

# **PLYMOUTH CHILDREN AND YOUNG PEOPLE'S PLAN 2011-14**

Year One Progress



**PLYMOUTH**  
CITY COUNCIL

## **INTRODUCTION: A YEAR OF CHANGE**

The context for the first year of the new plan was one of opportunity and change. Every element of the Children and Young People's Trust has been affected by policy and fiscal disturbance. Reforms to safeguarding, funding and expectations of education, policing, youth provision, health and social care and access to welfare are spreading across the system. Slowly throughout the year, policy statements have been supported by additional guidance but agencies are continuing to explore and understand the impact of changes on local families. In addition, families continue to struggle in the face of the economic climate. There has been an acute focus on the levels of youth unemployment in the City but we are also experiencing the impact of recession through increased substance misuse, domestic abuse and crime.

Locally, priorities cascaded through the Plymouth 2020 partnership cemented partners around four major areas:

- Deliver Growth
- Raise Aspirations
- Reduce Inequalities
- Provide Value for Communities

The new plan demonstrated how the Children's Trust partners would work together, and across major partnership areas, to ensure that the needs of children, young people and families were met in this local strategic framework. This has led to positive developments in cross-partnership working, for example in the relationship between education providers and employers, this will continue to be a focus in the coming year.

There have been a series of budget reductions and organisational changes within the Children's Trust membership, most notably with the introduction of the new Plymouth Community Healthcare provider and strengthening role of the clinical commissioning group led by GPs.

The political landscape of the City has shifted to Labour run and a new Lead Member of Children's Services appointed. The Council itself has undergone a significant transformation with the development of a new Directorate for People. This provides an excellent opportunity for greater alignment and collaborative working between services aimed at children and young people and those designed for adults.

## **OUR PROGRESS IN 2011-12**

In May 2011, the Children and Young People's Trust set out a series of priority actions to continue to work towards the vision to help all our children to live, grow, achieve and exceed in their hopes for the future. Work has steadfastly continued with a series of innovations and strong examples of joint working across each of the priority areas.

## **I. Equip young people with skills, knowledge and opportunities to make a successful transition to adulthood.**

We pledged to:

- Maximise engagement opportunities with employers, especially for vulnerable 14-19 year olds
- Develop high quality apprenticeships for young people
- Encourage enterprising skills among young people
- Commission independent advice to ensure young people are supported to make informed choice, particularly for young people vulnerable to being not in education, employment or training
- Excite and prepare young people for transitions, particularly the transition to secondary schools and from children's to adult services.

Throughout 2011-12, we have undertaken a series of initiatives citywide to boost apprentice numbers: Chamber of Commerce 100 in 100, Third Sector apprentices, Plymouth City Council apprenticeship. This includes the development of apprenticeship ambassadors and multi-media promotional materials to raise awareness of Raising Participation Age requirements and apprenticeships.

We have organised a range of business / education activities across the city for February's Apprenticeship week and built on strong collaboration between businesses, education providers and the Council to map enterprise and employability provision.

We have prepared for changes in the responsibilities for information, advice and guidance. The Local Authority Contract for 2012-13 is a youth contract focussing additionally on Raising Participation Age requirements

We have strengthened transition support to vulnerable groups. Participation adviser projects: those linked to the Teenage Parents Project and the Special Schools Project have been successful, with evidence of impact on engagement of young people in education, employment and training. New transition paperwork from year 9 to year 13 to support information sharing across all agencies involved with the young person. The plan incorporates person centred planning to enable the young person to be at the centre of transition. Pilot with 3 schools has been very successful.

### **Improved**

#### **NEET's. 6.1% (2011/12).**

Significant improvement against previous year albeit target of 5.3% was not met. Changes to counting rules for next year will mean automatic rise in numbers (where you live as opposed to where you studied). E.g, if new counting rules applied this year NEET's would be 8.1%.

