participation. This can then result in an informed and targeted action plan aimed at increasing the levels of participation in key areas in order to reduce the gap.

### **Satisfaction with parks and play areas**

On an anecdotal basis and through participation concerns about the safety and suitability of parks continues to be an issues for children, whilst young people highlight the lack of adequate and dedicated leisure facilities.

### **Children in Care**

National research shows that children in care continue to have poorer health outcomes. In Plymouth the numbers of young people choosing not to have an annual review of their health needs remains high in comparison with younger children. This is potentially a missed opportunity to identify health needs and facilitate access to services, for example in relation to sexual health or substance misuse, alongside other services such as accommodation or work.

#### *Actions*

A comprehensive action plan has been endorsed by children's trust executive to address the health needs of children in care. This action plan includes:

- Continuing to improve the timeliness of health assessments through co-ordination with social care.
- Increasing the take up of health reviews, particularly amongst young people.
- Increasing use of the information gathered through assessments and reviews to inform the delivery of health services so as to increase access by children in care.

### **Access to Healthcare Services**

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|  | <ul style="list-style-type: none"> <li>• Despite the good work underway, waiting times for therapy services remains too long particularly for speech and language therapy.</li> <li>• Further work is required to co-ordinate and, if necessary, enhance health provision for children with learning disabilities who have a health need.</li> <li>• More children need to be provided with the option to have their long term nursing at home and to choose to die at home or out of hospital where appropriate. This will require further development in provision of palliative care services and community based nursing services.</li> <li>• There is a significant difference / inequality between neighbourhoods and localities in the city in terms of: <ul style="list-style-type: none"> <li>a. the numbers of children who do not attend their outpatient appointment;</li> <li>b. the numbers of children who attend for emergency care;</li> <li>c. children from more deprived areas being more likely to DNA and to attend A&amp;E.</li> </ul> </li> </ul> |
| <p>The needs analysis also highlights some of the key issues that have emerged from consultation with children and young people/parents and carers. Please respond to that feedback and add back messages that you've had from consultation during the year.</p> | <p>Engagement and consultation with children, young people and families is undertaken by the relevant strategic groups and partnerships. Specific work undertaken in partnership with the Health Inequalities core management group includes the participation and engagement work with children, young people and parents undertaken by the school meals service in partnership with Routeways and the Plymouth Parent Partnership to better understand what can be done to make school lunches a more attractive option.</p>  |
| <p>Please comment on any inspection outcomes or recommendations from the last year.</p>  | <p>Feedback from inspections across the broad range of settings suggests that key services are judged good or better at Being Healthy.</p>  |
| <p>What actions taken</p>  | <p>Data collated over the last quarter illustrates health inequalities in terms of the fifth 'worst', 'deprived' and</p>  |

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| <p>this year will demonstrate how this priority is address Reducing Child Poverty</p>   | <p>'best' neighbourhoods alongside the city average for focus issues such as breastfeeding, obesity, smoking during pregnancy, outpatient DNAs. This provides a key opportunity to 'drill down' into why such inequalities exist and how we can collectively address them. Strategic partnerships working on such issues will be challenged and asked to demonstrate how they will respond.</p>   |
| <p>What actions taken this year will demonstrate how this priority to reflect Narrowing the Gap</p>   | <p>Tackling the issue of deprivation and poverty is a core part of reducing health inequalities, as it is not only a problem relating to 'health care', but links closely with other 'non health care' issues such as family make up &amp; break up, poor housing, the current economic recession, isolation, poor physical environment, unemployment and stress etc.</p> <p>This implementation plan aims to demonstrate how it will address underlying issues of health inequalities through the creation of partnerships across the LSP, and by targeting those specific neighbourhoods and groups where significant inequalities exist.</p>   |
| <p>Are there any other significant policy drivers (such as the Governments response to Lord Laming's review of Safeguarding) that are likely to inform the implementation of this priority.</p> | <p>The new child health strategy, '<b>Healthy Lives, Brighter Futures</b>' (Department of Health, 2009) focuses on three age groups: pregnancy and up to five; school age; and young people, and outlines new proposals for universal, targeted, and specialist services for each age group. The strategy recognizes the importance of good health in the achievement of all other outcomes, including educational attainment, personal well-being, and economic success.</p> <p>The strategy discusses the changing epidemiology of morbidity, with the increase in lifestyle-related health concerns such as obesity and sexual health problems, and the consequences of alcohol consumption, smoking, and substance misuse. The importance of minimising the impact of poverty and social inequalities on child health are also acknowledged. To address these public health concerns, the strategy proposes:</p> <ul style="list-style-type: none"> <li>• Better engagement with children and families</li> <li>• The provision of health information and advice for families</li> <li>• A focus on creating healthy environments</li> <li>• Extra support for the most disadvantaged in society.</li> </ul> <p>The intention is to make services locally available through extending the roles of both Children's Centres and schools, to provide health, education, and social care services.</p> <p>This strategy provides the foundation for the implementation plan to reduce health inequalities. As such it ensures that the Children and Young People's Trust is able to respond to both local and national policy drivers.</p> |

| Be Healthy   |  |
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| Priority 2: Improve children and young people's mental health                  |  |
| <b>Champion:</b><br><b>Paul O'Sullivan</b>                                     | <b>Priority Coordinator: Candice Sainsbury / Ann Penwell</b>   |
| Please comment on key achievements and outstanding actions from the past year? | <p>Alongside the process of developing a five year joint commissioning strategy for emotional wellbeing and mental health, the partnership developed a one year interim action plan for 2008-2009. The action plan was based on a mental health commissioning framework developed in February 2008.</p> <p>Key areas of progress during this period include:</p> <p><b>1. Vulnerable groups &amp; targeted services</b></p> <ul style="list-style-type: none"> <li>• Promotion of an integrated approach to the way in which services are delivered to meet the mental health needs of specific groups of children and young people.</li> <li>• Development of multi agency care pathways was central to this, resulting in pathways being developed around: sadness &amp; depression, dual diagnosis (substance misuse and mental health), autism spectrum disorder, care leavers and emotionally based school refusals.</li> <li>• Ongoing work is taking place for CYP presenting with high-risk behaviours (chaotic) that do not meet the threshold for current specialist services.</li> </ul> <p><b>Remaining challenges</b></p> <ul style="list-style-type: none"> <li>• Integrating pathway planning across the Trust is new to many services and individuals, and as such pathways have not always been implemented as effectively as possible. The partnership proposes to develop a standard template for use across the Trust to ensure that pathways are easy to understand and are implemented.</li> <li>• Targeting of vulnerable groups remains an issue – the strategy identifies key groups to receive a targeted/enhanced service around mental health including CYP with a learning disability, asylum seeking and refugee children, CYP disengaged from school/NEET, children in care/care leavers and young offenders.</li> </ul> <p><b>2. Service Development</b></p> <ul style="list-style-type: none"> <li>• <b>Redesign of health based CAMHS:</b> this major piece of work has brought together what were previously know as Specialist and Community CAMHS into one streamlined, comprehensive service made up of dedicated teams to meet the mental health needs of children and young people in Plymouth.</li> </ul> |

The model is separated into two main areas of delivery. **Mainstream Provision** refers to support for services targeted to those with an increased risk of developing mental health problems or disorders, and includes the Early Year's Team, a team for CYP with a severe and profound learning disability and a Mainstream Team (including the targeted provision of Primary Mental Health Workers and CAMHS input to paediatric liaison). **Intensive support** via the Intensive Multimodal Practice (IMP) Team will provide specialist mental health assessment and intervention in the community. Inpatient care will also continue to be provided.

- The emotional wellbeing and mental health partnership was successful in its bid to DCSF to implement a two year **Targeted Mental Health in Schools (TaMHS)** pilot project (2009-2011). 23 schools (primary, secondary, special and PRUs) will take part in this project, which brings together VCS service provision with educational psychologists, school based primary mental health workers and all school staff in order to promote emotional wellbeing and to respond quickly to emerging mental health needs.
- **Multi agency training for universal services** was rolled out during 2008-2009. This training provides an introduction to mental health, including mental health promotion, and enables staff to identify when a child or young person has emerging mental health needs. The training will provide a key component of the TaMHS project in order to training all school staff.
- **Healthy Schools Plus** attracted 8 primary/secondary schools that have elected to focus on EWB as their topic area.
- **Pushed into the Shadows** referenced Plymouth's excellent practice in not admitting adolescents into adult mental health in-patient units.
- **Safety in Numbers:** An intervention group for women experiencing post-natal depression. Developed by a Primary Mental Health Worker and Health Visitor it is now delivered across the city, albeit not as often as we would wish. Evaluation shows excellent outcomes for the women and we know that this improves attachment and thus outcomes for the infants
- **Social and Emotional Aspects of Learning (SEAL)** work within schools in Plymouth has been commended to the Prime Minister's Delivery Unit as an outstanding example of raising aspirations, achievement and attainment.
- **Multi systemic therapy (MST)** is an intensive family and community-based treatment programme for young



people with complex clinical, social, and educational problems such as violent behaviour, drug abuse and school expulsion. This new project commenced in 2008 and is delivered by The Zone in partnership with key agencies and services.

- **Stigma pathfinder:** Plymouth was successful in becoming a pathfinder project to combat the stigma associated with mental health, as part of a national roll out. CYP were central in the development of this multi agency project.

#### **Remaining challenges**

- The need to bring together the various pieces of work around transitions, and to clarify the outcomes we expect for CYP when going through times of transition.

### **3. Service Infrastructure**

- **Strategy Development:** Development of a comprehensive five year joint commissioning strategy for emotional wellbeing and mental health – this strategy is pioneering in its approach to both emotional wellbeing and mental health, as most mental health strategies focuses on emerging or established need. Development of the implementation plans is now underway, with expectations to have an active plan in place by November 2009.
- **Strategic Partnership:** Active membership of the partnership has increased dramatically, with representation now from the majority of sectors and services across the Trust. Clarifying language and increasing understanding across stakeholders that mental health is everyone's business has been a key part of the partnerships success over the past 12 months. The partnership has recently clarified its role as being responsible for service improvement, leadership of change, support and challenge and provision of expertise to the commissioning process.
- **Commissioning:** The strategic partnership acknowledged that the role of commissioning (particularly contract management) should to be separated from the strategic parts of its work, and an active commissioning group is now in operation, responsible for ensuring that the strategy is commissioned appropriately and in response to identified need. Performance will be monitored by this group, but scrutinised by the strategic partnership.
- **Engagement with CYP, parents and stakeholders:** Young people have been involved in a DVD project called 'Beneath the Smile' which raised awareness of the voices of children & young people who have

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|   | <p>experience of mental health issues. The DVD resource is seen nationally as best practice. Children and young people have fed into the stigma plan which has its objective the reduction of making services for CYP more accessible and have advised on the CAMHS restructure. Parents played an integral part in CAMHS strategy development – parents attended Strategy development meetings, the parent's health theme group reviewed the strategy and PSAs enabled meetings in schools between CAMHS staff and parents. In addition, the partnership has a PSA representative. Parents were also supported to attend Infant Mental Health services development group.</p> <ul style="list-style-type: none"> <li>• <b>Mental health provider network:</b> made up of representatives from services whose primary function is mental health, this network works closely with the EWB &amp; MH partnership and has undertaken some significant pieces of work including service mapping and service pathway development. The network has strong VCS representation, and is a member of the partnership.</li> </ul>   |
| <p>The needs analysis refresh highlights some of the key performance issues within this area. What do you think are the factors behind success / failure in outcomes? Does the data prompt any actions for next year?</p> | <ul style="list-style-type: none"> <li>• Strong leadership, good challenging relationship between commissioner and provider, clear vision and facilitation of productive relationships between key agencies based on shared understanding of need and clarification of language.</li> <li>• The profile of mental health and understanding of its role in securing positive outcomes has been instrumental in successes to date.</li> <li>• The Plymouth emotional wellbeing and mental health partnership is becoming a well developed and inclusive body representing the key services working with children and young people. Active discussion and debate between universal, targeted and specialists services addressing the continuum of needs has actively promoted the message that we are all responsible for CYP's emotional wellbeing and mental health. Particular success is within schools, with active engagement on the partnership and having secured a school based pilot project to improve emotional wellbeing, including training for ALL school staff. In addition, VCS engagement on the partnership and provider network has also been very prominent.</li> <li>• Development of a comprehensive five year joint commissioning strategy has clarified how we will collectively respond the continuum of needs in relation to emotional wellbeing and mental health. The strategy is pioneering in its approach to both emotional wellbeing and mental health, and is one of the first in the country of its type, ahead of government recommendations (CAMHS review). Strategic outcomes focus on an integrated approach to mental health promotion, early responses to emerging need, and effective interventions for established need.</li> </ul> |

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|  | <ul style="list-style-type: none"> <li>• The strategy provides an excellent example of how to embed commissioning within service planning and development, as illustrated by the redesign of health based CAMHS, which is aligned with and directly responds to the strategic outcomes and objectives.</li> <li>• Strategy and service design has listened to and responded to the needs of CYP, families and practitioners themselves. Active engagement and participation is a cornerstone of the successes over the past year e.g. development of stigma project and development of educational DVDs – ‘beneath the smile’. In addition, schools have consistently stated that they wanted more capacity and a physical presence of mental health professionals attached to schools – this approach is now being piloted under the management of health based CAMHS in partnership with other services.</li> <li>• The use of CAF is promoted within the strategy but is not currently being used – this is a key strategic outcome which will rely heavily on the new structures and processes in place for CAF.</li> </ul> |
| <p>The needs analysis also highlights some of the key issues that have emerged from consultation with children and young people/parents and carers. Please respond to that feedback and add back messages that you've had from consultation during the year.</p> | <ul style="list-style-type: none"> <li>• <i>Children and Young People feel strongly that all staff in schools should be given equal status in supporting their emotional wellbeing, including meal time assistants, teaching assistants etc: The TAMHS project addresses this area of concern – all school staff will receive the training for staff in educational settings, with a focus on a whole school approach to emotional wellbeing</i></li> <li>• <i>Mental health support needs to be placed in the venues they feel comfortable in: a core feature of the strategy and of health based CAMHS redesign is the delivery of services in local, community settings, where appropriate.</i></li> </ul>   |

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| <p>Please comment on any inspection outcomes or recommendations from the last year.</p>   | <ul style="list-style-type: none"> <li>The emotional wellbeing and mental health partnership scored 4/4 for its proxy indicators on 1) service provision for 16/17yr old, and 2) 24/7 service provision. The partnership scored itself as 3/ 4 for 1) provision of comprehensive services to meet the mental health needs of CYP with a learn disability, and 2) comprehensive early intervention services for mental health.</li> </ul>   |
| <p>What actions taken this year will demonstrate how this priority is address Reducing Child Poverty</p>  | <p>The identification of vulnerable groups of children, young people and families is a core part of the joint commissioning strategy for EWB and MH. The issue of deprivation, poverty and inequalities and their effects on the mental health of children, young people and families are highlighted within the needs analysis and responded to accordingly.</p> <p>Specific projects implemented this year that aim to narrow the gap include:</p>   |
| <p>What actions taken this year will demonstrate how this priority to reflect Narrowing the Gap</p>   | <ul style="list-style-type: none"> <li>TAMHS project – implemented in 23 schools in areas of high deprivation and low attainment.</li> <li>Provision of targeted mental health services – e.g. children in care CAMHS team (includes care leavers)</li> <li>Dedicated primary mental health worker allocated to Devonport (funding secured for three years)</li> </ul>   |
| <p>Are there any other significant policy drivers (such as the Governments response to Lord Laming's review of Safeguarding) that are likely to inform the implementation of this priority.</p> | <p>The final report of the independent <b>National CAMHS Review (2008)</b> sets out a clear vision for how we can all take responsibility for promoting children's psychological well-being and mental health and how we can best achieve a step change in the quality and consistency of services at all levels. Plymouth's joint commissioning strategy addresses most of these, in particular the three fundamental changes that the report states needs to take place:</p> <ol style="list-style-type: none"> <li>1. Everybody needs to recognise and act upon the contribution they make to supporting children's mental health and psychological well-being. And they need to recognise the contribution others make, including parents and carers.</li> <li>2. Local areas have to understand the needs of <b>all</b> their children and young people – at population and individual level – and engage effectively with children, young people and their families in developing approaches to meet those needs. For parents, carers, children and young people, this means being listened to, knowing what is available and being able to access help quickly and in places they choose to go to.</li> <li>3. The whole of the children's workforce needs to be appropriately trained and, along with the wider</li> </ol> |

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|  | <p>community, well informed. For practitioners, this involves having access to the best evidence and knowledge on improving outcomes for children and young people. For parents, carers, children and young people this means having the confidence that the people they are in daily contact with, as well as specialists, understand about mental health and psychological wellbeing and what works best if things go wrong.</p> |
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| <b>Staying Safe</b>  |  |
| <b>Priority : 3 Reduce Bullying in the City, both in and out of School</b> |  |
| <b>Champion<br/>Maggie Carter</b>  | <b>Priority Coordinator: Candice Sainsbury</b>   |
| Please comment on key achievements   | <ul style="list-style-type: none"> <li>- The profile of tackling bullying in schools and the community has been raised</li> <li>- A 'Tackling Bullying Together' joint strategy has been developed and was informed by children and young people.</li> </ul> |

and outstanding actions from the past year?

- Cyber bullying and e-safety training and guidance pack has been produced and launched, which is recognised as best practice regionally.
- Anti-bullying work within schools includes – preventative work delivering the SEAL agenda – to create and promote an environment where CYP can discuss issues with regard to bullying, and the development of children and young people's emotional resilience.
- Further work in school is around the Healthy Schools Award where schools reflect on the efficiency of their anti bullying policy and take steps to promote CYP's mental health – which is further developed by the range of curriculum materials in PSHEE/citizenship and across the range of subjects.
- Parent Support Advisors are now in every school and support parents to tackle issues of bullying at an early stage.
- Innovative approaches such as the 'Bully Busters' programme are currently being rolled out across the city
- A 'Tackling homophobic bullying in schools' resource pack has been launched
- Advertising campaigns in the city support the 'Say No to Bullying' message for example Sainsbury's till receipts message.
- Embedding of children and young people participation in the work of the Children's Trust at all levels.
  - Shadow Children's Trust set-up
  - Involvement of children and young people on Overview and Scrutiny Panel
  - Young people on appointment panels for posts at all levels.
  - City Youth Council, Youth Cabinet and Youth Parliament in place.
- Children and young people voice heard through participation activity.
  - Production of DVDs (Behind the Smile, mental health; Count Me In, disability; someone Who Listens, children's workforce)
  - Consultation events
  - Young people involved in planning, participating and evaluating activities and programmes as part of the Youth Service.
  - Presentation by children and young people at conferences locally and nationally e.g. Listen and Care Council
  - Children in care at conference in London.
- All schools have school councils who influence the way school are run and feed into the City Youth Council.
- Participation teams from Routeways and the Youth Service train and support children and young people to enable meaningful participation through a range of mediums.
- Children and young people have been involved in design panels for new schools, city Centre Area Action Plan etc.
- Training for volunteers rolled out to young people in conjunction with Princes Trust through Youth Steps. V-involved recognises young people's contribution to volunteering in Plymouth.

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|  | <ul style="list-style-type: none"> <li>• Specific groups of children and young people e.g. children in care, children with disability are informing service developments in those areas.</li> <li>• Website set up with database detailing daily, weekly and monthly activities for children and young people across the city.</li> <li>• Work to promote positive image of young people – high profile events such as Youth Arts Festival, Young Stars, National Youth Work Week, Schools Out event, Relay for Life Walk.</li> </ul> <p><u>Actions Outstanding:</u></p> <ul style="list-style-type: none"> <li>• Work on implementation of Hear by Right Standards. <ul style="list-style-type: none"> <li>- Adaptation of individual service planning and review processes to maximise child/young people friendliness.</li> <li>- A comprehensive 'toolkit;' of approaches to preventing and tackling bullying is being developed to support the Tackling bullying strategy which will be ready for the November launch during national anti bullying week.</li> <li>- A refreshed implementation plan based on the strategy is being developed</li> </ul> </li> </ul> |
| <p>The needs analysis refresh highlights some of the key performance issues within this area What do you think are the factors behind success / failure in outcomes? Does the data prompt any actions for next year?</p> | <p>Bullying is high on the agenda for our CYP, demonstrated by the Tellus results and local consultation. We have identified in our Anti-bullying strategy group that there are difficulties with quantifying actual bullying incidences and problems with reporting mechanisms. This is an area we would like to address and work towards a more robust quantitative picture of CYP being bullied.</p> <p>We are currently meeting our local performance targets, the National Indicator NI 69 definition was changed mid 2008 which has affected our results. School inspection data identifies that 100% of secondary schools inspected are good or outstanding for management of behaviour CN186, which is top quartile performance. In order to learn more and further understand issues affecting our CYP we have contributed questions around bullying to the Children's Consultation Fund Questionnaire to be launched later this year which will further enrich our knowledge and help us monitor our performance.</p>   |
| <p>The needs analysis also highlights some of the key issues that have emerged from consultation with children and young</p>   | <p>A recent City Youth Council event showed that bullying is still a concern for our young people. The CYP that were consulted felt that they needed more lessons on bullying, its effects and the different types of bullying i.e. homophobic, as well as assemblies on bullying. This would imply that for these young people at least, more needs to be done to raise awareness and improve education around bullying. Our city wide Tackling Bullying Together Strategy will address this as it is one of our strategic outcomes to ensure ALL CYP have a shared understanding of bullying, including the forms it takes, the damage it does, with a specific focus on bullying associated with homophobia, racism, disability, sexism, religion and cyber bullying.</p> <ul style="list-style-type: none"> <li>• The CYP consulted also wanted to be able to talk to someone about bullying and perhaps have a</li> </ul>  |