### **Worsened**

#### **Increase the number of Plymouth 16-18 year olds "Starting" an apprenticeship during the year. (Latest Data 2009/10 – 829).**

Apprenticeships reduced last year due to issues with providers. The latest data is not available yet but expectations are that the target has the potential to be achieved.

## **2. Improve levels of achievement for all children and young people.**

We pledged to:

- Improve educational achievement levels, particularly in maths, English and science
- Improve the educational achievement of vulnerable groups, including young carers and children in care
- Build self-confidence and promote the well-being of children and young people especially through a sense of belonging and inner confidence

During 2011-12 the council reorganised its school improvement service to reinforce a clear focus on this priority area. Every school has a Plymouth Leadership Adviser who supports the schools agenda for improvement and provides appropriate challenge for raising standards. The changing educational landscape has required a fresh approach to some areas of our work with schools and there is a need to co-construct future activity so that best use is made of available resources. The LA is a strategic partner within the Teaching School. Good use has been made of National Leaders of Education and other elements of school to school support. LA courses on reading, writing and maths are well received but too early to gauge impact. The number of schools below floor standards at primary will be significantly reduced this year. A STEM4Plymouth Action Plan has been created which enables local partners and schools to work both strategically and operationally together.

Achievement at end of KS2 remains a cause of considerable concern. This is not exclusively related to levels of funding or resource with improvements needed to the quality of teaching and learning and leadership in Primary Schools. Leadership attention needs to be focused on the standards agenda. An enhanced programme of interventions is in place in the academic year 2011-2012. This focuses on core curriculum areas. During the year we have secured extra capacity for those schools that require support and tailoring support to the most challenged schools. This includes tailored CPD activities to underpin the core curriculum. The PAFC Study Centre will provide targeted but flexible support that will boost each school's ability to reach floor standards. Citywide events are also being used to champion achievement and raising aspirations.

In addition, we are running a very comprehensive widening participation programme of activities for Year 6 to Year 11 in partnership with the University College of St Mark & St John and Plymouth University.

Support to vulnerable groups has had a continued focus. The number of migrant children coming into schools in the city has continued to increase since September 1st and the Ethnic Minority Achievement (EMA) Team is active in supporting schools to develop sustainable capacity in meeting the needs of black and minority ethnic pupils. The EMA team has recruited to increase capacity. Training and deployment of teaching and learning assistants has been carefully managed. Family welfare support for migrant families/schools has been commissioned through a managed SLA with Amber Initiatives.

The Young Carers Service has now been re-commissioned, the new service will move from the current service operated by Zone to Barnardo's for start 01 April 2012. The service will focus on higher levels of need, identify and support hard to reach young carers. Support for Children in Care has been further enhanced with increased focus and personalisation of intervention and outcomes are improving.

Excellent progress has been made with training staff to be more able to support emotional literacy with pupils so as to foster better mental health. Engagement with senior leaders has been good to ensure locality working is more coherent. We are currently promoting the Healthy Child Quality Mark - which has built into it a requirement for schools to evidence anti-bullying work. We have started rolling out a package of training on implementation and implications of the 2010 Equalities Act which will necessarily focus on challenging bullying behaviour.

Numerous citywide and national opportunities have been provided including attendance at the Scott Centenary in London and being presented to the Princess Royal. The opening of the Life Centre was another inspirational event that demonstrated that the city values its young people. HMS Heroes grows from strength to strength, with MPs and senior military officers promoting the positive impact of this group. There are now over 1600 members in Plymouth with 2 school due to join in January. In addition, 2 schools from other areas have joined and 4 more are about to. The Heroes affiliated with the Royal British Legion in December 2011 and there are plans for them to become the young people's arm of the Legion to develop greater harmony and understanding across the generations, plus keener support mechanisms for those who need it. Heroes have attended every city/civic event since May 2011 and have represented Plymouth in Devon and at Wootton Bassett.

#### **Improved**

**Reduce the gap in attainment at Key Stage 4 between the most and least deprived neighbourhoods in the city. 21% (2011/12).** Significant improvement in attainment mainly from most deprived neighbourhoods. This made a considerable contribution to narrowing the gap. Also noteworthy is the 'band' in the least deprived neighbourhoods who reported a drop in attainment levels from the previous year.