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| <p>people/parents and carers. Please respond to that feedback and add back messages that you've had from consultation during the year.</p> | <p>counselling system and to be able to speak out about it. Through our strategic outcomes and development of our implementation plans we hope to create an environment where our CYP feel safe and supported so that ALL CYP are able to report bullying and know that it will be dealt with effectively.</p>   |
| <p>Please comment on any inspection outcomes or recommendations from the last year.</p>  | <p>Last years Annual Performance Assessment stated that an area for improvement was 'To ensure our citywide bullying strategy is implemented throughout ALL services' Our strategy has been developed and the toolkit will support this. We have identified to the need to take this beyond educational setting and into the wider community. Reaching all services will be developed through our implementation plan.</p> <p>The safeguarding continuum is a key factor in the strategy as we recognize that bullying can be a form of abuse. And a recurring agenda item on the anti-bullying strategy group is a 'PSCB and E-safety update'.</p>  |
| <p>What actions taken this year will demonstrate how this priority is address Reducing Child Poverty</p>                                   | <p>Section 4.1.1 of the 'Tackling Bullying Strategy' describes how child poverty has been discussed in relation to bullying and is a cross cutting issue throughout our strategy and therefore our implementation plans.</p> <ul style="list-style-type: none"> <li>• Ensuring that <b>all</b> children and young people have their voices heard through school councils in all schools and tailoring Tellus and other survey activity to ensure issues of economic well-being are covered.</li> <li>• PRU partnership work with the Youth Service through Duke of Edinburgh.</li> <li>• Targeting the Education Schools Disadvantage Grant programme in areas of social deprivation to ensure access to positive activities.</li> <li>• Targeted youth support in areas of social deprivation.</li> <li>• Children in care access to support funds for extended school activities.</li> </ul>           |
| <p>What actions taken this year will demonstrate how this priority to reflect Narrowing the Gap</p>  | <p>Creation of our implementation plans and the establishment of task and finish groups to action our strategic outcomes will work towards narrowing the gap. During our needs analysis to inform our strategy certain groups of CYP were identified who are likely to be more vulnerable to bullying behaviour and bullying associated with homophobia, racism disability, sexism and religion have been identified as requiring a tailored response.</p> <p>Tackling bullying will work towards narrowing the gap in terms of narrowing the attainment gap for example – bullying behaviour may result in exclusion and being bullied may result in poor attendance and lack of engagement in school or poor behaviour (these are included in our measures of local performance) which therefore impacts upon attainment levels and as most of the 'vulnerable' groups identified in the programme</p> |



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|  | have been identified in our strategy as being more likely to be bullied it will contribute to improving their outcomes.   |
| Are there any other significant policy drivers (such as the Governments response to Lord Laming's review of Safeguarding) that are likely to inform the implementation of this priority. | The new framework of Ofsted inspections for schools to be in place in September this year has an element of how safe pupils feel at school – which is a driver for schools to continue to build upon anti-bullying policy which will be further supported by the Plymouth's joint 'Tackling Bullying' strategy. |

| <b>Staying Safe</b>  |  |
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| <b>Priority : 4 .Continue to Strengthen Safeguarding Services</b>              |  |
| <b>Champion</b><br><b>Mairead MacNeil</b>                                      | <b>Priority Coordinator: Maureen Grimley</b>   |
| Please comment on key achievements and outstanding actions from the past year? | <p>The timing of Initial and Core Assessments has continued on target, with quality being assured by Team Manager and Service Manager audit. This has recently been verified by external consultants.</p> <p>Multi agency safeguarding review completed and presented to the Plymouth Safeguarding Children Board, Action plan to be presented in September 2009 with the aim of improving multi agency working for children with a child protection plan, thus ensuring their safety is achieved at the earliest opportunity.</p> <p>Hidden Harm implementation plan agreed and in process of being implemented.</p> <p>Family Support services involved with all children who are subject to a child protection plan, thus focussing support on the most vulnerable children and young people.</p> <p>Reviews of children with a child protection plan are always completed on time, and reviews of children in care are nearly always completed on time. The participation of children within their reviews is excellent.</p> <p>The stability of placements, i.e. the number of moves a child in care has, is a key area for improvement and a process of "stability meetings" which identify issues leading to possible placement moves, has now been</p> |

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| <p>The needs analysis refresh highlights some of the key performance issues within this area. What do you think are the factors behind success / failure in outcomes? Does the data prompt any actions for next year?</p>          | <p>implemented.</p> <p>CWDC Induction programme has raised awareness for professionals regarding information sharing. There is a comprehensive programme of training in safeguarding delivered by the Plymouth Safeguarding Children Board. For the coming year, the rise in referral rates, and a rise in the number of children with a child protection plan and children in care, as a result of the publicity around the Baby P case in Haringey, continues to be a challenge for safeguarding. The Southwark judgement ( young people presenting as homeless) has also impacted in that there are now 70 more young people receiving a service from Children's social care than previously.</p>  |
| <p>The needs analysis also highlights some of the key issues that have emerged from consultation with children and young people/parents and carers. Please respond to that feedback and add back messages that you've had from</p> | <p>Feedback from foster carers is routinely sought and is being fed into the "Payment for skills" work programme, which seeks to reward foster carers for enhanced skills to care for the children and young people of Plymouth within the city.</p> <p>The Listen and Care Council has been involved in the writing of The Pledge for children in care.</p> <p>Young people regularly take part in the interview process for workers within the social care workforce.</p> <p>Children in care have the opportunity to complete the Have Your Say document for the review of their care plan; they also have the services of independent advocacy to enable their voice to be heard within the planning process.</p> <p>The young people identified the misuse of drugs and alcohol as an issue for Plymouth, social workers have now been trained in the use of the DUST tool to identify difficulties and plan accordingly.</p> <p>Family Support services seek feedback when their intervention with a family ceases, their views are taken into account for service improvement.</p> |

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| consultation during the year.   |   |
| Please comment on any inspection outcomes or recommendations from the last year.  | Plymouth Fostering Agency, Adoption Agency and Private fostering arrangements were judged as Good or Outstanding by Ofsted.   |
| What actions taken this year will demonstrate how this priority is address Reducing Child Poverty                         | The work to improve safeguarding focuses  |
| What actions taken this year will demonstrate how this priority to reflect Narrowing the Gap                              |   |
| Are there any other significant policy drivers (such as the Governments response to Lord Laming's review of Safeguarding) | The Government's response to the Lord Laming report will drive work forward over the next year. The Review of Working Together to Safeguard Children is due in December 2009. Safeguarding Disabled Children will drive safeguarding work in the Integrated service for children with disability. |

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| that are likely to inform the implementation of this priority. |  |
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**Staying Safe**

**Priority : 5. Reduce Children and Young People’s Accidents and Injuries**

**Champion : Dave Sumner**      **Priority Coordinator: Graham Palmer**

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| Please comment on key achievements and outstanding actions from the past year?   | <p>The Working Group has met consistently throughout the year and planned and organised a “Scoping Day” with key stakeholders.</p> <p>From this “Scoping Day” the Working Group have produced a detailed Needs Analysis, which concluded that here were four specific areas that required work and identified key neighbourhoods that needed to be prioritised for interventions with children and young people.</p> <p>The Working Group has worked with partners to secure a Homes Safety Scheme for Plymouth and training is underway to provide risk assessments alongside Fire and Rescue colleagues.</p> <p>We have a number of Home Safety Packs (from ROSPA), that will be fitted into the target neighbourhoods.</p> <p>The working group advertised and supported the Child Safety Week recently and the Champion figured in the local press, endorsing the work in the city.</p> <p>We are now concentrating on a Marketing Strategy.</p> |
| The needs analysis refresh highlights some of the key performance issues within this area. What do you think are the factors behind success / failure in outcomes? Does the data prompt any actions for next year? | <p>The Working Group has produced a comprehensive Needs Analysis.</p> <p>Key areas of development include the Home Safety Scheme and work on Marketing.</p> <p>We are confident of making an impact with the Home Safety Scheme, having arranged the training with the Fire and Rescue Service and ROSPA.</p> <p>Storage, distribution and fitting of the Home Safety packs have also been arranged.</p>   |
| The needs analysis also highlights some of the key issues that have emerged from   | <p>The Scoping Day included representatives from Children and Young People and whilst reporting to Scrutiny (Plymouth City Council), the views of Children and young people have been considered and included in our planning.</p>   |

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| <p>consultation with children and young people/parents and carers. Please respond to that feedback and add back messages that you've had from consultation during the year.</p> | <p>Recent consultation with Children and Young People has brought focus to the following ideas.</p> <ul style="list-style-type: none"> <li>• <i>More supervision in and out of schools</i></li> <li>• <i>Schools should learn life skills and have group sessions to talk.</i></li> <li>• <i>Improve safety of facilities, and do regular checks on equipment.</i></li> <li>• <i>Understand what is happening and how people are getting injured.</i></li> <li>• <i>More to be done to stop people acting in the wrong way.</i></li> <li>• <i>Keep children occupied, by providing safer places to go.</i></li> <li>• <i>Safer environments, youth cafes.</i></li> <li>• <i>Need to take responsibility for themselves.</i></li> <li>• <i>More signs to warn of dangers.</i></li> <li>• <i>Areas marked out for sports and teams.</i></li> <li>• <i>Advertisements for road safety and other general safety advice.</i></li> <li>• <i>Important as no one needs to get hurt.</i></li> <li>• <i>Not enough money invested.</i></li> </ul> <p>There are currently a number of important initiatives in the city. The PCC Road Safety Team run a range of activities in schools, as do both the Police and Fire and Rescue Service. Recently Plymouth hosted 'Learn to Live,' a conference on road safety/driving for young people in the city. This is a hard hitting initiative that highlights the dangers to young road users.</p> |
| <p>Please comment on any inspection outcomes or recommendations from the last year.</p>   | <p>The Working Group took over from the Sub Group of the Plymouth Safeguarding Children Board. There were no specific recommendations, but there has been a great deal of multi agency co-operation in this work.</p>   |
| <p>What actions taken this year will demonstrate how this priority is address Reducing Child Poverty</p>  | <p>The Needs Analysis concentrated on specific areas of deprivation in the city. We used the experience of group members, including Children's Centres, Community Policing, Fire and Rescue Service and the Road Safety Team to ensure we addressed this area. The target areas are also the areas of greatest deprivation in Plymouth.</p>   |
| <p>What actions taken this year will demonstrate how this priority to reflect</p>   | <p>We intend to demonstrate both practical steps, in terms of home safety and engaging a social marketing perspective, to ensure that we are using a range of appropriate methods to engage with neighbourhoods and identified groups to Narrow the Gap.</p>  |