#### **Worsened**

**Primary schools who exceed the escalating floor standard (currently at 60% of pupils gaining a L4+ in both English & maths as well as securing better than average expected progress in English and maths).** 15 schools fell into this category this year missing the target. Also, there were more which exceeded this year than last. There will be even greater emphasis next year as the floor target is expected to

### **3. Tackle Child Poverty**

We pledged to:

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

Child poverty is being given strategic importance by a cross-party councillors working group and continued focus within the Council. In the last year, the Children's Trust has been actively involved in the establishment of a welfare reform group to assess the implications of major changes to the benefits system, successfully child poverty-proofing the housing plan 2012-2017, and undertaking two self-assessment workshops as part of the process to develop the citywide child poverty strategy development

A comprehensive Child Poverty Needs Assessment has been undertaken as part of the JSNA process with an additional remit around worklessness and troubled families. Carole Burgoyne (Director for People) has been appointed as the new Child Poverty champion. The timeline has been established to develop the Child Poverty strategy by July 2012 and a cross party working group will be set up in February to lead these process. Coordination of the South West regional Child Poverty network has been limited due to capacity issues.

The Housing Plan 2012-2017 has been developed and has a strong focus on child poverty and homelessness. Key target groups negatively affected by housing benefit changes have been identified and specific work relating to young people is being undertaken in the worklessness and homeless plans.

There has been a strong focus on reducing inequalities at an early age. Local involvement in a payment by results trial has included reporting against national measures around 'Parenting Support' and 'Sustained Contact' and these have now been included in the Children's Centre target setting process. 185 disadvantaged 2 year olds have received free early education in 2011/12 with funding secured to increase this to 410 in next financial year through the use of the Early Intervention grant. The 'Thrive' assessment tool is being trialled to give a more accurate assessment of social and emotional skills and early identification of need. Our early years settings continue to perform well with currently 92% judged as good or better by Ofsted.

Finally, the financial inclusion strategic group have met with Barclays Bank who offer a wide range of support services for young people. Plymouth Credit Union have agreed a target to double the number of school banks within a 3 year programme. A financial capability programme targeting young people in schools was launched at the end of 2011.

#### **Improved**

Increase the take up of Child Related benefits previously unclaimed. **Target is 19%. Whilst the target % was not actually achieved, the value has increased year on year for the last 3 years. The value of £1.6M was achieved this year. In year issues with a CRM system within the CAB service had a detrimental impact on the number of Quarter 2 benefit claimants.**

#### **Worsened**

**Reduce the number of Families with Children in temporary Accommodation.** Whilst the number of families in temporary accommodation has reduced, the number of children in these families has significantly increased. At year end (2011/12) there were 100 children in Temporary Accommodation in the city.

#### **4. Provide all children with the best possible start to life**

We pledged to:

- improve the physical and mental health and wellbeing of children and young people
- strengthen multiagency child protection across the city
- provide early support for young people and families with multiple problems, putting an emphasis on hidden harm and domestic abuse

There have significant performance concerns around access to CAMHS services in the city escalated through a variety of strategic bodies including the PSCB and the Children's Trust. Through active contract management, additional flexibility on the part of the provider and support from partners the waiting list has been reduced. A framework for support for mental health and emotional wellbeing has been refreshed and a peer quality review of the service has been conducted. Work continues to roll out SAMHS (Secondary Age Mental Health Supporters) training to youth services, secondary schools and voluntary sector to ensure up skilling of universal front line workers to intervene early to meet low levels and emerging need. In addition a targeted counselling service for vulnerable young people has been commissioned and implementation of referral process is in progress.

The Healthy Child Programme (HCP) 0-19 is a broad national framework that encompasses areas throughout the Children and Young People's Plan. Governance and accountability for the HCP 0-5 years is placed within the Early Years Strategic Partnership. Further work is needed to progress embed the work of the HCP within the new localities structure.