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| Narrowing the Gap   |  |
| Are there any other significant policy drivers (such as the Government's response to Lord Laming's review of Safeguarding) that are likely to inform the implementation of this priority. | Hear by Right – listening to young people in order to influence decision making. |

| <b>Enjoy and Achieve</b>   |   |
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| <b>Priority : 6 . Enable Children and Young People to Have Fun</b>             |   |
| <b>Champion William Woyka</b>  | <b>Priority Coordinator: Karl Sweeney</b>   |
| Please comment on key achievements and outstanding actions from the past year? | <p>Over the last year a core group of dedicated stakeholders has been formed with engagement from Sport, Culture and Leisure as well as representatives of the Arts Intelligence Council, Schools Sports Coordinators, Youth Service and the Voluntary and Community Sector. This is enabling a more holistic integrated Trust focused development of actions to achieve our aims.</p> <p>A number of stakeholder meetings have informed a 'Situation Analysis' and 'SWOT Analysis', which were sent out for consultation via the core Fun group. This helped us to identify the activities that are available and what the demand is like. Furthermore it highlighted common barriers to access which cross cut different types of activities. This analysis has been used to develop our 'Framework for Fun' document. This Framework will inform and shape future actions and help raise the profile of this priority as we have highlighted its contribution to the ECM Outcomes and contribution towards numerous other Plymouth CYPP Priorities.</p> <p>CYP are more involved and aware of Arts and culture events and award ceremonies are being harmonised and we are able to provide better examples for promoting the positive image of</p> |

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|   | CYP in the city.   |
| The needs analysis refresh highlights some of the key performance issues within this area. What do you think are the factors behind success / failure in outcomes? Does the data prompt any actions for next year?  | <p>A key factor behind success is regular and consistent engagement from our stakeholders, which the core group are well aware of and over this last year we have formed a committed group. Some of our key performance indicators are not only influenced by work towards Priority 6. Having identified this we need to establish more collaboration with other priorities to have a greater impact on outcomes.</p> <p>We have concerns about some the representativeness of some of our baseline data and we look ahead to more representative sample in Tellus 4. We have also designed questions to go into the Children's Fund Consultation which will further contribute towards monitoring performance in this priority.</p> |
| The needs analysis also highlights some of the key issues that have emerged from consultation with children and young people/parents and carers. Please respond to that feedback and add back messages that you've had from consultation during the year. | <p>Consultation with CYP has helped us to understand what it feels like to them to have fun and common themes emerged i.e. I feel happy and feel like smiling, which has informed our Framework for Fun.</p> <p>CYP felt that there were still gaps in provision and date, times and cost were cited as common barriers to participation. These are all areas we have highlighted in the Framework for Fun and we have identified that a key stakeholder i.e. Sport Culture and Leisure services have engaged with CYP when planning new facilities to bring together supply and demand.</p>   |
| Please comment on any inspection outcomes or recommendations from the last year.  | <p>Priority 6 has identified certain groups of CYP which will require additional support to enable them to have fun – these include looked after children which were cited in last year Annual Performance Assessments (APA) as being encouraged and given practical support to access leisure and cultural facilities – Plymcard giving free access for CYP in care.</p> <p>The APA also cited CYP with learning difficulties and/or disabilities (LDD) as wanting more opportunities for inclusive leisure and play. The Framework for Fun document has outlined the need for extra support for CYP with disabilities and this work will be further developed through our implementation plan.</p>                                 |
| What actions taken this year will demonstrate how this priority is address Reducing   | PSA Delivery Agreement 9 shows measures used for material deprivation, which we will be tackling by targeting children already affected by deprivation and focusing work on enabling them to have fun. Our parameters for fun outlined in the Framework for Fun document will  |

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| <p>Child Poverty</p>  | <p>incorporate sports such as swimming and hobby and leisure activities both formal and informal.</p> <p>Our Framework for Fun and the upcoming joint stakeholder day (Improving the State of our Minds Strategy and Framework for Fun) in September will help to raise the profile of this priority across the city.</p> <p>Implicit throughout our work and the framework document is how having fun and enjoying life seriously impacts on each of the ECM outcomes.</p>   |
| <p>What actions taken this year will demonstrate how this priority to reflect Narrowing the Gap</p>   | <p>Many CYP in care will now, using a leisure card scheme, be able to access PCC leisure facilities for free – Narrowing the Gap in wellbeing and health potentially.</p> <p>The Framework for Fun document identifies key groups who may experience multiple barriers to participation, most of whom are included in the Narrowing the Gap programme – through the development of our implementation plans we will work towards narrowing the gap for these CYP.</p> <p>Extended Schools Economic Disadvantage Subsidy<br/> “Aims to ensure that children and young people disadvantaged by economic circumstances, and children in care (the “target group”) are financially supported to take part in extended schools activities.”<br/> Therefore narrowing the Gap in attainment and wellbeing. This subsidy is set to increase next year.</p> |
| <p>Are there any other significant policy drivers (such as the Governments response to Lord Laming's review of Safeguarding) that are likely to inform the implementation of this priority.</p> | <p>The Ofsted inspection framework for maintained schools in England included judgements on the extent to which pupils <i>enjoy</i> their learning.</p> <p>The recent White Paper – ‘Your child, your schools, our future: building a 21st century schools system’ – includes a pupil guarantee to ensure pupils have access to high quality cultural activities in and out –of-school – with an aim to reaching 5 hours a week as well as the 5 hour offer of high quality sport and PE, both of which we have identified as a strategic outcomes for this priority.<br/> <b>Strategic outcome</b> (from Framework for Fun)<br/> ‘All children and young people’s experience of learning is enriched through access to educational leisure time activities’</p>  |



**Priority : 7. Improve Attainment for Children and Young People, in Particular Raise Achievement, Including Mathematics and English at all Stages**

**Champion : Colin Moore**

**Priority Coordinator: John Searson**

Please comment on key achievements and outstanding actions from the past year?

**Connecting**

- The use of Merlin is beginning to make a real difference to the ease and effectiveness of electronic communication and to support partnership activity. Various web portal communities have developed that now have added value and impact through the benefits of a customised web presence.
- National recognition has been achieved for our work within South West Grid for Learning on e-safety with regional conferences being particularly successful.
- Drake's Island Virtual World (see case study). Students at SDCC exploring learning through a virtual world within Teen Second Life, creative partnership between Plymouth Lifelong Learning Team, SDCC and Two Four Productions. This virtual world is like those used by young people in leisure time and has proved to make learning fun and have a significant impact on standards. A powerful tool to raise boys' enthusiasm for creative writing too! Boys in the pilot group progressed twice as fast in their literacy work. Won a regional and international Media Innovation Award this year and celebrated at the United Kingdom Literacy Association national conference in July 2009. Interest from a number of countries wanting to get involved.

**Collaboration**

- The EMA Team worked closely with a city primary school with a high percentage of pupils with English as an Additional Language to develop an innovative community languages project involving pupils, parents and school staff. Over the course of a term the Headteacher worked with EAL pupils and their families to learn more about the culture of the city, supported by the Local Records Office, and to share together aspects of their own culture and heritage. The school also worked with the city library exploring stories focusing on family life, and families worked with the school to translate the story in a celebration 'Night in the Library' where children shared their work and enjoyed a multi-lingual bear hunt. The project was highlighted at United Kingdom Literacy Association conference in London this summer and by CILT, the National Centre for Languages as being excellent practice.
- Stories in the city linked community and commercial groups with primary schools in a city-wide event to raise awareness of the importance of reading. Over 40 venues hosted story times, free of charge for pupils aged 5-11.
- Joint initiative with the library produced an anthology of children and young people writing

over 550 entries with approximately 100 published in the anthology.

- Working with the Museum Service to develop the History Centre with a view to accessibility and stimulation for children and young people. Similar collaboration with the Minster Church of St Andrew's, City Centre.
- British Armed Forces Week (see case study) saw many children and young people visiting the Dockyard heritage site to have fun exploring the exhibits, having 'hands on' sessions with the Museum in Transit service and sharing their thoughts with Veterans and serving members of the Armed Forces. Visits took place twice daily to ships and submarines and the Citadel and HMS Raleigh. The weekend saw children and young people enjoying entertaining the public in the city centre and on the Hoe with music, dance and competitions, such as the junior field gun run and dance groups. Catering in the veterans Centre was provided by one of our secondary schools. A large display of pupils work linked to peacekeeping across the world was a focal point of the centre, as will a film made by pupils that was shown on the BBC big screen. A choir supported the church service and young musicians performed alongside professional musicians at the evening concert in the Guildhall. There were even children on board frigates in Plymouth Sound for the sail past and gun salute to the Lord Mayor on the Sunday. The Lifelong Learning team played a central role in co-ordinating the children's contribution to the event.
- The Early Years Strategic Partnership was created and has ownership of the Early Outcomes Duty. An action plan is in place and partnership activity is strengthening significantly.

### **Challenge**

- The Virtual School for Children In care has been established and the Executive Headteacher has made a significant contribution to the targeting of extra support. Data analysis has improved and the range of enrichment and curriculum support has broadened. Results at KS2 are very positive when compared to the city's profile this year and the 2008 national average.
- The Pathways to Success programme enables school partnerships to work collaboratively to support schools deemed 'satisfactory' by Ofsted to become 'good' by improving leadership and management. In the pilot five 'outstanding' schools were partnered with schools aspiring to be good. The programme's innovative approach is based on nationally accepted good practice. Early monitoring indicates that the programme is encouraging the development of leadership beyond the senior leadership level.
- The Challenge, Support, Standards and Intervention (CSSI) Team supports, challenges and monitors schools who are categorised by Ofsted or the local authority. One of the team acts as project manager and is responsible for a local authority plan to move the school out of category – usually in one year. This is monitored at six-weekly School Review Group (SRG)

meetings, where the head and chair of governors have to report progress to the team. Any consultants/advisers involved in the support package also attend to feed in their views. This ensures that schools implement recommendations. The support and challenge is 'front-loaded' and tapers off as the school grows stronger, with an exit strategy agreed. The CSSI team continues to monitor schools that have recovered, via performance data reviews and regular communication with the school's SIP. The CSSI team also manages the SIP programme for the local authority schools.

- The number of permanent exclusions in the City continues to fall and there have been no permanent exclusions from primary schools or special schools or of Looked After Children with statements of special educational need in the 2008-09 academic year.
- Overall absence of pupils from school continues to reduce in both primary and secondary sectors and targeted support for primary schools with above threshold levels of persistent absentee pupils has contributed to a significant reduction in the number of these schools

#### **Consistency**

- Targeted project (using our own early years RAG process) for 5 Private Voluntary and Independent settings on "sparkling story times" with Schools Library Service is good evidence of capacity building within early years.
- Improvements in LA tracking of lowest 20% achievers in early years. Targeted support is now in-line with this analysis. e.g PSED project with 4 schools, Language for Communication and Thinking (LCT) project and focussed Spring term training for these schools. The LA met its target for NI 72 this year.
- The newly formed SEN/LDD Strategic Forum has been established to drive further improvement and has the involvement of health, connexions and the LSC. The Inclusion Development programme has reached nearly 50% of schools and has been very well received with evaluations being extremely positive.

#### **Change**

- The 14-19 partnership continues from strength to strength. Our applications to deliver the diplomas in Retail and Business, Sport and Active Leisure as well as Travel and Tourism were successful and were awarded a grade 1 and the best feedback ever.
- The Ofsted inspection survey of 14-19 confirmed the view that LA leadership of this agenda is good and that good progress has been made in the 12 months since the last inspection.
- Our Strategy for Change team hit all the deadlines and Plymouth remains one of the top new

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|   | <p>LAs to be taken into the BSF programme in the autumn ahead of the original date.</p> <p><b>Outstanding actions:</b></p> <ul style="list-style-type: none"> <li>• Delivering the internet to the most deprived students at home is still progressing and procurement through BECTA is underway.</li> <li>• The work with supplementary schools is still to start and has been delayed due to other pressures for example delivering one to one tuition which became an urgent delivery priority unexpectedly.</li> </ul>  |
| <p>The needs analysis refresh highlights some of the key performance issues within this area. What do you think are the factors behind success / failure in outcomes? Does the data prompt any actions for next year?</p> | <ul style="list-style-type: none"> <li>• The needs analysis from Ofsted has highlighted some potential areas of focus but there are few serious concerns that we were not aware of. It appears that the vast majority of indicators are quite positive – indeed there is much to celebrate!</li> <li>• Validated outcomes at KS2 in 2008 are ranked first or second when compared to statistical neighbours.</li> <li>• The data around PRU's is more concerning and one that we are already tackling with some urgency. The Alternative Complementary Education strategy will be launched in the autumn 2009 and will provide leadership and focus to ensure service continued improvement. The Ofsted judgments of our pupil referral units as satisfactory confirms the need for a review of the services for pupils out of school and the development of the Alternative Complementary Education Strategy will help to address the issues.</li> <li>• The amber RAG for early years outcomes (NI72) will cease to become a concern given that outcomes in 2009 will represent big improvements on last years results. A 6% improvement in NI72 will probably place us in-line with the National Average and therefore green and is in excess of our target!</li> <li>• The data around BME groups is on the surface a concern but numbers are small for these groups. Given that we have now restructured the Ethnic Minority Achievement Service to make them more fit for purpose and able to cater for the larger numbers of young people in Plymouth we are in a better position to deal with the need. The data used to determine the RAG is based upon small cohorts, however we will carry out a full analysis of the 2009 performance data in order to target resources effectively.</li> <li>• The data concerning Children in Care again refers to old cohorts and the 2009 KS2 data will be much more positive.</li> </ul> |
| <p>The needs analysis also highlights some of the key issues that have emerged from consultation with children and young</p>  | <ul style="list-style-type: none"> <li>• CYP are clear that they want lessons that are more active and inter-related. We are already working with schools on restructuring the curriculum to place greater emphasis on active learning that has a strong outdoor element. The primary Curriculum Innovation Group meets regularly to support schools in achieving this. A number of Secondary schools have implemented an Integrated Curriculum at KS3. This is theme-</li> </ul>   |

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| <p>people/parents and carers. Please respond to that feedback and add back messages that you've had from consultation during the year.</p> | <p>centred and involves interactive team-teaching, activities-based learning, and cross-curricular links. All secondary schools are moving towards a skills-based curriculum, as opposed to a focus on range and content. Study Plus programmes in English and Maths are in place in 5 Secondary Schools and have provided a successful source of motivation and innovative teaching and learning scenarios. A Literacy Plus initiative at Post 16 has energised and motivated young people to develop their literacy skills.</p> <ul style="list-style-type: none"> <li>• <i>'More discussions than writing in lessons'</i>. We are working with schools on the importance of talk – and are delivering programmes particularly in early years e.g. Every Child a talker. Opportunities to develop more discussion and public speaking will be built into our refresh.</li> <li>• ECAW pilot authority – promotes talk for writing and this in itself is in rollout across the city.</li> <li>• Plymouth Drama Steering Group are devising a suite of training offers to schools to support active learning across the phases that includes a comprehensive conference and a range of exciting opportunities for children and young people that are linked across the curriculum.</li> <li>• <i>'More physical subjects'</i>. We are working with School Sports partnerships to ensure that every child gets access to 5 hours of PE and sport each week in and after school. Outdoor education is a priority and we are developing the concept of a city farm and country park, with colleagues in the capital planning team, which will give an excellent venue for this type of learning.</li> <li>• <i>'Combine subjects e.g. use food in maths'</i>. Cross curricular learning is an important part of our agenda too. We are working with schools to achieve this.</li> <li>• <i>'More help for people with learning difficulties. Help if pupils are struggling with lessons. After school tutoring away from school e.g. youth cafes '</i>. We are introducing one to one tuition that will help with this but we are also supporting schools in improving the support they give to pupils with special needs. We are doing this through training and advice.</li> <li>• Our discussions with CYP confirm the views expressed here. Students want more engaging and exciting lessons where they get involved and can learn in different places. Our Building Schools of the Future programme will deliver new learning environments and it is one of the city's top 14 priorities to achieve.</li> </ul> |
| <p>Please comment on any</p>   | <ul style="list-style-type: none"> <li>• Given that we have regular and robust in-year discussions about our educational</li> </ul>   |

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| <p>inspection outcomes or recommendations from the last year.</p> | <p>performance with the DCSF, GOSW and National Strategies as well as with Councillors we are able to adapt and amend our interventions and strategies as the year develops.</p> <ul style="list-style-type: none"> <li>• We have been challenged to work more creatively within mathematics and will be addressing this in the autumn with a focus on maths games and puzzles as well as maths in art. This should be appreciated given the feedback from students.</li> <li>• Given our national success with regard to 14-19 there are new challenges to tackle in the coming year. These include the Machinery Of Government changes that take effect in April 2010 as well as the need to champion and secure larger numbers of apprenticeships within the city. Increasing the number and quality of applied learning environments are an important priority too. We will open Healthtec during the next year as an example of this.</li> <li>• Improving outcomes post-16 is a high priority, especially the % of Young People who achieve the L3 threshold by age 19. Working with our schools and FE colleges, we have put in place a wide range of strategies:             <ol style="list-style-type: none"> <li>1. We have appointed a full time permanent 14-19 adviser with responsibility for post-16;</li> <li>2. We have just carried out an extensive student voice exercise in order to establish their views on the quality of Teaching and Learning;</li> <li>3. We are introducing a leadership course for existing and/or aspiring heads of post-16;</li> <li>4. We have set up 8 city subject networks for the most underachieving A level subjects;</li> <li>5. We are piloting a post-16 literacy intervention project;</li> <li>6. We are working with the University of Plymouth to run conferences on study skills for post-16 learners;</li> <li>7. We are expanding the range of qualifications available post-16 (IB, new TVC courses, Diplomas etc);</li> <li>8. We are involved in the pilot of the Framework for Excellence with eight of our sixth forms;</li> <li>9. Our adviser is supporting the head of sixth in all schools were the sixth form was judged to be either satisfactory or one grade lower than the whole school grade.</li> </ol> </li> <li>• Getting consistent and high quality E-safety practice within early years settings especially will be an important priority.</li> <li>• Every Child a Talker will be a new programme to be targeted on 20 early years settings and PSED/SEAD will continue to be delivered at a universal and a targeted level.</li> <li>• Talk for writing training being rolled out to all primary schools.</li> <li>• With partners we will be delivering innovative practice to better support pupils with speech, language and communication needs (Bercow pathfinder).</li> </ul> |
| <p>What actions taken this year will demonstrate how this</p>     | <p>Increasing the attainment of children from the poorest families is one of our top priorities and has driven our interventions for several years. Educational success leads to higher paid jobs and lifts</p>   |

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| <p>priority is address Reducing Child Poverty</p>   | <p>families out of poverty. To achieve this we work with schools to set aspirational targets for every pupil. School Improvement Partners work with Headteachers to ensure that every pupil makes good progress. We target spending to those schools with the greatest challenges and the Excellence Cluster provides additional services, advice and support to maximise attainment for schools serving areas of deprivation. The majority of our training and project packages will be prioritised to support schools based on the prior attainment and deprivation levels of their students. We devolve funding to schools with the aim to support greater engagement within schools that cater for the most deprived students. Supporting family learning in our most deprived neighbourhoods will complement our school based interventions. Increasing the number of pupils receiving PfS study support will boost the attainment of pupils from poorer backgrounds as we look to engage these schools more heavily into the programme. The out of school hours learning subsidy will be used to provide positive activities for young people in the poorest communities to lift aspirations and boost self-esteem.</p>  |
| <p>What actions taken this year will demonstrate how this priority to reflect Narrowing the Gap</p>   | <p>We have strong evidence to support the view that our current proposals are making a big difference. We must continue to deliver and target our programmes and funding towards strengthening the improvements that have already been made. Tackling underperformance within ethnic minority groups is an important area where we can target support and advice. We will focus support on those schools and settings that have the greatest need to deliver improved outcomes, through bespoke support packages aimed at developing sustainable capacity. We will also offer a core package of funded central training for teachers, aimed at mainstreaming provision for EAL pupils, and train EMA Lead Teachers in each school. These Lead Teachers will be supported through funded local support groups.</p> <p>The majority of our plans will help to further narrow the achievement gaps in Plymouth. One to one tuition is a new intervention that will add more capacity and focus to allow schools to raise the attainments and improve the progress made by underachieving pupils. Closer partnership working with the library and museum service and other partners will give a greater impact across the city. Leading the SW ISP Hub also strengthens regional collaboration focused on raising standards.</p> |
| <p>Are there any other significant policy drivers (such as the Governments response to Lord Laming's review of Safeguarding) that are likely to inform the implementation of this priority.</p> | <p>The 14-19 reform agenda as well as the 21<sup>st</sup> century schools white paper will make a big impact on the way that we work with schools and build capacity for school improvement. Funding for school improvement is likely to change significantly by 2011. More local needs will be identified that require tailored packages of support to be created. The localities agenda will also require a different type of school improvement engagement to deal with community wide needs.</p>   |