Locally, the health improvement coordinator for healthy weight is now in post and mapping of services for obesity prevention and intervention in the City has begun. Two age specific multi-agency groups have been established (antenatal / early years and school age / young person); Healthy Eating and Nutrition in the Really Young (HENRY) programme is being progressed in Plymouth and has been incorporated into the commissioning of both the 0-19 SCPHN service and Children Centres, core training has been delivered to a further 40 workers in this financial year, and 3 courses will be delivered in the next financial year and the first City Let's Get Healthy with HENRY parent group was completed in December. A HENRY project group is established to oversee the implementation of the HENRY programme which will contribute to the provision of a care pathway for younger children. The SHINE programme for teenagers is being reinvigorated and a SHINE project group has been established to oversee the implementation of this. It is expected to recruit participants in summer term for a programme starting in the autumn. A successful multiagency adult / child care pathway event was held in February and will inform further planning.

The maintenance of effective child protection relies heavily upon close working arrangements across agencies, and the assurance of effective information sharing and collaborative practice. Inter-agency training offers a significant vehicle for updating and adherence to contemporary priorities for practice. 2,470 practitioners and managers from 38 agencies have attended one of 14 inter-disciplinary courses in 2011-12, sustaining target figures of 2,000 per year for the past three years. The PSCB has co-written and accredited a single-agency level two e-learning training package in partnership with Hays Consultancy, now available to all settings, offering a standardised and accurate set of core procedures for child protection to all staff. In addition, the finalisation of pro-forma single agency child protection course (Level 2) for off-the-peg downloading and presentation offers all agencies with designated officers the opportunity to ensure compliance. The 2011-12 ambition for all single-agency child protection officers delivering training to be PSCB inspected and accredited has been tested and found to be impossible, due to the large numbers, constant changes in personnel, and insufficient resources to inspect all training delivery. The provision of standardised training packages is considered to be a more appropriate, cost-effective and sufficient method of ensuring inter-agency compliance child protection procedures and practice.

However, the numbers of children presenting and entering care is still high, though stabilising through better through put, and there is a strong national trend here linked to the economic situation. There has been a positive uplift in the number of CAF assessments being carried out across the City and good progress in setting a clear early intervention framework that ties together initiatives such as Troubled Families, Localities and Diversion from Care.

There has been good progress with commissioning services on alcohol abuse for parents with children with a protection plan. Capacity is now in place and referrals are commencing through Children's Social Care. The initial focus of referrals will be through Children in the Community with a planned increase of referrals to come from Advice and Assessment over the next 12 months. Work is ongoing to up-skill front line workers to meet low level and emerging mental health needs is also welcome. We have awarded a contract for services to ensure that children affected by substance misusing parents can access information, advice and support to meet their specific needs.

Operation 'Encompass' has now rolled out across Plymouth to ensure the Police, when attending a Domestic Violence incident, have completed a welfare check and contacted the school. Currently 91 schools are involved in project. In just over 14 months 754 children have been supported by

the project. The project has attracted national interest from Professor Eileen Munro and the Association of Police Officers are exploring the feasibility of national rollout.

#### **Improved**

**Reduce rates of hospital admissions caused by unintentional and deliberate injuries to children and young people.** This year's annual target has been achieved with less children being admitted because of unintentional or a deliberate injury this year than last.

#### **Worsened**

**Reduce the % of incidents of Domestic Abuse where children are involved. (% of all incidents recorded where children were resident in the household).** Target has not been achieved and more children have been involved in domestic incidents than last year. From 2011/12 the response officers attending an incident as the first responder now have a duty to check more closely on the welfare of the children present and be more diligent at filling out the I21As. As the year has gone on they have been reviewed more and more, this had been combined with the fact that I21As are now completed for unborn children.