| <b>Make a Positive Contribution</b>   |   |
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| <b>Priority : 8 Reduce Risk-Taking Behaviours such as Substance Misuse, Unprotected Sex and Criminal Activities</b> |   |
| <b>Champion : Verity Jones</b>  | <b>Priority Coordinator: Dave Schwartz</b>  |
| <p>Please comment on key achievements and outstanding actions from the past year?</p>                               | <ul style="list-style-type: none"> <li>• We have reduced the number of first time entrants into the criminal justice system over the last year from 304 to 252.</li> <li>• Young offenders engagement in suitable education, employment or training shows year on year improvement of 8.8%</li> <li>• Young offenders access to suitable accommodation reaches 96.8%.</li> <li>• Planned discharges from young people's substance misuse treatment increase from 29% in 2006/07 to 81% (upper quartile) in 2008/09 –this is a key outcome indicator for treatment and this reflects a major improvement in performance.</li> <li>• Implementation of a city wide challenge and support team, 'Streetwise', focusing on anti-social 'hot-spots'. Evidence is demonstrating decreases in crime and anti-social behaviour where the service has been active.</li> <li>• Plymouth attracts £35,000 from the Department of Health to support innovative alcohol work delivered through locality networks.</li> <li>• Plymouth attracts £350,000 into city as part of the Youth Crime Action Plan – including funds that support parent and family projects impacting on crime, anti-social behaviour and substance misuse issues.</li> <li>• Plymouth attracts £200,000 to support capital project to support Hidden Harm agenda</li> <li>• Hidden Harm strategy and implementation plan in place.</li> <li>• New Sexual Health Strategy in place for city that will reduce teenage conception rates, improve the sexual health of young people and support teenage parents.</li> <li>• Significant increase in activity to reduce teenage conception rates in City including</li> </ul> |



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|   | <p>considerable increase in young people accessing contraception services.</p> <ul style="list-style-type: none"> <li>• We have significantly improved intelligence and analysis supporting our most coherent understanding of need particularly as it relates to prevention and early intervention.</li> </ul>  |
| <p>The needs analysis refresh highlights some of the key performance issues within this area. What do you think are the factors behind success / failure in outcomes? Does the data prompt any actions for next year?</p> | <ul style="list-style-type: none"> <li>• The Youth Offending Service is improving performance against its key targets and this improvement must be sustained. Additionally we need to ensure accurate and reliable data is available to the partnership to support high quality intelligence for planning and analysis and effective performance management.</li> <li>• Substance misuse performance is good but measure was unreliable. This year this measure is likely to be much more reliable and will provide a better basis for evaluating performance. Key areas for focus are: developing locality capacity to work with substance misuse including awareness raising and local campaigns to reduce problem alcohol use; building capacity to deliver prevention and early intervention; effective use of CAF; improving access to specialist treatment.</li> <li>• Teenage conception rates have dropped by 9% since 1998 baseline. However we have not been able to sustain a clear downward trend in line with hitting our LAA target. Along with the increase in activity which we have achieved over the last year key actions in the coming year need to focus on; improving performance management of the partnership; effective use of targeted support; effective use of CAF; improved access to and quality of sexual health and relationship information and advice; improved access to contraception; supporting parents to talk to children.</li> <li>• In line with supporting the Child Poverty agenda we should seek to ensure that benefit maximisation is considered where appropriate within all actions that link to delivery of provision.</li> <li>• We have not been successful in establishing a locally delivered training programme supporting Motivational Interviewing and Solution Focused Brief Interventions – these should be core competencies for staff working risk taking behaviour. This year should achieve the aim of having such a programme in place.</li> </ul> |
| <p>The needs analysis also highlights some of the key issues that have emerged from consultation with children and young</p>  | <ul style="list-style-type: none"> <li>• Young people want more and better information on sex and relationship issues. This is reflected through numerous consultations and surveys. SRE is due to become compulsory in schools from September 2010. It is important that sex and relationship education, information and advice are available through school the youth service and a range of other young people focused services.</li> </ul>   |

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| <p>people/parents and carers. Please respond to that feedback and add back messages that you've had from consultation during the year.</p> | <p>Key messages from the consultation with young people in support of our sexual health needs analysis:</p> <ul style="list-style-type: none"> <li>▪ How to get parents to engage with their children around sex and relationships.</li> <li>▪ The transition between primary and secondary school is important in relation to SRE.</li> <li>▪ Young people want to have (age appropriate) SRE before going secondary school.</li> <li>▪ Language is not helpful in schools – SRE has different content according to age.</li> </ul> <ul style="list-style-type: none"> <li>• Young people clearly want to feel safe. They want to participate in and influence local responses to issues in their communities including risk taking behaviour. Participation initiatives and consultative processes must be in place that ensure young people's views help make services relevant and effective, that they can routinely feedback and be party to decisions that affect their communities. Ensuring engagement in these processes of some of our more vulnerable young people who themselves are involved in risk taking behaviour will require strong commitment.</li> </ul> |
| <p>Please comment on any inspection outcomes or recommendations from the last year.</p>  | <ul style="list-style-type: none"> <li>• Plymouth Young People's Service (Substance Misuse) is highlighted in the National Treatment Agency Annual Report for 2008.</li> <li>• Hidden Harm work being cited as an example of best practice by the National Treatment Agency.</li> </ul>  |
| <p>Overarching Comments</p>  | <p>In developing this priority significant amount evidence was used that established a model supporting a correlation between multiple vulnerability and risk taking behaviour.</p> <p>Key in this evidence was Plymouth Public Health Development Unit's 'Atlas of Child Health and its Determinants'. This work clearly demonstrated high correlation between substance misuse, teenage conception and crime with our most deprived neighbourhoods and localities.</p> <p>The impact of delivering the risk taking behaviour implementation plan will be to narrow the gap, reduce child poverty and improve safeguarding. These issues are at the heart of what would reflect success with this priority.</p>   |
| <p>What actions taken this year will demonstrate how this</p>  | <p>Actions improving outcomes for young people and families include supporting young people who are NEET and families who are disadvantaged. Actions need to be geared to ensure that as part</p>  |

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| priority is address Reducing Child Poverty   | of the work undertaken maximising benefit take up is included.  |
| What actions taken this year will demonstrate how this priority to reflect Narrowing the Gap   | As this priority is focused on reducing risk taking behaviour much of the impact will be focused on vulnerable young people and families - so narrowing the gap. Therefore all actions impact on narrowing the gap.   |
| Are there any other significant policy drivers (such as the Governments response to Lord Laming's review of Safeguarding) that are likely to inform the implementation of this priority. | <ul style="list-style-type: none"> <li>• <u>PSA Delivery Agreement 14</u>: Increase the number of children and young people on the path to success</li> <li>• Youth Crime Action Plan. Home Office. 2008</li> <li>• Youth Alcohol Action Plan. DCSF. Home Office. DoH. 2008</li> <li>• Drugs; protecting families and communities – The 2008 drug strategy (2008-2018)</li> <li>• Healthy Lives, Brighter Futures (DoH, 2009):</li> <li>• Progress and priorities – working together for high quality sexual health: Review of the National Strategy for Sexual Health and HIV (DoH, 2008)</li> <li>• Teenage Pregnancy: Accelerating the Strategy to 2010 (Department for Children, Schools and Families, 2006):</li> <li>• Teenage parents: Who Cares? A guide to commissioning and delivering maternity services for young parents (Department for Children, Schools and Families &amp; Royal College of Midwives, 2008):</li> <li>• Reaching Out: Think families. Social Exclusion task force – Cabinet Office. 2007</li> <li>• Protection of Children in England a Progress Report. Lord Laming. 2009</li> </ul> |

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| <b>Make a Positive Contribution</b>  |   |
| <b>Priority : 9 . Improve Opportunities for Young People to Make a Positive Contribution</b> |   |
| <b>Champion : Maggie Carter</b>  | <b>Priority Coordinator: Hannah Jordon</b>  |
| Please comment on key achievements and outstanding actions from the past year?               | <ul style="list-style-type: none"> <li>• Embedding of children and young people participation in the work of the Children's Trust at all levels. <ul style="list-style-type: none"> <li>- Shadow Children's Trust set-up</li> <li>- Involvement of children and young people on Overview and Scrutiny Panel</li> <li>- Young people on appointment panels for posts at all levels.</li> </ul> </li> </ul> |

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|  | <ul style="list-style-type: none"> <li>- City Youth Council, Youth Cabinet and Youth Parliament in place.</li> <li>• Children and young people voice heard through participation activity. <ul style="list-style-type: none"> <li>- Production of DVDs (Behind the Smile, mental health; Count Me In, disability; someone Who Listens, children's workforce)</li> <li>- Consultation events</li> <li>- Presentation by children and young people at conferences locally an nationally e.g. Listen and Care Council</li> <li>- Children in care at conference in London.</li> </ul> </li> <li>• All schools have school councils who influence the way school are run.</li> <li>• Participation teams from Routeways and the Youth Service train and support children and young people to enable meaningful participation through a range of mediums.</li> <li>• Children and young people have been involved in design panels for new schools, city Centre Area Action Plan etc.</li> <li>• Training for volunteers rolled out to young people in conjunction with Princes Trust.</li> <li>• Specific groups of children and young people e.g. children in care, children with disability are informing service developments in those areas.</li> <li>• Website set up with database of activities for children and young people.</li> <li>• Work to promote positive image of young people – high profile events such as Youth Arts Festival, Schools Out event, Relay for Life Walk.</li> </ul> <p><u>Actions Outstanding:</u></p> <ul style="list-style-type: none"> <li>• Work on implementation of Hear by Right Standards.</li> <li>• Adaptation of individual service planning and review processes to maximise child friendliness.</li> </ul> |
| <p>The needs analysis refresh highlights some of the key performance issues within this area What do you think are the factors behind success / failure in outcomes? Does the data prompt any actions for next year?</p> | <ul style="list-style-type: none"> <li>• Participation in care planning and statement reviews: <ul style="list-style-type: none"> <li>- Need to monitor and potentially broaden e.g. to include CAF participation.</li> </ul> </li> <li>• N114 – Rate of permanent exclusions is in upper middle quartile nationally.</li> <li>• Tellus data – new Tellus Survey data available in January 2010 should provide more accurate picture: <ul style="list-style-type: none"> <li>- Young people are encouraging schools to take part though events and meetings, and there already exists a predicted significant increase in take-up of Tellus across the city.</li> <li>- Local children and young people consultation conducted by Routeways will give more information.</li> </ul> </li> </ul>  |
| <p>The needs analysis also highlights some of the key issues that have emerged</p>   | <ul style="list-style-type: none"> <li>• More schools have signed up to take part in TELLUS 4 next year which is encouraging as it will give us a more accurate picture of life for children and young people in Plymouth. In particular the views and opinions about how involved and listened to they feel will hopefully echo the</li> </ul>   |

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| <p>from consultation with children and young people/parents and carers. Please respond to that feedback and add back messages that you've had from consultation during the year.</p> | <p>improved volunteering, participation, Positive Activities, involvement in decision-making and governance opportunities that are now available for young people.</p> <ul style="list-style-type: none"> <li>• Young people are more involved in initiating activities/projects and being involved in having a say, this is evidenced through the increased amount of youth forums, youth groups across VCS, Youth Service and the use of the Youth Opportunity/Capital Funds by young people in the city.</li> <li>• How we communicate what's available for children and young people to take part within will be crucial to their engagement (this includes text, emails, websites, advertising etc).</li> <li>• Mapping the work, partnership working and feeding back to children &amp; young people on actions and outcomes will encourage more involvement in decision-making.</li> <li>• Young people are now more involved in opportunities around governance (i.e. UK Youth Parliament, Youth Cabinet, CYPOSP etc). Local Democracy Week 2009 (13-19<sup>th</sup> October) in Plymouth will host a variety of opportunities including Young People's Question Time, and UK Youth Parliament presentations to full council).</li> </ul> |
| <p>Please comment on any inspection outcomes or recommendations from the last year.</p>  | <p>The evidence of participation of children and young people in all services is recognised through inspection undertaken last year including Fostering and Adoption and the Youth Service.</p>   |
| <p>What actions taken this year will demonstrate how this priority is address Reducing Child Poverty</p>   | <ul style="list-style-type: none"> <li>• Ensuring that <b>all</b> children and young people have their voices heard through school councils in all schools and tailoring Tellus and other survey activity to ensure issues of economic well-being are covered.</li> <li>• Targeting the Education Schools Disadvantage Grant programme in areas of social deprivation to ensure access to positive activities.</li> <li>• Targeted youth support in areas of social deprivation.</li> <li>• Children in care access to support funds for extended school activities.</li> </ul>   |
| <p>What actions taken this year will demonstrate how this priority to reflect Narrowing the Gap</p>  | <ul style="list-style-type: none"> <li>• Targeting participation support and opportunities to specific vulnerable groups e.g: <ul style="list-style-type: none"> <li>- Children with Disability</li> <li>- Children in Care</li> <li>- Young Carers (The Zone and Youth Service)</li> <li>- BME groups</li> <li>- LGBT (Out Youth group)</li> </ul> </li> </ul> <p>Ideas and new approaches to engaging these groups will come from consultations and forums with target group and established systems such as UK Youth Parliament, TELLUS, City Youth Council, Youth Cabinet and the Shadow CYP Trust.</p>   |

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|   | <ul style="list-style-type: none"> <li>• Hear By Right, a toolkit to enable and ensure the voices of children &amp; young people are being involving within decision-making will help identify gaps and put forward ideas around different ways of working with children &amp; young people in the city.</li> </ul>   |
| <p>Are there any other significant policy drivers (such as the Governments response to Lord Laming's review of Safeguarding) that are likely to inform the implementation of this priority.</p> | <ul style="list-style-type: none"> <li>• Aiming High for Disabled Children</li> <li>• Care Matters</li> <li>• Lord Laming Review</li> <li>• Aiming High' outlines 6 Promises to young people these are: Empowering young people, Rebalancing public narrative about young people, Increasing the number of places to go, Removing barriers and supporting access, Improving capacity and quality of services and Supporting Youth Workers to do their best for young people. Priority 9 will have an implementation plan that includes training, accessibility, positive recognition of young people in the media, continued support for young people in applying for Youth Opportunity/Capital funding and evaluation by children and young people of services though toolkits such as Hear By Right.</li> </ul> |

| <b>Achieve Economic Well-Being</b>  |   |
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| <b>Priority : 10. Raise Young People's Aspirations, with Particular Support for Young People who are Not in Education, Employment or Training</b>   |   |
| <b>Champion : Colin Moore</b>   | <b>Priority Coordinator: Carole Henwood / Theresa Brooks</b>  |
| <p>Please comment on key achievements and outstanding actions from the past year?</p>   | <p>Some of the key achievements from this year are the NEETs and the Aspiration Needs Analysis that are due to be completed shortly.</p> <p>The set up of Summer University 2010</p> <p>The set up of Pathfinder pilot for Key Stage 2 Career Related Learning in Plymouth.</p> <p>Some of the outstanding actions are hosting a stakeholder for Priority 10 to launch the needs analysis and kick start the implementation plan refresh this is planned for October.</p>   |
| <p>The needs analysis refresh highlights some of the key performance issues within this area. What do you think are the factors behind success / failure in outcomes? Does the data prompt any actions for next year?</p> | <p>Some of the key barriers are the economic downturn which is not helping reducing the number of NEETS in the city. However, the intention is to focus on barriers such as these as part of the implementation plan refresh. In the process of being developed currently is a City Wide strategy to tackle NEET levels within the city which will also help to overcome these areas.</p> <p>The Youth Service intervention and project aimed at NEETs and aspiration and self esteem levels in the universal sense have greatly improved by the strong sense of leadership within the Youth Service.</p> <p>Further areas for improvement for this priority which will be addressed in the implementation plan refresh are</p> <ul style="list-style-type: none"> <li>• Early years intervention with both aspiration and NEET and</li> <li>• Stronger links with Higher Education.</li> </ul> |
| <p>The needs analysis also highlights some of the key issues that have emerged from consultation with children and young people/parents and carers.</p>   | <p>Part of the aspiration needs analysis involves working with the shadow trust to establish what their thoughts are around the specific issues concerning low aspiration levels. We hope to conduct this exercise in August/September time.</p> <p>Parents and Carers have provided detailed feedback and input into the Key Stage Two Pilot programme that is due to run in Plymouth.</p>   |

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| <p>Please respond to that feedback and add back messages that you've had from consultation during the year.</p>                                  | <p>In response to the consultation with Children and Young People, the learning that Priority 10 will take is that parents/carers and children and young people would like valued and easily accessible services for all. We will also include details of how we intent to ensure that the families are worked with as a whole in our implementation plan refresh.</p>   |
| <p>Please comment on any inspection outcomes or recommendations from the last year.</p>  | <p>NEETs continue to be monitored and be affected by the economic down turn. 14-19 inspection identified strong leadership as the positive force within the Children and Young People's Services that was delivering good outcomes.</p> <p>Recent Ofsted inspections in schools have picked up that greater preparation needs to be achieved in achieving economic well being which will be picked up as part of our implementation plan refresh when we look at how to address this in early years and preventative work.</p>   |
| <p>What actions taken this year will demonstrate how this priority is address Reducing Child Poverty</p>   | <p>Both of Priority 10's Needs Analysis have uncovered a significant amount of statistical and theoretical evidence to demonstrate that social deprivation is a linked to poor aspiration and Neets. Taking the learning from Narrowing the Gap will be a key work stream in Priority 10 and these issues will be included in the implantation plan refresh. This will also be reinforced by implementing the recommendations from Aiming Higher, working with Connexions on an plan to for the early identification and prevention of young people who may become NEET and the robust work of the 14-19 Strategy to ensure that personalised learning, diploma's and high quality Information, Advice and Guidance is provided to young people from a well motivated and skilled workforce.</p> |
| <p>What actions taken this year will demonstrate how this priority to reflect Narrowing the Gap</p>  | <p>In our implementation plan we will target specific groups for increased support whilst maintaining a universal approach also. From April we will also be in receipt of economic disadvantage subsidy funding for extended schools. Which will also closely link to narrowing the gap.</p> <p>We will examine the barriers to learning and employment in Plymouth such as access to affordable transport, affordable housing and the impact of employment opportunities as a result of the recession.</p>  |
| <p>Are there any other significant policy drivers (such as the Governments response to Lord Laming's review of Safeguarding) that are likely</p> | <p>Some of the key drivers around priority ten are close multi agency working examples of this are our work creating summer university.</p> <p>Greater emphasis on extended schools and building schools for the future and delivering both universal and targeted youth support.</p>  |



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| to inform the implementation of this priority. |  |
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| Service Management :   |   |
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| <b>Champion : Verity Jones</b>   | <b>Priority Coordinator: Richenda Broad/Claire Cordory</b>  |
| <p>What part of the Implementation Plan has been completed in the past year?</p> | <p><b>Common Assessment Framework :</b> Re-launch of the CAF in September 2009 has included specific training for Managers and information sharing training. The work to track the chronology of referrals and CAF's will identify areas of good practice and where additional training and support is required. Locality Managers and locality working will support the embedding of CAF across all services.</p> <p><b>Joint Needs Analysis :</b> The Joint Needs Analysis has formed the foundation for all Strategies and Implementation Plans. It has been revised and continues to form the basis for the planning for children and young people in Plymouth. Plymouth participated in Children's Service Mapping providing access to needs assessment and service information.</p> <p><b>Strategic Commissioning / :</b> The Strategic Commissioning Framework has been agreed by the Trust and will drive the service improvements required to achieve excellence. This will include establishing specifications for all services to ensure efficiency, effectiveness and value for money.</p> <p><b>Workforce Strategy :</b> Plymouth is working to achieve the standards described in One Children's Workforce. The common induction is established as core offer for all staff joining services across the Trust.</p> <p><b>Value for Money – Use of Resources :</b> Financial mapping will be undertaken using the Children's Service Mapping tool to ensure lack of duplication and efficient use of all resources to meet identified needs.</p> <p><b>Building Schools for the Future :</b> Plymouth was judged the highest priority by the DCSF for 3<sup>rd</sup> wave BSF and it is anticipated will have their readiness assessment approved in the autumn 2009. This</p> |