### **5. Tackle risk taking behaviours through locality delivered service**

We pledged to:

- Deliver intensive youth support to meet the needs of vulnerable young people aged 11 to 19 years old
- Promote citizenship and volunteering opportunities
- Enable young people to take responsibility and make safe and informed decisions by providing timely and appropriate information and guidance

Positive performance has been reported this year with a series of innovative activities targeting particular at risk groups in place. Youth workers are increasingly working in and alongside schools as early intervention locality working develops. Specific activities are aimed at diversion from risk taking behaviour, eg Summer Mix programme and the priority focus on alcohol misuse

Intensive Support Offer for 11-15 year olds supported by the IST has commenced through school and locality CAF access and is being managed to ensure priority is maintained for homeless 16/17 year olds. Arrangements to deploy Careers South West advisors into ACE, IST and high priority schools are underway and will improve Information, Guidance and Support to the most vulnerable groups of young people. Provision of 'Job Clubs' at all youth centres is currently being explored with Job Centre Plus in order to inform YPs decisions and support the current worklessness/employability concerns faced by YP across the city. The 16+ IST programme is under review utilising the C4EO validated practice framework and a local cost benefit analysis. 2011 annual performance highlights a 60.4% reduction in 16+ YP entering care compared to 2010.

Performance against youth volunteering opportunities continues to exceed this years target. Young people's involvement in decision making is also exceeding targets. Key developments include linking the Young Ambassadors to Plymouth University Student Volunteering programme and increased involvement of YP in funding decision making. The Youth Service is currently reviewing the Government's 'Positive For Youth' guidance and will be action planning to increase YP's participation particularly through developing 'Youth Inspectors' capacity. Early participation suggests that involvement in this years UKYP elections is strong with over 1500 votes already cast within secondary schools.



Work linking the Emergency Department to locality based services that can provide alcohol interventions is operational and linking well to the locality based youth work teams for ongoing support and guidance. The pilot project has proven to be effective and funding and support has been secured to extend this innovative project for a further 12 months. Alcohol advice centres have recently been established in each locality linking with the A&E development and Harbour services for young people, this offer is now operational with further IAG developments planned to build local access to information and support on MH, smoking cessation and worklessness/employability.

Work to develop integrated Sexual Health Services using the Zone as the 'hub' has commenced. Initial data shows a significant increase in young people using accessing contraception through this. New specification for community contraception service being completed. Training for primary care clinicians (provision of long acting reversible contraception) commences January 2012 . Work to develop integrated Sexual Health Services using the Zone as the 'hub' has progressed and has been launched. The next developments in IST include securing links to the PMH team and the deployment of a Family Support worker from the 'virtual team' into the IST team.

## Improved

**Every Performance measure has met its target in this priority this year.**

**Reduce the % of C&YP who are Persistently Absent in Secondary Schools.** Good performance in this area has been maintained (3.6%), and our position nationally is second Quartile. However it should be noted that the DfE is changing the definition reducing the sessions missed from 20% to 15%. This has an immediate impact on Plymouth as many of our Persistently Absent pupils are at the higher level.

**Narrowing the Teenage Conception gap between the most and least deprived neighbourhoods.** The latest Official Data reports that Teenage conceptions has risen during the year and we have more Teenage Conceptions compared to last year. However, local proxy data suggests that the 'gap' between the most and least deprived areas of the city is reducing. The target has actually been achieved. It is evident that the numbers of young women in the most deprived neighbourhoods are conceiving less, whilst those in the least deprived have stayed much the same.

**Reduce the % First time entrants to the Youth Justice system aged 10-17.** Significant improvement during 2011/12 with a 62% reduction in the number of first time entrants into the youth justice system. The Police use of Youth Restorative Disposals (reprimands and final warning ) has had a significant impact upon the number of first time entrants.

## Worsened

**None**

## NEXT STEPS

Priority champions are currently refreshing delivery plans for the remainder of the duration of the Children and Young People's Plan. Plans will be used as a basis for consultation with partners in

the coming weeks and will continue to be tracked by the Children’s Trust Executive group in addition to organisational performance management systems.