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|   | will enable the next phase of BSF to proceed.  |
| What are the performance issues within this area (please specify each performance indicator and how they have performed. Are there outstanding issues to be addressed?) | <p><b>Common Assessment Framework :</b> Analysis of CAFs has show considerable variation in who and when CAF's are undertaken. Analysis of CAF's and training in 2009 and 2010 will address this to ensure consistency.</p> <p><b>Joint Needs Analysis :</b></p> <p><b>Strategic Commissioning :</b></p> <p><b>Workforce Strategy :</b></p> <p><b>Value for Money – Use of Resources :</b></p>   |
| What issues have emerged from consultation with children and young people/parents and carers?   | <p><b>Joint Needs Analysis :</b> <b>The consistent involvement of children and young people in this work enables the</b></p> <p><b>Strategic Commissioning :</b></p> <p><b>Workforce Strategy :</b> Including children and young people's views in training and induction has been a powerful tool. Over the past year the Strategic Workforce team, the Substance Misuse Team and the Disability Service have produced DVD's which provide strong messages about what workforce children and young people wish to see.</p> <p><b>Value for Money – Use of Resources :</b></p>   |
| What specific inspection outcomes should be reflected in your refreshed implementation plans.   | <p><b>Common Assessment Framework :</b> The importance of CAF to Plymouth's ambition to provide early intervention and prevent crisis is critical and underpins the recommendation from Lord Laming, Your Child, Your School, Our Future and Narrowing the Gap.</p> <p><b>Joint Needs Analysis :</b> Narrowing the Gap recommendations on the use of data and the national Children's Plan identify the importance of integrated needs assessment and data sets that are accessible to frontline staff as well as planners.</p> <p><b>Strategic Commissioning :</b> Effective commissioning underpins the recommendations from Lord Laming, Your Child, Your School, Our Future and Narrowing the Gap.</p> <p><b>Workforce Strategy :</b> All inspections will challenge the Plymouth's implementation of One Children's Workforce, and the recommendations for workforce development and training from Lord Laming's report and Your Child, Your School, Our Future and Narrowing the Gap.</p> <p><b>Value for Money – Use of Resources :</b></p> |
| What actions taken this year will demonstrate how this priority is address Reducing Child Poverty   | <p><b>Common Assessment Framework :</b></p> <p><b>Joint Needs Analysis :</b></p> <p><b>Strategic Commissioning :</b> Think Family will provide the policy framework for the specification of all services that provide Think Family services. This will ensure that they reflect Think Family which includes issues of worklessness and employment as well as Value for Money – Use of Resources.</p>  |

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|  | <b>Workforce Strategy :</b>  |
| What actions taken this year will demonstrate how this priority to reflect Narrowing the Gap   | <p><b>Common Assessment Framework :</b></p> <p><b>Joint Needs Analysis :</b> Ensuring that staff have access to integrated data sets that inform their practice and enable them to target effective early intervention</p> <p><b>Strategic Commissioning :</b></p> <p><b>Workforce Strategy :</b> The focus of the Workforce Strategy is that the Trust should have a skilled and appropriately trained workforce is critical to closing the gap across/ embedding good practice. Whole system training should provide the work force with sufficient knowledge about child development to obtain specialist help when needed; lead professionals should understand learning, welfare, health and development issues.</p> <p><b>Value for Money – Use of Resources :</b></p> |
| Are there any other significant policy drivers (such as the Governments response to Lord Laming's review of Safeguarding) that are likely to inform the implementation of this priority. | <p><b>Common Assessment Framework : Joint Needs Analysis : Strategic Commissioning : Workforce Strategy : Value for Money – Use of Resources :</b> Narrowing the Gap; Think Family; Youth Crime Action Plan; Lord Laming's Review of Safeguarding 2009; One Children's Workforce.</p>  |

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| <b>Locality Working</b>   |  |
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| Champion : Maggie Carter  | Priority Coordinator: Lisa Hartely   |
| What part of the Implementation Plan has been completed in the past year? | <p>The configuration of Plymouth into 6 localities, based on the 43 neighbourhoods has now been adopted by the local strategic partnership as the basis for planning and delivery of services across the city. There are 6 Locality Commissioning groups established. These groups comprise key 'movers and shakers' from each locality from the statutory, voluntary and private sector. Some have already commissioned specific activities using available budgets. The work of commissioning groups was recognised as good practice in the White Paper.</p> <p>A locality directory has been produced and is now on the Parent Partnership website, this identifies key personnel working in each locality.</p> <p>Training facilitated by Annie McGee and the CWFD has been delivered in each locality for the network of practitioners.</p> |

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|   | <p>Three locality managers have been appointed to lead on this work supported by the Excellence Cluster. There are office spaces in 5 localities for the managers to use.</p> <p>Locality needs analysis is completed and updated, Children's Centres now in place in all Localities.</p> <p><u>Outstanding actions:</u></p> <ul style="list-style-type: none"> <li>• Embedding CAF in locality working.</li> <li>• Finding co-location opportunities.</li> </ul> |
| What are the performance issues within this area (please specify each performance indicator and how they have performed. Are there outstanding issues to be addressed?) | NA  |
| What issues have emerged from consultation with children and young people/parents and carers?   | Young People and their families have consistently told us that they wish services to be provided locally. Children and young people in particular refer to their wish for non-stigmatising services provided from a joint location that provide universal and targeted support so that when they enter it is not clear if they are seeking a specific service.  |
| Have there been any inspection recommendations that need to be addressed from the last year?  | NA  |
| What actions taken this year will demonstrate how this priority is address Reducing Child Poverty   | <p>Early intervention and the development of Integrated services in the community should better identify and support the most needy children and families.</p> <p>The Education Schools Disadvantage Grant funding will help subsidise access to an exciting range of activities that disadvantaged children and young people and children in care, who through economic circumstances would otherwise be unable to participate.</p>                              |
| What actions taken this year will demonstrate how this priority to reflect Narrowing the Gap  | Early intervention and a team around the child approach through the use of CAF will support narrowing the gap in outcomes particularly health, mental health and educational attainment.  |
| Are there any other significant policy drivers (such as the Governments response  | <p>Lord Laming Review</p> <p>"Your Child, Your Schools, Your Future" (White Paper 2009)</p> <p>Health Inequalities Strategic Review (the Marmot Review 2010)</p>  |

to Lord Laming's review of Safeguarding) that are likely to inform the implementation of this priority.

**Children's Integrated Disability Service**

Champion : Maggie Carter

Priority Coordinator: Jo Siney

What part of the Implementation Plan has been completed in the past year?

Integration of Services

- Teams within Plymouth City Council integrated working to Integrated Disability Service Manager, with integrated budget.
- Close day to day working with PHNT staff.
- Relocated and co-located teams on Scott Business Park site.

Achievements in Service Delivery

- Set up a Parents Reference Group to work with us as we develop services.
- Widened choice for families in short breaks provision to include family based care and access to inclusive opportunities.
- Provided training to mainstream providers to enable them to include children and young people with disability (e.g. holiday play schemes, child care providers) through the Plymouth Inclusive Child Care Service.
- Set up an equipment store on the Scott Business Park site including a short loans facility for specialist equipment to inclusive providers.
- Published a 'short-breaks' newsletter "Break into Summer" for families prior to the summer holiday break on what is available.
- Set up a provider's forum for voluntary and community sector providers for children and young people with disability to work with us on developing the Aiming High core offer.
- Been recognised as good practice by the DCSF for our short breaks work as part of the 'Aiming High' agenda.
- Worked with a group of children and young people with disabilities through a specialist participation worker to ensure their views are heard.
- Produced a DVD called "Count Me In" in which children and young people talk about what they want for positive activities.
- Developed protocols with Adult Learning Disability Services around transition to adulthood

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|   | <p>specific developments.</p> <ul style="list-style-type: none"> <li>• Developed 'wrap-around' support packages across home and school to enable children and young people with the most complex needs to remain in the city with families.</li> <li>• Extended the Communication and Interaction Team to reflect increased numbers and complexity of children and young people with Autistic Spectrum Disorder (ASD).</li> <li>• Developed a multiagency assessment and care pathway (Oasis) for children and young people with ASD.</li> <li>• Joint work with Woodlands School to develop specialist trained staff to support children and young people with multi sensory impairment.</li> <li>• Focussed work with young people with hearing impairment who are British Sign Language users educated out of the city, to develop their links with the Plymouth Deaf Community.</li> <li>• Provided Independent Travel Training for 26 young people this year from special and mainstream schools to enable them to use public transport and working to roll out the programme into Devon and into Adult Services.</li> </ul> <p><u>Actions outstanding:</u></p> <ul style="list-style-type: none"> <li>• Implementing the Single Point of Contact (SPoC) for families into services for disability.</li> <li>• Completion of co-location of services.</li> <li>• Developing a comprehensive needs analysis for children and young people with disability.</li> <li>• Developing a city-wide strategy for children and young people on the Autistic Spectrum.</li> </ul> |
| <p>What are the performance issues within this area (please specify each performance indicator and how they have performed. Are there outstanding issues to be addressed?</p> | <ul style="list-style-type: none"> <li>• No specific reference to disability outcomes within needs analysis.</li> <li>• Performance data set for SEN and Disability will develop to include N154 (Parents views) and other indicators such as the SEN/non-SEN attainment gap (N105)</li> <li>• N103 – pressures continue in production of statements within statutory timescales being addressed by management action and liaison with health. Further action needed to reduce numbers of statements by greater delegation to schools.</li> <li>• N105 – Plymouth is in upper middle quartile nationally for SEN/non-SEN gap.</li> <li>• There have been no permanent exclusions of pupils with statements of special educational need for the past 3 years.</li> </ul>  |
| <p>What issues have emerged from consultation with children and young people/parents and carers?</p>  | <ul style="list-style-type: none"> <li>• Feedback from children and young people with disability is that they want to do what all children and young people do e.g. have sleepovers, go horse riding and go to nightclubs.</li> <li>• Feedback from parents is that they want to be able to use mainstream facilities e.g. the Life Centre with their children:</li> </ul>   |

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|  | <ul style="list-style-type: none"> <li>- they want more flexible responses to their families needs</li> <li>- they want easier access to a broader range of short break opportunities and minimised bureaucracy</li> <li>- they recognise a need for a broader workforce of care providers for their children.</li> </ul>  |
| Have there been any inspection recommendations that need to be addressed from the last year?   | No inspections have taken place in the past year. Previous inspections and current national good practice continue to inform this work.  |
| What actions taken this year will demonstrate how this priority is address Reducing Child Poverty  | <ul style="list-style-type: none"> <li>• Better information for parents through the Single Point of Contact will include information on benefit availability and income maximisation.</li> <li>• Increased accessible childcare through Aiming High, including childminding.</li> <li>• Training and support for young people into adulthood by work with Connexions and LSC.</li> <li>• Parents Reference Group are a vehicle for raising economic issues.</li> </ul> |
| What actions taken this year will demonstrate how this priority to reflect Narrowing the Gap   | <p>All the work of the Service is aimed at 'narrowing the gap' in all five outcomes for children and young people with disability. The Aiming High Core Offer, the Disability Strategy and the Inclusion policy all focus on this agenda.</p> <p>The Disability Needs Analysis and dataset aims to allow us to evidence this more clearly.</p>   |
| Are there any other significant policy drivers (such as the Governments response to Lord Laming's review of Safeguarding) that are likely to inform the implementation of this priority. | <ul style="list-style-type: none"> <li>• The Lamb Report on Special Educational Needs</li> <li>• Aiming High for Disabled Children</li> <li>• Lord Laming Safeguarding Review</li> <li>• New Family Support Act due 2011</li> </ul>  |